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Your Moray

Single Outcome Agreement 2011/12

Introduction

2011/12 data completes the cycle of performance reporting on the Single Outcome Agreement (2009/12). The monitoring statements are an important aspect to demonstrate to the Scottish Government that the community planning partnerships have contributed to the delivery against local and national outcomes.

The Improvement Service suggested a range of national indicators for Local Authorities to include when analysing their performance against national outcomes, a number of these have been included along with local performance indicators.

The table below provides a summary against performance indicators, in statistical terms under each of the national outcomes. Of the indicators, 54% show improved performance based on year on year comparison while 42% of indicators have worsened, 3% have remained the same. It should be noted that with long term objectives, dramatic improvements within one year are unlikely. Narrative is provided where available to provide comparison against national performance within the indicator tables. While some indicators may show improved performance from the previous year, results may still be below the national average or local target, again this is highlighted in the notes field where appropriate. Where known the date of the next performance indicator result update is also provided.

Local outcomes are underpinned by performance indicators that provide a basic measure of changes over time; commentary on these is set out at the beginning of each National Outcome Section to provide an indication of whether Local Outcomes have been achieved over the SOA period 2009-2012. Beneath that, a 'Summary of Outcomes' is included against each action that expand on achievements in further detail.

The performance information provided in the tables below informs the Public Performance Report on the Single Outcome Agreement. The Single Outcome Agreement Guidance outlines reporting requirements to have a dual purpose; an outward focus reporting to communities and the public on the delivery of outcomes in the local area and; feedback to the Scottish Government on the Council or Partnership's contribution towards the delivery of outcomes, which support the National Performance Framework. This report, noting the progress against key actions and indicators will be submitted to the Scottish Government for one part of the reporting process, whilst a public performance report will fulfil the requirement to produce a public document giving a balanced view of performance.

SOA Performance Indicator Summary Table – 2011/12

National Outcome	No. of Indicators	Local Performance Trend (year on year)				Comparison against National Average			
		Improving (↑)	No change	Weakening (↓)	Not available	No. of comparable indicators	Above national average (+)	Same as national average	Below national average (-)
1	17	9	0	8	0	6	4	0	2
2	16	8	1	7	0	13	7	0	6
3	11	4	1	6	0	10	2	1	7
4	15	10	2	3	0	15	5	1	9
5	4	1	0	3	0	4	2	0	2
6	15	8	0	6	1	13	10	0	3
7	7	5	0	2	0	6	5	0	1
8	5	3	0	2	0	0	0	0	0
9	17	8	0	9	0	4	4	0	0
10	7	4	0	3	0	2	2	0	0
11	6	4	0	2	0	1	1	0	0
12	0	0	0	0	0	0	0	0	0
13	1	1	0	0	0	1	1	0	0
14	7	3	0	4	0	4	2	0	2
15	2	2	0	0	0	2	1	0	1
Total	130	70	4	55	1	81	46	2	33
%		54%	3%	42%	1%		57%	2%	41%

National Outcome 1

National Outcome 1 – We live in a Scotland that is the most attractive place for doing business in Europe.

Meeting our Local Outcomes

- Maintain the rate of business start ups
- Businesses in Moray will grow GVA
- Moray will benefit from improved and safer transportation infrastructure
- People will be able to access sustainable transport

The worldwide economic downturn has impacted on the national and local economy, evidenced by struggling economic performance results. Business start up rate in Moray has declined since 2008, falling from 34 new enterprise births per 10,000 pop'n in 2008 to 28 births in 2010. Nationally the trend has actually improved over the same period, increasing from 32 to 36 enterprise births (per 10,000 pop'n). However, the rate of businesses de-registering has increased both in Moray and nationally since 2009, up from 29 to 35 and 31 to 44 enterprise deaths (per 10,000 pop'n) respectively. Business survival rates have also declined since the economic downturn.

Significant work has been undertaken by partner agencies to encourage the local economy to grow and diversify. The launch of Business Gateway Moray in 2009 has seen an encouraging increase in new small Moray based businesses, where prospective businesses have contacted Business Gateway for advice and support. Since 2009, Business Gateway has received a steady increase in inquiries year on year, while the number of new businesses who contacted Business Gateway for support has also increased annually resulting in the creation over 320 businesses and over 400 full time equivalent jobs since 2009. Highland and Island Enterprise (HIE) has also provided support and funding to businesses through their Account Management Programme, where HIE have developed growth plans and projects with a number of businesses – the work is expected to generate a significant boost to the Moray Gross Value Added.

A number of other projects have been initiated and developed over the three year period in a bid to stimulate and facilitate business growth throughout Moray. The LEADER project is one of these seeing almost £2 million distributed to over 40 rural projects throughout Moray where the aims are to improve the quality of life and economic prosperity in rural communities through locally driven rural development projects. The Moray Council is continuing to maintain and increase its supply of adequate affordable industrial premises across Moray to meet local business demand; current occupancy rate is over 92% leaving a possible shortage of available premises for let.

A number of Driving safety education and training initiatives such as Belt Up Moray, Driving Ambition and Proactive Hotstrikes have proved successful with a marked reduction in road accidents in Moray. The number of fatal and serious collisions has reduced since 2006/07, with fatal accidents down from 7 per year (3 year average 2004/05 - 2006/07) to 4 (2009/10 – 2011/12); serious collisions decreased from 31 per year to 26 over the same period. Overall the number of collisions (including slight collisions) has fallen year on year since 2006/07. The number of drivers aged under 25 years involved in an injury collision has reduced significantly, down from 75 in 2009/10 to 38 in 2011/12.

Road conditions in Moray continue to be assessed as in good condition with 26.1% of the road network that should be considered for maintenance treatment, compared to the national average of 36.4%. The percentage of people using active travel to work has decreased from 28.5% (2007/08) to 25.9% (2009/10), well below the national average of 30.4%. Work has been undertaken through the Urban Freedom project to encourage more active travel in Elgin, this

includes a number of projects such as town centre roads being pedestrianised, cycle lanes widened, promotional bus services laid on during peak shopping periods etc. Plans are being considered to extend the project to other large towns in Moray in the near future.

National Outcome 1 – We live in a Scotland that is the most attractive place for doing business in Europe

Local Outcome 3 – Moray will benefit from an improved and safer transportation infrastructure

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.8 Reduce the Number of Road Accidents in Moray

Achievements in 2009/10 (100% complete)

- Performance information agreed.
- Road safety education and training established and carried out.
- 6 Operation Taurus carried out.
- Achieved reduction in the level of personal injury collisions against targets – fatal (3), serious (23) and slight (143).

Achievements in 2010/11 (100% complete)

- Moray Road Safety Group Business Plan for 2010/11 agreed and implemented.
- Road safety education and training initiatives were carried out on a quarterly basis including Belt Up in Moray, Proactive Hotstrikes and Driving Ambition.
- Antisocial Driving Initiatives were carried out during quarters 1 – 3 with a total of 93 young people reported for dangerous driving; 119 for careless driving and 19 being warned for anti-social driving.
- 12 Operation Taurus carried out during year. 600 drivers breathalysed with no drink drivers detected through Operation Taurus.
- The number of serious injuries and deaths as a result of road collisions has reduced between 2009/10 and 2010/11.

Achievements in 2011/12 (100% complete)

- Road safety education and training initiatives were carried out on a quarterly basis.
- 11 Antisocial Driving Initiatives were carried out.
- 865 pupils took part in Driving Ambition events and 27 schools visited by the Belt Up in Moray Scheme
- 46 Operation Taurus events held.
- Proactive Hotstrike event attended by 75 people.
- Reduction in the number of accidents resulting in fatalities, serious and slight injuries.

Summary of Achievements

While it is not possible to indicate a direct causal relationship between the milestones above and the decrease in the number of road accidents, the campaigns and awareness-raising may have contributed to the decline. The total number of accidents resulting in fatal, serious or slight injuries has fallen by 38% from 176 in 2009/10 to 109 in 2011/12.

National Outcome 1 – We live in a Scotland that is the most attractive place for doing business in Europe

Local Outcome 2 – Businesses in Moray will grow GVA

Single Outcome Agreement 2009 - 2012

6. Wealthier and Fairer

6.1 Response Plan. Priority 9

(Including Business Gateway, Account Management Programme, Town Regeneration, and Rural Development Strategy. No specific milestones for Business Parks.)

Business Gateway

Achievements in 2009/10 (100% complete)

- Business Gateway established.
- Programme of business training workshops developed and 53 workshops delivered with full uptake at each workshop.
- Information and advice provided to over 800 people, of which 420 were start up enquiries.
- Assistance and support in the creation of 83 new businesses in Moray.

Achievements in 2010/11 (100% complete)

- 125 business training workshops carried out.
- Assistance and advice provided to 1053 new or existing businesses.
- Assistance and support resulted in the creation of at 117 new businesses.
- Business Gateway Roadshow held including 28 meetings and 11 presentations, second Business Gateway Awards held

Achievements in 2011/12 (99% complete)

- Business Gateway: new businesses:
 - 120 new businesses set up.
 - 8 new business sub-growth pipelines set up / 14 existing business sub-growth pipelines set up
 - 3 businesses Highland and Island Enterprise account managed.
 - 1 to 1 enquiries from over 1100 new and existing businesses
 - 65 training workshops held with over 500 attendees.

Account Management Programme

Achievements in 2009/10 (100% complete)

- In Moray there are 53 business and 10 social enterprises with growth plans in place.
- 27 new growth plans were agreed during 2009/10 with an anticipated yield over the next three years of £26.8 million of Gross Value Added.
- 35 finance projects approved during 2009/10 to deliver growth plans.

Achievements in 2010/11 (100% complete)

- 21 growth projects approved.
- 17 growth plans secured.
- Total of £13, 929, 753 Gross Value Added achieved.

While not monitored as a milestone during 2011/12, the following was achieved:-

- 80 active relationships with account managed businesses.
- 58 growth plans in place.
- Total expected impact on Gross Value Added of £63m.
- Total expected impact on collective turnover £121m.
- 5 new businesses engaged towards growth plans.
- £2.5M of Highland and Island Enterprise support currently in pipeline to business clients.

Town Regeneration

Achievements in 2009/10 (91% complete)

- Elgin Business Improvement District was developed from the outcome of the ballot and a five year business plan of investments.
- Elgin Plainstone Framework developed. Moray Towns Partnership developed.
- The Town Centre Regeneration Fund made a successful application for just under £1m investment into all the towns.
- The Rural Action Plan received a European Regional Development Fund Grant of over £1m into projects.

Achievements in 2010/11 (80% complete)

- Moray Towns Partnership action plan agreed.
- Elgin Business Improvement District Company is set up.
- Elgin Plainstone Framework Guidance and Procedures drafted and awaiting legal approval subsequently approved.

Rural Development Strategy

Achievements in 2009/10 (100% complete)

- LEADER team and Local Action Group established.
- £608,831 of LEADER funding (European Agricultural Fund - Liaison Entre Actions de Développement de l'Economie Rurale) was approved to local projects during 2009/10.
- 23 LEADER presentations to Community Groups to promote awareness and applications carried out.
- 104 initial enquiries from interested applicants dealt with.
- LEADER website went live in November 2009.

Achievements in 2010/11 (100% complete)

- Moray LEADER Programme Annual Report finalised and produced for the public.
- A total of 108 initial enquiries received from interested applicants.
- £767,607 of LEADER funding approved for local projects.
- 17 approved projects have led to 107.25 full time equivalent jobs in Moray.
- 20 LEADER presentations have been given to Community Groups.
- Approval of a 2 year project in Cabrach to support development of fragile areas of Moray.
- Three Trans-Regional projects are under development.

Achievements in 2011/12 (100% complete)

- 17 projects approved at a value of £591,801
- 26.5 full time equivalent jobs created.
- 3 transnational projects progressed.
- 10 presentations provided to 70 attendees.
- 4 workshops provided.
- 106 initial queries dealt with.

Business Parks

Achievements in 2009/10 (85% complete)

- Enterprise Park Forres building complete.
- Initial site investigations complete for Elgin West Business Park.

Achievements in 2010/11 (55% complete)

- Detailed design of Enterprise Park Forres complete, including further advanced unit.

Economic Response Plan

Achievements in 2011/12 (88% complete)

- Moray Economic Partnership established.
- Moray Economic Strategy and Elgin City for the Future endorsed for community engagement by the individual partners and the Community Planning Board and series of community engagement events held.
- Mikledore Inward Investment Proposition for Moray completed.
- Contact established with Defence Infrastructure Organisation to discuss opportunities for the reuse or redevelopment of any redundant RAF assets.
- Proposal to extend business support (Business Gateway & other partner agencies) completed.
- Review of Highland and Island Enterprise's account managed businesses including the consideration to increase support provided for all businesses in addition to increasing support for key sectors to accelerate growth carried out.
- Moray Tourism Development Group assisted to develop target, milestone and outcomes for activities and campaigns to increase visitors: annual report provided.
- Forres Enterprise Park designated as an Enterprise Zone.
- Community Capacity Building and Leadership Development Framework developed.
- Economic Diversification Action Plan developed.

Summary of Achievements

The economy of Moray has been encouraged to grow and diversify through the delivery of milestones between 2009 and 2012. This is evidenced by the creation of jobs through the support to local businesses by Business Gateway, as well as the creation of voluntary and temporary full time equivalent positions through projects that have received LEADER funding. The work of the LEADER programme has further facilitated the diversification of the economy through a transnational agreement with two Swedish towns which focuses on the sustainability in three key areas – transition towns, local food and youth involvement.

Highland and Island Enterprise's Account Management Programme has enabled new businesses to become established and contribute to the local economy by providing support and funding.

In response to the closure of RAF Kinloss during the last year the support provided by the Kinloss jobs club has resulted in over 200 RAF and civilian personnel gaining employment. The Moray College UHI has also provided training and retraining courses for service personnel.

The development of the Forres Enterprise Park, in addition to the refurbishment of exiting Council owned industrial units in Keith and Lossiemouth and the provision of infrastructure in areas of both Buckie and Keith have ensured an adequate supply of affordable industrial premises across Moray to for the benefit of local small business.

Plans for the development of a Buckie Business Park were initially put on hold due to issues securing the proposed land site. While investigations were carried out into alternative sites, it has subsequently been agreed that the coastal location of Buckie lends itself to harbour and offshore wind developments. Highland and Island Enterprise and the Council are now working in partnership to further this initiative in order to develop the local economy.

The development of an Elgin West Business Park has been halted: a feasibility study showed the cost of developing the site to be prohibitive. Private sector plans to create a Business Park in the east of Elgin are in the early stages of development.

Since 2009 the Elgin Business Improvement District has organised numerous events to attract shoppers and visitors to the town centre including summer and winter/Christmas festivals, local food events, musical mania events and family fun days. Business Improvement District has secured funding for additional street signage, and has cleaned the streets of chewing gum in order to improve the appearance of the town centre.

National Outcome 1 – We live in a Scotland that is the most attractive place for doing business in Europe

Local Outcome 3 – Moray will benefit from an improved and safer transportation infrastructure

Single Outcome Agreement 2009 - 2012

6. Wealthier and Fairer

6.3 Elgin Traffic Management Plan

Achievements in 2009/10 (71% complete)

- Reiket Lane Bridge replacement completed.
- Initial ground investigation for Roads, High School and Housing projects carried out.
- Design works for Edgar Road extension/Access to High School completed.
- Development of the Western Distributor Road Options A&B continued.

Achievements in 2010/11 (66% complete)

- Comprehensive audit of traffic model completed in June 2010.
- Western Distributor Road option appraisal presented to Economic Development and Infrastructure Committee in March 2011.

Achievements in 2011/12 (100% complete)

- 'Preferred option' for Elgin Traffic Management Plan agreed at Economic Development and Infrastructure Committee.
- Landowners affected by the western link road engaged and consulted with on a regular basis.





Summary of Achievements

The completion of the Reiket Lane Bridge has resulted in improved access to New Elgin A96 (Aberdeen direction). It has also improved access to and from the new housing developments in the Reiket Lane area.











A significant element of the Elgin Traffic Management Plan is the delivery of a western link road and railway crossing which is a £13m scheme that will connect Edgar Road with the A96 to ease traffic flow and also provide access to a planned affordable housing site and to Elgin High School. The Council has now approved the route for this link road and following community engagement is progressing with the detailed design and land acquisition. It is anticipated that this project will be completed by the summer of 2015.











The updated Elgin Traffic Management Scheme which was approved by Committee in March 2012 builds upon the progress made during the 2009 to 2012 period and includes the following aspects – western distributor road, Elgin Traffic Model, and the development of a Car Parking Strategy.




Performance Indicators – National Outcome 1

KEY			
	Improved performance (comparing last two reported updates)		Moray above the National average
	Weakened performance (comparing last two reported updates)		Moray below the national average
No Change	Performance remained static	same	Moray same as the national average
Target achieved	Annual target set for indicator achieved	No comparison available	Data not available to compare Moray against national average
		Local Indicator	Internal indicator not measured nationally

National Outcome 1 – We live in a Scotland that is the most attractive place for doing business in Europe.

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
SRL1e	Overall percentage of road network that should be considered for maintenance treatment	22.7% (2007-09)	26.4% (2008/10)	26.6% (2009/11)	26.1% (2010/12)	The percentage of roads needing repaired in Moray fell to 26.1% for the period 2010/12. This compares favourably with the national average of 36.4% . Moray was ranked 4 th best performing authority in 2010/12. <i>Source: Audit Scotland</i>		
IS51	% of active travel journeys to work	N/A	25.9%	N/A	N/R	The percentage of adults actively travelling to work (modes bus, train, walking and cycling) fell from 28.5% (2007/08) to 25.9% in 2009/10. Moray remains behind the national average of 30.4% . <i>2011/12 data will be available August 2013</i> <i>Source: Scottish Household Survey (Biennial)</i>		
CECP091a	Number of Fatal Road Collisions	4	3	5	4	The number of fatal collisions in Moray has remained relatively static over the last 4 years, with 4 collisions in 2011/12 compared to 5 the previous year.		Local Indicator
CECP091c	Number of Serious Road Collisions	36	26	26	27	The number of serious road collisions has remained relatively static over the last 3 years with 27 in 2011/12; well down on the 36 in 2008/09.		Local Indicator
CECP091d	Number of Slight Road Collisions	150	147	118	87	The number of slight road collisions continues to fall with 87 in 2011/12 compared to 150 in 2008/09.		Local Indicator
CECP096a	Number of people killed in road collisions	4	4	5	4	The number of people killed in road collisions has again remained relatively static with 4 deaths recorded in 2011/12.		Local Indicator
CECP096b	Number of people seriously injured in road collisions	44	34	32	30	The number of seriously injured from road collisions has continued to fall slightly with 30 serious injuries recorded in 2011/12.		Local Indicator
CECP092	Total Number of Drivers aged under 25 involved in an injury collision	N/A	75	69	38	There has been a marked reduction in driver aged under 25 involved in an injury collision, decreasing from 69 to 38.		Local Indicator

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS68	Business stock data per 10,000 adults	453 (2008)	455 (2009)	452 (2010)	N/R	The business stock (number of enterprises) per 10,000 adult population has remained relatively static in Moray over the last 5 yrs. Moray has consistently performed above the national average, in 2010 the national average sat at 356 . <i>2011 data will be available 2013</i> <i>Source: IDBR and Scottish Corporate Sector (SNS publish)</i>		
SOAw01ai	Business Start Ups – VAT/PAYE registrations per 10,000 adults	34 (2008)	30 (2009)	28 (2010)	N/R	The number of registrations per 10,000 in Moray has decreased by 2 from last year to 28 . Scottish average for 2010 was 36 VAT/PAYE registrations per 10,000 adults, an increase of 4 from last year. In total 200 new enterprises were established in Moray during 2010, down on 215 established in the previous year. Scotland wide there was an increase in new enterprises from 14,725 to 15,530. <i>2011 data will be available December 2012</i> <i>Source: Office of National Statistics</i>		
SOAw01aii	Business Start Ups – VAT/PAYE de-registrations per 10,000 adults	29 (2008)	30 (2009)	35 (2010)	N/R	The number of VAT/PAYE de-registrations per 10,000 adults in Moray has increased by 5 to 35 from last year. The Scottish average rose more sharply during 2010 from 36 to 44 de-registrations per 10,000 adults. In total 255 enterprises ceased trading in Moray during 2010, up on the 215 de-registrations in the previous year. Scotland wide there was an increase in enterprises ceasing to trade from 15,110 to 19,140. <i>2011 data will be available December 2012</i> <i>Source: Office of National Statistics</i>		
SOAw01aiii	Business Start Ups – VAT/PAYE 3-year business survival rates (%)	71.7% (2006-08)	68.9% (2007-09)	61.3% (2008-10)	N/R	3 year survival rate fell by a significant 7.6% from last year to 61.3%. New enterprises in Moray 3 year survival rates are now below the Scottish average where there was a slight drop of 0.2% to 65.5%. The survival rate of new enterprises established in 2007 was as follows: Moray v. Scotland 1 year 97% v. 96.1% 2 years 78.7% v. 81.6% <i>2011 data will be available December 2012</i> <i>Source: Office of National Statistics</i>		
SOAw01aiv	Business Start Ups – Business Gateway advice and information provided to new and/or existing businesses in Moray	N/A	820	1,053	1,121	The number of enquiries to Business Gateway Moray for advice and information remained high with over a 1,000 enquiries received for the second year running. <i>Source: Moray Business Gateway – Local Indicator</i>		Local Indicator
SOAw01av	Business Start Ups – Business Gateway provided assistance and support in creation of new businesses in Moray	N/A	83	117	120	120 new Moray based businesses who had contacted Business Gateway for provided assistance and support leading were created in 2011/12, slightly up on the 117 recorded in 2010/11. <i>Source: Moray Business Gateway – Local Indicator</i>		Local Indicator

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
SOA1P3d	Growth in the industrial sites provided by the Council to businesses wishing to build their own premises	130	126	157	146	The Moray Council's industrial portfolio comprises a range of industrial land and buildings throughout Moray including all of the principal settlements. At 31 March 2012 the council's industrial portfolio comprised 146 industrial buildings with a total floor area of 27,223m ² (293,035ft ²). The slight fall in sites reflect the sale of the Water Bottling Factory at Glenlivet in January 2012 and the loss of Grampian Road Workshops, demolished to make way for the Elgin Flood Alleviation Scheme. Occupancy levels of industrial land and buildings in Moray continue to remain high with only 8 buildings vacant at 31 March 2012 giving a floor area occupancy level of 92.7% compared to a target of 80%. The downside of such high occupancy is there are very few properties available to meet the demands of new and incoming businesses throughout Moray, particularly in Elgin, Buckie and Forres.		Local Indicator
SOA1P3e	Growth in the area of industrial development sites provided by the Moray Council to businesses wishing to build their own premises (hectares)	N/A	21.9	20.8	21.2	Moray Council had 124 development and ground leases with a total site area of 21.2 hectares (52.38 acres)		Local Indicator
SOAw01b	Gross Value Added (GVA) per head	£16,386	£16,237	N/R	N/R	Gross Value Added figures are only available by NUTS level 3 and not by Local Authority. Figures for Moray also include Inverness, Nairn and Badenoch & Strathspey. Gross Value Added in 2008 for the Region was £3001 million which is the equivalent to £16,237 per head. The Scottish average Gross Value Added per head was £19,755. <i>Awaiting publication of 2010 data, due out December 2012.</i>		Local Indicator

National Outcome 2

National Outcome 2 – We realise our full economic potential with more and better employment opportunities for our people.

Meeting our Local Outcome

- People in Moray will have access to better paid employment

The median weekly earnings of people residing in Moray has increased at a greater rate than the national average for the last couple of years, with the Moray weekly wage now 95% (2011) of the national average, compared to 83.9% in 2008. The average wage in Moray is £467.30 against a national average of £490.60. The employment rate in Moray has slightly weakened from 2010 (79.5%) to 2011 (78.4%), a likely result of the economic downturn. However, Moray continued to fare better than the national picture where the employment rate in 2011 was 70.7%.

The spread of jobs by sector shows Moray continues to have a higher and increasing proportion of working aged population in lower sector jobs (such as elementary occupations, process plant operatives, personal service / sales and customer service) compared to the national average, while the percentage of working age population in top sector jobs (such as professional occupations, managers and senior officers, skilled trades, administrative and secretarial) fell in 2011/12 and is well below the national average.

As part of the Moray Economic Strategy a key element is looking at diversifying the local economy and attracting businesses and skilled jobs to the area. The development of the Moray Life Science Centre is a major investment (joint funded through NHS Grampian, HIE, Moray College and the European Regional Development Fund), aimed at developing the emerging strength of Digital Health research in Moray. In 2011/12 the Economic Diversification Action Plan was developed identifying future opportunities to encourage further projects and investment in Moray and grow the local economy and skilled employment sector.

The percentage of working age population in Moray with low or no qualifications has steadily decreased year on year since 2004. At the end of 2010 it is estimated 12.6% of the working age population had no or low qualifications compared to 20.9% in 2004. Nationally the rate has fallen at a far slower pace and at the end of 2010 the national average was estimated to be 14.7%. The gender pay gap in Moray has narrowed in the last three years, with the difference between male and female hourly earnings decreasing from 21.3% (2008) to 15.5% (2010). Moray is still somewhat short in matching the national average of 7.2% (2010).

Local Delivery Action Plans – National Outcome 2

National Outcome 2 – We realise our full economic potential with more and better employment opportunities for our people

Local Outcome 5 – People in Moray will have access to better paid employment

Single Outcome Agreement 2009 - 2012

6. Wealthier and Fairer

6.2 Development of a Moray Life Sciences Centre

Achievements in 2009/10 (30% complete)

- Moray Life Sciences Centre Business Case complete.

Achievements in 2010/11 (25% complete)

- Project Manager appointed and start made to appointment of Design Team.

Achievements in 2011/12 (100% complete)

- Architect-led Design Team appointed. and undertaking of Stage C redesign (new team adapting existing Stage C proposals)
- Stages C to G Design complete i.e. from detailed design to tender design and tender submission, with interviews of prospective contractors completed by March 2012.

Summary of Achievements

Construction of the Moray Life Sciences Centre commenced in June 2012 and is due to be completed in July 2013. This is a £6.5m project which has been funded by the European Regional Development Fund, Highlands and Islands Enterprise, Moray College and NHS Grampian.

The Centre will provide facilities for research and commercialisation aimed principally at assisting the development of Moray's emerging strength in Digital Health, a key element of Moray's Economic strategy aimed at diversifying the local economy.

National Outcome 2 – We realise our full economic potential with more and better employment opportunities for our people.

Local Outcome 5 – People in Moray will have access to better paid employment

Single Outcome Agreement 2009 - 2012

6. Wealthier and Fairer

6.4 Expand the Apprentice Scheme to all Partners and to include graduates and manual workers

(Scheme ceased as of December 2011)

**KEY ACTION
2010-11**

Expand the Apprentice Scheme to all Partners and to include graduates and manual workers. Scheme ceased as of December 2011.

Achievements in 2009/10








- A total of 23 apprentices recruited by the Moray Council by September 2009, and 'buddy system' in place.
- 2 trainee positions filled in the Moray Council.
- Funding applications complete to fund the development of employment opportunities for young people.
- Partners have been consulted regarding future opportunities including the expansion of apprentice scheme.
- There are a number of different procedures now in place within the services with regard to the appointment of trainees, or newly qualified staff into professional posts.
















Summary of Achievements







In total, 23 young people were involved in the apprenticeship scheme. With the exception of 2 people leaving the scheme early and 2 occasions where the apprentice held a qualification which was at a higher level than the course offered, all achieved a European Computer Driving Licence, a Customer Services qualification, and a Scottish Vocational Qualification at level 3 or higher.

Of the 23, 17 are employed by the Moray Council, 3 by other employers, 1 has entered further education. The remaining 2 left the scheme early; both having found employment elsewhere.

Performance Indicators – National Outcome 2

National Outcome 2 – We realise our full economic potential with more and better employment opportunities for our people.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS63	Total Population	87,770	87,660	87,720	87,260	The GROS mid year population estimate for Moray fell slightly from the previous years estimate to 87,260.		Local Indicator
SOA2P1dii	Median gross weekly earnings of full time employees in Moray (residing in area)	£388.60 (2008)	£405.70 (2009)	£428.70 (2010)	£467.30 (2011)	2011 average full time median earnings (residing in area) for Moray was £467.30, 95% of Scottish average (£490.60). Target to achieve 95% of Scottish average by 2015 has been met. Moray is ranked 19 th for weekly full time earnings (residing in area) out of all Scottish Local Authorities. Other local authorities – Aberdeenshire (£540.30), Aberdeen City (£540.60) and Highland (£460.10). Moray experienced an almost £40 increase in earnings compared to the previous year, significantly above the national increase of £4. Earnings (Moray) by men remained much higher than women at £500.20 and £356.10 respectively. Women in Moray continue to earn considerably less than the national average, with the national average at £441.40 which equates to Moray women earning 80.7% of the national average. Men earned 96% of the national average (£519.80). <i>Source: NOMIS</i>		
SOA2P1di	Percentage of median gross weekly earnings of full time employees (residing in area) relative to the Scottish average	83.9% (2008)	86.1% (2009)	88.1% (2010)	95.3% (2011)	2011 average full time median earnings (residing in area) for Moray was £467.30, 95% of Scottish average (£490.60). Target to achieve 95% of Scottish average by 2015 has been met. <i>Source: NOMIS</i>		Local Indicator
SOA2P1div	Median gross weekly earnings of full time employees in Moray (workplace based)	£390.80 (2008)	£407.70 (2009)	£418.70 (2010)	£455.80 (2011)	2011 average full time median earnings (by workplace) for Moray was £455.80, 93% of Scottish average (£488.80). Moray is now just short in achieving 95% of Scottish average (by 2015). Moray is ranked 23 rd for weekly full time earnings (by workplace) out of all Scottish Local Authorities. Other local authorities – Aberdeenshire (£481.10), Aberdeen City (£587.90) and Highland (£451.90). Earnings in Moray increased by over £35 from the previous year, significantly above the national increase of £1. Earnings (Moray) by men remained much higher than women at £483.40 and £387.20 respectively. Women in Moray continue to earn less than the national average, with the national average at £440.80 which equates to Moray women earning 88% of the national average. Men earned 93% of the national average (£517.50). <i>Source: NOMIS</i>		
SOA2P1diii	Percentage of median gross weekly earnings of full time employees (workplace based) relative to the Scottish average	85% (2008)	86.2% (2009)	86.2% (2010)	93.2% (2011)	2011 average full time median earnings (workplace based) for Moray was £455.80, 93.2% of Scottish average (£488.80). Target is 95% of Scottish average by 2015. <i>Source: NOMIS</i>		Local Indicator

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS03	Employment Rate (16-64)	79.5% (2008)	77.7% (2009)	79.5% (2010)	78.4% (2011)	78.4% of Moray working age population is in employment compared to the Scotland average of 70.7%. Moray employment rate remains over 7% above the national average; although there has been a 1.1% fall in employment rate since 2008 this is a similar fall to the national average. <i>Statistics refer to 12 month period January to December</i> <i>Source: NOMIS</i>		
IS61	Gender Pay Gap (moving 3-year average)	21.3% (2008)	16.5% (2009)	15.5% (2010)	N/R	The difference between Male and Female Median gross hourly earnings (excluding overtime), expressed as a percentage of male earning in Moray in 2008-10 (3-yr average) was 15.5%, over double the Scottish average of 7.2%. While the percentage gap has decreased in Moray there has been a similar trend nationally. <i>2011 data due November 2012</i> <i>Source: SNS</i>		
IS62	Ratio of employment rate for disabled people to employment rate for non-disabled people (moving 3 year average)	0.61 (2006-09)	0.65 (2007-09)	0.67 (2008-10)	N/R	2008-10 rate for Moray was 0.67, higher than the Scotland average at 0.58 (based on 3 year rolling average) <i>Source: SNS</i>		
SOAw02b	Number of people in employment by sector (Major Group 1-3)	15,300	13,500	15,700	14,800	34.2% of Moray employees are classed in Major Group 1-3 (Managers and senior officials/Professional occupations/Associate professional & technical). Moray is well below the national average of 40.4% . <i>Statistics refer to 12 month period April through to March</i> <i>Source: NOMIS</i>		
SOAw02c	Number of people in employment by sector (Major Group 4-5)	12,900	11,800	10,700	10,200	23.6% of Moray employees are classed in Major Group 4-5 (Administrative & secretarial/Skilled trades occupations). Moray is slightly above the national average of 22.3% . <i>Statistics refer to 12 month period April through to March</i> <i>Source: NOMIS</i>		
SOAw02d	Number of people in employment by sector (Major Group 6-7)	7,300	6,800	7,600	8,000	18.4% of Moray employees are classed in Major Group 6-7 (Personal service occupations/Sales and customer service occupations). Moray is slightly below the national average of 18.9% . <i>Statistics refer to 12 month period April through to March</i> <i>Source: NOMIS</i>		
SOAw02e	Number of people in employment by sector (Major Group 8-9)	10,100	11,700	9,700	10,400	23.9% of Moray employees are classed in Major Group 8-9 (Process plant & machine operatives/Elementary occupations). Moray is well below the national average of 18.4% . <i>Statistics refer to 12 month period April through to March</i> <i>Source: NOMIS</i>		
IS06	Percentage population aged 16-64 claiming Key Benefits	12.4%	12.5%	12.5%	12.5%	Key Benefits claimant rate has been steady for the last four years in line with national trend, with Moray over 4% below the national average. Scotland average in 2011/12 was 16.9% (as at February 2012). (The key benefits are: bereavement benefit, carer's allowance, disability living allowance, ESA and incapacity benefit, severe disablement allowance, income support, jobseeker's allowance, and widow's benefit.) <i>Source: NOMIS</i>	No Change	

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS08	% of the population (aged 16 to 64 years) with low or no qualifications	14.1% (2008)	13.2% (2009)	12.6% (2010)	N/R	The rate of working aged population in Moray with no or low qualification (i.e. whose highest qualification is SCQF Level 4 or below) has continued to fall to a low of 12.6% in 2010. This compares favorably with the national figure of 14.7% in 2010. <i>2011 data available March 2013</i> <i>Source: SNS</i>		
SOAw02a	Moray unemployment figures (number of Job Seeker Allowance Claimants)	1,506	1,644	1,658	1,631	At the end of March 2012 in Moray 1,631 people of working age were unemployed and claiming Job Seeker Allowance. This is slightly down on the same period last year (1,658). This equated to 2.9% of the working age population, lower than the national average of 4.2%. Percentage as a proportion of resident population of the same age: 18-24 - 590 (8.1%) (Scotland 8.8%) 29-49 - 735 (2.6%) (Scotland 4.6%) 50+ - 280 (1.6%) (Scotland 2.3%) <i>Source: NOMIS</i>		
IS64	Dependency Ratio (%)	56.22% (2008)	56.98% (2009)	57.51% (2010)	58.23% (2011)	In Moray the dependency ratio continues to increase with a dependency ratio (i.e. comparing the number children and older people (aged 65 and over) against the number of 16-64 year olds) of 58.23% in 2011. The ratio is nearly 6% above the national ratio (52.35%) and over 7% above the Grampian ratio (50.79%). <i>2012 data due June 2013</i> <i>Source: SNS</i>		

National Outcome 3

National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation.

Meeting our Local Outcomes

- The community will develop and improve their learning and qualifications
- More young people will remain in learning post -16

The proportion of Moray school leavers continuing their education through Further or Higher Education has generally increased over the last decade, with 57.8% of 2010/11 school leavers continuing their education. While the percentage of Moray school leavers entering full-time higher education (31.6%) has largely increased year on year, the rate remains well below the national average of 35.8%. The numbers attending further education fell sharply in 2010/11 to 26.2%, falling below the national figure of 27.1%. The drop in proportion of students undertaking further education courses is also reflected in the reduction of student numbers enrolling onto Moray College courses, where the number of further education enrollments fell from 8,495 (2009/10) to 6,205 (2010/11) and 5,044 in 2011/12.

The percentage of school pupils staying on beyond S4 has increased for the last two years with 73% of pupils staying on to S5 (post Christmas) and 50% continuing on to S6 in 2010/11. Again, while these numbers have improved both percentages are slightly below national averages of 74% and 54% respectively.

In 2011/12 'Activity Agreements' were introduced through the Scottish Government into Moray Council, where young people - who were identified as requiring additional support to help them in their transition from school to either further education, training or work - signed up to an agreement with an advisor who supported them through a tailored programme of learning and activity. At the end of March 2012, 44 young people had entered an activity agreement with 90% having progressed to more formal training or employment.

The proportion of the local working age population holding a NVQ4 and above qualification has increased considerably over the last two years, up from 27.4% (2009) to 32.8% (2011), although still below the national figure of 37.2% in 2011. The percentage of working age population with at least a NVQ1 and above has remained static in Moray at 83.6% in 2011, slightly above the national average of 82.3%. There has been a recorded increase in the proportion of working age population in Moray with no qualification, up from 9.3% (2010) to 10.2% (2011), however below the national average of 11.6%.

National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation

Local Outcome 7 – More young people will remain in learning post-16

Single Outcome Agreement 2009 - 2012

5. Smarter

5.2 Implement 16+ Learning Choices Action Plan. Priority 8

(Partnership with Skills Development Scotland, Moray College, Third Sector, Employers and Secondary Schools)

Achievements for 2009/10 (100% complete)

- Action plan finalised.
- SMART target for percentage of school leavers in More Choices More Chances group following exam results and latest Skills Development Scotland update (young people not achieving 5+ Level 3 awards) reviewed.

Achievements for 2010/11 (100% complete)

- Learning pathway providers collated and disseminated.
- All secondary schools have begun to use a common offer and recording system for S4.
- All secondary schools involving Skills Development Scotland/16+ Strategy Group in hard to offer and refused offer cases in S4.
- Data for e-prospectus collated and returned to Skills Development Scotland.
- 6 case studies of good/innovative practice disseminated to all secondary schools and partners in the 16+ working group.
- Parents are made aware of the 16+ Learning Choices agenda via school handbooks and briefings to parent councils.
- Employer organisations are made aware of, and invited to contribute to, the 16+ Agenda through partnership working.
- Measures in place to identify individuals at risk of reaching a 'negative destination' and options provided to avoid this.
- New curriculum offers by secondary schools and Moray College to those who would otherwise be going into a negative destination.

Achievements for 2011/12 (100% complete)

- Scottish Government Moray's 16+ Learning Choices Action Plan 11/12 agreed.
- Benchmarking exercise for the delivery of Activity Agreements carried out.
- Staff identified and supported to take on role of main contact.
- First cohort of Activity Agreement young people recruited.
High risk group of winter leavers identified and engaged.
- Strategic meeting with key partners on the way forward in supporting positive transitions for young people.
- Review progress and impact of Activity Agreements.
- Data Hub launched.

- Recommendations for the future development of the programme – now ‘Opportunities for All’ – agreed.
- Report provided to Scottish Government.

Summary of Achievements

Between 2009/10 and 2010/11 there has been an increase in the percentage of school leavers whose initial post-school destination was not in employment, education or training from 9.1% to 11.6%. There has been a corresponding decrease in the number of school leavers entering Further Education, from 29% to 26.2%. Figures for 2011/12 will be published in December 2012.














During 2011/12 the Scottish Government introduced Activity Agreements, which are aimed at those young people who may not, without additional support, make a successful transition to work, further education or training. Many will be experiencing a combination of barriers to work, such as homelessness and drug or alcohol issues.







The Agreements are 'an agreement between a young person and an advisor that the young person will take part in a programme of learning and activity, which helps them to become ready for formal learning or employment'. Common to all activity agreements is one to one support from a main contact or trusted professional. To date in Moray 44 young people have entered into an activity agreement, 90% of whom have progressed to more formal training or employment.

The number of 15-19 year olds leaving Moray is considerably greater than the number entering, resulting in a net loss of young people from Moray. Although the net figure has reduced over the last 10 years, there still remains a net outflow of young people from the area. In contrast the majority of other age groups have shown a net inflow every year since 2001/02.

Performance Indicators – National Outcome 3

National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation.

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
SOAw03a	% remaining in school beyond age 16 in S5	65%	72%	73%	N/R	The percentage of Moray S4 year group staying on to S5 (post christmas) increased 1% to 73% in 2010/11. The Scottish average rose 2% to 74% in the same period. <i>2011/12 figures are due July 2013.</i> <i>Source: Scottish Government – School Leaver Attainment and SQA Achievement</i>		
SOAw03b	% remaining in school beyond age 16 in S6	40%	44%	50%	N/R	The percentage of Moray S4 year group staying on to S6 increased by 6% to 50% in 2010/11. The Scottish average increased by 4% to 54% over the same period. <i>2011/12 figures are due July 2013.</i> <i>Source: Scottish Government – School Leaver Attainment and SQA Achievement</i>		
EdS093	School Leaver destinations - % entering full-time higher education	30.4%	32%	31.6%	N/R	Of the 1,021 Moray school leavers (2010/11) 31.6% initially entered higher education; this is slightly down on the 32% in the previous year. Moray continues to have a lower proportion of school leavers entering higher education compared to the national average of 35.8%. <i>2011/12 figures are due December 2012</i> <i>Source: Scottish Government – Initial School Leaver Destinations</i>		
EdS094	School Leaver destinations - % entering full-time further education	26.3%	29%	26.2%	N/R	Of the 1,021 Moray school leavers (2010/11) 26.2% initially entered full-time further education; this is down on 29% in the previous year. Moray has slipped behind the national average of 27.1%. <i>2011/12 figures are due December 2012</i> <i>Source: Scottish Government – Initial School Leaver Destinations</i>		
SOA3P1b	Number of people studying further/higher education in Moray	8,730	9,859	7,441	6,187	2007/08- 6505 (Further) + 1427 (Higher) = 7932 2008/09- 7237 (Further) + 1493 (Higher) = 8730 2009/10- 8495 (Further) + 1364 (Higher) = 9859 2010/11- 6205 (Further) + 1236 (Higher) = 7441 2011/12- 5044 (Further) + 1143 (Higher) = 6187 <i>Source: Moray College enrolment figures.</i>		Local Indicator
SOA3P1a1	Qualification levels within the local working age population. NVQ4 and above	28.5% (2008)	27.4% (2009)	29.4% (2010)	32.8% (2011)	In 2011 (Jan-Dec 2011) it was estimated 32.8% of the Moray workforce (aged 16-64) held a NVQ4 or above, up by 3.4% on the previous year. While an increase the Moray rate still lags behind the national average of 37.2%, up from 35% in 2010. <i>Source: NOMIS</i>		
SOA3P1a2	Qualification levels within the local working age population. NVQ3 and above	53% (2008)	52.1% (2009)	55.7% (2010)	55% (2011)	In 2011 (Jan-Dec 2011) it was estimated 55% of the Moray workforce (aged 16-64) held a NVQ3 or above, up slightly down on 55.7% recorded in 2010. Although the gap between Moray and national rates is not as great with NVQ4 and above Moray continue to lag behind the national average of 57.6%, up from 55.9% in 2010. <i>Source: NOMIS</i>		

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
SOA3P1a3	Qualification levels within the local working age population. NVQ2 and above	69.5% (2008)	69.4% (2009)	71.1% (2010)	71.5% (2011)	In 2011 (Jan-Dec 2011) it was estimated 71.5% of the Moray workforce (aged 16-64) held a NVQ2 or above, up slightly down on 71.1% recorded in 2010. Moray is now behind the national average which stands at 72.4%, up on the 70.2% in 2010. <i>Source: NOMIS</i>		
SOA3P1a4	Qualification levels within the local working age population. NVQ1 and above	82.9% (2008)	82% (2009)	83.6% (2010)	83.6% (2011)	In 2011 (Jan-Dec 2011) it was estimated 83.6% of the Moray workforce (aged 16-64) held a NVQ1 or above, the same as last year. Moray is higher than the national average of 82.3%, meaning that there is proportionally more of the workforce in Moray with a NVQ1 qualification. <i>Source: NOMIS</i>	No change	
SOA3P1a5	Qualification levels within the local working age population. Other Qualifications – not NVQ	6.7% (2008)	8.4% (2009)	6.9% (2010)	6.2% (2011)	In 2011 (Jan-Dec 2011) it was estimated 6.2% of the Moray workforce (aged 16-64) did not hold an NVQ but had another qualification, a slight fall on 6.9% in 2010. Nationally the rate was also 6.2%, down on 7.7% in 2010. <i>Source: NOMIS</i>		same
SOA3P1a6	Qualification levels within the local working age population. No qualifications	10.4% (2008)	9.6% (2009)	9.5% (2010)	10.2% (2011)	In 2011 (Jan-Dec 2011) it was estimated 10.2% of the Moray workforce (aged 16-64) held no qualifications, this is up 0.7% from 2010. Nationally the proportion of working age population with no qualification fell from 12.3% (2010) to 11.6% (2011), 1.4% above the Moray figure. <i>Source: NOMIS</i>		

National Outcome 4

National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

Meeting our Local Outcome

- More young people will succeed in school (Curriculum for Excellence)

More young people succeeded in their exam results in 2011/12, with performance improving or maintained in 10 of the 11 attainment awards for S4, S5 and S6. In addition, targets set locally for each attainment level were also achieved in 10 of the 11 awards. The percentage of S4 pupils attaining 5+ awards at level 3, 4 and 5 is above the national average at each level, however attainment in S6 is below the national average for the four award levels.

Overall the proportion of school leavers in initial positive destinations (3 months after leaving school) fell slightly in 2010/11 to 88.4%, compared to 90.9% the previous year. Nationally the percentage entering positive destinations increased from 86.8% to 88.9% over the same period, placing Moray slightly below the national rate. Similarly the proportion of the Moray school leavers remaining in a positive destination 9 months after leaving school slipped from 86% to 84.6%, where the national average rose from 85.2% to 87.2% between 2009/10 and 2010/11. The proportion of Moray school leavers entering employment did increase over the period to 29.2%, well ahead of the national average of 19.3%. Conversely, the proportion of Moray school leavers entering further or higher education or training fell further behind the national averages.

Local Delivery Action Plans – National Outcome 4

National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens

Local Outcome 8 – More young people will succeed in school

Single Outcome Agreement 2009 - 2012

5. Smarter

5.5 Attainment and Wider Achievement

Achievements in 2009/10 (100% complete)

- Tracking part of minimum specification for school self evaluation.
- 100% of secondary schools have received Standard Tables and Charts training. Targets for pupils sitting Higher Grade exams distributed to 100% of secondary schools.
- Improvement plans received from 100% of primary and secondary schools contain Curriculum for Excellence and/or improving methodology.
- Feedback from 100% of primary and secondary schools that they are working on the tracking of pupil progress.
- 100% of secondary school head teachers to discuss exam results with departmental heads. 100% of head teachers to discuss school attainment with Educational Services.

Achievements in 2010/11 (100% complete)

- Management Information System - SEEMiS - assessed and implemented as of August 2010.
- Attainment Conference held in January 2011.
- Impact of support plan reviewed.
- Tracking system reviewed and next steps identified.

Achievements in 2011/12 (100% complete)

- All primary schools, and some secondary schools, using the SEEMiS Achievement Module.
- SEEMiS Working Group established to share and develop good practice.
- Recording, Achievement, Profiling and Reporting Guide available in all schools.
- Quality Improvement Officer and Development Officer received training in National Quality Assurance Group Process.

Summary of Achievements

Attainment

Using pre-appeals data for 2011/12 the following trends have been established for the eight Moray secondary schools' performance in terms of attainment during the 2009/12 period:-

Qualification	No. of schools with improved performance	No. of schools with static performance	No. of schools with a decline in performance
Maths and English Level 3	4		4
S4: 5+ Level 3	4	3	1
S4: 5+ Level 4	5	1	2
S4: 5+ Level 5	4	1	3
S5: 1+ Level 6	6		2
S5: 3+ Level 6	5		3
S5: 5+ Level 6	5	1	2
S6: 1+ Level 6	5		3
S6: 3+ Level 6	4		4
S6: 5+ Level 6	5		3
S6: 1+ Level 7	2		6

School Inspections

Over the last five years, from August 2007 to July 2012, HMIE has carried out inspections in 26 primary schools (11 of which included nursery classes) and in 6 secondary schools. HMIE published a report after each inspection with evaluations of the school's performance against key quality indicators.

On average the evaluations offered by HMIE have improved in every key area over the five year period. Where in 2007/08 average evaluations were "satisfactory" or "good", in 2011/12 these have improved to "good" and "very good". Over the course of the last two years every indicator in every school inspected has been evaluated to at least satisfactory level, with most (over 75%) considered to be good or better.

Primary schools in particular have continued to perform well, achieving considerable praise from Inspectors. In January 2012 Inveravon Primary School received the distinction of being considered "excellent" for its improvements in performance, making it the first school in Moray to receive such a public accolade.

Curriculum for Excellence

Implementation of the Curriculum for Excellence continues to progress, with schools working in partnership with officers on a number of areas during 2011/12:

- Ensuring that all P7 pupils were reflecting on their learning, which has resulted in all pupils preparing a profile as part of their transition to Secondary School. The creation of profiles will continue throughout the Broad General Education phase, which this session will see S3 pupils engaged in the process.
- Encouraging staff to focus on the outcomes of Curriculum for Excellence through learning and teaching.
- The continued development of leadership in staff, for example through the introduction of a professional learning community for newly appointed Head Teachers to develop their leadership skills and provide a support network.
- Emphasising the use of broad assessment information, such as sharing learning intentions and success criteria with pupils and providing good feedback to pupils on how to improve, to evaluate and identify next steps in learning. More and more pupils are reporting progress to their parents or carers.

National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens

Local Outcome 9 – More young people will develop to be successful adults

Single Outcome Agreement 2009 - 2012

5. Smarter

5.7 More Choices, More Chances

Achievements in 2009/10 (78% complete)

- Employability Action Plan produced.
- 16+ Action Plan agreed and Development Officer in post.
- Research into employability provision carried out.
- Welfare benefits training carried out for 40 individuals.
- More Choices, More Chances awareness training carried out for over 70 front line staff from partner agencies including Skills Development Scotland, Careers Scotland, Volunteer Centre and Aberlour Childcare Trust.
- Pathways mapping event held, focusing on mental health, substance misuse and offending behaviour.
- Scottish Council for Voluntary Organisations contracted to provide an Employability Service and service rolled out.













Further information












The work of More Choices, More Chances was taken over post-2010 by the Employability Action Group (supported by the Community Planning and Development Team) and the 16+ Learning Choices Action Plan. The latter will continue to be a priority for the Community Planning Partnership during the 2012/15 Single Outcome Agreement under the title of 'Opportunities for All'.





Summary of AchievementsScottish Council for Voluntary Organisations Employability Service

Following a procurement process the Scottish Council for Voluntary Organisations in Moray was awarded the contract to provide an employability service. In the first year, 239 people were referred to the process and of these, 86 (36%) signed up to the programme of support and engaged with the service. Over 13 months, 32 (37%) of these went on to a positive outcome such as college, volunteering or employment. Of all the referrals received around one-third were from the areas of most deprivation in Moray. Of those who went onto a positive destination, 56% were still there after three months and 37% were still there after six months. This project was unable to source funding to continue this service in March 2011 and ended their employability service.

Performance Indicators – National Outcome 4

National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
EdS095	School Leaver destinations - % entering employment	30.5%	29%	29.2%	N/R	Of the 1,021 Moray school leavers (2010/11) 29.2% initially found employment, this is slightly up on 29% in the previous year. The percentage of school leavers entering employment is 10% higher than the national average of 19.3%. <i>2011/12 figures are due December 2012</i> Source: <i>Scottish Government – Initial School Leaver Destinations</i>		
EdS096	School Leaver destinations - % entering training	0.9%	0.8%	1%	N/R	Of the 1,021 Moray school leavers (2010/11) only 1% initially entered a training position, this is slightly up on 0.8% in the previous year. The percentage of school leavers entering employment is significantly lower than the national average of 5.6%. <i>2011/12 figures are due December 2012</i> Source: <i>Scottish Government – Initial School Leaver Destinations</i>		
is09	% of school leavers in initial positive destination (3 months after leaving school)	88.2%	90.9%	88.4%	N/R	Overall 88.4% of Moray school leavers (2010/11) found a positive destination 3 months after leaving school. This is down on the 90.9% in the previous year. Nationally the percentage entering positive destinations increased from 86.8% (2009/10) to 88.9% (2010/11), slightly above the Moray. <i>2011/12 figures are due December 2012</i> Source: <i>Scottish Government – Initial School Leaver Destinations</i>		
is09a	% of leavers from publicly funded secondary schools in positive follow-up destinations (9 months after leaving school)	84.3%	86%	84.6%	N/R	84.6% of Moray school leavers were recorded to be in a positive destination 9 months after leaving school; this is down on the 86% achieved in the previous year's leavers. Nationally 87.2% of leavers were still in a positive destination 9 months on from leaving school, up 2% on the previous year. <i>2011/12 figures are due June 2013</i> Source: <i>Scottish Government – Follow Up Leaver Destinations and attainment</i>		
EdS412.05	S4 Results: % of pupils attaining Level 3 or better in English and Maths	94%	95%	94%	95%	Pre-Appeal Exam results 2011/12 – S4 – Level 3 Eng & Maths Moray – 95% (target 94%) Comparator authorities average – 94%: National average – 94% Moray performing above both national and comparator average. Source: <i>Scotxed</i>		
EdS412.06	S4 Results: % of pupils attaining 5 or more awards at Level 3 or better	92%	93%	94%	95%	Pre-Appeal Exam results 2011/12 – S4 – 5+ Level 3 Moray – 95% (target 93%) Comparator authorities average – 93%: National average – 94% Moray performing above both national and comparator average. Source: <i>Scotxed</i>		

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
EdS412.07	S4 Results: % of pupils attaining 5 or more awards at Level 4 or better	83%	83%	81%	83%	Pre-Appeal Exam results 2011/12 – S4 – 5+ Level 4 Moray – 83% (target 82%) Comparator authorities average – 82%: National average – 80% Moray performing above both national and comparator average. <i>Source: Scotxed</i>		
EdS412.08	S4 Results: % of pupils attaining 5 or more awards at Level 5 or better	40%	37%	36%	40%	Pre-Appeal Exam results 2011/12 – S4 – 5+ Level 5 Moray – 40% (target 37%) Comparator authorities average – 37%: National average – 37% Moray performing above both national and comparator average. <i>Source: Scotxed</i>		
EdS412.12	S5 Results: % of pupils attaining 1 or more awards at Level 6 or better	41%	46%	43%	46%	Pre-Appeal Exam results 2011/12 – S5 – 1+ Higher Moray – 46% (target 43%) Comparator authorities average – 47%: National average – 46% Moray performing above both national, but below comparator average. <i>Source: Scotxed</i>		same
EdS412.13	S5 Results: % of pupils attaining 3 or more awards at Level 6 or better	22%	25%	22%	26%	Pre-Appeal Exam results 2011/12 – S5 – 3+ Higher Moray – 26% (target 22%) Comparator authorities average – 27%: National average – 27% Moray performing below both national and comparator average. <i>Source: Scotxed</i>		
EdS412.14	S5 Results: % of pupils attaining 5 or more awards at Level 6 or better	10%	9%	10%	11%	Pre-Appeal Exam results 2011/12 – S5 – 5+ Higher Moray – 11% (target 10%) Comparator authorities average – 12%: National average – 13% Moray performing below both national and comparator average. <i>Source: Scotxed</i>		
EdS412.15	S6 Results: % of pupils attaining 1 or more awards at Level 6 or better	46%	46%	51%	51%	Pre-Appeal Exam results 2011/12 – S6 – 1+ Higher Moray – 51% (target 47%) Comparator authorities average – 53%: National average – 52% Moray performing below both national and comparator average. <i>Source: Scotxed</i>	No change	
EdS412.16	S6 Results: % of pupils attaining 3 or more awards at Level 6 or better	30%	33%	35%	35%	Pre-Appeal Exam results 2011/12 – S6 – 3+ Higher Moray – 35% (target 33%) Comparator authorities average – 37%: National average – 36% Moray performing below both national and comparator average. <i>Source: Scotxed</i>	No change	

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
EdS412.17	S6 Results: % of pupils attaining 5 or more awards at Level 6 or better	18%	20%	22%	23%	Pre-Appeal Exam results 2011/12 – S6 – 5+ Higher Moray – 23% (target 20%) Comparator authorities average – 25%: National average – 25% Moray performing below both national and comparator average. <i>Source: Scotxed</i>		
EdS412.18	S6 Results: % of pupils attaining 1 or more awards at Level 7 or better	13%	14%	16%	13%	Pre-Appeal Exam results 2011/12 – S6 – 1+ Advanced Higher Moray – 13% (target 14%) Comparator authorities average – 16%: National average – 16% Moray performing below both national and comparator average. <i>Source: Scotxed</i>		

National Outcome 5

National Outcome 5 – Our children have the best start in life and are ready to succeed.

Meeting our Local Outcome

- More young children in Moray will thrive

The proportion of new born children in Moray exclusively breast-fed at 6-8 weeks fell in 2011/12 to 28.7% compared to 31.5% in the previous year. There was a similar reduction in the breast feeding rate nationally and in Grampian, with rates falling to 26.2% and 31.9% respectively.

A key development area in the Early Years Framework is pre-school education, where children are encouraged to develop an interest and enthusiasm in learning as well as progress their social and communication skills. In Moray, 94.8% of children eligible for ante pre-school were registered; this is down on the 108.5% registered in the previous year and below the national average of 100.7%. The percentage of 4 year olds registered for pre-school continues to be high with 107.8% registered in 2011/12, up on 98.5% recorded last year and above the national average of 98.9%.

Of the primary 1 pupils in 2010/11 it was estimated 73.1% of children were a healthy weight, unfortunately a significant decrease on 79.2% recorded in the previous primary 1 cohort. Nationally the rate also fell over the two years, although at a slower rate, from 76.5% (2009/10) to 74.9% (2010/11). In Moray another priority of the Early Years Framework is healthy lifestyles and in 2011/12 all pre-5's and their families were in receipt of Play @ Home support which aims to provide a range of activities to promote healthy development both physically and mentally for parents and children from birth.

Local Delivery Action Plans – National Outcome 5

National Outcome 5 – Our children have the best start in life and are ready to succeed

Local Outcome 10 – More young children in Moray will thrive

Single Outcome Agreement 2009 - 2012

5. Smarter

5.1 Early Years Framework. Priority 7

(Partnerships and statutory partners)

Achievements in 2009/10 (96% complete)

- Main parties and stakeholders involved with age 3 and age 4 children identified.
- Draft action plan for Early Years Framework complete.
- Data capture enabled a baseline of % attendance at pre-schools to be set. In 2008/09 there was a 94.7% uptake of pre-school provision.
- Draft Parenting Strategy complete.
- Evaluation completed of previous training plan and assessment of core skills programme undertaken.
- Core skills training programme developed and first core skills training scheduled.
- Incorporation of parenting into Early Years Strategy providing a more streamlined approach.

Achievements in 2010/11 (99% complete)

- Parenting Strategy for 2010/12 complete.
- 98% of P1 children attended pre-school centre; 79% P1 children attended ante pre-school centre.
- Directory of local facilities where vulnerable children and their families can be supported produced.
- Audit and support materials on outdoor learning to support active play distributed to all pre-school education providers.
- Needs assessment of universal pre-five services for vulnerable children and their families completed in March 2011.
- Interim evaluation of Triple P (Positive Parenting Programme) completed March 2011.
- Interim evaluation of fluoride varnishing by Scottish Multiple Index of Deprivation quartiles provided via the Moray Community Health and Social Care Partnership in March.
- Childsmile oral health service programme implemented via dental practice, community, and nursery and school settings.

Achievements in 2011/12 (99% complete)

- Awareness raising sessions held with the Smarter Theme Group, Community Planning Partners and Elected Members.

- Training of the impact of substance misuse and child neglect provided.
- 95% of the relevant age groups attended pre-school and 83.2% attended ante pre-school groups.
- 100% of pre-5's and their families received Play @ Home support.
- Strategic vision agreed.
- 2012/13 Action Plan agreed.
- Quality Audits show 100% of relevant group were making good or better progress in all aspects of their learning and development.
- Audit of local parenting carried out.

Summary of Achievements

During the 2009/12 period the Early Years Framework, including the Parenting Strategy, was formulated and awareness of the issues surrounding early years increased amongst Elected Members and Community Planning Partners. This has ensured that Early Years will remain a priority for the Partnership within the 2012/15 Single Outcome Agreement, with the focus changing from crisis management to a preventative approach.









A key factor in early years development is attendance at pre-school, which aids the development of social skills and can foster an interest and enthusiasm for learning that will be beneficial throughout life. In August 2011 figures indicated that 95% of Primary 1 children had attended a pre-school group, up from the previous year, and 83% had also attended in their ante pre-school year, slightly lower than previously. Evidence indicates that all pre-school centres are making good progress in supporting children to develop these skills for life. All pre-school centres that underwent an external inspection during 2011/12 received satisfactory or better for 'Improvements in Performance' and 'Children's Experiences'.

Another priority of early years development is healthy lifestyles and the Play@Home programme for 0 to 5 year olds provides a range of activities to support development and improve the mental wellbeing of parents and children from birth. In Moray the programme is provided to all 0-5yr olds with specific programmes available for babies, toddlers and older children through ante and pre-school provision in addition to being accessible in libraries and from Health Visitors.

In recognition of the importance of dental health, the Childsmile project was rolled out to 26 primary schools and 12 nurseries and has involved a roll out of fluoride varnishing. In addition the Brush Bus pilot has been rolled out across Moray. This is a supervised tooth brushing scheme that provides education on dental health in addition to each child receiving a tooth brush that can be stored in a 'brush bus' container. However, in 2010, Moray had not met 2008 dental registration targets across all age groups, despite an increase in provision.

Work has also been carried out into the needs of vulnerable children, including training sessions on the impact of substance misuse. A directory of local facilities where vulnerable children and their families can be supported has been produced and circulated to all Partner agencies.

Performance Indicators – National Outcome 5

National Outcome 5 – Our children have the best start in life and are ready to succeed.									
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison	
SOA5P2g	Proportion of new-born children exclusively breast-fed at 6-8 weeks	33.8%	34.5%	31.5%	28.7%	The proportion of new born children exclusively breast fed at 6-8 weeks in Moray in 2011/12 fell from 31.5% (2010/11) to 28.7% in 2011/12. Moray rate remains behind the Grampian rate (31.9%), although is above the Scotland average rate of 26.2% - both Grampian and Scotland rates also fell in the year. <i>Source: ISD Scotland</i>			
SOA5P2a1	Pre-school Education – Percentage of 3 year old children attending ante pre-school education	89.5%	90.4%	108.5%	94.8%	At September 2011 there were 1,610 children registered for pre-school places funded by Moray Council. 94.8% of those eligible for ante pre-school were registered, compared to a national average of 100.7%. <i>Source: Summary Statistics for Schools in Scotland.</i>			
SOA5P2a2	Pre-school Education – Percentage of 4 year old children attending pre-school education	96.3%	103.1%	98.5%	107.8%	At September 2011 there were 1,610 children registered for pre-school places funded by Moray Council. 107.8% of those eligible for pre-school were registered, compared to a national average of 98.9%. (Note: children may be counted more than once if they are registered to receive LA funded pre-school education at more than one centre) <i>Source: Summary Statistics for Schools in Scotland.</i>			
IS73	Estimated percentage of children with a healthy weight in primary 1	N/A	79.2%	73.1%	N/R	Of the 859 primary 1 pupils in Moray schools (2010/11) 73.1% were a healthy weight. This is down 5% from the previous year primary 1 pupils. Nationally 74.9% of primary 1 pupils were of a healthy weight. Of the 26.9% Moray pupils not a healthy weight – 24.8% were overweight and 2.1% had a low Body Mass Index (underweight). This compares to the national picture where 21.4% were overweight and 3.7 had a low BMI. <i>2011/12 figures due to be published April 2013</i> <i>Source: ISD Scotland</i>			

National Outcome 6

National Outcome 6 – We live longer, healthier lives.

Meeting our Local Outcomes

- An increased number of people in Moray will be active in improving their own health
- An increased number of elderly and vulnerable people will be able to sustain an independent quality of life
- The impact of alcohol and substance misuse in Moray will reduce

Life expectancy rate continues to increase year on year in Moray and nationally. In Moray female life expectancy at the end of 2010 was 81.3 years, up 0.4 years on the previous year and above the national average of 80.4 years. Male life expectancy also increased over the same period, although at a slower rate at 0.2 years, with life expectancy average at 76.9 years, this is above the national average of 75.8 years. While life expectancy rates for both female and male are increasing in Moray, the rate increase is slightly slower than the national average. The gap between female and male rates in Moray is widening with the female rate increasing at a higher rate than the male.

The suicide rate in Moray has increased over the last 3 years, with the number up from 65 (5 year total - 2005-09) to 77 (2007-11). There has been a 3% reduction in the number of suicides since 2002 (1998-2002).

The 'Change Fund' is a key priority in supporting the local outcome of 'increasing the number of elderly and vulnerable people that are able to sustain an independent quality of life'. A number of actions have been taken forward within the 2009-12 SOA including the establishment of Moray Lifeline and telecare services; development of Local Long Term Conditions Workforce Training Plan; production of the draft Joint Commissioning Strategy for Older People (2012/2020); and first phase of redesign of Community Care services. There has been a continuing rise in the percentage of people aged 65+ receiving high levels of care (10+ hours) at home, increasing from 36.3% (2008/09) to 38.4% (2010/11), well above the national average of 32.3%. The Community Care service have achieved a minimum 1% budget reinvestment from institutional to 'home based' care for the last 4 years.

Moray Alcohol and Drug Partnership have led and part funded a number of projects over the last three years; these have included promoting alcohol and drug recovery and treatment initiatives/programmes, alcohol awareness and responsible drinking campaigns; reducing alcohol related offending etc. Performance figures for the period show a generally improving picture with the rate of general acute inpatient discharges with an alcohol-related diagnosis falling year on year since 2006/07, from a rate of 640 (per 100,000) to 459 in 2010/11. Although the rate has reduced the percentage of those diagnosed as alcohol dependent has increased from 20.7% (2008/09) to 25.8% (2010/11), over twice the nationally average of 11%. The death rate per 100,000 from alcohol disease has fallen over the last 3 years from 29.6 (per 100,000) in 2008 to 20.5 in 2010. The number of Alcohol Brief Interventions (AIBs) carried in Moray remains behind target with 815 interventions carried out in 2011/12 against a target of 925. In Grampian and nationally the AIB targets have been well exceeded.

Local Delivery Action Plans – National Outcome 6

National Outcome 6 – We live longer, healthier lives

Local Outcome 12 – An increased number of elderly and vulnerable people will be able to sustain an independent quality of life

Single Outcome Agreement 2009 - 2012

3. Healthier

3.1 Change Fund. Priority 4

(Includes Long Term Conditions, Support to Carers, Preventative and Anticipatory Care, and Improving Pathways)

Long Term Conditions

Achievements in 2009/10 (82% complete)

- Average baseline for long term conditions for the previous three years established.
- Local Long Term Conditions Steering and Stakeholder Groups established.
- Local Long Term Conditions Programme Plan developed and implemented.
- Development and implementation of Local Long Term Conditions Workforce Training Plan.

Achievements in 2010-11 (100% complete)

- Implementation of anticipatory care planning and intensive case management for top 10 patients on Scottish Patients at Risk of Readmission and Admission with a risk score of 50+ in each locality in Moray.
- Pulmonary rehabilitation programme implemented in Buckie/Cullen and Fochabers locality. Monitoring and evaluation systems also in place.
- Early supportive discharge functions have been implemented within community teams across Moray including chronic obstructive pulmonary disease, telecare; 'Home from Hospital' Scheme; out of hours community nursing service redesign; roll out of anticipatory care planning; falls and bone health pathways developed and Buckie intermediate care pilot reaching planning stage.
- Patient Learning Centres established at Dr Grays Hospital and also non health premises including Moray College and local libraries.

Support to Carers

Achievements in 2009/10 (100% complete)

- Telecare devices used in 1350 vulnerable people's homes.
- Analysis on the success and effectiveness of the Moray Lifeline and telecare services complete.
- Carers' Service Provider Network Group established.

- 2009/10 respite performance surpassed the Concordat Commitment requirement by 28 weeks for 2009/10.
- Increased number of carers' assessments completed.

Achievements in 2010/11 (88% complete)

- Carers' Consultation Group established and consultation of carers, service users, staff and service providers carried out to inform Carers' Strategy.
- Carers' Strategy approved.
- [While not monitored as milestones, 1989 weeks of respite care were provided during 2010/11 – an increase of 41 weeks on the previous year.]

While not monitored as a milestone during 2011/12, the following was achieved:-

- 1992 weeks of respite care were provided; an increase of 3 weeks on the previous year and 44 weeks since 2009/10.

Preventative and Anticipatory Care

Achievements in 2009/10 (100%)

- Falls Group established and education sessions delivered to groups of older people and professionals.
- Nutritional training and improvement programme developed and joint work established between dieticians, home care and care homes.
- Generic anticipatory care planning tool has now been adopted for clients with chronic obstructive pulmonary disease.
- A robust response service around Moray Lifeline and telecare services has been developed. The Response Team involves partnership working with a number of partner agencies in both the public and voluntary sector (e.g. Fire Brigade, Ambulance Service, Police and Red Cross).
- During 2009/10 an average of 817* service users received personal care at home (target was 831).
- During 2009/10 an average of 297 service users 65+ received 10+ hours of home care compared with 228 in 2007/08 (target 265).
*revised figure

Achievements in 2010/11 (100% complete)

- Baseline established of 1,256 patients with chronic obstructive pulmonary disease in Moray.
- Community nursing guidance and toolkit to support case management and review of patients with long term conditions launched in October 2010 to ensure joint working.
- Moray has surpassed the target 30% of people aged 65+ with intensive care needs receiving care at home by December 2010, reaching 36.3% for 2009/10.
- Continued upward trend in relation to the number of 65+ and 75+ service users receiving 10+ hours of home care.
- [While not monitored as a milestone during 2010/11, an average of 837 service users received personal care at home.]
- [While not monitored as a milestone during 2010/11, an average of 319 service users 65+ received 10+ hours of home care.]

While not monitored as milestones during 2011/12, the following was achieved:-

- An average of 874 service users received personal care at home; an increase of 37 on the previous year, and of 57 since 2009/10.
- An average of 324 service users 65+ received 10+ hours of home care; an increase of 5 on the previous year, and of 27 since 2009/10.

Improving Pathways

Achievements in 2009/10 (100% complete)

- Grampian Discharge Policy and Procedure implemented.
- Effective utilisation of Scottish Patients at Risk of Readmission and Admission data used to support care case management of elderly and vulnerable people in Moray.
- Intensive Re-enablement Programme in their home environment for people over 65 attending Accident and Emergency implemented.

Achievements in 2010/11 (93% complete)

- Community nursing guidance and toolkit to support case management and review of patients with long term conditions launched in October 2010 to ensure joint working.
- Learning disability information folders have been compiled and distributed to Dr Grays Hospital, GP surgeries, community dental surgeries and Speyside Community Hospital.
- Pilot personalised budgets for people with physical and sensory disability has begun (self-directed support).

Change Fund

Achievements in 2011/12 (85% complete)

- Detailed business case and implementation plan for redesign of Community Care services published.
- Intermediate Care Team operational.
- Library Information Officer for older people in place.
- Contracts awarded for carers' support services and non-accommodated respite services.
- Robust outcome performance reporting systems concerning telecare implemented.
- Short Break Bureau for service users and carers established.
- Re-ablement mainstreamed across all Community Care services following the pilot project.
- Provision of telecare services improved via training, stock control and the use of Carefirst for performance monitoring purposes.
- Autism Strategy 2011/2014 published.
- Self-directed Support Communications Strategy agreed and implementation started.
- Demand and supply analysis for the development of a Commissioning Strategy for Older People completed.

Summary of Achievements

Long Term Conditions

Up-to-date figures for the prevalence of chronic obstructive pulmonary disease are not yet available.

Support to Carers

The implementation of the telehealthcare scheme has resulted in approximately 400 individuals using a range of products designed to enable them to live more independently in their own homes (from a baseline of 40 in 2006/07). In addition, 28% of Moray Lifeline users now have more than one telehealthcare sensor including falls and movement detectors, and bed occupancy sensors. In addition to the benefits to the individual, this technology also provides assistance and reassurance to their carers.

Further support has been provided to carers through the establishment of the Short Breaks Bureau which provides short term respite options for a range of client groups including older people, learning disability, mental health, physical and sensory needs, old age psychiatry and children. From the roll out of the service in December 2011 to August 2012, 61 individuals have accessed a variety of services such as befriending, homecare, and attendance at activity centres.

Preventative and Anticipatory Care

Improvements have been made in terms of the numbers of individuals receiving 10+ hours of home care (aged 65+) and personal care at home, thereby further enabling people to remain in their own homes and to retain their independence.

From 2006/07 to 2009/10 there was a year on year increase in the number of individuals arriving at Dr Grays hospital as the result of a fall, increasing from 1340 to 1432. While data is not yet available for 2011/12 to establish a trend, there has been a reduction in falls between 2009/10 and 2010/11 from 1432 to 1383.

Improving Pathways

Reablement is intensive, short-term support to encourage and assist people to lead as fulfilling a life as they can, in the way they choose. It encourages independence and works with individuals to regain skills they may have lost through a stay in hospital or disability. The policy was formally approved in February 2012 and is in the process of being rolled out as part of the redesign of Community Care services (see below).

Older People

Through the Change Fund, the Older People's Information Co-ordinator has undertaken a wide range of activities in partnership with older people, the library service and adult Community Care service staff which has encouraged a preventive approach to care. This includes reminiscence training, the provision of reminiscence boxes for people experiencing the early stages of dementia, a regular newsletter, inter-generational information events and the collation of information regarding activities for older people; incorporated into Moray Council online directory, morinfo.

The Moray Community Health and Social Care Partnership have contracted with the Institute of Public Care to facilitate the production of the Joint Commissioning Strategy for Older People 2012/2020. The strategy is undergoing comprehensive consultation and a draft document is due in September 2012. The main 'workstreams' of the strategy are community capacity building, frail elderly, dementia, intermediate care, carers, finance, telehealthcare and housing.

Autism

A successful bid to the Scottish Autism Strategy Development Fund has secured three year funding of £55,000 per annum to implement the Strategy for Adults With an Autistic Spectrum Disorder (2011/14), with a particular focus on increasing awareness and understanding of autism.

Self-directed Support

This scheme enables individuals to maintain a level of independence and control over their finances and care by using their social care budget to fund their support arrangements in such a way as to design very individual solutions which enable them to enjoy more rewarding and enriching life experiences. Since the scheme began in April 2012, 42 people have had a budget approved, and 18 have packages in place.

Re-design of Community Care Services

The first phase of the redesign of Community Care services was completed in April 2012. Progress to date has included the establishment of an Access Team which is capable of dealing with non complex cases, in addition to a Fieldwork and Specialist Team; responsible for more complex care needs.

User accessibility to the service has been improved with the introduction of one phone number to replace the previously existing 26 numbers.

The redesign also includes the re-enablement programme discussed above, and the integration of day services which aims to enable different service user groups to share facilities.

National Outcome 6 – We live longer, healthier lives

Local Outcome 13 – The impact of alcohol and substance misuse in Moray will reduce

Single Outcome Agreement 2009 - 2012

3. Healthier

3.3 Moray Alcohol and Drug Partnership

Achievements in 2010/11 (100% complete)

- Baseline figures established for clients in education, employment and training.
- Core services reviewed in line with H4 (achieve agreed number of screenings using the appropriate setting-appropriate tool and appropriate alcohol brief intervention by 2010/11) and A11 (offer drug misusers faster access to appropriate treatment to support their recovery) and Single Access Pathway implemented as a result.
- Baseline figures established for clients sustaining a tenancy.
- Employability study has been implemented and evaluated.
- Links to Homelessness Strategy identified and implemented in the Management and Performance Plan.
- Desktop research report accessing data in relation to the Scottish Public Health Observatory indicator for life expectancy carried out.
- Research carried out on life expectancy and alcohol misuse in Moray and results being used to inform the Healthier strategic assessment.
- Evaluation of the client pathway carried out resulting in the development of a pilot for 'single access.

Achievements in 2011/12 (93% complete)

- Recovery:
 - Training Needs Analysis and Training Plan developed for Housing staff with regards to helping clients in recovery to sustain tenancies and temporary accommodation.
- Law Enforcement – Domestic Abuse :
 - Awareness training on domestic abuse provided to Social Services staff.
 - Support provided by Domestic Abuse Support Worker monitored.
 - Drug Testing and Treatment Orders Programme developed and implementation process in development.
 - Anti-social Behaviour Orders Programme developed, implemented and evaluated on an ongoing basis.
- Law Enforcement – Drink Driving Campaigns:
 - 46 Operation Taurus carried out.
 - Summer and winter road safety campaigns carried out.
- Law Enforcement – Drink and Drug related offending:
 - Increase in charges relating to the supply of controlled drugs (baseline = 8: Q4 = 14).
 - Reduction in alcohol-related anti-social behaviour (baseline = 228: Q4 = 124).
 - Reduction in alcohol-related violent offending (baseline = 12: Q4 = 10).
 - Reduction in juvenile alcohol-related anti-social behaviour (baseline = 10: Q4 = 3).
 - Reduction in juvenile alcohol-related violent offending (baseline = 2: Q4 = 0).
 - Reduction in alcohol-related domestic abuse (baseline = 157: Q4 – 107: complainer under the influence; baseline = 30: Q4 – 16: perpetrator under the influence; baseline = 65: Q4 = 38)

- Children and Families and Family Support:
 - Guidance and toolkit developed for inclusion in the Curriculum for Excellence.
 - Monthly performance relating to Substance Misuse Programmes reported.

Summary of Achievements

Recovery

Over the course of 2011/12 the Moray Alcohol and Drug Partnership has developed and funded the following projects to promote recovery:-

- Building Bridges Project, a recovery based project supporting users through a 10 week Programme;
- Moray Arts Project, looking at art therapy in conjunction with treatment based services;
- Learning and Development for Carers, providing training for carers to allow them to better meet the needs of the family member they are supporting;
- Employability Project, supporting people back into a structured environment.

While it is not possible to indicate a direct causal relationship between the work of the Moray Alcohol and Drug Partnership and the decrease in offending rates detailed below, the partnership have provided funding for Operation Avon, Safer Streets and Operation Moravia, as well as to the Domestic Abuse Forum resulting in more resources for police to tackle alcohol-related offending which may have contributed to the decline.

Law Enforcement – Domestic Abuse

During the 2009/12 period, the percentage of incidences of domestic abuse involving alcohol decreased from 43% to 33% and from 66% to 48% in relation to victims and perpetrators respectively.

Law Enforcement – Alcohol-related Offending

There was an overall reduction in alcohol related offending during the 2009/12 period over a number of performance indicators including:-

The number of drivers of any age with a blood alcohol content over the prescribed limit decreased from 127 to 101. This can be broken down by age with the number of drivers aged 25+ over the limit decreasing from 36 to 26 and those under 25 by 16 from 91 to 75.

The percentage of drivers stopped and breathalysed showing a positive result also decreased from 0.43% to 0.15%.

The number of accused persons involved in serious assaults while under the influence of alcohol decreased from 24 to 22, and those involved in minor assaults decreased by 140 over the same period from 389 to 249.

The Safer Streets Campaigns directly targeted licensed premises and drinking hours. While the number of serious assaults and breaches of the peace recorded during the two year period 2010/11 to 2011/12 increased from 0 to 2 and 13 to 18 respectively, the number of minor assaults decreased from 16 to 10.

National Outcome 6 – We live longer, healthier lives

Local Outcome 12 – An increased number of elderly and vulnerable people will be able to sustain an independent quality of life

Single Outcome Agreement 2009 - 2012**4. Safer and Stronger****4.3 Adult Support and Protection****Achievements in 2009/10 (92% complete)**

- Grampian Interagency Adult Protection Policy launched.
- Independent Chair and dedicated Support Officer appointed.
- Training needs analysis for all agencies involved in supporting vulnerable adults conducted.
- Training Plan developed.
- Adult Protection Committee constituted.

Achievements in 2010/11 (66% complete)

- Biannual report submitted to Scottish Government detailing progress made towards protecting adults at risk of harm in Moray.
- Review carried out with regards to training provided during year and training needs analysis revisited.

Achievements in 2011/12 (87% complete)

- Reviewed Joint Grampian Adult Support and Protection Policy launched.
- Grampian-wide awareness raising campaign.
- Significant Case Review Procedures developed.

Summary of Achievements











With the help of Scottish Government funding to assist with implementation of the Adult Support and Protection Scotland Act 2007, Moray Council established an Adult Protection Unit in 2009. The unit provides a single point of contact for the reporting of concerns and its aim is to ensure that adults at risk of harm in Moray are offered the appropriate support and protection.











While there has been a steady rise in the number of 'reports of concern' received by the Adult Support and Protection Team, there has been a decrease in the number of cases that require adult protection intervention from 147 in 2009/10, peaking at 201 in 2010/11, to 124 in 2011/12. The number of reports of concern for the same three year period was 524, 772 and 825 respectively. In cases that did not require direct adult protection intervention, further screening was carried out and the cases were signposted to other, more appropriate interventions.








A substantial part of the unit's role is to provide advice and guidance to operational staff in the detection, investigation and management of adult abuse cases, and a number of NHS Grampian, police and voluntary agency staff have participated in specific training courses to enhance their knowledge and skills in adult support and protection.

There is also a strong commitment within the unit to raising awareness of the adult protection agenda, and during 2011 and 2012 staff have actively sought ways of engaging with the public including a media campaign was delivered to highlight the issue of adults who may be at risk of harm.

Performance Indicators – National Outcome 6

National Outcome 6 – We live longer, healthier lives.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS13	Low weight live singleton birth percentage of live singleton births	2.42% (2006-08)	1.81% (2007-09)	1.38% (2008-10)	N/R	Figures taken over a 3 year average (2008-2010). In Moray the percentage of low weight live singleton births for the period 2008 to 2010 was 1.38%. The Moray rate is below that of Grampian (1.67%) and Scotland average (2.16%). <i>2010/11 due to be published August 2013</i> <i>Source: SNS</i>		
IS17	Teenage pregnancies aged under 16, rate per 1,000 women aged 13_15	5.9 (2006-08)	5.4 (2007-09)	5.5 (2008-10)	N/R	Figures taken over a 3 year average (2008-2010). In Moray the rate of teenage pregnancies for the period 2008 to 2010 sat at 5.5 per 1,000. The Moray rate is below that of Grampian (6.4) and Scotland average (7.4). <i>2010/11 due to be published August 2013</i> <i>Source: SNS</i>		
SOA6P2b3	Life expectancy at birth – females	80.4 (2006-08)	80.9 (2007-09)	81.3 (2008-10)	N/R	Female Life Expectancy at Birth for the period 2008-10 (GROS). The Scotland average is 80.4 years. Moray is ranked 12 th out of the 32 Local Authorities for female life expectancy rates. Since 1998-2000 female life expectancy has increased by 2 years, slightly slower rate than national (2.1 years). <i>2009-11 figures due to be published early 2013</i> <i>Source: SNS</i>		
SOA6P2b2	Life expectancy at birth – males	76.4 (2006-08)	76.7 (2007-09)	76.9 (2008-10)	N/R	Male Life Expectancy at Birth for the period 2008-10 (GROS). The Scotland average is 75.8 years. Moray is ranked 13 th out of the 32 Local Authorities for male life expectancy rates. Since 1998-2000 male life expectancy has increased by 2.4 years, however this is at a slower rate than national (2.9 years) and hence Moray has slipped from 10 th to 13 th since 1998-2000. <i>2009-11 figures due to be published early 2013</i> <i>Source: SNS</i>		
IS72	Mortality rate per 100,000 population – persons aged under 75	338.2 (2008)	332 (2009)	317.2 (2010)	N/R	Mortality rate for persons aged under 75 in Moray has continued to decrease since 2008, falling to 317.2 (per 100,000 pop'n) in 2010. The national average is 357.2, while the Grampian average is 304.8. <i>2011 due to be published March 2013</i> <i>Source: SNS</i>		

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS25	% of people aged 65+ with high levels of care needs who are cared for at home	36.3%	36.8%	38.4%	N/R	In Moray there is a rising trend with an increase in the level of people aged 65+ with high levels of care needs (10+ hours) who are being cared for at home, increasing by almost 12% between 2005/06 (26.6%) and 2010/11 (38.4%). The Scotland rate has increased but at a slower pace than to Moray, in 2010/11 national average was 32.3%. <i>2011/12 due to be published April 2013</i> <i>Source: SNS</i>		
SOAw06f	Shift in balance of care from institutional to 'home based' care (Outcomes Framework for Community Care, BC1) – Achieve annual 1% budget reinvestment.	1%	2.18%	1.67%	1%	Achieve a 1% budget reinvestment from institutional to home based care was achieved from 2010/11 into 2011/12.	Target achieved	Local Indicator
IS24	Percentage of adults who have taken part in a sporting activity in the last 12 months (excluding walking)	N/A	55.2%	N/A	N/R	Sports participation figures (2009/10) show that 55.2% of Moray adults took part in some form of sporting activity in the last four weeks (excluding walking) slightly down on 56% recorded in 2007/08. Nationally 51% reported to have taken part in a sporting activity in the last 12 months. <i>Biannual reporting – 2011/12 due to be published 2014</i> <i>Source: SHS</i>		
IS69	Emergency hospital admissions – both sexes- all ages – rate per 100,000 population	8,984 (2008)	8,429 (2009)	8,220 (2010)	N/R	The rate of emergency hospital admissions per 100,000 has fallen since 2008 to 8,220 in 2010. The national average is significantly higher at 10,024, while the Grampian rate is slightly higher at 8,660. <i>2011/12 due to be published April 2013</i> <i>Source: SNS</i>		
IS20	Smoking Prevalence of adults (16+)	N/A	28.2%	N/A	N/R	Based on 2009/10 Scottish Householder Survey results: Question – Do you smoke cigarettes nowadays? Moray – Yes 28.2% No 71.8% (Base 572) Scotland – Yes 24.2% No 75.8% (Base 24,927) ISD estimated total number of adult smokers in Moray was 20,405 (2009/10). Prevalence has increased in Moray since 2007/08 when the rate was 26.1% of those surveyed. <i>2011/12 due to be published 2014</i> <i>Source: Scottish Household Survey</i>		
SOAw06h	Rate of general acute inpatient discharges with an alcohol-related diagnosis in any position	603	532	459	N/R	In Moray there were a total of 430 general acute inpatient and day case discharges with an alcohol-related diagnosis in 2010/11, a reduction of 59 from the previous year. This calculates as a rate of 459 (per 100,000 pop'n), the lowest rate in the last five years. The national rate fell slightly to 695 , with 38,825 discharges recorded in the year. <i>2011/12 due to be published May 2013</i> <i>Source: ISD Scotland</i>		

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
SOAw06i	Proportion of general acute inpatient discharges with an alcohol-related diagnosis in any position, with a diagnosis of alcohol dependence	20.7%	20.3%	25.8%	N/R	Although the total number of discharges with an alcohol-related diagnosis fell in 2010/11 to 430, the number diagnosed with Alcohol Dependence has actually increased by 12 to 111. This equates to 25.8% of the overall discharges, an increase of 5.5% from the previous data collection in 2009/10. The percentage of discharges with Alcohol Dependence in Moray is over twice that of the Scottish average (11%). <i>2011/12 due to be published May 2013</i> <i>Source: ISD Scotland</i>		
SOAw06j	Achieve agreed number of screenings using the setting-appropriate screening tool and appropriate alcohol brief intervention, in line with SIGN 74 guidelines	35	306	1,093	815	815 Alcohol Brief Interventions (ABI's) were carried out in Moray in 2011/12, 88% of the 925 target. Overall in Grampian 8,682 ABI's were carried out in the same period, exceeding the target of 6,054. In Scotland 97,830 ABI's were carried out in 2011/12, again significantly exceeding the target of 61,081. <i>Data for 2011/12 available June 2013</i> <i>Source: ISD Scotland</i>		Local Indicator – Target not achieved
SOAw06e	Reduce suicide rate between 2002 and 2013 by 20%	66 (2004-08)	65 (2005-09)	72 (2006-10)	77 (2007-11)	There were 77 suicides recorded between 2007 and 2011, at an average of 15 deaths per year. There has been a 3% reduction in the number of suicides since 2002, with the number falling from 79 (1998-2002) to 77 (2007-2011). During 2011 there were 16 deaths in Moray caused by intentional self harm and events of undetermined intent, a reduction of 5 from 2010 and 1 from 2009. Suicide rate per 100,000 (standardised population) in Moray for the last 5 years was 17.9, higher than the national average rate of 15.1. <i>Source: GROS</i>		
IS23	Deaths per 100,000 population from alcohol related disease	29.6 (2008)	27.4 (2009)	20.5 (2010)	N/R	Moray deaths due to alcohol related disease (per 100,000) reduced from 27.4 (2009) to 20.5 (2010), below the Scottish average of 25.2. <i>2011/12 due to be published May 2013</i> <i>Source: ISD Scotland</i>		

National Outcome 7

National Outcome 7 – We have tackled the significant inequalities in Scottish society.

Meeting our Local Outcome

- Inequalities in Moray will be addressed

In Moray it is estimated that 10,030 people were classified as income deprived as at the end of 2010/11, this equates to 11.4% of the local population. The rate of income deprivation is slightly up (0.2%) from the previous year, although is down on the 12% recorded in 2008/09. The target of a 5% reduction in people who are income deprived based on the 2005-06 baseline has not been achieved, with the actual number regarded as income deprived increasing by 23% up to 2010/11. While there has been a significant increase in Moray this is reflective of the national picture where there has been a similar proportional increase, however Moray remains well below the national average of 16.2% (2010/11).

The percentage of children in families who are in receipt of child tax credit or income support / Job Seekers Allowance fell from 2009 to 2010 from 12.1% to 11.8%. The rate is well below the national average of 18.6% (2010).

Where Moray is significantly behind the national average is in the proportion of households suffering from fuel poverty. Over the period 2008-10 the average percentage of households in fuel poverty increased to 33.7%, this compares to the national average of 29.1%.

Local Delivery Action Plans – National Outcome 7

National Outcome 7 – We have tackled the significant inequalities in Scottish society

Local Outcome 14 - Inequalities in Moray will be addressed

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.12 Implement Equality Legislation within Partner Organisations (Council actions)

Achievements in 2009/10 (96%)

- Partner agencies met with regard to the Equalities Forum. Diversity Day delivered by Equalities Forum, raising awareness of issues affecting groups.
- Equality Impact Assessments complete.
- Presentation delivered by Equality and Human Rights Commission and Partnership and the forum have understanding of the new Single Equality Bill.
- All Partnership agencies have Equality Scheme(s) in place.

Achievements in 2010/11 (100% complete)

- Council Single Equality Scheme and easy read version finalised.
- The Equalities Forum is now used as a method of challenging actions identified through Equality Impact Assessments, consulting on the budget and identifying actions for the Single Equality Scheme.
- Grampian Regional Equality Council research into demographic information on equality group and any impact on disadvantage completed.
- Social Inclusion Scheme action plan developed.
- Financial support of Grampian Regional Equality Council has been reviewed.

Achievements in 2011/12 (100% complete for year 1 of 3 year scheme)

- 65% of new and reviewed policies/activities equality impact assessed.
- Equality Impact Assessment guidance updated to include information on consultations.
- Committee report template updated to include a section on equalities.
- Online introductory equalities training course available to all staff.
- Discriminatory behaviour is being monitored via use of Equalities Incident Monitoring Form – this includes vulnerable adults and school children.

Summary of Achievements

The form for reporting equality incidents across public services in Moray has been simplified and reduced from 13 pages to just 3.

In partnership with Community Care services and, in particular, Adult Protection services the Equal Opportunities Officer has drafted a corporate policy on bullying. A separate policy on bullying, laying down minimum standards that schools must adhere to, is being developed alongside Educational services.

National Outcome 7 – We have tackled the significant inequalities in Scottish society

Local Outcome 14 - Inequalities in Moray will be addressed

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.13 Implement Fairer Scotland Fund

Achievements in 2009/10 (85% complete)

- Fairer Scotland Fund strategic assessment completed.
- Employability Action Plan produced.
- Financial Inclusion seminar held.
- First contracts for delivery under the fund agreed and finalised, 3rd round of funding launched.
- Financial Inclusion Strategy finalised.
- Fairer Scotland Fund funding used in the development of the Moray Assisted Recruitment Scheme.
- Research into areas of deprivation carried out and work started on developing rural poverty indicators.

Achievements in 2010/11 (93% complete)

[includes Social Inclusion and More Choices, More Chances]

- Financial Services Directory produced and disseminated.
- Social Inclusion Strategy drafted but not yet approved.
- Moray Assisted Recruitment Scheme rolled out.
- More Choices, More Chances awareness training carried out for over 70 front line staff from partner agencies including Skills Development Scotland, Careers Scotland, Volunteer Centre and Aberlour Childcare Trust.
- Internal interim evaluation of Fairer Scotland Fund project presented to the Community Planning Board.
- Scottish Index of Multiple Deprivation data adapted to show the situation at a Moray level.

Further information

Funding for the Fairer Scotland Fund project ended as of 2011, and the initiatives supported through the fund ended as of March 2012.

The Social Inclusion Strategy was approved by Community Planning Board in December 2010 and the action to develop an action plan carried forward into 2011/12 under the Equally Well priority. As at end March 2012 the action plan has yet to be developed. It is anticipated that this will be completed by January 2013, taking into account the full evaluation of Fairer Scotland Fund which was completed as of March 2012.

The Community Planning and Development Team continued to provide support to the Employability Action Group (including More Choices, More Chances), Financial Inclusion Network and the Moray Assisted Recruitment Scheme Management Group during 2011/12.

Summary of Achievements

£1.1m was spent on 11 initiatives which ran until March 2012.

Elgin High School

A project was established targeting twelve young people at risk of disengaging from Elgin High School. These pupils, who were not expected to complete their 4th year, were all still in attendance at the end of the school year. All pupils had achieved at least one standard or intermediate grade. Seven had achieved five or more. All twelve pupils in the pilot group achieved positive destinations post project. The project was mainstreamed and the school now funds one Principal Teacher for Behaviour Support.

Moray Assisted Recruitment Scheme

The scheme supported 27 Moray employers who agreed to employ a young person who had been unemployed for at least six months. 29 young people were given placements and at the end of the scheme 20 had been offered a permanent contract with their employer: a 70% success rate. The remaining 9 young people have been offered support to explore other options and apply for other vacancies. Of the 9 young people not offered a job with their employer, 6 were due to the employer not being able to continue to fund the post after the wage subsidy ended, and 3 posts failed due to the actions of the young person. The Employability Action Group are currently operating a scheme for young people under the short term Flexible Working Grant and are looking to extend that scheme.

Scottish Council for Voluntary Organisations Employability Service

Following a procurement process the Scottish Council for Voluntary Organisations in Moray was awarded the contract to provide an employability service. In the first year, 239 people were referred to the process and of these, 86 (36%) signed up to the programme of support and engaged with the service. Over 13 months, 32 (37%) of these went on to a positive outcome such as college, volunteering or employment. Of all the referrals received around one-third were from the areas of most deprivation in Moray. Of those who went onto a positive destination, 56% were still there after three months and 37% were still there after six months. This project was unable to source funding to continue this service in March 2011 and ended their employability service.

Community Foods North East

Community Foods North East, operating in Aberdeen and North East Scotland, set up a unit in Moray with the aim of making affordable fruit and vegetable more available to vulnerable groups. After one year of trading, 15 new community food outlets had been set up and sales of over £5,000 per month were being achieved. The number of volunteers working within the service had risen to around 15. The original project closed

but other sources of funding helped to establish Community Foods Moray in April 2011 which offers a wider service to disadvantaged communities across Moray. They continue to employ a part time development worker and a full time driver .The organisation is an established Social Enterprise.

Before Words

A jointly funded project with NHS Grampian has supported parents to understand the importance of communication with children up to the age of 3 years old. The resources produced are being used for interventions with parents requiring additional support. There have been positive impacts on parents and there is feedback from parents and professionals demonstrating a positive relationship change.

A Domestic Abuse Early Intervention Support Service

This project was funded for a twelve month period. Over the first six months the waiting time for responding to a referral fell from six weeks to one day. Of the 200 cases referred by the Moray Domestic Abuse Liaison Officer to the Family Support Workers, 98 initial visits involving them have been carried out. Of these, 30 cases were identified as requiring intensive support, and nine of those have developed into child protection cases. National studies have shown that such early intervention in a child's life can produce long term savings. On the basis of the work carried out and achievements of the initial project, additional funding from the Moray Drug and Alcohol Partnership will enable to continue the work for an additional three years.

The Financial Inclusion Network

A network of more than thirty organisations was formed to develop collaboration and partnership around improving information and education related to financial services and debt advice. Seven of these organisations formed a consortium and were funded £166,000.

Grampian Housing Association set up a project in Moray to provide community based money advice. The project had 69 clients over the two year period and calculated financial gain to be £190,896. Additional welfare rights staff was employed in Moray Council; the Money Advice Service took on a total of 850 new clients with a focus on areas identified in the Scottish Index of Multiple Deprivation. Moray Citizens Advice Bureau staff dealt with a total of 753 claims and appeals with a financial gain of £2,815,416.

Both Credit Unions operating in Moray were given support. A development worker was employed in Forres to support the Forres Area Credit Union. North East Scotland Credit Union used their finances to promote Credit Unions to schools and junior savers. They recruited 18 volunteers with a further 12 interested in participating. The current welfare reforms and the financial downturn is causing concern that there will be an increased demand for money advice and welfare benefits which cannot be fully met.

Acceptable Behaviour Contracts

An Acceptable Behaviour Contracts Officer provided support through an agreed behavioural contract to 20 individuals whose behaviour was directly responsible for causing harm. Of the 56 contracts negotiated during the period the Officer was in post, 48 were successful; a success rate of 86%. The use of Acceptable Behaviour Contracts as an early intervention and diversion moved people away from crime thereby improving their employability and reducing costs to the police and judicial system. The financial restraints faced by the public service meant this

post was not mainstreamed; however, Grampian Police have made funding available which allowed a full time Early Intervention Officer to be employed in April 2012.

GIRFEC (Getting it right for every child)

Funding was awarded to resource the post of a dedicated Development Officer in order to improve outcomes for children and young people needing additional support. This would be achieved in part through revising processes and procedures to better suit the needs of the client group. During the period evaluated, of the 75 individuals who attended GIRFEC training sessions, 80% reported an increase in confidence in the process. Of a random sample of multi-agency child's plans carried out in December 2010, 63% included the views of children and young people against a target of 30%, whilst 100% contained the views of parents. Against a target of 500 professional staff to receive training in the GIRFEC process, more than 580 had been trained up to March 2010. Further funding is being sought to continue the role of the Development Officer.

Milton Drive Community Project

Following several community consultations, a feasibility study into the potential development of the Milton Drive Community Project was carried out. The business plan for this is being completed and planning permission was granted. The group is still pursuing funding in relation to developing the project.

Mobile Information Bus

Funding enabled a review of the service provided by the Mobile Information Bus which takes health and other information to community settings. Extensive work has taken place to establish the potential for such a service in the long term, the level of partnership working which could be developed, and the capital and revenue costs of a replacement vehicle. The Mobile Information Bus is identified and financially supported as part of core business to reduce inequalities and to promote social inclusion in Moray. It is anticipated that the role, remit and function of the bus will further enable and support community planning partners to co-ordinate, plan, implement, monitor and evaluate existing and future priority and local delivery action plan and activity within the single outcome agreement. Funding for a new Mobile Information Bus has been identified.

A full evaluation of the Fairer Scotland Fund project has been carried out and the lessons learned will be used to carry forward the work relating to social inclusion.

National Outcome 7 – We have tackled the significant inequalities in Scottish society

Local Outcome 14 - Inequalities in Moray will be addressed

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.14 Implement Social Inclusion Strategy

Achievements in 2009/10 (86% complete)

- Fairer Scotland Fund strategic assessment completed.
- Employability Action Plan produced.
- Financial Inclusion seminar held.
- Research into areas of deprivation carried out and work started on developing rural poverty indicators.
- Financial Inclusion Strategy finalised.

Achievements in 2010/11 (100% complete)

- Social Inclusion Strategy approved by Community Planning Board in December 2010 and the action to develop an action plan carried forward into 2011/12 under the Equally Well priority.

Summary of Achievements

The Fairer Scotland Fund project has been the main focus of social inclusion during the 2009/12 period.

As at end March 2012, the Social Inclusion Action Plan has yet to be developed. It is anticipated that this will be completed by January 2013, taking into account the full evaluation of the Fairer Scotland Fund project which was completed as of March 2012.

National Outcome 7 – We have tackled the significant inequalities in Scottish society

Local Outcome 14 - Inequalities in Moray will be addressed

Single Outcome Agreement 2009 - 2012

3. Healthier

3.2 Equally Well. Priority 5

(Including Healthy Weight, Tobacco, Dementia, Anti-Depressants, Suicide Rates, Social Inclusion and Health Inequalities)

Healthy Weight

Achievements in 2009/10 (80% complete)

- Average baseline for obesity for the previous three years established.

- Local Healthy Eating and Active Living Action Plan developed and implemented.
- Grampian's Healthy Weight Strategy implemented locally.
- The Moray Council Food Policy (draft) completed.

Achievements in 2010/11 (100% complete)

- Unicef Baby Friendly Communities Programme is in place in the hospital setting.
- Local implementation of the Active Nation Programme.

[Achievements in 2011/12 – see Equally Well below]

Tobacco

Achievements in 2009/10 (100% complete)

- Baseline for smoking for the previous three years established.
- Moray Local Tobacco Alliance established.
- Moray Local Tobacco Alliance Action Plan developed and implemented.
- Local Smoking Cessation Workforce Training Plan implemented.

Achievements in 2010-11 (100% complete)

- Kick Butt Project Work Plan 2010/11 completed.
- Adoption of no smoking policy in schools (including playgrounds), youth work and community settings.
- Local implementation of Brief Intervention Blended Learning Intensive Support Programme.

[Achievements in 2011/12 – see Equally Well below]

Dementia

Achievements in 2009/10

(% complete not available for this time period)

- Dementia Register established at each GP surgery in Moray.
- Integrated Care Pathway for Dementia drafted.
- Redesign of older adult specialist mental health services completed.

Achievements in 2010/11 (100% complete)

- Moray Action Plan for Dementia implemented.
- 10 dementia awareness courses provided.

Anti-depressants

Achievements in 2009/10

(% complete not available for this time period)

- Self help materials for common mental health problems provided to all libraries in Moray.
- Integrated Care Pathway for Depression Planning Group established.

Achievements in 2010/11 (62% complete)

- Assessment of capacity and demand for Community Mental Health services carried out and priorities.
- Review of referral criteria for mental health services completed.

Suicide Rates

Achievements in 2009/10

(% complete not available for this time period)

- Suicide rate reduced in 2008 (last available figures).
- Suicide prevention training programmes implemented.
- Suicide prevention awareness programmes implemented.

Achievements in 2010/11 (75% complete)

- 50% target of local key frontline staff trained in suicide prevention.
- Series of events held raising awareness of suicide prevention during International Suicide Awareness Week.
- Draft 3 year Moray Choose Life Action Plan for 2011/2014 completed.

Equally Well

Achievements in 2011/12 (75% complete)

- National Tobacco Control High Impact Changes included in the Moray Local Tobacco Alliance Action Plan.
- Healthy Weight Strategy Group established.
- Choose Life Steering Group reconvened.

Summary of Achievements

Healthy weight

Of the 859 primary 1 pupils in Moray schools (2010/11) 73.1% were a healthy weight. This is down 5% from the previous year. Nationally 74.9% of primary 1 pupils were a healthy weight.

According to the Quality and Outcomes Framework data for 2011, 11% of patients in Moray aged 16 and over had a Body Mass Index of greater than or equal to 30 compared to 10% in Grampian, 8% in Scotland and 9% in UK. Since 2009 Moray, Grampian, Scotland and the UK have all seen a 1% increase in the percentage of patients with a Body Mass Index of 30 or above. However, since 2007 Moray has seen a

greater increase of 3% compared with 2%, 1% and 1% respectively.

Tobacco

Information from the biennial Scottish Household Survey shows that the prevalence of smoking in adults has increased from 23.8% in 2005/06 to 28.2% in 2009/10. Data for 2011/12 is currently unavailable.

There is also a lower smoking quit rate with Moray ranking 5th lowest in Scotland at 4.2% of quit attempts in 2010 as a percentage of estimated total smokers compared to the national average of 7.4%. Further, successful quits at one month in Moray was 2.1% of the percentage of estimated smokers compared to 2.9% in Scotland.

Dementia

A pilot Dementia Reablement service was launched in April 2012 and will run until 2014. This service will help people to plan and take control of their own support. Throughout the pilot, people receiving the service and their families will be encouraged to feed back their views and comment on their experiences to help shape future delivery.

Suicide Rates

There has been a steady increase in the three year 'rolling average' number of suicides in Moray between 2006/08 and 2009/11: 2006/08 = 11, 2007/09 = 13, 2008/10 = 16, and 2009/11 = 18.














In order to tackle this trend, in 2011 a review of suicide prevention work in Moray was undertaken. A new Choose Life Co-ordinator has been appointed and the local Steering Group membership refreshed. The Moray Choose Life Strategy and Action Plan 2011/13 have been updated and include objectives relating specifically to self-harming behaviours. To date 6 self-harm awareness training sessions have been delivered to a broad range of 36 practitioners from across substance misuse, Community Safety, Moray Women's Aid and Moray Council, including Criminal Justice, Children and Families, Housing, Youth Justice and Community Learning and Development.

Social Inclusion

The Social Inclusion Strategy was monitored as a separate key action during the 2009/11 period. Much of the work during this period focussed on the Fairer Scotland Fund project. The most recent Social Inclusion Strategy was approved by Community Planning Board in December 2010 and the action to develop an action plan carried forward into 2011/12 under the Equally Well priority.

As at end March 2012, the Social Inclusion Action Plan has yet to be developed. It is anticipated that this will be completed by January 2013, taking into account the full evaluation of Fairer Scotland Fund which was completed as of March 2012.

Performance Indicators – National Outcome 7

National Outcome 7 – We have tackled the significant inequalities in Scottish society.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12		Trend Arrow	National Comparison
IS07	Percentage of total population who are income deprived	12%	11.2%	11.4%	N/R	In the updated SIMD 2009+2 data (released October 2011) there has been a slight increase to 11.4% of Moray population classed as income deprived – this represents around 10,030 people. Nationally the figure is 16.2%, Moray are 8 th least income deprived local authority by the 2009+2 figures. <i>2012 SIMD data due to be published 18 December 2012</i> <i>Source: SIMD data Scottish Government</i>		
IS07a	Percentage of Children in Families in receipt of Child Tax Credit (less than 60% median income) or Income Support / Job Seekers Allowance	N/A	12.1% (2009)	11.8% (2010)	N/R	In 2010 Moray had an estimated 11.8% of children in families who were in receipt of Child Tax Credit (earning less than 60% median income) or Income Support / Job Seekers Allowance. This is slightly down on 12.1% in 2009 and is well below the national average of 18.6%. <i>2011 data to be published October 2013</i> <i>Source: SNS</i>		
IS47	% of households where respondent or partner has a bank, building society or credit union account	N/A	97.6%	N/A	N/R	The percentage of Moray households where respondent has a bank, building society or credit union account increased from 95.1 (2007-08) to 97.6% in 2009-10. Nationally there was also an increase from 91% to 92.7% over the same period. <i>Biannual reporting – 2011/12 due to be published 2014</i> <i>Source: SHS</i>		
IS48	% of households that have some savings	N/A	78.7%	N/A	N/R	The percentage of Moray households that have some savings increased from 56.4% (2007-08) to 78.7% in 2009-10. Nationally there was also an increase from 49.8% to 67.8% over the same period. <i>Biannual reporting – 2011/12 due to be published 2014</i> <i>Source: SHS</i>		
IS49	% of households describing themselves as coping well or very well financially	N/A	60.7%	N/A	N/R	The percentage of Moray households describing themselves as coping well or very well financially increased from 54.7% (2007-08) to 60.7% in 2009-10. Nationally there was also a decrease from 51.4% to 48.7% over the same period. <i>Biannual reporting – 2011/12 due to be published 2014</i> <i>Source: SHS</i>		
IS54	Percentage of households in Fuel Poverty	29.7% (2005-08)	31.4% (2007-09)	33.7% (2008-10)	N/R	The rate of fuel poverty has steadily increased in Moray since 2007 where the rate was 27.5% (2004-2007) to 33.7% (2008-2010). The national rate (29.1%) has also increased although Moray continues to be above the national average. <i>2009/11 figures due to be published March 2013</i> <i>Source: SHS / Scottish House Condition Survey</i>		
IS37	Homeless households in temporary accommodation as percentage of all households	0.4%	0.5%	0.6%	0%	Moray is meeting the target of no homeless households in temporary accommodation at then of 2011/12.		Local Indicator

National Outcome 8

National Outcome 8 – We have improved the life chances for children, young people and families at risk.

Meeting our Local Outcomes

- Life chances for children, young people and families at risk in Moray will improve
- Child Protection services in Moray will improve

In the three years to March 2012, the partnership has successfully delivered on its local outcomes.

Skills Development Scotland estimated that in 2011/12, there were 225 young people (aged 16-19) not in employment, education or training (5% based on mid 2011 population estimates aged 16-19 years) an improved position from the number recorded in 2010/11, 250.

An area of focus over the last 3 years is the development of the Local Integrated Assessment and Planning tool that had ensured multi agency involvement in working with looked after children improving the quality of service experienced by children, young people and their families.

Realtime evaluation is the method used to track progress with service users by measuring changes over time on how they think, feel and function in different aspects of their lives and the relationship between those changes and help provided by practitioners. During the 2009/12 period there has been a steady increase in the percentage of looked after children showing progress at the time of review against outcomes specific to each child, from 65.6% in 2009/10 to 80.5% in 2011/12.

The Youth Justice Team identify that the level of youth crime continues to reduce in Moray and at a quicker rate than surrounding areas; using 2007/08 as baseline, the total number of juvenile offenders has reduced by 47%, the total number of crime files for juvenile offenders has reduced by 64% and the total number of offences by 57% inferring that children and young people supported by the service are making positive life choices.

Child Protection services have improved; findings from the most recent Care Inspectorate inspection in January 2012 indicated progress against a range of issues, evaluations focused on six key quality indicators; Children are helped to keep safe, Meeting needs and reducing long term harm and self-evaluation achieved 'satisfactory' evaluations; Children are listened to and respected and Response to immediate concerns achieved evaluations of 'good'; Improvements in performance achieved an evaluation of 'very good'. Further improvements are to be expected following the opening of the Joint Child Protection Unit at the start of 2012, providing facilities for progressing child protection investigations, with council social work staff, police and health staff working closely together on one site.

Local Delivery Action Plans – National Outcome 8

National Outcome 8 – We have improved the life chances for children, young people and families at risk

Local Outcome 15 – Life chances for children, young people and families at risk in Moray will improve

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.1 Getting it Right for Every Child. Priority 6

Achievements in 2009/10 (88% complete)

- Work Forward Plan produced, finalised and approved by GIRFEC Group.
- Tools for reliable measurement of Local Integrated Assessment and Planning implementation and training effectiveness developed.
- Tools for reliable measurement of success of the (above) initiative developed.
- Inter-agency arrangements for Local Integrated Assessment and Planning reviewed in the light of the first six months' implementation.
- Further training has been delivered to a wide range of staff working with children, young people and their parents.
- Significant improvements have been made to Local Integrated Assessment and Planning procedures and tools in the light of feedback from the initial implementation period and these have been broadly well received.
- There has been an increase in recorded and quality monitored instances of the procedures being used.

Achievements in 2010/11 (93% complete)

- Core training programme completed.
- Mapping exercise completed on the range of assessment, planning and review contexts across children's services in Moray, with key implications for service users, practitioners, managers and services and proposals for further development.
- New procedures in place for the review of integrated plans for Looked After Children.

Achievements in 2011/12 (78% complete)

- Named Person Arrangements implemented.

Summary of Achievements

The development of the Local Integrated Assessment and Planning tool throughout the 2009/12 period has included training and the development of streamlined procedures to be used across the multi-agencies involved in working with Looked After Children. This has been with the aim of improving the quality of service experienced by children and young people and their families.

To date over 600 staff across the multi-agency spectrum has received training.

The work in streamlining the number of procedures used across the multi-agency teams involved in GIRFEC is continuing and it is anticipated that revised procedures for staff will be completed in September 2012 and made available on the internet.

Methods for gaining more feedback from service users have been developed, such as encouraging the use of "Realtime". Realtime evaluation is a method of tracking progress with service users by measuring changes over time in how they think, feel, and function in different areas of their lives and the relationship between those changes and practitioner help. In addition, work has been undertaken to ensure that service user feedback is sought at various stages of integrated assessment and planning.

During the 2009/12 period there has been a steady increase in the percentage of Looked After Children showing progress at the time of review from 65.6% in 2009/10 to 80.5% in 2011/12. Progress is measured by outcomes that are specific to each child. An external consultant oversees this aspect of monitoring to ensure data reliability.

Following a review of performance indicators relating to Looked After Children which previously focussed on attainment levels, a range of performance measures is being developed which will provide a rounded picture of the progress of Looked After Children in school. This information will be included in a regular report to the Corporate Management Team.

National Outcome 8 – We have improved the life chances for children, young people and families at risk

Local Outcome 16 – Child protection services in Moray will improve

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.2 Child Protection Multi-agency Action Plan

Achievements in 2009/10 (93% complete)

- Monitoring procedures now in place and reported regularly to Moray Chief Officers Group.
- Interim follow through inspection had a positive outcome.
- Review of child protection arrangements through the North East of Scotland Child Protection Committee completed.

Achievements in 2010/11 (100% complete)

- Moray Child Protection Sub-committee created with associated working groups.
- Multi-agency Action Plan agreed and implemented.
- Self-evaluation cycle established.
- Improvements and action taken acknowledged in HMle Report published September 2010.

Achievements in 2011/12 (94% complete)

- Self evaluation exercises for Substance Misuse, Inter-agency Referral Discussion Processes and Case Conferences carried out.
- Children and Young Persons Reference Group established.
- Substance Misuse and the Impact on the Child Training carried out.
- Review of Child Protection Procedures undertaken.
- Child Protection Inspection carried out.

SMART Targets for Action

The work of the Child Protection team over the 2009/12 period has resulted in an improved level of service delivery. Findings from the most recent Care Inspectorate inspection (January 2012) indicate that progress has been made against a range of issues, including the six main areas identified in the 2009 inspection as requiring improvement.

Overall performance was rated as follows:

Children are listened to and respected	Good
Children are helped to keep safe	Satisfactory
Response to immediate concerns	Good
Meeting needs and reducing long term harm	Satisfactory
Self-evaluation	Satisfactory
Improvements in performance	Very good

The new Joint Child Protection Unit in Elgin was officially opened in January 2012. The unit provides first class facilities for progressing child protection investigations, with Council social work staff, police and health staff working closely together on one site. Moray also has two mobile video recording units, one of which is shared with colleagues from Aberdeenshire in Huntly.

Moray was the first local authority in Grampian to take forward Child Protection Messaging whereby the Education Service will receive an automatic electronic communication when the Social Work Service initiates a child protection investigation. The automatic notification is restricted at present to Education but work is progressing to include the same notification for NHS Grampian. It is anticipated that this will be achieved in early 2013. Child Protection Messaging supplements the already well established procedures for information sharing. This development work has been undertaken by Social Work, Education, and the Council's Information Technology service in conjunction with the Grampian Data Sharing Partnership.

National Outcome 8 – We have improved the life chances for children, young people and families at risk

Local Outcome 16 – Child protection services in Moray will improve

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.4 Domestic Abuse

Achievements in 2009/10 (71%)

- Domestic Abuse focused media campaign held including awareness advertisements, and Moray Against Violence Summer Campaign, Broken Rainbow, and White Ribbon campaigns.
- Domestic abuse training for 417 staff carried out.
- Number of repeat domestic abuse incidences reduced by 15% from 307 (2008/09) to 262 (2009/10).

Achievements in 2010/11 (100% complete)

- A domestic abuse focused media campaign within on and off sale licensed premises was held.
- Adverts were displayed highlighting domestic abuse on the large screen within the Downtown licensed premise in Elgin.
- Domestic abuse training was completed by 96 staff members from local agencies.
- Positive feedback was received on the conference with 66% of delegates rating it as excellent and 26% as very good.

Achievements in 2011/12 (90% complete)

- Two domestic abuse awareness events held at Royal Air Force bases.
- Funding secured to continue the Domestic Abuse Family Support Workers Project.
- Moray Domestic Abuse Forum website launched.
- Domestic abuse training provided for 100 staff at Walkers Shortbread.

Summary of Achievements

Prior to April 2011 only formally reported cases of domestic abuse were recorded. As of April 2011 all incidents where police have been called out are recorded in order to provide a true reflection of the situation in Moray. This has resulted in an overall increase in the number of incidences (from 400 to 729) and of repeat incidences (from 262 to 481) of domestic abuse during the 2009/12 period.

Data from April 2011 provides a baseline and it will be possible to carry out trend analysis from this point.

The percentage of incidences of domestic abuse involving alcohol decreased from 43% to 33% and from 66% to 48% in relation to victims and perpetrators respectively during the same reporting period.

National Outcome 8 – We have improved the life chances for children, young people and families at risk

Local Outcome 15 – Life chances for children, young people and families at risk in Moray will improve

Single Outcome Agreement 2009 - 2012

5. Smarter

5.3 Corporate Parenting Strategy

Achievements in 2009/10 (53% complete)

- Seminar on Corporate Parenting held.
- Social Work have identified Looked After Children and matched needs of children to experiences of Corporate Management Team and Elected Members.
- Corporate Management Team and Elected member have received reports on their identified Looked After Children.

Achievements in 2010/11 (79% complete)

- Looked After Children identified through Management Information System, SEEMiS.
- Looked After Children Policy complete.
- Evaluation tool used on Corporate Management Team and Elected Members and project redesigned as a result.

Achievements in 2011/12 (100% complete)

- Annual report on Looked After Children in Moray presented to Corporate Management Team.
- Presentation of Focus Reports on Looked After Children presented to Corporate Management Team.
- Awareness raising presentation to Elected Members by Who Cares? Scotland on Looked After Children.

Summary of Achievements

A year-long project was carried out from November 2009 whereby 7 individuals (each member of the then Corporate Management Team plus the vice chair of the Children and Young People's service committee) acted as Corporate Parents. The aim of the project was to increase the Corporate Parents' awareness of the issues facing Looked After Children in addition to the Council's response to their needs.

An evaluation was carried out at the end of year 1. Rather than continue with the project for a second year it was instead decided that, in order to maintain the level of awareness regarding Looked After Children, a full report will be presented to Corporate Management Team 4 times a year. This will include updates from primary and secondary school head teachers.

Following a review of performance indicators relating to Looked After Children which previously focussed on attainment levels, a range of performance measures is being developed which will provide a rounded picture of the progress of Looked After Children in school. This information will also be included in the regular Corporate Management Team report.

National Outcome 8 – We have improved the life chances for children, young people and families at risk

Local Outcome 15 – Life chances for children, young people and families at risk in Moray will improve

Single Outcome Agreement 2009 - 2012

5. Smarter

5.4 Youth Justice Strategy Group

(Partnership with Council, Police, Aberlour Trust, Scottish Children's Reporters Administration and Children's Panel)

Achievements in 2009/10 (85% complete)

- Youth Justice Strategy 2009/10 approved.
- Youth Justice Evaluation report 2009 published in March 2010.
- Transitions & victim support projects presented to Youth Justice Annual Joint Meeting
- Draft 2010/11 performance improvement objectives identified.
- Further reduction in youth offending in Moray.
- There has been a 33% reduction in number of charges involving young people to 1244.
- There has been an 18% reduction in number of young offenders to 511.
- There has been a 60% reduction in number of persistent young offenders to 10.
- There has been an increase of 2.6% in proportion of young offenders who offended only once in 2009/10.

Achievements in 2010/11 (92% complete)

- 2010/12 Youth Justice Strategy complete.
- First youth justice practitioner's forum held in March 2011.
- Transition project approved.
- Support to victims/public confidence project approved.
- Key elements of the performance management framework completed.
- 2010 Youth Justice evaluation report received.
- Draft revisions to the 2010/12 Youth Justice Strategy complete.

Achievements in 2011/12 (88% complete)

- 2011/12 performance improvement objectives agreed.
- Youth Justice Implementation Group established.
- Analysis of the following carried out and reported to committee –

- Early interventions for young people who offend.
- Alcohol related issues.
- Young people who display harmful sexual behaviours.
- The scope of restorative processes.

Summary of Achievements

The work of the Moray Youth Justice Strategy Group has been evaluated by an external consultant for three years in addition to case by case evaluations being conducted by Professor Kazi of the State University of New York at Buffalo. These evaluations have identified that :-

- Youth crime continues to reduce in Moray and at a quicker rate than surrounding areas.
- The Youth Justice Team can provide evidence that they continue to reduce the re-offending of the young people with whom they engage.
- A structure for directing and implementing the strategy has been set up.
- The Youth Justice Team has developed expertise in assessment and engaging with young people with high risk of harming themselves or others.
- The Youth Justice Team can offer a menu of programmes to meet the needs of young people who offend.




In addition, consultation with young people's and their carers' views on the service they received from the Youth Justice Team revealed high levels of satisfaction, and there is evidence that the work of the team has resulted in positive outcomes for the quality of life for the individual young people.

Evidence of the reduction in offending is found in the 'Comparative Report on Juvenile Offenders: Moray' (March 2012):-

- Between 2007/08 and 2011/12 there has been a continued reduction in the total number of juvenile offenders reducing from 738 to 389, a reduction of 349 (47.3%). The number of juvenile offenders aged 8 to 15 has also seen a reduction, decreasing from 470 to 237, a reduction of 233 (49.6%) Juveniles aged 16 to 17 also saw a reduction, decreasing from 268 to 152, a reduction of 116 (43.3%).
- The number of total CrimeFiles for juvenile offenders has decreased dramatically from 1486 to 540, a reduction of 946 (63.7%). For juveniles aged 8 to 15, the number of CrimeFiles has decreased from 923 to 313, a reduction of 610 (66.1%). CrimeFiles for juveniles aged 16 to 17 has also decreased from 563 to 227, a reduction of 336 (59.7%).
- The total number of offences for juvenile offenders has decreased from 2016 to 861, a reduction of 1155 (57.3%). Offences for juveniles aged 8 to 15 has also decreased, going from 1168 to 541, a reduction of 627 (53.7%). Juveniles aged 16 to 17 offences decreased from 848 to 320, a reduction of 528 (62.3%).

These figures provide an indication of the impact that the work of the team has had on community safety.

Performance Indicators – National Outcome 8

National Outcome 8 – We have improved the life chances for children, young people and families at risk.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
SOAw08g	% of looked after children achieving 5 or more passes at Level 3 in Secondary S4	N/A	32%	28%	N/R	In 2010/11 – 13 of 47 looked after children achieved 5 or more passes at Level 3 in Secondary S4.		Local Indicator
SOAw08h	% of looked after children achieving 5 or more passes at Level 4 in Secondary S4	N/A	18%	17%	N/R	In 2010/11 – 8 of 47 looked after children achieved 5 or more passes at Level 4 in Secondary S4.		Local Indicator
SOAw08i	% of looked after children achieving 5 or more passes at Level 5 in Secondary S4	N/A	0%	2%	N/R	In 2009/10 – 1 of 47 looked after children achieved 5 or more passes at Level 5 in Secondary S4.		Local Indicator
SOAw08l	16-19 year olds in need of More Choices More Chances (not in employment, education or training)	220	205	250	225	The estimated number of young people (aged 16-19) not in employment, education or training fell slightly from 2011 from 250 to 225 in 2012. <i>Source: Skills Development Scotland</i>		Local Indicator
Cscf002	% Looked After and Accommodated children and young people showing evidence of progress at review	N/A	65.6%	74.6%	80.5%	Local indicator		Local Indicator

National Outcome 9

National Outcome 9 – We live our lives safe from crime, disorder and danger.

Meeting our Local Outcome

- There will be a reduction in alcohol related offending in Moray

The partnership have been partially successful in meeting this local outcome, undertaking a number of initiatives focused on town centre's and licensed premises to combat alcohol related offending over the period in Moray and while it is not possible to indicate a direct causal relationship, undoubtedly these have contributed to the decline.

The number of serious and minor assaults in Moray has reduced over the last year by 22% and 16% respectively, similarly the number of accused involved in assaults while under the influence of alcohol also reduced, representing 56% and 26% of those involved in serious and minor assaults under the influence against 68% and 27% for last year. The number of drivers across age categories with blood alcohol content over prescribed limits fell as did the percentage of drivers stopped and breathalysed showing a positive response.

However across all crime categories, the number of crimes recorded under alcohol related offending involving adults and juveniles has increased, suggesting the success achieved in terms of assault level crimes has not been matched across all areas.

Local Delivery Action Plans – National Outcome 9

National Outcome 9 – We live our lives safe from crime, disorder and danger

Local Outcome 17 – There is a reduction in alcohol related offending in Moray

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.7 Reduction in Alcohol-related Offending

Achievements in 2009/10 (100%)

- Report on Problem Profile Serious and Violent Crime Moray Division 2008/09 completed.
- Operation Avons carried out in targeted areas.
- Campaign targeting adult alcohol related offending.
- Summer Violence Reduction campaign through utilising Taxi Marshalls and awareness raising posters.
- Safer Streets campaign rolled out.
- During 2009/10 there was a reduction in adult alcohol related offending to 1,972 (baseline target 2,346).
- During 2009/10 there was a reduction in juvenile alcohol related offending to 76 (baseline target 96).

Achievements in 2010/11 (100% complete)

- Safer Streets event held for approximately 200 3rd year pupils at Joanna's in June 2010.
- 27 Operation Avons were carried out in targeted areas.
- Campaign targeting adult alcohol related offending carried out.
- Summer Safer Streets campaign carried out.
- A domestic abuse campaign held at RAF Lossiemouth.
- Winter Safer Streets campaign carried out in December 2010.

Achievements in 2011/12 (100% complete)

- 49 Operation Avons were carried out in targeted areas.
- A variety of campaigns were held including: summer and winter Safer Streets Violence Reduction campaigns; Providence Pubwatch; Christmas Pubwatch and Anti-knife Crime Pubwatch campaigns.

Summary of Achievements













During 2011/12 a number of initiatives were undertaken by partner agencies to combat alcohol related offending in Moray. Pubwatch groups continued to meet to monitor incidents in licensed premises and campaigns aimed at reducing criminal activity in licensed premises, excessive










drinking and knife crime were held. In 2011/12, 13 bans from licensed premises were issued by the group compared to 32 in 2010/11, highlighting the success of Pubwatch in reducing alcohol related offending in town centres. The annual high profile Safer Streets initiative, involving Grampian Police, Taxi Marshalls and the Red Cross, was also held each weekend from the beginning of July to mid August and then again over the festive season. Partnership working to reduce alcohol related offending continued with a number of Operation Avons taking place throughout Moray. These Operations are intelligence led and take place where underage drinking and youth related incidents are greatest. They involve a number of agencies including Moray Youth Justice, NHS Grampian, Grampian Police and youth workers from the Community Learning and Development team from the Moray Council. Each agency aims to engage with the youths present, educate them on the dangers of drinking to excess and offer diversion activities such as Street Football. In 2011/12 2,491 young people took part in organised Street Football events, well above the expected target of 1,500.

While it is not possible to indicate a direct causal relationship between the milestones above and the decrease in offending levels, the campaigns and awareness-raising may have contributed to the decline:-

- The number of drivers of any age with a blood alcohol content over the prescribed limit decreased from 127 to 101. This can be broken down by age with the number of drivers aged 25+ over the limit decreasing from 36 to 26 and those under 25 by 16 from 91 to 75.
- The percentage of drivers stopped and breathalysed showing a positive result also decreased from 0.43% to 0.15%.
- The percentage of incidences of domestic abuse involving alcohol decreased from 43% to 33% and from 66% to 48% in relation to victims and perpetrators respectively.
- The number of accused persons involved in serious assaults while under the influence of alcohol decreased from 24 to 22, and those involved in minor assaults decreased by 140 during the same period from 389 to 249.
- The Safer Streets Campaigns directly targeted licensed premises and drinking hours. While the number of serious assaults and breaches of the peace recorded during the two year period 2010/11 to 2011/12 increased from 0 to 2 and 13 to 18 respectively, the number of minor assaults decreased from 16 to 10.

Performance Indicators – National Outcome 9

National Outcome 9 – We live our lives safe from crime, disorder and danger.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
CECP001	Number of wilful fires (GFRS)	243	184	155	163	There was a slight increase in the number of wilful fires in 2011/12; however there has been a significant reduction from 2008/09.		Local Indicator
CECP107	Number of Accidental Dwelling Fires	80	69	73	67	The number of accidental dwelling fires fell in 2011/12 from 73 to 67.		Local Indicator
CECP108	Number of Home Fires resulting in Death and Injury	19	10	25	12	There was a marked reduction in the number of home fires which resulted in death and injury, reducing from 25 to 12 in 2011/12.		Local Indicator
CECP100	Number of repeat incidences of Domestic Abuse	307	262	405	481	There has been an unwelcome increasing trend in the number of repeat incidences of domestic abuse recorded in 2011/12 with 481 incidences. This significantly up from 262 in 2009/10 and 405 in 2010/11.		Local Indicator
CECP101	Number of female victims of Domestic Abuse	458	339	508	597	As above the number of female victims of domestic abuse has increased significantly from 339 in 2009/10 to 508 in 2010/11 and 597 in 2011/12.		Local Indicator
CECP102	Number of male victims of Domestic Abuse	71	61	74	132	As above the number of male victims of domestic abuse has increased significantly from 61 in 2009/10 to 72 in 2010/11 and 132 in 2011/12.		Local Indicator
CECP103	Number of Serious Assaults recorded	61	38	50	39	The number of serious assaults fell in 2011/12 to 39, this is compared to 50 in 2010/11 and 61 in 2008/09 – although up from 38 in 2009/10.		Local Indicator
CECP103a	Number of accused persons involved in Serious Assault while under the influence of alcohol	49	24	34	22	In line with the reduction of serious assaults the number of accused involved in the assault while under the influence of alcohol fell from 34 to 22, representing 56% of the accused under the influence.		Local Indicator
CECP104	Number of Minor Assaults recorded	1,220	1,145	1,164	972	The number of minor assaults was well down on 2010/11, falling from 1,164 to 972 – a 16% reduction.		Local Indicator
CECP104a	Number of accused persons involved in Minor Assault while under the influence of alcohol	370	389	314	249	In line with the reduction of minor assaults the number of accused involved in the assault while under the influence of alcohol fell from 314 to 249, representing 21% reduction.		Local Indicator
IS28	Number of crimes and offences recorded by the police per 10,000 population	1,320	1,154	1,110	1,161	Rate of recorded crimes and offences per 10,000 population (2011/12) in Moray was 1,161, up by 51 from the previous year (2010/11). The Scotland rate remained relatively static at 1,633 per 10,000, compared with 1,634 in 2010/11. <i>Source: SNS</i>		

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS29	Reconviction Rates of offenders released from custody or given non-custodial sentences (1 year)	52.3%	60.1%	53.9%	N/R	In Moray the reconviction rate (1 year after release) fell in 2010/11 to 53.9% after spiking in 2009/10 at 60.1%. The reduction in reconviction rates meant Moray was once again under the national average which also fell in the year to 54%. <i>2011/12 data available September 2013</i> <i>Source: SNS</i>		
IS60	The percentage of adults who would say drug misuse or dealing is very/fairly common in their neighbourhood	9.1% (2009)	14.2% (2009/10)	6.1% (2010)	N/R	Perception on the prevalence of neighbourhood problems regards drug misuse and/or dealing in Moray (2010) was 6.1%, below the Scottish average 11%. <i>2011/12 data available March 2013</i> <i>Source: SNS</i>		
IS30	% of adult residents stating that they feel 'very safe' or 'fairly safe' when at home at night AND feel 'very safe' or 'fairly safe' when walking alone in the local neighbourhood after dark	N/A	59.5%	N/A	N/R	Moray 59.5% of adults surveyed stated they felt very/fairly safe when home alone at night AND when walking alone in neighbourhood after dark, down from 64.1% recorded in 2007/08. Nationally the rate stayed relatively static at 56.6%. <i>2011/12 data available 2014</i> <i>Source: Scottish Household Survey</i>		
SOAw09a	Alcohol related adult offending in all crime categories – crimes recorded	2,519	1,972	1,363	1,994	There has been a sharp increase in alcohol related adult offending in 2011/12 after an equivalent drop in the previous year.		Local Indicator
SOAw09b	Alcohol related juvenile offending in all crime categories – crimes recorded	71	76	62	72	The number of alcohol related juvenile offences recorded in 2011/12 increased by 10 from the previous year to 72.		Local Indicator
SOAw09c	Alcohol related domestic abuse – crime recorded	312	326	354	401	The number of alcohol related domestic abuse cases recorded in 2011/12 increased by 47 from the previous year to 401.		Local Indicator

National Outcome 10

National Outcome 10 – We live in well-designed, sustainable places where we are able to access the amenities and services we need.

Meeting our Local Outcomes

- More people in Moray will have access to affordable housing
- Homeless people will be provided with appropriate accommodation

Meeting the need for affordable housing in Moray depends heavily on Government funding. In 2011/12, 145 new units were provided against the 424 units required per year to meet demand as detailed in the Local Housing Needs and Demand Assessment, placing pressure on the Council to provide permanent housing solutions. Census data from 2001 showed that 22% of properties in Moray were social housing, despite aims to maintain that level, as of April 2010; there has been a slight reduction with 19% of properties in Moray social housing likely due to increases in both Right to Buy sales and private sector builds.

Improved performance targets were achieved during the reporting period; in line with Government policy all homeless applicants were found to be in priority need and there were no breaches of the unsuitable accommodation order as at March 2012; contributory factors to the provision of appropriate accommodation to homeless people in Moray.

Local Delivery Action Plans – National Outcome 10

National Outcome 10 – We live in well-designed, sustainable places where we are able to access the amenities and service we need

Local Outcome 19 – Homeless people will be provided with appropriate accommodation

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.9 Tackle Homelessness (Council actions)

Achievements in 2009/10 (100% complete)

- Breaches of Unsuitable Accommodation Order reduced from 61 in 2008/09 to 40 in 2009/10.
- 97 additional temporary accommodation units provided by end December 2009.
- Revised Homelessness Strategy in place.

Achievements in 2010/11 (95% complete)

- 18 additional units provided during 2010/11.

Achievements in 2011/12 (88% complete)

- Improvement Plan submitted to Scottish Housing Regulator.
- Progress to achieve the Scottish Government's target for the abolition of priority need by 2012 demonstrated.
- Temporary Accommodation Strategy reviewed.

Summary of Achievements

In line with Government policy, as of 2011/12, 100% of individuals presenting themselves as homeless were assessed as being of priority need. There has been a year on year improvement in this assessment with an overall increase of 29.5% since 2009/10.

The number of Breaches of Unsuitable Accommodation Orders has decreased from 40 in 2009/10 to 0 in 2011/12.

The number of households placed in B&B accommodation has decreased from 295 in 2009/10 and 345 in 2010/11 to just 5 in 2011/12.

The number of homeless applications in Moray has also decreased during the 2009/12 period (901 in 2009/10; 661 in 2010/11 and 516 in 2011/12).

The Local Housing Needs and Demand Assessment identified that 424 new houses are required per year to meet demand. The ability to provide this is dependent upon Government funding and it is anticipated that, based upon funding received; Moray Council will be able to provide 140 per year as of 2012. This gap between supply and demand will place pressure on the Council in providing permanent housing solutions to those households who become homeless.

A new housing support service, including a homelessness prevention team, was established in October 2010. Performance monitoring has been set up to identify any change in trends in the service provision for homeless people as a result of the establishment of this new service.

National Outcome 10 – We live in well-designed, sustainable places where we are able to access the amenities and service we need

Local Outcome 18 – More people in Moray will have access to affordable housing

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.10 Improve Housing Quality in the Public and Private Sectors (Council actions)

Achievements in 2009/10 (100% complete)

- Investment in private sector housing grants maximised.
- Housing Investment spend maximised.
- Final Scheme of Assistance agreed.
- Housing Investment Programme for 2010/11 agreed.
- 71.7% Council houses compliant with Scottish Housing Quality Standard (SHQS): exceeds milestones (68%) in the SHQS Delivery Plan.

Achievements in 2010/11 (100% complete)

- Housing Investment Programme for 2011/12 agreed.

Achievements in 2011/12 (97% complete)

- Fee arrangements for Design and Property Resources reviewed.
- Council House Investment Plan reviewed.
- Care and Repair Scheme implemented.
- Property Asset Management Strategy developed.
- Industrial Estates Investment Programme for 2011/12 implemented and future plans developed.

Summary of Achievements

As at the end of March 2012, 87% of Moray Council houses met the Scottish Housing Quality Standard. This is one of the highest levels of compliance with the Standard of all local authorities in Scotland. The Council has had a year on year increase in the percentage of houses meeting the standard during the 2009/12 period with an overall increase of 14.3% over the three years.

In the private sector, the Council has continued to invest in grants to assist owners to adapt their homes to meet mobility needs, and also to address issues of serious disrepair. During 2011/12, the Council attracted funding of £200k to implement Phase 1 of the Universal Home Insulation Scheme in Moray. As a result, households in the Buckie and Lossiemouth areas were offered free cavity wall and loft insulation.

Between 2009 and 2012 almost £3m of funding was provided through the Private Sector Housing Grant to enable homeowners and tenants in private rented accommodation to carry out essential improvements and repairs.

National Outcome 10 – We live in well-designed, sustainable places where we are able to access the amenities and service we need

Local Outcome 18 – More people in Moray will have access to affordable housing

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.11 Increase the Supply of Affordable Housing

Achievements in 2009/10 (100% complete)

- Affordable Housing Guidelines for Developers agreed.
- Tender for Council new build accepted.
- Affordable Housing Investment Programme for 2009/10 agreed with Scottish Government/Registered Social Landlords (RSL).
- Submission of Strategic Housing Investment Plan 2010/15 to Scottish Government.
- Draft Interim Local Housing Strategy available for consultation.
- Council new build phase 1 project on site.
- Interim Local Housing Strategy 2010/13 agreed.

Achievements in 2010/11 (100% complete)

- Council new build phase 1 completed and phase 2 commenced.
- Affordable Housing Investment Programme agreed.
- Strategic Housing Investment Plan submitted to Scottish Government.
- Housing Needs and Demand Assessment completed.










Achievements in 2011/12 (74% complete)

- Housing Needs and Demand Assessment submitted to Scottish Government.
- Council Housing Business Plan reviewed.
- Bid placed for phase 3 Council new build.

Summary of Achievements

Over the three year period until March 2012, 70 new houses have been completed. Between March and September 2012 a further 62 have been completed and 70 are due for completion by March 2013. Of the completed builds, 22 were let by the end of March 2012; a further 62 were let by the end of September, and 40 more will be let in Elgin by the end of January 2013. The Local Housing Needs and Demand Assessment identified that 424 new houses are required per year to meet demand. The ability to provide this is dependent upon Government funding and it is anticipated that, based upon funding received; Moray Council will be able to provide 140 per year as of 2012.

Performance Indicators – National Outcome 10

National Outcome 10 - We live in well-designed, sustainable places where we are able to access the amenities and services we need.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
HAH20	% of applicants assessed as in priority need (cumulative)	70.7%	71.5%	72.9%	100%	Housing and Property Services have achieved the target of 100% of homeless applicants found to be in priority need.		Local Indicator
SOAw10b	Reduction in the number of breaches of the unsuitable accommodation order	61	40	21	0	The number of breaches of unsuitable accommodation continued to fall with none recorded in 2011/12.		Local Indicator
HPD01	Number of affordable house completions	112	88	232	145	The number of affordable house completions down on the previous year, although well above the number completed in 2009/10 and 2008/09.		Local Indicator
HPM01	% of properties that meet the Scottish Housing Quality Standard	69.3%	71.8%	77.2%	85.7%	The council have a housing stock of 5,822 homes at the end of 2011/12, of these 85.7% met the Scottish Housing Quality Standard. The council have continued to improve housing stock quality year on year.		Local Indicator
IS33	Rate of new house building completed (new housing supply through new build, conversion and refurbishment)	293	397	743	619	The rate of new house building fell to 619 in 2011/12 compared to 743 in the previous year. The Scottish rate also fell although at a lesser rate from 17,267 to 16,882. Of the new houses built in Moray in 2011/12 73% were private builds, 23% Housing Association and 4% Local Authority. This compares to a national picture of 60% (private), 28% (HA), 6% (LA), 2% (refurbishments) and 4% (conversions). <i>Source: Scottish Government – 'Supply of New Housing in Scotland'</i>		Local Indicator
IS31	% of adults who rate their neighbourhood as a very good place to live	N/A	68.7%	N/A	N/R	Scottish Household Survey 2009/10 survey results: In Moray 68.7% of residents surveyed rated their neighbourhood as a very good place to live (base 434 respondents). Scotland: 55.2% rated their neighbourhood very good to live. <i>2011/12 data available 2014</i> <i>Source: Scottish Household Survey</i>		
IS71	Percentage of adults rating the condition of their house/flat as good	86.9% (2005-08)	N/A	84.8% (2008-10)	N/R	Adults rating the condition of their house/flat as good in Moray over 2008-10 (3 year average) was 84.8%, although slightly down on the 86.9% achieved in 2005-08 Moray remain above the national average of 83.3%. <i>2009/11 data available 2013</i> <i>Source: Scottish Household Condition Survey</i>		

National Outcome 11

National Outcome 11 – We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.

Meeting our Local Outcome

- Our communities will be resilient to emergencies

Organisational structures and arrangements are in place across Moray to support effective emergency preparations. Within the Single Outcome Agreement 2009/12 reporting period, the establishment of the Moray National Security Group 'Delphinus' in 2009/10 strengthens this position as does the continued review and testing of emergency plans that ensures the protection of communities in cases of emergency.

Local Delivery Action Plans – National Outcome 11

National Outcome 11 – We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

Local Outcome 20 – Our communities will be resilient to emergencies

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.5 Multi-agency Approach to Address Issues of National Security (Government's Contest Strategy)

Achievements in 2009/10 (81%)

- 'Delphinus Group' established.
- Single points of contact within partner agencies identified.
- Briefing and awareness-raising session delivered to group by Grampian Police/Government representatives.

Achievements in 2010/11 (100% complete)

- Risk assessment on existing policies and practises completed.
- Formation of a Key Individual Network.
- Links with local community groups established.

Achievements in 2011/12 (80% complete)

- Updated Information Sharing Protocol signed by partners.
- 'Workshop to Raise Awareness of Prevent' held.
- Target hardening methods and partners response procedures to identified potentially vulnerable sites reviewed.
- Muslim representative has joined the group.

Summary of Achievements

The Moray National Security group 'Delphinus', led by Grampian Police, was established in 2009/10 and continues to meet on a regular basis. The Information Sharing Protocol, signed by all group partners, has recently been updated to ensure information continues to be shared as effectively as possible. Each partner has also reviewed its own response procedures for dealing with an emergency situation and continues to identify possible areas of vulnerability which are shared with the group.

National Outcome 11 – We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

Local Outcome 20 – Our communities will be resilient to emergencies

Single Outcome Agreement 2009 - 2012

4. Safer and Stronger

4.6 Multi-agency Approach to Implementing Local Security and Emergency Issues

Achievements in 2009/10 (100%)

- Strategic Co-ordinating Group: Moray Liaison Group met throughout the year delivering on the local emergency planning objectives.
- Exercise on the Control of Major Accident Hazards: Moray Distilleries and Maturation Warehouses took place and the plan reviewed.
- “Project Argus” – 25 June: Police led counter terrorism training aimed at local businesses.
- Moray Operational Team established to deal with the response to the pandemic flu outbreak (involved NHS and Council) and met on a weekly basis for a period of approximately 6 months.
- Participation on Scottish Environmental Protection Agency flood alert mapping exercise which involved Grampian Police, and Grampian Fire and Rescue Service.
- Flood Awareness Session held at RAF Lossiemouth on 26 January. This involved emergency services, NHS, local authorities, voluntary organisations and the RAF.
- Responded with partner organisations - Grampian Police, Grampian Fire and Rescue Service - to 3 severe weather events: flooding in September and November and severe weather issues in December/January.

Achievements in 2010/11 (82% complete)

- Care of People Workshop held.
- Strategic Co-ordinating Group: RAF Bases Contingency Plan produced and tested.
- Strategic Co-ordinating Group: Flooding exercise carried out in October 2010.
- Control of Major Accident Hazards Top Tier Plan was exercised in November 2010.

Achievements in 2011/12 (77% complete)

- Control of Major Accident Hazards Top Tier Plan reviewed and updated.
- Control of Major Accident Hazards Top Tier Plan exercised, with Chivas as the lead organisation.
- Strategic Co-ordinating Group RAF Bases Contingency Plan tested.
- Rest Centre exercise carried out.
- Moray Care for People Team met to set targets and priorities for the group.








Summary of Achievements

Moray Council is a key member of the Grampian Strategic Co-ordinating Group which prepares for emergencies and ensures that the multi-agency response to and recovery from emergencies, in Grampian, is carried out in a co-ordinated manner.

During the 2009 to 2012 period several plans have been both reviewed and tested to ensure that the local community would be protected in the case of an emergency. These plans deal with issues specific to the local area including the possibility of accidents at distilleries, flooding and severe weather. During the winter of 2009/10 both the flooding and severe weather plans were put into practice in response to emergency conditions in the community.

The plans are also responsive to issues that occur on a wider scale e.g. planning to deal with any outbreak of pandemic flu.

Local Delivery Action Plans – National Outcome 11

National Outcome 11 - We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS65	Percentage of adults giving up time to volunteer in the last 12 months	N/A	27.9%	N/A	N/R	Slight rise in the percentage of Moray people carrying out unpaid help to organisations and groups in the last 12 months, from 26.4% (2007/08) to 27.9% (2009/10). Moray continues to outperform the national average of 23.9% (2009/10). <i>Biannual reporting, 2012/13 data available 2014</i> <i>Source: Scottish Household Survey</i>		
SOA11P1d	Participation in Citizen Panel Surveys	68%	59%	57%	N/A	No Citizens' Panel survey has been undertaken by the council during 2011/12. During the year preparatory work was done on a survey for identifying priorities for the Single Outcome Agreement, which was sent out to the public in July 2012. A Budget Consultation is also due to go out in September		Local Indicator
EdS005	Number of Youth Achievement summaries completed	N/A	438	150	218	An increase on the number of youth achievement summaries in 2011/12, these ranged from youth literacies, various secondary school pupil achievements, skatepark project, Participate Leadership course.		Local Indicator
EdS005.01	Number of award drop-ins developed	N/A	17	6	13	A total of 13 award drop-ins were developed through Moray in 2011/12, these include multi-award clubs and Duke of Edinburgh Award centres.		Local Indicator
EdS005.02	Number of young people signed up for awards	N/A	913	543	664	There was an increase in the number of young people signing up for awards in 2011/12. A total of 664 young people signed up for various awards including Dynamic Youth Awards, Duke of Edinburgh, Driving Theory, SQA Leadership and Steps to Work awards etc.		Local Indicator
EdS005.03	Number of youth action projects developed	N/A	37	27	23	A slight fall in the number of new youth action projects developed in the year, however there were a range of groups developed including Music projects, Youth Clubs, Skatepark groups, Wall of Rock 2012 Action group, Graffiti group etc. New clubs were developed for / by primary and secondary aged groups.		Local Indicator

National Outcome 12

National Outcome 12 – We value and enjoy our built and natural environment and protect it and enhance it for future generations.

Meeting our Local Outcome

- Residents and businesses will be protected against potential flood damage

With completion of Rothes and Forres (Burn of Mosset) schemes, over 1,200 homes and businesses are now protected against potential flood damage.

The performance monitoring report from October 2012 shows that work commenced on the Forres (River Findhorn and Pilmuir) scheme in September 2012 and is expected to complete in February 2015. The Elgin Scheme commenced in January 2011 and works are expected to complete in June 2015, minor slippage from the original completion of May 2015. Completion to these schemes will protect over 1,800 home and businesses against potential flood damage.

National Outcome 12 – We value and enjoy our built and natural environment and protect it and enhance it for future generations

Local Outcome 21 – Residents and businesses will be protected against potential flood damage

Single Outcome Agreement 2009 - 2012

2. Greener

2.3 Design and implementation of flood alleviation schemes throughout Moray

Achievements in 2009/10 (87% complete)

- Forres (Burn of Mosset) Flood Alleviation Scheme complete.

While not monitored through the Single Outcome Agreement after 2010, the following has been achieved:-

- Rothes Flood Alleviation Scheme complete.
- Work on the Elgin Flood Alleviation Scheme begun; anticipated completion schedule of spring 2015.
- Funding secured for the Forres Pilmuir Flood Alleviation Scheme; anticipated completion schedule of autumn 2014.

Summary of Achievements

Completion of the Flood Alleviation Schemes will protect homes and businesses from the risk of flooding thereby reducing the economic and social impact caused by flooding:-

- Forres (Burn of Mosset): 860 homes and 51 businesses.
- Rothes: 400 homes and businesses.
- Elgin: 600 homes and 250 businesses.
- Forres (Pilmuir): 1000 homes and businesses.

National Outcome 13



National Outcome 13 – We take pride in a strong, fair and inclusive identity.

Meeting our Local Outcome

There were no Local Outcomes identified under this National Outcome

Local Delivery Action Plans – National Outcome 13

National Outcome 13 - We take pride in a strong, fair and inclusive national identity.

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS32	Percentage of adults who have either participated in a cultural activity or who have attended or visited a cultural event or place in the last 12 months	N/A	88.4%	N/A	N/R	There was a rise in the percentage of Moray people either participating in a cultural activity or who have attended or visited a cultural event or place in the last 12 months, from 84.8% (2007/08) to 88.4% (2009/10). Moray is now above the national average of 85.5% (2009/10). <i>Biannual reporting, 2011/12 data available 2014</i> <i>Source: Scottish Household Survey</i>		

National Outcome 14

National Outcome 14 – We reduce the local and global environmental impact of our consumption and production.

Meeting our Local Outcomes

- Carbon Management and Climate Change
- Waste Management

The partnership have been partially successful in fulfilling elements that contribute to carbon management and climate change; Green Procurement, Widening Travel Choice, Core Paths and Energy Efficiency, however progress defining Moray's strategic direction across the topic has been limited during this Single Outcome Agreement reporting period.

Aims were to meet and maintain long term national targets in the level of recycling and composting and reduce levels of landfilled waste; the tonnage of Biodegradable Municipal Solid Waste landfilled significantly decreased by 19% in 2011/12, exceeding the maximum allowance set by the Scottish Government, avoiding substantial landfill tax charges. The rate of household recycling of municipal waste in Moray increased in 2011/12 by 3% to 45.4%, ranking Moray 13th against the 32 Scottish local authorities, contributing to the Scottish Government waste recycling rate target of 50% by 2013.

Local Delivery Action Plans – National Outcome 14

National Outcome 14 – We reduce the local and global environmental impact of our consumption and production.

Local Outcome 22 – Carbon Management and Climate Change

Single Outcome Agreement 2009 - 2012

2. Greener

2.1 Carbon Management. Priority 3

(Includes Widening Travel Choice; Travel Planning; Green Procurement; Alternative Fuels and Energy Efficiency)

Green Procurement (1 year action only)

Achievements in 2009/10 (100% complete)

- Contract notices for inclusion of sustainable sourced products, environmentally friendly waste disposal and recycling measures contained in tender specification documentation reviewed.
- Exception report on results on review of contract notices for inclusion of green measures finalised.
- Supplier newsletter providing information on potential green sourcing for future Council purchasing produced and distributed.
- Sustainable Procurement Action Plan compiled and embedded in Procurement Strategy 2010/2013.

Widening Travel Choice

Achievements in 2009/10 (93% complete)

- Multi-disciplinary steering group for sustainable travel projects established.
- A branding and marketing strategy for sustainable travel in Moray developed.
- Investigation into provision for cycle carriage on buses completed.
- Sustainable travel website for support for sustainable travel in place.
- Additional cycle storage facilities installed at workplaces (Elgin area).
- Sustainable travel incentive schemes developed.
- Phase 1 of cross town 'Greenway' for Elgin designed.

Achievements in 2010/11 (94% complete)

- Free bus service operating between Elgin centre, rail station and retail park.
- Phase 1 of the active travel infrastructure complete.

Core Paths

Achievements in 2009/10 (50%)

- Work begun on Management Plan for Moray's Core Paths.

- Signage of 30% of Moray's Core Paths Network complete.
- Minor Core Paths improvement works complete.

Achievements in 2010/11 (70% complete)

- 30% completion of Core Paths Management Plan.
- Minor Core Path improvement works completed.

While not monitored as a milestone during 2011/12, the following was achieved:-

- Moray Core Path Plan completed.

Travel Planning for Schools and Organisations

Achievements in 2009/10 (87% complete)

- Steering group to lead travel planning issues for Elgin established.
- Pool bike facilities and booking system at key Elgin offices installed.
- Updated travel survey of all schools in Moray completed.
- Workplace travel planning workshops/seminars to increase travel planning initiatives beyond the Council held.
- Increase in number of workplace travel plan initiatives in operation.

Achievements in 2010/11 (55% complete)

- Cycle Network Action Plan for Elgin completed up to detailed design stage – links to schools and key trip generators fully explored.
- Operational/completed travel plans for 3 Elgin primary schools.
- Updated travel survey for Elgin 'key active travel routes' as identified in October 2009 baseline survey conducted.

Alternative Fuels

Achievements in 2009/10 (50%)

- Green Business seminar for local businesses held.
- A biomass presentation held in March 2010 with attendances from Community Planning Partners.
- Energy Efficiency Fair held in April 2010.
- The Council developed additional Guidance on Wind Turbines in April 2010.

Achievements in 2010/11 (55% complete)

- Building Standards, Energy Efficiency and Sustainable Construction Techniques seminar held on 14 September 2010.
- Greener Moray Festival held on 16 March 2011.

Energy Efficiency

Achievements in 2009/10 (100% complete)

- Data on Council building historical energy consumption data available.

- Baseline figures on energy consumption use established.
- Council funded schools energy consumption patterns compared and benchmarking set.
- Carbon Trust Standard achieved.
- Baseline data collected for Carbon Reduction Commitment Energy Efficiency Scheme.
- Smart meter project progressing with initial sites identified and investigatory work commenced.

Achievements in 2010/11 (65% complete)

- 8 energy saving projects rolled out and completed across Council buildings.
- Rolling programme of smart meter installations has begun.
- Energy saving projects undertaken and savings identified.

Carbon Management

Achievements in 2011/12 (60% complete)

- Urban Freedom project completed.

Summary of Achievements

Increased opportunities for accessing sustainable transport methods have been provided to the local community through the following projects:-

The finalisation of the Moray Core Paths Plan has resulted in increased outdoor access and a clearer balance of provision between public access and the issues of land management and privacy for those who live and work in the countryside.

Online information available at free standing information terminals on the High Street, at bus shelters as well as on information displays at the Council's new Access Point and Elgin Library has increased the public's access to 'real time' bus timetables.

The Urban Freedom project (previously Greenway project) (2010/13) has resulted in 23k of high quality interconnected walking and cycling routes being constructed. An annual survey has shown an increase in active travel journeys of 6.6% and 12.6% for walking and cycling respectively.

Further work is required in order to expand accessibility to sustainable transport as a high proportion of journeys to work are by car; 68% of all journeys to work in Elgin are less than 2km and 75% are less than 5km, more than one third of all car trips are for journeys of less than 3km. Updated information relating to school and work travel planning, including the use of the new pool bikes by Council is not yet available.

While the Renewables Strategy was not completed within the 2009/12 time period due to limited staffing resources, work is progressing on several projects that focus on renewable/alternative fuels. These include:-

- 2012 Draft Wind Energy Policy which is currently out to consultation to the public
- the development of Buckie Harbour in terms of off-shore wind farms

- the use of biomass to fuel Speyside and Milne's High Schools

The main advantage of smart meters is that actual readings are used as opposed to estimated readings. To date 9 electricity, 41 gas, and 25 water meters have been installed.

Once monitoring has been established, this will allow for more accurate budgeting in addition to providing more accurate consumption measures which will allow realistic consumption targets to be set.

National Outcome 14 – We reduce the local and global environmental impact of our consumption and production.

Local Outcome 23 - Waste Management

Single Outcome Agreement 2009 - 2012

2. Greener

2.2 Development of Waste Recycling & Diversion (Council actions)

Achievements in 2009/10 (87% complete)

- Levels of waste going to landfill as well as recycling and diversion rates maintained.

Achievements in 2010/11 (99% complete)

- Recycling increased from 42% to 42.4%
- Reduction in biodegradable municipal solid waste to landfill from 22,730 tonnes to 22,611 tonnes.










Achievements in 2011/12 (88% complete)



- Increased opportunities for recycling provided via food waste 'caddies' for all households and expanded collections in rural areas.
- The Council exceeded the Scottish Government's target for landfill by 1060 tonnes with landfill for the year reaching 18814 tonnes against the target of 19874 tonnes.

Summary of Achievements

Fortnightly collections of recyclable material and a new waste collection service were introduced to all areas in Moray by November 2011. As a result, waste that was recycled or composted in 2011/12 increased to 45.4%, an increase of 3% from the previous year.

Local Delivery Action Plans – National Outcome 14

National Outcome 14 - We reduce the local and global environmental impact of our consumption and production.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National comparison
ENVDR070a	Tonnage of BMW (Biodegradable Municipal Solid Waste) being landfilled	21,228	22,730	23,119	18,803	The volume of Biodegradable Municipal Solid Waste landfilled in 2011/12 significantly decreased from 23,119 tonnes the previous year to 18,803 tonnes in 2011/12. Moray also exceeded the maximum BMW allowance set by the Scottish Government at 19,874 tonnes, thus enabling the council to avoid paying over £240,000 in Landfill Tax. <i>Source: SEPA</i>		National target achieved
IS57	Municipal Waste (MSW) arising per capita (kg)	727	736	760	N/R	The rate of waste arising per capita rose by 24kg in Moray during 2010/11 to 760kg. This is based on the 66,658 tonnes of municipal waste collected against a population of 87,660 (mid 2009 estimate). Against the national average the arising per capita in Moray is considerably higher at 760kg against 610kg. <i>Data for 2011/12 available April 2013</i> <i>Source: SNS</i>		
IS59	% of Municipal Waste (MSW) recycled or composted.	43.9%	41.5%	42.4%	45.4%	The rate of household recycling of municipal waste in Moray increased by 3% in 2011/12, ranking Moray 13 th out of the 32 Scottish local authorities. The Scottish Government has set a waste recycling rate at 50% to be achieved by 2013. <i>Source: Audit Scotland</i>		
IS55	Local Authority Carbon Dioxide emissions per capita (tonnes)	10.3 (2008)	9.64 (2009)	10.02 (2010)	N/R	In 2010 Moray produced 10.02 tonnes of CO2 per capita, down by 0.38 tonnes per capita in 2009. <i>2011 Data available August 2013</i> <i>Source: Department of Energy and Climate Change</i>		No comparison available
IS52	% of driver journeys delayed due to traffic congestion	N/A	9.7%	N/A	N/R	Driver journeys delayed due to congestion fell in 2009/10 to 9.7% compared to 13.6% in 2007/08. <i>Data for 2011/12 available November 2013</i> <i>Source: SNS</i>		No comparison available
IS50	% of children's journeys to school by cycling/walking	61.1%	61.8%	57.9%	N/R	Information is taken from the annual Sustrans Hands Up Survey. There has been a decrease of 3.9% from last year; this is largely due to a drop of 3.4% in the proportion of children walking to school. Moray remains above the national average of 56.7%. (Modes counted include Walk, Cycle, Scooter/Skate and Park & Stride) <i>Data for 2011/12 available July 2013</i> <i>Source: Sustrans</i>		

PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National comparison
SOA6P3c	Increase the proportion of journeys to work made by public or active transport.	N/A	25.9%	N/A	N/R	<p>Moray 2007/08 - 2009/10 // Scotland 2009/10 Walking 13.8% - 15% // 12.9% Driver Car/Van 59.8% - 59.8% // 60.8% Passenger Car/Van 5.9% - 5.7% // 6.3% Bicycle 5.4% - 4.7% // 2.3% Bus 8.4% - 4.8% // 11.5% Rail 0.9% - 1.5% // 3.7% Other 5.8% - 8.6% // 2.5%</p> <p><i>Data for 2011/12 available 2014</i> <i>Source: Scottish Household Survey</i></p>		

National Outcome 15

National Outcome 15 – Our public services are high quality, continually improving, efficient and responsive to local people’s needs.

Meeting our Local Outcomes

- The Community Planning Partnership will deliver positive outcomes and be accountable to the community
- Agencies will work together and individually to improve services

Strategic Assessments were completed against all community planning themes across an eighteen month period contributing to improved engagement and informed evidence based priority setting for the Single Outcome Agreement. Further community engagements were undertaken through the participatory budget project, Budget Challenge.

Local Delivery Action Plans – National Outcome 15

National Outcome 15 – Continuous Improvement

– Our Public Services are high quality, continually improving, efficient and responsive to local people’s needs.

Local Outcome 24 – Efficiencies

Single Outcome Agreement 2009 - 2012

1. Community Planning Board

1.1 Accountability. Priority 1 (Includes Strong Partnership; Commitment from Partners and Community Engagement)

Achievements in 2009/10

- Membership and remit of the Community Engagement and 5 strategic theme groups aligned with the Single Outcome Agreement priorities and key actions from the local delivery action plans.
- Strategic assessment timetable agreed and first assessment on Safer and Stronger theme began in January.
- Risk register for Community Planning Partnership complete.
- Draft corporate governance statement for Community Planning Board complete.
- Community consultation on budget priorities to inform Single Outcome Agreement completed.

Achievements in 2010/11 (92% complete)

- Contribution of each operational group supporting each of the strategic groups in relation to the Single Outcome Agreement established.
- Strategic assessment produced for Safer and Stronger, Greener and Smarter themes.
- Criteria established for the management of operational groups within the Community Planning Partnership.
- Public Performance Report for Single Outcome Agreement produced.
- Participatory Budget project operational.
- Participatory Budget project evaluated.
- Risk Register for 2011/12 reviewed.

Achievements in 2011/12 (54% complete)

- Strategic assessments produced for Healthier, and Wealthier and Fairer themes.
- Two community engagement seminars held.
- Community Engagement Manual drafted.

Summary of Achievements

Work has contributed to improved engagement and informed priority setting for the Single Outcome Agreement. Evidence gathered through the strategic assessment process has identified priorities for inclusion in the 2012/15 Single Outcome Agreement and the participatory budget

ensured that public opinion was incorporated into the decision making process.

National Outcome 15 – Continuous Improvement

– Our Public Services are high quality, continually improving, efficient and responsive to local people’s needs.

Local Outcome 24 – Efficiencies

Single Outcome Agreement 2009 - 2012

1. Community Planning Board

1.2 Improve Services. Priority 2

(Includes Working Practices and Financial Climate)

Achievements in 2009/10 (100% complete)

- Public Service Improvement Framework programme rolled out across the Moray Council and according to the timetable.
- Moray Council’s Performance Management Framework approved with further amendments to the format of publishing statistical information.
- Detailed design stage and implementation plans on 6 strands of Designing Better Services programme completed.
- Local Delivery Action Plans for 2009/10 completed and monitored throughout the year.
- Moray Performs Action Plan monitoring quarterly.

Achievements in 2010/11 (89% complete)

- Review of Local Delivery Action Plans 2010/11 completed.
- Scrutiny of Single Outcome Agreement strengthened through aligned structure.
- Budget Challenge rolled out to engage the community, partnerships and young people in the savings exercise.



Achievements in 2011/12 (93% complete)

- Local Delivery Action Plans agreed for 2011/12 and monitoring/reporting arrangements in place including an alignment of community planning and Council committee structures.
- 2012/15 Single Outcome Agreement drafted including reviewed performance management and governance arrangements.
- Community Engagement Group Public Service Improvement Framework self-assessment completed.

Summary of Achievements

The development of Local Delivery Action Plans and regular, quarterly, monitoring of progress against the key actions in these plans has meant that the Community Planning Board and theme groups have been kept informed of progress against the Single Outcome Agreement.

Local Delivery Action Plans – National Outcome 15

National Outcome 15 - Our public services are high quality, continually improving, efficient and responsive to local people's needs.								
PI Code	Short Name	2008/09	2009/10	2010/11	2011/12	Latest Note	Trend Arrow	National Comparison
IS66	Percentage of adults who agreed with the statement 'I can influence decisions affecting my local area'	N/A	28.7%	N/A	N/R	In the 2009/10 Scottish Household Survey 28.7% of Moray adults surveyed agreed with the statement 'I can influence decisions affecting my local area', an increase on 21.5% recorded in 2007/08. Nationally 21.6% agreed with the statement in 2009/10. <i>Data for 2011/12 available 2014</i> <i>Source: Scottish Household Survey</i>		
IS67	Percentage of adults who are fairly or very satisfied with the quality of the following local services: local health services, local schools and public transport	N/A	61.2%	N/A	N/R	In the 2009/10 Scottish Household Survey 61.2% of Moray adults surveyed were very or fairly satisfied with the quality of local health services, local schools and public transport, up from 47.7% in 2007/08. Nationally 64.5% were satisfied with the service in 2009/10. <i>Data for 2011/12 available 2014</i> <i>Source: Scottish Household Survey</i>	