




2024-25 Quarter to September Economic Growth and Development Services Performance Report - Service Plan



Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed



Section 4 - Strategic Level Outcomes - 1 (L) Developing a diverse, inclusive & sustainable economy. (CP) Building Stronger Greener Vibrant Economy

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 4.1	Progress Moray Growth Deal: Bring the remaining Moray Growth Deal projects into delivery: 7 of 8 projects expected to be in delivery by March 2025	1	By the end of the Deal (2031): MGD outcomes relating to GVA uplift, tourism numbers, affordable homes built, job creation and skills uplift to be achieved.	31-Mar-2025	<p>The latest Moray Growth Deal (MGD) Annual Report (published May 2024) details work undertaken during 2023 to progress MGD projects. At the start of January 2024, 2 of the 8 MGD projects were in delivery - Bus Revolution and Digital Health. This increased to 4 in April following approval of the Housing Mix and Manufacturing and Innovation Centre for Moray (MICM) full business cases.</p> <p>Full business cases have also been developed for the Business Enterprise Hub, Cultural Quarter and the EY STEM projects with the Cultural Quarter and EY STEM expected to enter delivery during Q3 2024/25. Assurance of the Business Enterprise Hub business case will recommence when a revenue deficit has been</p>	50%	


					resolved (expected November 2024). Workshops have taken place during Q2 and will continue during Q3 to identify a new project for skills and innovation (formerly the Moray Aerospace, Advanced Technology and Innovation Campus - MAATIC). A business case for this will be developed during 2025.		
EGD24-25 4.2	Delivery of the Community Wealth Building Strategy and Action Plan	1	Ensure wealth stays within the hands of our local communities	31-Mar-2025	<p>The Community Wealth Building Strategy 2024 and Action Plan were approved by Economic Development and Infrastructure Services Committee on the 30th April. Planned work for 2024/25 is ongoing.</p> <p>There are a number of actions that cannot progress at present due to resourcing constraints and the need for a dedicated CWB resource. These actions are highlighted in the Action Plan as 'on hold'. Progress of the Strategy and Plan will be reported annually to Moray Council and the Community Planning Partnership</p>	10%	
EGD24-25 4.3	Improve access to fair work, employment and training opportunities		Increase the number of individuals who are participating in learning, training and employment opportunities	31-Mar-2025	<p>To increase the number of individuals participating in learning, training and employment in Moray, Moray Pathways have continued to work with a wide range of individuals and employers (including Springfield, Baxters, Chivas and Morgan Sindall) and local organisations (such as Enable Works and UHI Moray Employability team).</p> <p>Since the start of 2024/25, 71 young people, 74 over 25s and 26 parents have begun working with the service, taking the total number since launch to 665. Successful outcomes during the reporting period include 66 gaining employment (including 17 via the Moray Employer Recruitment Initiative (MERI)), 44 moved into further or higher education and 532 are involved with learning and training opportunities. The Moray Pathways Summer Programme 2024 was very successful with 35 young people, identified as requiring support, taking part and 100% gained positive outcomes. See link to short film: https://youtu.be/wwsXICqDLQQ</p>	50%	
EGD24-25 4.4	Enable more people to work by supporting access to affordable childcare	1	Minimise barriers to people working such as childcare	31-Mar-2025	<p>The Progress for Parents project aims to support parents into employment via the Moray Employer Recruitment Incentive scheme (MERI). This includes overcoming a range of barriers to work such as, but not limited to, a lack of childcare. Other barriers could be transport issues, training and qualifications, language skills and confidence. As part of the project, participants also link in with the Income Maximisation Team to ensure they have all relevant information and support relating to benefits and debt management.</p> <p>Demand for this project is increasing (121 participants so far this</p>	20%	

					year compared to 60 for the whole of 2023/24) with positive outcomes reported for all who have engaged. Between April and September 2024, 9 participants have been successful in gaining employment, 108 have undertaken learning and training activities while 4 have moved into Further or Higher Education.		
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Section 4 - Strategic Level Outcomes - 2. (L) Empowering & connecting communities (CP) Building thriving, resilient, empowered communities

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 4.5	Delivery of the Levelling Up Fund elements of the Elgin City Centre Masterplan	1	Elgin City Centre is a prosperous, attractive and health place. No of empty properties and vacant/derelict sites in the city centre No of additional residential properties in Elgin city centre	31-Mar-2026	Validation work is complete. Awaiting confirmation of funding from UK Government.	0%	
EGD24-25 4.6	Delivery of Town Centre Improvement Plan & Annual Report	1	Developing a diverse, inclusive and sustainable economy: By the year 2030 Moray will have a sustainable and inclusive economy which generates improved opportunities for everyone, including more skilled and higher paid jobs Outcome Measure: Town Vacancy Rates SLAED annual report indicators – town centre vacancy rates	31-Mar-2025	Work on the Town Centre Improvement Plan is ongoing. The Annual Report is also currently being drafted for reporting early 2025.	10%	

Section 5 - Service Level Outcomes - 5.1 Economic Growth & Regeneration


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.1.1	Establishing Elgin Town Board and support engagement to prepare Investment Plan for submission to UK Government	1	Establish Elgin Town Board Prepare and deliver a 10-year vision and 3 year investment plan to UK Government by August 2024	31-Aug-2024	Elgin Town Board was established prior to the August deadline and now meets fortnightly. Community engagement has been undertaken to identify priority projects and the Investment Plan and Vision is now awaiting confirmation of funding following submission to the UK Government on 31st July. Delivery is over a 10 year period.	100%	

Section 5 - Service Level Outcomes - 5.3 Climate Change and Biodiversity Route Map to Net Zero

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.3.1	Building heat and electricity - scoping and research into increased renewable energy generation from Council buildings and land.	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF, % RMNZ amber/red Heat and Electricity CO2 emissions areas wide per capita – (LGBF CLIM1) CO2 emissions within scope of LA per capita – (LGBF CLIM2)	31-Mar-2025	Actions to increase renewable energy generation from council buildings and land are included in the Climate Change Plan and Routemap to Net Zero 2024 update (section 3.1). Due to a budgetary request, this report was deferred from full council on 25 September 2025 and will now be included in the agenda for full Council on 4 th December. Case studies so far highlight prioritising energy efficiency roll outs (such as solar panels and LED lights) can prove to be cost effective, particularly against rising electricity costs seen in recent years.	75%	
EGD24-25 5.3.2	Operating Emissions - Design and develop Climate Change Awareness Training; Adaption benchmarking; Develop carbon knowledge and skills		Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF % RMNZ amber/red	31-Mar-2025	The adaptation benchmarking exercise is complete. A report outlining progress along with details of Moray Council's contribution to the Scottish Adaption programme and proposed updates to the existing adaption action was presented to full council on 25 September 2024 (item 14 of the agenda refers). To supplement Climate Change Awareness training (launched in 2023), new training around carbon knowledge and skills is planned for development during quarter 4. Initially this will be aligned with internal engagement for Climate Change Strategy update.	65%	
EGD24-25 5.3.3	Nature & Biodiversity - Develop Carbon Offsetting Plan and maximise carbon sequestration	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF % RMNZ amber/red	31-Aug-2025	The work to develop a natural capital delivery model was originally due by 31 March 2025. This has now been amended to 31 August 2025 due to the deferral of the Routemap to Net Zero report and request for additional support to update the Climate Change Strategy (all due to be reported to committee in December). Resources to develop natural capital projects as part of carbon offsetting, biodiversity, and Just Transition planning will be considered as part of wider resource planning of Just Transition and socio-economic benefits.	0%	
EGD24-25 5.3.4	Prepare Climate Change Route Map - Review 2030 net zero targets; Update Climate Change Strategy; Raise awareness of Climate Change; Join support networks to assist progress	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF % RMNZ amber/red Milestones: Prepare Climate Change Route Map - August 2024 Review 2030 net zero targets - January	31-Aug-2025	The Climate Change Plan and Routemap to Net Zero 2024 was due at full council on 25 September. Following a budgetary request, this report was deferred and will now be presented at full council on 4 th December. The review of Net Zero 2030 targets and the update of the Climate Change Strategy will commence once approval of the Routemap is confirmed. The proposal is to set up an officer/member working group to manage the CCS update. Target dates are draft CCS to Council in August 2025, final CCS by December 2025.	40%	

			<p>2025 Update Climate Change Strategy - August 2025*</p> <p>Consult, raise awareness, communicate and engage with staff, residents, businesses and organisations across Moray about Climate Change - March 2025</p> <p>Join support networks to assist the progress of Climate Change work - March 2025</p> <p>(*amended from original dates of published Service Plan)</p>		In addition to this work, Moray Council are now members of the Sustainable Network and Hydrogen Scotland while work to raise awareness of Climate Change is ongoing.		
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Section 5 - Service Level Outcomes - 5.6 Develop proposals for Just Transition Bids

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.6.1	Develop a masterplan for discussion and to inform future submissions of Just Transition bids	2	<p>Action wording amended from original Service Plan.</p> <p>Milestones -</p> <p>Appoint Consultancy Support - September 2024</p> <p>Workshops for officers, members and partners - October 2024</p> <p>Development of masterplan to commence - December 2024</p> <p>Master Plan complete - March 2025</p>	31-Mar-2025	The first milestone relating to this action is complete with consultants now appointed. Workshops for officers, members and partners are now in development and are likely to take place late quarter 3 with the development of the masterplan to follow.	25%	

Section 5 - Service Level Outcomes - 5.7 Health and Wellbeing

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.7.1	Ensure revised operational implementation of absence management procedures are applied by managers	2	Absence is managed effectively, and levels of absence are reduced efficiently and timeously.	31-Mar-2025	During the first half of 2024/25, all absences have been managed in consultation with HR and in line with the Health and Work policy.	50%	