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National Islands Plan Implementation Route Map 2020 - 2025



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Ministerial Foreword



I am very proud to introduce the National Islands Plan Implementation Route Map which has been created with input from our island stakeholders and local authority partners. I am extremely grateful to you all for your contributions.

The publication of this Implementation Route Map marks a key milestone in the implementation of the National Islands Plan, and will promote a fair, integrated, green and inclusive approach to island policy. This document sets out how we will continue to contribute to improvements across our islands, and details how we aim to deliver our priorities over the lifetime of the National Islands Plan.

The production of this Implementation Route Map has been delayed due to the impact of COVID-19, as we re-prioritised our focus to ensure that our island communities were supported during the initial phase of the pandemic. This has been a challenging year for everyone, and our island communities in particular have been, and continue to be, impacted by COVID-19. I would like to take this opportunity to thank our island communities for their resilience in response to the pandemic and for their continued dedication to combating this virus.

We will continue to work closely with key stakeholders to ensure that the voices of islanders are fully heard. To ensure this, I would like to emphasise that this Route Map is designed to be a living document, that will be continually updated and adapted to respond to fresh challenges faced by our island communities.

The ongoing development of the Implementation Route Map provides the basis for continued improvement across our island communities as they recover from the COVID-19 pandemic – I look forward to continuing working together to ensure this is the case.

A handwritten signature in black ink, which appears to read "Paul Wheelhouse". The signature is written in a cursive style and is positioned above a faint, light-colored rectangular stamp or watermark.

Paul Wheelhouse MSP

Minister for Energy, Connectivity and the Islands

Introduction

This document sets out how we will continue to contribute to improved outcomes across our islands, and provides a Route Map of how we aim to deliver our priorities over the lifetime of the National Islands Plan. It also identifies the methods we will use to monitor progress towards achieving our outcomes and sets out how we will deliver our work over the short, medium and long-term.

We recognise that priorities for island communities can change, especially in these uncertain times. This has been a challenging year for our island communities on whom COVID-19 has had, and continues to have a profound impact, exposing new vulnerabilities, but also some new found strengths. Therefore, this Implementation Route Map is designed to be a 'living document' that can respond to fresh challenges and adapt as they arise. As the Implementation Route Map develops, specific actions will be formed for each intended result, and we will collaborate with relevant partners on delivery.

The Route Map does not yet include details of the investment required to deliver our commitments in the National Islands Plan. The Plan will inform future SG spending and investment as set out in the annual Programme for Government, the £30 million allocated through the Infrastructure Investment Plan and all funding announcements relevant to islands.

It will be reviewed monthly by Scottish Government and quarterly by the new National Islands Plan Delivery Group. Regular reports will be provided to the Islands Strategic Group and every year for the lifetime of the National Islands Plan, we will report our progress to the Scottish Parliament and to all of our island partners. The Plan will be reviewed fully by Scottish Ministers before the 5 year period (as required by 6 (a) of the Islands (Scotland) Act 2018). This review will be fully inclusive and informed by further consultation with relevant stakeholders.

Our focus will be on ensuring that we have the structures, resources, systems and people in place to ensure we have the capacity to deliver a fair, integrated, green and inclusive National Islands Plan.

Our Strategic Objectives and Values

The National Islands Plan sets a direction for the Scottish Government and provides a framework for action in order to meaningfully improve outcomes for island communities. The Plan has 13 Strategic Objectives which will we use to direct our work over the coming months and years:



Strategic Objective 1

To address population decline and ensure a healthy, balanced population profile



Strategic Objective 2

To improve and promote sustainable economic development



Strategic Objective 3

To improve transport services



Strategic Objective 4

To improve housing



Strategic Objective 5

To reduce levels of fuel poverty



Strategic Objective 6

To improve digital connectivity



Strategic Objective 7

To improve and promote health, social care and wellbeing



Strategic Objective 8

To improve and promote environmental wellbeing and deal with biosecurity



Strategic Objective 9

To contribute to climate change mitigation and adaptation and promote clean, affordable and secure energy



Strategic Objective 10

To empower diverse communities and different places



Strategic Objective 11

To support arts, culture and language



Strategic Objective 12

To promote and improve education for all throughout life



Strategic Objective 13

To support effective implementation of the National Islands Plan

A Fair, Integrated, Green and Inclusive Plan

The four principles of fairness, integration, environmental protection (green) and inclusiveness underpin the National Islands Plan by guiding us and our partners in meeting its ultimate objective – which is to improve outcomes for island communities.

A **fair** Plan with wellbeing at its heart will strive towards fairer, healthier, happier communities across Scotland. Its human rights approach will support greater accountability and help ensure that island communities' rights are respected, protected and fulfilled.

An **integrated** Plan will promote joined-up services based on a cohesive, place-based and holistic approach to policy and will build economic, social and environmental considerations in an integrated approach to island policy.

A **green** Plan will harness the opportunities of a greener, fairer economy while we work toward ending Scotland's contribution to climate change.

An **inclusive** Plan will promote genuine community empowerment at the local level enabling decisions to be taken as close as possible to where their impact will be felt.

COVID-19

We are aware that each community throughout Scotland's islands continue to face unique challenges in relation to the ongoing response to COVID-19.

During this difficult period, we have re-prioritised our efforts to best support our island communities. Our aim is to ensure that our islands recover and prosper in spite of the pandemic.

This has allowed us to further develop relationships and knowledge across our islands, and to gain a clearer sense of the effect of the pandemic across all the Strategic Objectives of the National Islands Plan. Island communities and stakeholders have been able to provide us with close to 'real-time' information on problems concerning key issues such as supply chains, geographical isolation, mental health, access to lifeline services and the impact of the pandemic on the islands' economy.

Delivering the National Islands Plan

Whilst we will need to continue to respond to the needs of island communities during the COVID-19 pandemic and the UK's exit from the European Union, we also must continue to deliver on the commitments we have made in the National Islands Plan. We believe that the best way to do this is to continue to work in close partnership with island communities, our local authority colleagues, third sector organisations and others with an interest in islands. This will ensure that outcomes and strategies align and build upon work being undertaken by these organisations and stakeholders.

We have also supplemented the data we gathered during our extensive 2019 National Islands Plan consultation with new information from our 2020 National Islands Plan 'Through a COVID Lens' Survey. This allowed our local authority partners to identify the most important Strategic Objectives within the National Islands Plan to best support recovery and renewal for islands.

This data has informed our development of this Implementation Route Map and this is where we will start in terms of identifying priorities for delivery. Continued collaboration with our island communities, local authority partners and island stakeholders will allow us to ensure alignment with localised plans and strategies to best support a green island recovery.

During January and early February 2021, we hosted a series of workshops with our island stakeholders. These virtual workshops allowed us to fulfil our commitment made in the National Islands Plan to host a series of workshops with island communities, to discuss and agree the specific commitments linked to each of the Strategic Objectives in the Plan.

The workshops were facilitated by an external contractor, with support from a member of the Scottish Government's Islands Team and policy officials who specialise in the specific Strategic Objectives which were the focus of the session.

Participants included a wide and representative range of views from island communities:

- 2 participants were invited from each local authority area for each of the 12 workshops.
- Invitations covered 40 Islands and participants had links to 13 Community Councils, 35 Development Trusts, 24 Third Sector bodies and 31 from the arts, business, education, music and other sectors.

The primary aim of the workshops was to ensure that the outcomes, timescales, method of measurement and key teams, agencies or partners listed in the draft Implementation Route Map align with community expectations. Throughout the discussions the point was made that each island has a unique set of circumstances, and therefore one size will not fit all.

The results from these workshops have been reflected where possible in this Implementation Route Map and will be used to further develop the document, including agreeing responsibility with partners and developing time constrained actions to ensure delivery of specific Strategic Objectives.

No single organisation or sector can achieve all that we want for Scotland's islands. This Implementation Route Map is for everyone, working for or with islanders and many of the actions identified in the National Islands Plan will be undertaken in partnership to improve outcomes for all island communities.

This Route Map will help us to deliver our islands' recovery and renewal work through community wealth-building with a focus on wellbeing and inclusion. The linkage between local plans and the Route Map will be critical to the development and delivery of sustainable islands' futures.

This Implementation Route Map does not offer a rigid template for delivery of the National Islands Plan, but provides information on how we will manage our tasks and monitor our progress. We will:

1. Identify the relevant partners to help us drive forward each of the Strategic Objectives.
2. Identify the resources that can be directed to support delivery of each Strategic Objective and related actions.
3. Capture the evidence to demonstrate progress against each Strategic Objective.
4. Prioritise actions to respond to the impact of COVID-19 and any gaps against each of the Strategic Objectives.
5. Establish thematic groups to help us carry out some of the specific actions against the Strategic Objective in the National Islands Plan.

Data and Indicators

In order to ensure a comprehensive and transparent Implementation Route Map, we need to ensure that evidence-based decisions and policy are made. This requires robust and reliable data.

The 2019 consultation exercise undertaken to inform the development of the National Islands Plan highlighted a lack of robust, disaggregated socio-economic data at the island level as a concern for participants. Consequently, we have undertaken an initial scoping exercise which has confirmed that there are significant gaps in relation to islands level data across the board.

In the absence of objective measures at an islands level, there is a need to produce an alternate source of data that will measure the impact and effectiveness of the National Islands Plan in a consistent way. Consequently, we have commissioned the National Islands Plan Survey, which will allow us to gather the views of island communities, on a rating scale, across all of the Strategic Objectives, with which we will then be able to compare our progress with for the duration of the National Islands Plan.

The Survey is not a direct substitute for a lack of statistical information, but rather should complement such data when available. Consequently, taking into consideration the amount of research that would be necessary to fill the aforementioned data gaps, we will undertake a gradual approach to the amalgamation of island level data, which will take course over the lifetime of the National Islands Plan.

Further research is being undertaken to gather the necessary data in order to set the baselines for our measurable outcomes. We are currently developing a research index and research working group to ensure that relevant data from our systems of measurement is captured and informs the monitoring of the National Islands Plan. This will include working in collaboration with our policy colleagues across Scottish Government, our local authority partners and island community stakeholders to identify pre-existing island statistics to avoid unnecessary duplication of effort.

The building of a reliable data set in sectors across our islands is key to understanding the specific challenges facing communities, and is crucial to assessing the effectiveness of policy measures taken so far to address these challenges, whilst informing where more targeted interventions may be required and responding to the evolving needs of island communities.

National Islands Plan Delivery Group

To ensure that the National Islands Plan leads to meaningful, positive and sustainable change, there needs to be accountability, and ongoing collaboration with our local authority partners, stakeholders and island communities for the duration of the Plan.

We will establish the National Islands Plan Delivery Group in order to ensure continued stakeholder and community input to the Implementation Route Map. This new group will contribute to the delivery of the National Islands Plan and feedback on progress to the Islands Strategic Group and other interested parties. The membership and terms of reference for the Delivery Group are currently being developed. Membership is proposed to bring together representatives of island communities, local government, the third and independent sectors, community groups, Bòrd na Gàidhlig, COSLA, Mobility and Access Committee for Scotland, relevant academics (or subject experts) and Scottish Government officials.

This new Delivery Group will meet quarterly. Reports from these meetings will be fed into the ongoing adaptation of the Implementation Route Map to ensure that progress is being made towards delivery of the Strategic Objectives of the National Islands Plan.

Measuring our Progress

Our annual report to Parliament will include progress made, through the commitments listed under each Strategic Objective. Additionally, in 2021 we will launch a virtual National Islands Plan Progress Dashboard that will allow for real-time progress towards both our Strategic Objectives and commitments to be displayed in an accessible and transparent manner.

The sections below relate to specific Strategic Objectives, and outline how:

- The Outcomes we expect to obtain from progressing with the Strategic Objective.
- The Timescale we will work towards in regards to achieving the aforementioned results.
- A short timescale is 1 – 2 years.
- A medium timescale is 2 – 5 years.
- A long timescale is over 5 years.
- The method of measurement we will use to monitor our progress.
- The outcomes link to the National Performance Framework.
- Who we may collaborate with to ensure effective contribution to delivery.

The National Islands Plan Implementation Route Map

For each Strategic Objective we identify timescales, methods of measurements and outcomes as well as potential teams, agencies or partners who we may collaborate with to ensure effective delivery. As the Implementation Route Map progresses, specific actions will be developed for each intended outcome. Methods of measurement will also be refined to identify key data sources.

Strategic Objective 1: To address population decline and ensure a healthy population profile

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. Population decline reverses through a reduction in those leaving, an increase in those returning and an increase in new permanent residents, recognising the individual requirements and heritage of each island.	1. Long	<ul style="list-style-type: none"> • Repopulation Action Plan • Crofting Register • National Development Plan for Crofting • Publication of National Planning Framework 4 • Statistics from academic institutions • Census data • Sparsely Populated Areas data 	<ul style="list-style-type: none"> • Children and Young People • Communities • Environment 	<ul style="list-style-type: none"> • Scottish Government • Local Authorities • Island Communities* • Scottish Islands Federation
2. A more demographically balanced population is present across all islands.	2. Long	<ul style="list-style-type: none"> • National Performance Framework Population Indicator measuring the number of LAs experiencing population decline: https://nationalperformance.gov.scot/chart/scotlands-population 		<ul style="list-style-type: none"> • Crofting Commission • Youth Scotland
3. A New National Development Plan for crofting is produced encouraging an increase in active use of croft land, an increase in resident crofters and/or an increase in crofts/croft tenancies.	3. Medium	<ul style="list-style-type: none"> • Dashboard measuring a range of indicators and measurements relating to population and migration: https://www.gov.scot/publications/population-programme-dashboard/ • Islands Life Survey • Crofting Commission Census/data 		<ul style="list-style-type: none"> • Rural Youth Parliament • HIE

Outcome	Timescale	Method of Measurement	Links to NPF	Who
4. There is a recognised and implemented Repopulation Action Plan supporting population growth and retention.	4. Medium			CoHI Scotlands Rural College UHI
5. There is an increase in adequate infrastructure, educational and employment opportunities to support population growth and retention.	5. Medium			James Hutton Institute Robert Gordon University Young Islanders Network
6. There is a co-ordinated approach to planning to support infrastructure for an increased population.	6. Medium			Crofting Township Grazing Committees
7. The needs of Scotland's islands are taken into account by the Ministerial Task Force on Population.	7. Short			NFUS Scottish Crofting Federation

Strategic Objective 2: To improve and promote sustainable economic development

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. Job retention and on-island employment opportunities have increased.	1. Long	<ul style="list-style-type: none"> Local authority reports Statistics from HIE Feedback from Local BIDS 	<ul style="list-style-type: none"> Economy Fair work and business Communities 	<p>Scottish Government</p> <p>Local Authorities</p>
2. In areas with Gaelic heritage, the language is habitually considered in matters of economic development.	2. Long	<ul style="list-style-type: none"> Employment statistics Census data SIPP HiTrans Project Report Area level commissioned studies 	<ul style="list-style-type: none"> Education Culture International Poverty 	<p>Island Communities*</p> <p>Scottish Islands Federation</p>
3. Creative industries contribute socially, culturally and economically, supported by contextually relevant skills pathways.	3. Medium	<ul style="list-style-type: none"> Poverty data Publication of National Planning Framework 4 Regional Unemployment Report (Pop. Survey) <u>Annual Survey of hours and earnings</u> <u>UK Government Jobs Density data</u> National Islands Plan Survey Visit-Scotland visitor data (incl. ONS data from UK Government and data from VisitBritain) Evaluation data from the National Tourism Strategy and Gaelic Tourism Strategy Ferry demand from Transport Scotland Active Travel Framework Delivery Plan 		<p>HIE</p> <p>SDS</p> <p>Creative Scotland's RFOs (Regularly Funded Organisations)</p>

Outcome	Timescale	Method of Measurement	Links to NPF	Who
4. Sustainable Tourism is managed and developed responsibly, alongside proportionate infrastructure developments, with less dependence on seasonal tourism and an increase in year round employment.	4. Medium			Youth Scotland Marine Scotland Scottish Forestry Crofting Commission
5. Important island economic drivers are effectively supported and developed (including training) e.g. marine activities, agriculture and crofting, fishing, forestry, tourism and the food and drink industry.	5. Long			Scottish Enterprise Scottish Fisherman's Federation Visit-Scotland
6. As a key economic enabler, transport services to, from and on islands are protected and enhanced through continuous and ongoing investment including through the Islands Connectivity Plan.	6. Medium			Bòrd na Gàidhlig Tourism Industry Scottish Government

Outcome	Timescale	Method of Measurement	Links to NPF	Who
7. The Green circular economy has been developed and has enhanced economic output while contributing to the reduction of emissions and waste.	7. Long			Representative Groups SDS Creative Scotland
8. Consideration is given to skills, training and education for new energy and infrastructure projects being developed and delivered locally.	8. Medium			UHI TSIs Crown Estate Scotland
9. An increase in island employers who support apprenticeships.	9. Short			Forestry and Land Scotland
10. New innovative modular apprenticeships are developed and delivered in ways which reflect island lives and employment structures.	10. Medium			
11. A recognised increase in young people choosing to train for management and permanent employment in the island tourism sector.	11. Short			

Strategic Objective 3: To improve transport services

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. A significant increase in Active and Sustainable Travel involving all modes of transport and road networks to enable safe active travel.	1. Medium	<ul style="list-style-type: none"> • Scottish Household Survey • Active Travel Framework • An increase in the number of Multi-Modal Travel hubs in islands • Number of walking, wheeling and cycling journeys completed instead of using private transport • Number of shared vehicle journeys increase • Number of integrated ticket sales increases (reliant on smart ticketing) • Increase in Active and Sustainable Travel infrastructure (footways, cycle paths, EV Charge points etc.) • Scottish Government Transport data • Any increase in bus capacity • Sustainable freight modes and last mile deliveries 	<ul style="list-style-type: none"> • Communities • Economy • Environment • Health 	<p>Scottish Government</p> <p>Local Authorities</p> <p>Island Communities*</p> <p>Highlands and Islands Airport Ltd.</p> <p>Hitrans</p> <p>Visit-Scotland</p> <p>Transport Scotland</p> <p>NHS</p> <p>TSIs</p>
2. We have an integrated travel network that facilitates the use of public, active, sustainable and shared travel to, on and from the islands with an increase in electric vehicle clubs for onward travel to mainland and islands and increased use of shared vehicle travel.	2. Long	<ul style="list-style-type: none"> • Measure LDP policies in island areas relating to sustainable and active travel • Civil Aviation Authority Flight Data • Disability Equality Scotland research 		
3. Our transport system better meets the needs of island communities, such as the challenge of some residents currently being unable to travel to and from our cities in the same day whilst undertaking work.	3. Long			

Outcome	Timescale	Method of Measurement	Links to NPF	Who
4. Transport infrastructure (including but not exclusive to air, ferry, road travel, active and sustainable) is fit for purpose for all sectors of the community and visitors.	4. Long			ZetTrans Community Planning Partnerships Disability Equality Scotland
5. Our transport network provides equality of access and opportunity.	5. Medium			Enable Scotland
6. Mobility as a service, (MaaS), is improved across islands, providing better and more comprehensive travel information thereby increasing the use of alternative ways to travel and reducing carbon emissions to, on and from islands.	6. Medium			Inclusion Scotland Society of Chief Officers of Transportation for Scotland (SCOTS) Road authorities
7. Further development of low carbon flights.	7. Long			

Strategic Objective 4: To improve housing

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. Improved supply of housing of all tenures including for Affordable and Social Rent and Low – Cost Home Ownership through both new-build and repurposing of existing stock.	1. Medium	<ul style="list-style-type: none"> Local Housing Strategies and Strategic Investment Plans Empty homes/second homes data Completions data provided by local authorities to Scottish Government The number of new homes, including new build (both affordable and market) and properties brought back into effective use 	<ul style="list-style-type: none"> Communities Human Rights Poverty Environment 	<p>Scottish Government</p> <p>Local Authorities</p> <p>Island Communities*</p>
2. Availability of homes supports those looking to settle, remain in or return to, island communities to address depopulation/ support repopulation, including appropriate and available housing for younger people.	2. Medium	<ul style="list-style-type: none"> <u>Affordable Housing Supply Programme Out-turn report</u> (annual reports) produced by More Homes Division Scottish Government <u>Housing Survey Quarterly update: New Housebuilding and affordable housing supply</u> <u>Empty Properties statistics</u> Engagement with Shelter Empty Homes Partnership – Empty Homes Officers employed by local authorities (almost all LAs now have an EHO in place) 		<p>Scottish Islands Federation</p> <p>Local authority housing depts.</p> <p>Rural Housing Scotland</p>
3. Housing delivered in island communities embraces sustainable materials and low-carbon energy to provide green, energy efficient and affordable housing.	3. Medium	<ul style="list-style-type: none"> Increase in the number of households of National Records of Scotland Increase in households of working age – i.e. younger households as provided by: <ul style="list-style-type: none"> Scottish Household Survey Local Housing Strategies and supporting papers (i.e. HNDA) Census 		<p>Scottish Land Commission</p> <p>Shelter Scotland</p> <p>HIE</p>

Outcome	Timescale	Method of Measurement	Links to NPF	Who
4. Local authorities for island areas provide input to the approach of setting of targets for the use of land for housing in National Planning Framework 4.	4. Medium	<ul style="list-style-type: none"> • Affordable Housing Supply Programme Report • Census data • Rural and Islands Housing Fund data • Housing market analysis • Measurement of island authorities engaging with NPF4 work on land for housing (specific measurement in relation to Outcome 5) 		<p>Communities Housing Trust</p> <p>Rural and Islands Housing Association Forum</p>
5. Number of empty or derelict homes on the islands is reduced.	5. Medium	<ul style="list-style-type: none"> • Measurement against Housing to 2040 Route Map • Increase in homes on Council Tax Register • Housing Land Audits 		<p>Tighean Innse Gall</p> <p>Local Housing Associations</p>

Strategic Objective 5: To reduce levels of fuel poverty

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. Fuel poverty and extreme fuel poverty are reduced across the islands.	1. Medium	<ul style="list-style-type: none"> • Fuel poverty Strategy Reports • Scottish Household Quality Survey 	<ul style="list-style-type: none"> • Health • Poverty 	<p>Scottish Government</p>
2. There is an established additional amount for island households which will be applied to the Minimum Income Standard utilised in measuring Fuel poverty to allow for an accurate assessment of Fuel poverty across the islands.	2. Medium	<ul style="list-style-type: none"> • Energy Efficient Scotland Programme Outcomes and Measurements • Home Analytics Data • Publication of National Planning Framework 4 	<ul style="list-style-type: none"> • Environment 	<p>Local Authorities</p> <p>Island Communities*</p> <p>Scottish Islands Federation</p> <p>Shelter Scotland</p>
3. A fabric first policy of intervention in addressing islands Fuel poverty is adopted for the islands, recognising the high prevalence of poor quality housing stock and potentially higher fuel costs due to lack of gas grid connections.	3. Medium/ Long			<p>Local Energy Scotland</p> <p>Community Energy Scotland</p> <p>Home Energy Scotland</p>
4. Renewable potential of the islands is properly harnessed and resourced and an action plan is developed to support energy efficient new build homes and retrofitting existing homes.	4. Medium/ Long			<p>Housing Associations</p> <p>Nature Scot</p> <p>Tighean Innse Gall</p>

Strategic Objective 6: To improve digital connectivity

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. High speed, affordable, and reliable fixed and mobile digital networks are available to all households and premises.	1. Medium	<ul style="list-style-type: none"> Percentage of premises with access to superfast broadband and percentage of premises with access to fibre broadband as provided for in: <ul style="list-style-type: none"> – https://labs.thinkbroadband.com/local/uk – ONS Internet Access in GB – Thinkbroadband.com Ofcom Connected Nations report Mobile network coverage data 	<ul style="list-style-type: none"> Communities Education Economy Fair Work and Business Human Rights International Poverty 	<p>Scottish Government</p> <p>Local Authorities</p> <p>Scotland 5G Centre</p> <p>Ofcom</p> <p>UK DCMS</p>
2. Digital Connectivity and infrastructure is in place and has helped support a growth in remote working.	2. Short/ Medium	<ul style="list-style-type: none"> Island residents enrolled in online learning courses Increase in availability of online distance learning courses Level of home working, and online SME or Micro Enterprises based across island locations Increase in number of Code Clubs across island locations Repair response times Speed tests at central access points 		<p>Internet Service Providers</p> <p>Openreach</p> <p>Mobile providers</p>
3. Distance learning in island locations has increased.	3. Medium	<ul style="list-style-type: none"> Customer experience surveys 		<p>HIE</p> <p>SDS</p> <p>Island Communities*</p>
4. There is an islands Digital Skills programme delivering training and career opportunities based on digital skills.	4. Medium			
5. Gigabit-capable connectivity is delivered to selected island locations, through the R100 programme, with many other island communities to benefit once contracts are finalised.	5. Medium			

Outcome	Timescale	Method of Measurement	Links to NPF	Who
6. The connectivity needs of islands have been brought to the attention of the Department for Digital, Culture, Media and Sport (DCMS) in UK national policy development, and the issues faced by island communities are raised with Ofcom when designing telecoms regulation and policy.	6. Medium			

Strategic Objective 7: To improve and promote health, social care and wellbeing

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. All islanders will have access to improved health care as required.	1. Long	<ul style="list-style-type: none"> • Health and Care Experience • Inpatient Experience Survey 	<ul style="list-style-type: none"> • Children and Young People 	Scottish Government
2. All islanders will have access to improved social care as required.	2. Long	<ul style="list-style-type: none"> • Healthy Living Survey • Maternity Care Survey • Scottish Health Survey 	<ul style="list-style-type: none"> • Communities • Health • Human Rights 	Local Authorities TSIs
3. Islanders of all ages understand the benefits of being physically active by planning and developing sports facilities that islanders need and to encourage islanders to use and enjoy these facilities.	3. Medium	<ul style="list-style-type: none"> • Scottish Drug Misuse Database (SDMD) 	<ul style="list-style-type: none"> • International • Poverty 	Community Planning Partnerships Young Islanders Network NHS Scotland
4. Introduce national programmes on islands to promote more participation in sport and physical activity.	4. Long			Local Health Boards Royal College of Midwives
5. That health and wellbeing for areas such as pregnancy and childbirth, gender reassignment and sexual orientation are much improved.	5. Medium			Sport Scotland Active Schools Scottish Sports Council

Outcome	Timescale	Method of Measurement	Links to NPF	Who
6. To improve access to affordable childcare for school age children in island communities.	6. Medium			Samaritans Scotland
7. For anyone that requires any mental health care, that it is readily available and accessible.	7. Medium			Scottish Women's Aid
8. Transport to care providers meets patients' needs.	8. Short			Age Concern Scotland
9. Digital connectivity improvements lead to an increase in opportunities for online appointments.	9. Short			Public Health Scotland
10. An increase in island clinics helps to manage and resolve issues before they reach crisis point.	10. Medium			Scottish Drugs Forum
11. A reduction in alcoholism/alcohol/drugs related deaths on islands.	11. Medium			Alcohol Focus Scotland
				Alcohol Information Scotland
				Island Communities*

Strategic Objective 8: To improve and promote environmental wellbeing and deal with biosecurity

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. Improvement in water classification for seas, rivers and lochs.	1. Medium	<ul style="list-style-type: none"> • SEPA Water Classification Hub • Scotland's Marine Atlas • Open Space Audit 	<ul style="list-style-type: none"> • Environment • Fair Work and Business • Economy 	Scottish Government Local Authorities
2. Increase public information around minimising particularly high-risk invasive species movements on islands.	2. Short	<ul style="list-style-type: none"> • Grazing Committees island level data • Citizen Science projects 		Island Communities* HIE
3. Increase in number of green and blue spaces. ¹	3. Long			SEPA
4. Islands reach net zero by 2045.	4. Long			Nature Scot

¹ Green and Blue Space is described in the Scottish Household Survey as comprising public green or open spaces in your local area.

Outcome	Timescale	Method of Measurement	Links to NPF	Who
5. Marine biodiversity is protected and improved with an increase in the condition and quality of protected areas.	5. Medium			National Trust for Scotland RSPB Scottish Wildlife Trust
6. Damage to the local environment (marine and terrestrial) is reduced due to more local action and practical measures.	6. Short			Scottish Land and Estates Scottish Land Commission
7. Small local food production increases.	7. Short			Forestry and Land Scotland
8. An increase in nature and marine based employment.	8. Medium			Scottish Forestry Marine Scotland
9. A stronger circular economy has developed with less waste transported off island.	9. Medium			Calmac Coastal Community Network Visit-Scotland NFUS

Strategic Objective 9: To contribute to climate change mitigation and adaptation and promote clean, affordable and secure energy

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. Increase in the number of renewable assets on Scotland's islands.	1. Medium	<ul style="list-style-type: none"> • Energy Savings Trust Database • Regional Renewable Statistics, Department for Business, Energy and Industrial Strategy 	<ul style="list-style-type: none"> • Environment • Fair Work and Business 	<p>Scottish Government</p> <p>Local Authorities</p>
2. Increase in recycling rates and alternative solutions to managing waste, with a focus on circular economy and local plans developed to deal effectively with ocean and farm waste.	2. Medium	<ul style="list-style-type: none"> • SEPA Household waste data • Sub-national electricity consumption statistics, Department for Business, Energy and Industrial Strategy • Sub-national total final energy consumption data, Department for Business, Energy and Industrial Strategy • UK local authority and regional carbon dioxide emissions national statistics 	<ul style="list-style-type: none"> • Economy 	<p>Island Communities*</p> <p>SEPA</p> <p>Scottish Land Commission</p>
3. Contributing to statutory national emissions targets and to any emissions targets set by local authorities with support in place to empower communities to develop and manage their own climate action plans.	3. Medium	<ul style="list-style-type: none"> • IACS forms • SRUCI carbon audits • Hectares of woodland created per year (Scottish Forestry) 		<p>Forestry and Land Scotland</p> <p>Scottish Forestry</p> <p>Marine Scotland</p>
4. Reduction in gas consumption.	4. Medium			<p>Zero Waste Scotland</p> <p>Local Energy Scotland</p>
5. Expand forests and woodlands on the islands, recognising wider land-use objectives.	5. Long			<p>Community Energy Scotland</p>

Outcome	Timescale	Method of Measurement	Links to NPF	Who
6. Put in place resilient adaptation plans on islands that are at greater risk from climate change.	6. Short			European Marine Energy Centre
7. Increase in number of low carbon pilot projects across islands.	7. Short			Strathclyde Centre for Environmental Law and Governance
8. An increase in and recognition of green tourism.	8. Medium			DTAS VisitScotland HIE NFUS Sustrans and ZetTrans Climate Action Hubs NatureScot National Trust for Scotland Crofting Commission

Strategic Objective 10: To empower diverse communities and different places

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. Increase in influence over local decisions, including budgets and participation with more collaboration between community councils and local authorities.	1. Short	<ul style="list-style-type: none"> • Monitor applications for reviews to Scottish Government for ICIAAs as well as applications for retrospective reviews under the Islands (Scotland) Act 2018 • Feedback from island communities • Feedback from local authorities • Number of active community councils 	<ul style="list-style-type: none"> • Human Rights • Communities 	Scottish Government Local Authorities Island Communities*
2. Communities are supported to identify and deliver community development plans which inform and shape national planning by the public sector.	2. Short	<ul style="list-style-type: none"> • Number of islanders on Community Planning Partnerships • Level of community involvement in delivering lifeline services 		Scottish Island Federation Scottish Community Development Centre
3. Increase in participatory processes aimed at providing island communities with a strong voice in the implementation of the NIP.	3. Medium			Community Land Scotland Development Trust Association

Outcome	Timescale	Method of Measurement	Links to NPF	Who
4. Island priorities are clearly and distinctly recognised and represented in local authority areas that cover both mainland and islands.	4. Medium			Scottish Land Commission
5. Community Councils are more engaged and supported to contribute to the decision making processes and strategies resulting from the NIP.	5. Short			Marine Scotland Youth Parliament Local Authority Island Policy Advisors
6. Greater diversity is reflected at community council and local authority councillor levels.	6. Medium			Youth Scotland COSLA Crown Estate Scotland

Strategic Objective 11: To support arts, culture and language

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. All crafts, music, textiles, literature, languages and dialects at the heart of island identity are effectively recognised and celebrated.	1. Long	<ul style="list-style-type: none"> • Annual reporting from key stakeholders including: <ul style="list-style-type: none"> – Fèisean nan Gàidheal – An Comunn Gàidhealach – Youth Music Initiative – Royal Conservatoire 	<ul style="list-style-type: none"> • Culture • Communities • Economy • Fair Work and Business 	<p>Scottish Government</p> <p>Local Authorities</p> <p>Bòrd na Gàidhlig</p>
2. Gaelic learning and education centres and partners continue to deliver broad contributions both to local island communities and as part of a national contribution supporting education, culture and linguistics.	2. Short	<ul style="list-style-type: none"> • Creative industries jobs figures • Scottish Household Survey • Bòrd na Gàidhlig Gaelic Medium Education data • Participation rates in the arts • Annual Reporting of Evidence for National Improvement Framework, including HM Inspection Findings • Annual reporting for National Gaelic Language Plan and relevant public authority Gaelic Language Plans 		<p>Creative Scotland</p> <p>Fèisean nan Gàidheal</p> <p>Comunn na Gàidhlig</p>
3. Cultural historic environments on islands receive support and investment to sustainably protect and build on their contribution to arts and culture.	3. Long			<p>An Comunn Gàidhealach</p> <p>Sabhal Mòr Ostaig</p> <p>Historic Environment Scotland</p>
4. Arts, culture and language are supported to contribute to island economies.	4. Long			<p>National Youth Orchestra</p>

Outcome	Timescale	Method of Measurement	Links to NPF	Who
5. Individual and unique island identities, culture and traditions are supported and promote inclusion.	5. Medium			HIE VisitScotland Event Scotland
6. Gaelic is a living and thriving language and medium of delivering education, supported by appropriate educational settings and learning centres, and in the community.	6. Medium			Creative Scotland RFOs National Lottery Island Communities*
7. Island communities are supported to deliver their own Gaelic or local dialect plans which will inform policies across Scottish Government.	7. Short			
8. Island deals incorporate the economic benefits of Gaelic.	8. Medium			

Strategic Objective 12: To promote and improve education for all throughout life

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. Employers, apprenticeships and other agile and responsive skills development opportunities support young islanders in targeted areas of local skills shortage. Young people have the opportunity to live, learn and earn in their home community should they wish.	1. Long	<ul style="list-style-type: none"> • UHI Islands Strategy Forum Reports • National Standardised Assessments (including for Gaelic Medium Education – MCNG) • Achievement of Curriculum for Excellence levels and National Qualifications (through Gaelic and English) • Course enrolment/completion data • National Pupil Equity Funding data • School Leaver Destinations • Bòrd na Gàidhlig Gaelic Medium and Learner Education data 	<ul style="list-style-type: none"> • Education • Children and Young People • Communities • Health 	<p>Scottish Government</p> <p>Local Authorities</p> <p>Island Communities*</p> <p>UHI</p> <p>Heriot Watt University</p>
2. The creative and entrepreneurial talents of islanders are supported, promoted and developed with more support for training in creative industries.	2. Medium/Long	<ul style="list-style-type: none"> • Annual e-Sgoil offer and uptake • Lockdown Lowdown – Scottish Youth Parliament/Young Scot/Youthlink Scotland Report • Annual Reporting of Evidence for National Improvement Framework, including HM Inspection Findings 		<p>Robert Gordon University</p> <p>Scotland’s Rural College</p> <p>Sabhal Mòr Ostaig</p>
3. The Developing Young Workforce (DYW) programme has strengthened island links between schools, colleges, industry and senior phase curriculum options.	3. Long	<ul style="list-style-type: none"> • Annual reporting for National Gaelic Language Plan and relevant local and public authority Gaelic Language Plans 		<p>e-Sgoil</p> <p>SDS</p>

Outcome	Timescale	Method of Measurement	Links to NPF	Who
4. e-Sgoil has removed geographic barriers and enhanced subject options for senior phase pupils across the islands.	4. Long			Bòrd na Gàidhlig Comann nam Pàrant
5. Diversification of the curriculum, its enactment and modes of delivery have ensured accessibility and relevance to the national and local context with curriculum pathways that reflect the local economy and employment opportunities.	5. Long			Local colleges Young Scot SDS Creative Scotland Youth Theatre Arts Scotland
6. Young people actively contribute to the delivery of the National Islands Plan.	6. Short			Youth Scotland
7. In areas with Gaelic heritage, the language is habitually promoted/ developed in education matters from early years through to adult learning.	7. Long			

Outcome	Timescale	Method of Measurement	Links to NPF	Who
8. Increased numbers are coming to islands to learn or accessing islands based learning, with islands becoming centres of learning.	8. Long			
9. Courses are developed with more local focus, centred on local natural and cultural strengths.	9. Medium			
10. Through the Young Person's Guarantee, more young people aged 16-24 will have the opportunity to study, take up an apprenticeship, job or work experience, or participate in formal volunteering. Employer Recruitment Incentive approaches are fully developed and consistent across the islands, in line with the new Employer Recruitment Incentive Framework.	10. Medium			

Strategic Objective 13: To support effective implementation of the National Islands Plan

Outcome	Timescale	Method of Measurement	Links to NPF	Who
1. The National Islands Plan Implementation Route Map effectively outlines measures that will be taken to monitor progress of the NIP.	1. Short	<ul style="list-style-type: none"> National Islands Plan Survey National Island Plan Annual Reporting Feedback from National Islands Plan Delivery Group Feedback from the Young Islanders Network Feedback from the Islands Strategic Group 	<ul style="list-style-type: none"> Community Human Rights International 	Scottish Government
2. Scottish island level data gaps are filled to better understand the challenges faced by island communities.	2. Long			Local Authorities
3. Annual reporting provides transparent access to progress being made towards the strategic objectives of the NIP.	3. Short			Island Communities*
4. Delivery of the NIP is monitored effectively through a partnership approach to implementation.	4. Short (Timescale)			National Islands Plan Delivery Group
5. Young islanders contribute to the development and implementation of Scottish Government policy through their own self-governed network (the Young Islanders Network).	5. Short			Youth Scotland
		Young Islanders Network		
		NIP Thematic Working Groups		
		NIP Delivery Group		

Glossary of Terms

NIP:	National Islands Plan
IRM:	Implementation Route Map
HIE:	Highlands and Islands Enterprise
COHI:	Convention of the Highlands and Islands
UHI:	University of the Highlands and Islands
NFUS:	National Farmers Union Scotland
SDS:	Skills Development Scotland
TSI:	Third Sector Interface
NHS:	National Health Service
SEPA:	Scottish Environment Protection Agency
RSPB:	Royal Society for the Protection of Birds
COSLA:	Convention of Scottish Local Authorities

* Where reference is made to 'Island Communities' within the 'who' column, it should be noted that this includes Community Councils, Development Trusts, Third Sector Interfaces, Community Planning Partnerships and island community stakeholders.



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