

# **Mainstreaming Report and Equalities Outcomes Progress 2021 - 2025**

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## **1. Introduction – Equality Challenges in Moray**

The 2021-2025 period has presented local authorities with many challenges. Both local and national external factors have significantly influenced our operational and financial capacities to deliver vital services across Moray during this timeframe. Focus on retaining operational capacity during the global pandemic and subsequent recovery from that period all while trying to achieve financial savings in the midst of a cost of living crisis was paramount to sustain the Council's future.

An important part of navigating these challenges is supporting and protecting those that are more vulnerable or disadvantaged to ensure these groups are not exposed to any negative impacts that would further disadvantage them in any way. Our constantly changing environment highlights the need more than ever to strengthen our focus and commitment to equality, diversity and inclusion, supporting everyone in Moray to ensure fair and equitable services are provided.

## **Moray Context**

Moray's diversity is growing, particularly among the younger population. The 2022 Census tells us that Moray has a predominantly White British population (97.6%) with a growing but still relatively small proportion of ethnic minority residents (2.4%)

with 9% of school pupils identifying as ethnic minorities.

With an aging population and a relatively balanced gender distribution with 50.5% females and 49.5% males, much of the work around equality and diversity in Moray has centred around age as well as disability and sex (due to a previously higher than average gender pay gap). The focus is now shifting. The services need to meet the needs of all Moray residents.

There are continuing challenges due to a low-wage economy as well as cases of rural poverty, commuting costs and average full-time weekly earnings below the Scottish average.

## **2. Legislative Requirements**

The Equality Act 2010 combines over 116 previous acts and regulations into one comprehensive legal framework, covering nine protected characteristics. It consolidates and strengthens equality law in the UK with the ultimate aim of protecting individuals from any type of discrimination while promoting a fairer society.

### Public Sector Equality Duty (PSED)

The Public Sector Equality Duty, often referred to as the 'general duty' was introduced through Section 149 of the Equality Act 2010. This means The Council, in the exercise of our functions, must have due regard to:

- 1) Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Equality Act;
- 2) Advance equality of opportunity between those who share a protected characteristic and those who do not; and
- 3) Foster good relations between those who share a protected characteristic and those who do not.

Protected characteristics under the Act are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation

### Moray Council's 'specific' equality duties

The Scottish Government introduced a set of specific equality duties through the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The purpose of these are to support and ensure Moray's performance in relation to meeting the general duties above. The specific duties also apply to our Education Service and Licensing Board as separate entities. These include:

- Developing and publishing a mainstreaming report every two years;
- Publishing equality outcomes and accompanying report on our progress (at least every two years);

- Assessing and reviewing our policies and practices;
- Gathering and using our employee information;
- Publishing our gender pay gap information;
- Publishing our Equal Pay Statements;
- Considering public procurement award criteria and conditions; and
- Publishing accessible information.

### **3. Education and Licensing Boards**

As responsible bodies in their own right, the Council's Education and Licensing Boards must also ensure their services comply with the legislative provisions within the Equality Act 2010 in the same way the Council must, embedding the equalities agenda into everyday practice.

### **4. Equality Outcomes 2021-2025**

Moray Council's Equality Outcomes 2021 – 2025 were approved by the Education, Communities and Organisational Development Committee on 11 August 2021, and were presented against priorities from the Council's Corporate Plan.

The first biennial progress report on these outcomes was published in April 2023. This is the second progress report that focuses primarily on evolving the outcomes for the 2023-2025 actions through to conclusion where relevant to make way for renewed commitment and focus on new, tangible and progressive outcomes for the next four year period.

Progress on our equality outcomes performance is predominantly co-ordinated and collated by the Equal Opportunities Officer, coupled with lead officer oversight within each service across the Council, using the Council's Pentana Performance Monitoring System. A summary of the progress against the 2023-2025 outcomes is provided below at **APPENDIX A**, presented against the priority headings from the Corporate Plan.

The council's latest gender and ethnicity pay gap information can be found in the council's Equal Pay Statement for 2023/24 in **APPENDIX B**. 2024/25 data is still being collated by HR and will be presented to Committee in due course.

### **5. Progress Overview 2021-2025**

Creating A Sustainable Council - Developing Workforce: Increased diversity in the workforce

An [Interim Workforce Planning Report - Appendix A Moray Council Equality Workforce Monitoring Report 2023/24](#) was presented to Corporate Committee on 22 April 2025. The report provides an overview of our workforce data as a whole

including gender pay gap, which has seen a positive reduction from 5.34% to 4.44% (below the national average of 7%), with ongoing efforts to improve equality through reducing occupational segregation.

Despite a commitment to examine ethnicity pay gap data, this is proving difficult to quantify. A significant proportion of Council employees, and prospective employees, have chosen not to disclose their equalities information, in line with their legal rights. Despite periodically encouraging the workforce to update their equalities and demographic information on the internal employee portal, through promotion on the Council's internal staff Interchange, articles in staff newsletter Connect, the ethnic pay gap data is statistically invalid due to the small numbers representing 0.27% of our total workforce, therefore not totally representative of the whole workforce. There is a reluctance to use this data due to the potential of identifying individuals so there has been a conscious decision made not to publish the data at this time. An additional campaign and associated actions to encourage further engagement from the workforce are being considered.

Work undertaken to eliminate any bias against ethnic minorities in the recruitment process started in April 2023, using the Scottish Government recruitment toolkit to improve recruitment practices. A review of relevant policies is underway as part of scheduled work in 25/26 and actions include developing the analysis of data, improved communications and training/guidance materials as part of structured campaign.

Third Party Hate Crime Reporting training from Police Scotland took place with relevant staff across the Council. Internal publicity helped highlight this to support a culture of trust among the workforce who belong to protected groups under the Equality Act 2010.

#### OUR FUTURE: Drive development to create a vibrant economy of the future

Moray Pathways Local Employability Partnership (LEP) has been established, to deliver a collaborative approach to employability. The LEP proactively target people who face inequalities, with the aim of reducing any disadvantage faced by members of protected groups. The LEP priorities positively support the Council's statutory general duty to reduce discrimination and advance equality of opportunity having a positive impact on protected individuals in line with the Equality Act 2010. The figures for 2023/24 and 2024/25 show over 300 young people, adults, parents in poverty being supported. These figures comprise of individuals with disabilities, mental health issues, care experienced young people, refugees, ethnic minority groups, those with criminal convictions. A breakdown of figures is available in the progress update at **APPENDIX A**. More information can be found at [Moray Pathways Local Employability Partnership Annual Report](#) which was presented to Economic Development & Infrastructure Committee on 17 June 2025.

The Moray Growth Deal projects provide valuable opportunity to enhance inclusion, accessibility, promote positive working spaces for women in the workplace as well as reducing health inequalities for many protected groups. 6 of the 8 projects are now in the delivery phase. This outcome will be carried forward into the new outcomes for 2025-2029 for progression due to the potential positive impacts they can bring to many individuals across various protected groups including those where intersectionality is an issue.

OUR PEOPLE: Provide opportunities for people to be the best they can be throughout their lives with a strong and sustained focus on those individual and groups in our society who experience the most disadvantage and discrimination

Education outcomes centred around bullying within Moray schools with incidents reported on Education's reporting system. An Anti-bullying Policy was developed and implemented across Moray schools in 2022 with a programme of annual surveys to monitor any impacts of the policy. Initially more than a third of pupils reported they had been bullied with 86% saying it had happened in school. These results provided a baseline against which monitoring the effectiveness of the Anti-bullying Policy can be based on. While the number of incidents increased from 22/23 to 23/24 this can be largely attributed to the new recording system. It is important to note that this number then decreased from 23/24 to 24/25. The Scottish Wellbeing Survey for 2023/24 shows that 36% of P5-7s and 30% of S1-S3s were bullied in the year, of which 83% and 90% (respectively) report the incident happened at school.

The percentage of children registered on the Child Protection Register as a result of domestic violence saw a sharp increase from 11% in 2019/20 to almost 68% in 2021/22. This number has steadily reduced during the lifetime of the 2021-2025 outcomes dropping to 32.98 % in 23/24 but has seen a slight increase to 34.69% for 2024/25. A closer look at the data revealed that the actual numbers are very small and, as a result, the figures are sensitive to fluctuations. Moray Council continue to work closely in partnership with Moray Public Protection Forum and Moray Violence Against Women and Girls Partnership to protect vulnerable Moray residents.

Provision of specialist housing for support for people with learning disabilities has been made at Highland Yard, Buckie and Spynie, Elgin. The Council continue to work proactively with Health & Social Care Moray (HSCM) and NHS Grampian to deliver additional specialist housing with support for people with learning disabilities. Further provision is planned at Elgin South and Garmouth Road, Lhanbryde. The planning consent at Bilbohall, Elgin includes a "care village" which will make provision for this group in Phase 2 of development.

While Moray has no dedicated, authorised short-stay halting sites for travellers, unauthorised encampments are supported by our Housing Service, through the implementation of Unauthorised Encampments Protocol. This ensures the provision of waste facilities, serviced toilets as well as housing advice and signposting where applicable, Moray has no dedicated halting sites. 2023-2025 has seen an increase in the number of unauthorised encampments across Moray, however the duration of the encampments have reduced.

The preparatory work for the new Local Development Plan will include consideration of the lack of authorised sites, dependent on the level of engagement that can be sought with the travelling community.

## **6. Supplementary work supporting Moray's equalities, diversity and inclusion agenda**

### Resettlement Programmes

Moray Council has engaged in various national refugee, resettlement and asylum programmes. Ethnic diversity in Moray increased over the last 6 years with the arrival of refugees from Syria, Ukraine, Afghanistan and asylum seekers from the Middle East, the Horn of Africa and Changossian descent. This increased diversity highlights the need to continue focusing on the ethnicity pay gap and promoting race equality outcomes going forward.

Council Officers have developed a Moray community group representing migrants which is awaiting OSCR status for the group. The group will help facilitate two-way engagement with ethnic minority groups. Moray is the only UK Council, in agreement with the Home Office as a pilot, to engage openly with the local community on supporting asylum seekers in their area. Home Office policy does not allow disclosure of asylum seeker's housing locations, which may work in larger, populated cities where anonymity is easier to achieve, but not in our more rural Moray community. A few stakeholder events have been held and were well attended, with many others being offered support and promising results.

### Education

Our Education Service and their Equality & Diversity Group have developed and implemented various new guidance documents and policies to further assist and support teaching staff across Moray. These are as follows:

- The Scottish Government's Supporting Transgender Pupils in Schools was distributed to all schools across Moray to raise awareness and education for staff, helping to provide a safe, respectful and inclusive learning environment for all pupils while meeting the needs of all pupils, including transgender pupils.
- Equality, Diversity and Inclusion Guidance and Self-Evaluation
- Anti-Bullying Policy

- Anti-Bullying Guidance (with input from Respect Me)
- Mobile Phone Use in Schools Policy

#### Due Regard to the Equality Act 2010 and the Public Sector Equality Duty (PSED)

The Council's Integrated Impact Assessments (IIA) process has developed and now incorporates assessment(s) of socio-economic impacts, human rights and the rights of the child and young people as set out by the United Nations Convention on the Rights of the Child (UNCRC). A series of training events with staff across Council services took place to raise awareness and ensure the Council can evidence more robust equalities and rights consideration. Revised guidance was agreed with Legal and Democratic Services to ensure all impact assessments are published alongside relevant committee papers, unless confidentiality requirements supersedes the need for publication. In such cases the Equal Opportunities Officer will arrange a redacted version for publication. A further review of the IIA process, including an online training module, is currently underway to raise awareness of the requirement across the Council to ensure robust, evidence based decision making is embedded in daily decision making.

#### Lesbian, Gay, Bisexual, Transgender, Queer and other diversities (LGBTQ+)

The Council have continued their ongoing support and promotion of LGBTQ+ and any local events through raising the Pride rainbow flag annually to mark Pride month alongside social media campaigns to highlight awareness and education.

### **7. Moray Council's BSL Commitments**

Moray British Sign Language (BSL) Plan 2024-2030 was approved and implemented on 27 August 2024. The plan is sharply focused on BSL accessibility to ensure our information and services, as well as that of Health and Social Care Moray (HSCM):

- are truly accessible for BSL users in their own language;
- promote the inclusion of BSL in schools while supporting D/Deaf parents or the parents of D/deaf children;
- promote access to employment through reasonable adjustments within the Council;
- promote BSL inclusion and celebrate BSL culture through cultural quarter and MGD development; and
- ensure accessible booking for accessible transport.

The Council are also committed to, and widely promote, the use of Contact Scotland which is a free BSL video relay interpretation service for all BSL users to help support them when they need to use our services or contact organisations across Scotland.

Moray's BSL Plan has been recorded in BSL format to ensure full accessibility for

the D/deaf community to understand the commitments we are making to them. Work is currently underway to improve the Council's webpage to provide further essential Council information in BSL.








## **8. Recent Case Law**




Moray Council are acutely aware of the recent Supreme Court Ruling on the definition of a woman as well as the recent Court of Session case involving Scottish Borders Council (where the judge ordered that Scottish schools must provide single-sex toilets for students). The implications of these cases are currently being considered in full. The Scottish Council's Equality Network (SCEN), Convention of Scottish Local Authorities (COSLA), Equalities and Human Rights Commission's (EHRC) and Scottish Government are holding discussions at national levels and we are currently waiting for the EHRC and Scottish Government to update to statutory and non-statutory guidance to help inform what this means in practice to identify and provide for Moray Council and HSCM service users and employees.










## Moray Council Equality Outcomes 2023-2025 – Actions Update



Action / PI Status	
	Cancelled
	Overdue; Neglected / Alert
	Unassigned; Check Progress / Warning
	Not Started; In Progress; Assigned
	Completed / OK
	Unknown
	Data Only

Short Term Trends	
	Improving
	No Change
	Getting Worse

### CREATING A SUSTAINABLE COUNCIL - DEVELOPING WORKFORCE: Increased diversity in the workforce


Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EO ETHNICITY 1 HR/OD	Examine workforce data to identify any ethnicity pay gap	31-Mar-2025	An article has been drafted for Connect Magazine of February 2023 to encourage staff to update their equality data on the employee portal. Draft equal pay audit has been completed. From mid 2024 there will be quarterly comms in Connect Magazine, HR Bulletin and Head Teachers' Bulletin encouraging staff to update their demographic data on the employee portal. This will also be included in the corporate induction. May 2025 - Regular communications in Connect, HR Bulletin and HT Bulletin have encouraged staff to update their demographic data on the employee portal. Additional actions as part of a campaign to encourage further engagement from the workforce are being considered. Continuing into 2025-2029 Equality Outcomes.	50% In Progress	
EO ETHNICITY 2 HR/OD	Examine workforce data for bias against ethnic minorities in job application process	31-Mar-2025	An article has been drafted for Connect Magazine of February 2023 to encourage staff to update their equality data on the employee portal. A draft equal pay audit has been completed.	50% In Progress	

			<p>The SG Ethnic minority toolkit has been completed. HR are in the process of developing actions following on from this in relation to</p> <ul style="list-style-type: none"> <li>Recruitment plan</li> <li>Equality and diversity policy</li> <li>Recruitment policy</li> </ul> <p>May 2025 - The review of relevant policies is underway as part of scheduled work in 25/26 and actions include developing the analysis of data, improved communications and training/guidance materials as part of structured campaign.</p>		
EO ETHNICITY 3 HR/OD	Use the Scottish Government recruitment toolkit to improve recruitment practices	31-Mar-2025	<p>An article has been drafted for Connect Magazine of February 2023 to encourage staff to update their equality data on the employee portal. This will commence after publication of the Equal Pay Audit in May 2023. The SG Ethnic minority toolkit has been completed. HR are in the process of developing actions following on from this in relation to</p> <ul style="list-style-type: none"> <li>Recruitment plan</li> <li>Equality and diversity policy</li> <li>Recruitment policy</li> </ul> <p>May 2025 - As above.</p>	100%	
EO ETHNICITY 4	Engage with minority groups in Moray to identify policies, practices and procedures that lead to poorer outcomes for ethnic minorities	31-Mar-2025	<p>An organisation representing ethnic minorities in Moray has been set up. Further engagement is taking place with support from Interfaith Scotland and Scottish Faiths Action for Refugees. Various language cafes have been set up in Moray and there will be an event on 17 June in Elgin during Scottish Refugee Week. May 2025 - Moray community group representing migrants has been developed and is awaiting Office of the Scottish Charity Regulator (OSCR) status. The group will help facilitate two-way engagement with ethnic minority groups.</p>	100%	
EO ETHNICITY 5 Moray Licensing Board (MLB)	Moray Licensing Board to explore and mitigate the language barriers that exist for licence applicants whose first language is not English.	31-Mar-2025	To date there has not been any particular language barriers at the Moray Licensing Board. However, should this arise at any given point there would be the option to bring someone with them or the Board can assist in arranging an interpreter.	100%	


Code	Code	Short Name	Current Target	2019/20	2020/21	2021/22	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
		Ethnicity Pay Gap	Reduce	N/A	N/A	N/A	Refer HR Workforce Report		

## OUR FUTURE: Drive development to create a vibrant economy of the future



Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
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EO IEG 1	Develop a collaborative approach to employability including approaches targeted at those furthest from the workplace	31-Mar-2025	Target Group	23/24 New Start and Carried Forward	24/25 New start and Carried Forward	100%	
			Young People	391	377		



			<table><tr><td>Adults</td><td>160</td><td>212</td></tr><tr><td>Parents in poverty</td><td>136</td><td>123</td></tr><tr><td>TOTALS</td><td>687</td><td>712</td></tr></table>	Adults	160	212	Parents in poverty	136	123	TOTALS	687	712																																
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EO IEG 2	Pursue the Cultural Quarter and other Moray Growth Deal projects led by the Council	31-Mar-2025	<p>Moray Growth Deal Annual Report (Full Council 8 March 2023) identified initial risks such as inflation, management of closely aligned projects and engagement potentially affecting delivery.</p> <p>A key aspiration linking to the Moray Growth Deal vision is an objective to increase the number of 16–29-year-olds by 1% within Moray given the long-term population projections show Moray with an aging population. This is improving but full 24/25 data is not yet available. The Cultural Quarter alongside the projects providing learning, training and employment opportunities for young people and venues for entertainment and socialising is well placed to deliver on.</p> <p>Representatives of Parentable and Moray Disability Forum were consulted initially to discuss and identify accessibility issues which need to be addressed with the aim of making the town centre as easy to move around as possible.</p> <p><a href="#">Moray Growth Deal Annual Report 2024</a> (Full Council 19 February 2025) advises that 6 of the 8 projects are in the delivery phase with focus on operational delivery to realise benefits for Moray citizens and businesses.</p> <p>Bus Revolution – Provision of accessible transport for more rural Moray citizens for education and leisure purposes.</p> <p>Business Enterprise Hub – Improved accessibility and new or refurbished facilities within the project(s) to support women back to the workplace.</p> <p>Cultural Quarter – Enhanced inclusive and accessible cultural offerings locally.</p> <p>Digital Health – Aimed at addressing health inequalities and providing preventative, personalised care. Individuals will securely own, receive, contribute to, and share their relevant health, care and wellbeing information with individuals and services who support them. At the end of 2024 all 5 living labs were activated, with two in real-world testing phase and the other 3 to progress to this stage during 2025. The labs will support individuals from various protected groups in relation to health, independent living, physical and mental disabilities, carers, age related issues.</p> <p>STEM (Science, Technology, Engineering, Maths) – Tackling educational inequalities by raising aspirations of 3-8 year olds.</p> <p>Housing Mix Delivery – Provision of up to 360 affordable housing and plots.</p>	100%	
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Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			


		Gender Pay Gap – Moray being place of work (ONS – ASHE based on provisional data 2024 – aligned with SLAED indicator	Data only	7.6%	12.5%	16.3%	National Average – 9.2%		
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**OUR PEOPLE: Provide opportunities for people to be best they can be throughout their lives with a strong and sustained focus on those individuals and groups in our society who experience the most disadvantage and discrimination**

Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EO B1	Educational Services to implement an anti-bullying policy	31-Mar-2022	Education's Anti-bullying Policy is complete and implemented. All appropriate links and documentation sent to all schools.	100%	
EO B2	Carry out annual surveys in schools to monitor effectiveness of anti-bullying approach over next 4 years	31-Mar-2025	<p>2023 Update - The first survey has been undertaken by secondary schools. They have collated their own data to inform their action plans. Overall collation is still to be completed. Anti-bullying survey for primaries to take place in term 4. With an annual roll out of the survey during Anti-bullying week commencing November 2023</p> <p>July 2025 Update - Scottish Wellbeing Survey 2023/24 provides valuable data on bullying in P5-7 and S1-2. No survey was carried out in 24/25. Building Better Relationships Anti Bullying Guidance for Moray has been developed further following Scottish Government Guidance in November 2024 with input from Respect Me for approval at EDGroup and look at the recently published consequences document. I am hoping that it is only and update and that this can be launched to schools at the beginning of anti-bullying week in November. A number of Moray Schools have signed up to Respect Me Awards which is accompanied by free training modules for schools.</p> <p>Further awareness of the SEEMIS Bullying &amp; Equalities module is being carried out in schools in term 1 of 25/26 academic year and a survey for 2025/26 has been developed.</p>	25%	

EO DV1 C&F	Children and Families intervene at the earliest opportunity to minimise the impact of domestic abuse on children, young people and parents	31-Mar-2025	<p><b>Q4 2022/23</b> – The proportion of children registered due to concerns of domestic abuse have continued to rise during the quarter. At the end of Q4 11 children (47.8%) registered for this concern, however the proportion has only increased due to the decrease in overall numbers registered. At the end of Q3 17 children were registered for this concern (42.5%). In comparison to 2021/22 the proportions and numbers of children registered for this concern have reduced significantly.</p> <p>There remains little control over the nature of or volume of referrals that come into the department but work continues to ensure that children and young people are protected and supported with the impact of this. The Safe and Together approach is used to assess risk when children are living in environments where gender based violence is a risk.</p> <p><b>Safe and Together</b> Core sessions of this training were delivered in both November &amp; February. There are now 75 trained staff across the partnership. A further three sessions are scheduled for April, May and September which will bring totalled staff up to approx. 190. For those that have completed the coresessions in time, they will be invited to the Supervisor training taking place in June.</p> <p><b>Q2 2024/2025</b> – The percentage of children added to the Child Protection Register due to concerns of domestic abuse has seen a slight increase this academic year. It must be noted here that the total number of children who are registered continues to be low. This means that the percentage format of the figures will be susceptible to small fluctuations.</p> <p>There remains little control over the nature or volume of referrals that come into the Service but work continues to ensure that children and young people are protected and supported.</p> <p>Specifically, the Safe and Together approach is used to assess risk when children are living in environments where domestic abuse is a risk. Training sessions have been continued throughout the year and currently, 282 staff members have been trained. This is a significant improvement from the previously reported 190 trained members of staff and work continues in this regard.</p>	100%	
EO DV2	Moray Council to liaise with Police Scotland through the Moray Violence Against Women and Girls (VAWG) to identify what lessons can be learned	31-Mar-2025	Representatives from HSCM, NHS and MC continue to attend the VAWGP and contribute to their delivery and action plans.	100%	
EO DV3	Liaise with Education to explore ways to support pupils who experience domestic violence	31-Mar-2025	The Mentoring Violence Programme (MVP) for secondary schools is commencing in May 2022, with cohort 1 being Buckie High, Elgin Academy and Keith Grammar. Cohort 2 will be 3 further schools and cohort 3 will be the remaining two schools. All school to be trained and linked to a network by May 2024. Third sector partners – Health, Social Work and Police have been approached to be part of the training. Additional support across all schools is undertaken through Women's aid, and individual families/pupils are identified through MARAC and Child's Planning.	100%	

EO DV4 MLB	Moray Licensing Board to continue promoting social responsibility among its license holders	31-Mar-2025	<p>2019 – Social Responsibility Workshop held with all licence holders, general public, Police and other relevant stakeholders. Licence holders concerns and thoughts were collated. Police and Best Bar None (pioneers in promoting social responsibility) gave a presentation. Unfortunately, this cannot be offered every year due to limited resources. Reliance on emails or other forms of communication, particularly during pandemic period.</p> <p>1 x Licensing Standards Officer specifically for licensed premises. The general public are encouraged to call the Police if they are concerned about anything at any licenced premises in Moray. The Police Licensing Team note and inform us of concerns for investigation and visit.</p>	100%	
EO HOUSING 1	Increase supply of ambulant disabled housing – Local Housing Strategy (LHS)	31-Mar-2025	<p>Housing and Community Safety Committee 21 June 2022 – <a href="#">Local Housing Strategy 2019-2024 Mid Term Review Appendix Status Update</a> – See Housing Supply Target. 30-40% of funding is allocated to development of amenity housing, although this varies from site to site. Target met.</p>	100%	
			<p>A <a href="#">Consultative Draft Local Housing Strategy for 2025-2030</a> is currently being developed - H&amp;CS Committee 25 June 2025.</p>		
EO HOUSING 2	Adequate supply of appropriate housing for people with learning disabilities (LHS)	31-Mar-2025	<p>Housing and Community Safety Committee 21 June 2022 – <a href="#">Local Housing Strategy 2019-2024 Mid Term Review Appendix Status Update</a> – See Housing Supply Target. 30-40% of funding is allocated to development of amenity housing, although this varies from site to site.</p> <p><a href="#">Local Housing Strategy Update</a> Housing &amp; Community Safety Committee 10 September 2024. Officers continue to work proactively in partnership with Health &amp; Social Care Moray and NHS Grampian to delivery of additional specialist housing with support for people with learning disabilities. Provision has already been made at Highland Yard, Buckie and Spynie, Elgin. Further provision is planned at Elgin South and Garmouth Road, Lhanbryde. The planning consent at Bilbohall, Elgin granted in March 2021 includes a “care village” which will make provision for this group in Phase 2 of development</p> <p>A <a href="#">Consultative Draft Local Housing Strategy for 2025-2030</a> is currently being developed – Housing &amp; Community Safety Committee 25 June 2025.</p>	100%	

EO HOUSING 3	Gypsies / travellers have access to appropriate short and long terms accommodation to meet their needs (LHS).	31-Mar-2025	<p>Following the Report to Planning &amp; Regulatory Services Committee On 1 March 2022 on Local Place Plans, Planning Officer has liaised with Unauthorised Encampment Officer to explore ways of engaging Gypsy/Travellers in preparing Local Place Plans.</p> <p>May 2025 – Moray has no authorised short-stay halting sites and continues to implement Protocol of Unauthorised Encampments with a focus on managing encampments which are mainly on public land. Unauthorised Encampments Officer offers support, refuse and toileting facilities, with the permission of any landowner as well as a signposting service to access permanent accommodation if requested. This would then place gypsy travellers in the normal housing queue. Some access to Homeless service may be available. Depending on their need and circumstances at the time.</p> <p>2024/25 – 27 encampments. Average stay -18 days.</p> <p>Planning Team are currently looking at incorporating identification of sites into the Council's new Local Development Plan or Local Development Plan Delivery Programme, which will be dependent on engagement with travelling community.</p>	50%	
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Code	Code	Short Name	Current Target	2020/21	2021/22	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value			
		No of incidents of bullying reported	Reduce	170	216	354	460	331	24/25 figure as at May 2025 shows reduction.		
CMS021f1	Local	Percentage of Children registered on the Child Protection Register as result of Domestic Abuse	Reduce	48%	45%	47.8%	32.98%	34.69%	Local Target now 25% Figures are per Academic Year and show slight increase		
CP006	Local	Percentage of affordable houses delivered to amenity standard	30%	N/A	36.2%	N/A	30%	30%	From 2018/19 to 2024/25, 220 accessible units completed out of 742 builds.		
H6.1a	Local	No. of new unauthorised encampments within period	Reduce	17	12	12	15	27	Increase in numbers		
H6.1c	Local	Average duration of encampments ended within period (days)	Reduce	35	37	41	28	18	Decrease in duration		



## **APPENDIX B**

Employment Monitoring Data & Equal Pay Statement - Please Refer [Moray Council Equality Workforce Monitoring Report 2023/24](#)