

**The Moray Community  
Planning Partnership**



# **Public Performance Report 2011 - 2012**



*Improving the quality of life and wellbeing of everyone in Moray...*

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# Achieving More Together



## **Introduction by Councillor Allan Wright, Leader of Moray Council and Chair of the Community Planning Board**

There is no shortage of examples of agencies in Moray working together. Perhaps the best one is the Moray Economic Partnership which was born of the joint strategy to take us towards a more diverse economy with less reliance on the military bases. The public and business sectors have come together to agree clear priorities and the way, jointly, they can be delivered. At the same time we continue to have a close relationship with the armed services at Lossiemouth and Kinloss.

The guiding light for the public sector is the recommendations of the Christie Commission, accepted by the Scottish Government and the Convention of Scottish Local Authorities and now being implemented.

Preventative spend, greater community involvement, and improved equality of opportunity were the three planks. Already we have legislation underway to give all public sector bodies a duty to commit to community planning partnerships, integration of health and social care, and the Community Empowerment Bill.

On all those fronts, the Moray Community Planning Partnership members are in agreement with the aims and the overall outcome we seek which is to improve the lives of those in our community.

There are challenges ahead as the gap continues to widen between demand for services and the available resources. With preventative spend, early intervention across a range of fronts, and working together we can reduce demand and we can weather the financial storm. I am very firmly of the view that we may not be able to do everything but together we will be able to do much more than we could individually.

A handwritten signature in black ink that reads "Allan Wright". The signature is written in a cursive style and is underlined.

**Cllr Allan Wright**



# The Moray Community Planning Partnership Single Outcome Agreement 2012/13

Our single outcome agreement is based around five local outcomes to deliver a healthier, more prosperous, and fairer Moray. It is founded on the four pillars of public service reform from the Christie Commission: A decisive shift towards prevention; greater integration of public services at local level; enhanced workforce development and effective leadership; and a sharp focus on improved performance.

The overarching aim of our SOA is to provide the best possible outcomes by providing leadership through the collaborative Community Planning Partnership.

The supporting priorities under each outcome demonstrate the partnership spirit in Moray that has flourished and is now well placed to take us forward. Pending legislation will place a duty on all partner organisations to deliver the SOA.

The community partnership we enjoy extends beyond the statutory partners to the private sector, as demonstrated by our broadly-based Moray Economic Partnership (MEP). The MEP has a key role in delivering the fourth outcome through a growing and diverse economy.

The Scottish Government will also legislate to integrate health and social care, first for adults but ultimately to include children's services. That is a challenge but one which Moray is well placed to deliver. We already have a Community Health and Social Care Partnership which can readily be refreshed in membership and governance arrangements to match government aims.

Over the past year Moray Council has been integrating its education and social care services. Not only driven by economies of

scale, this will enhance our ability to protect children in our care. The partnership's commitment to this outcome has already been demonstrated in the establishment of the new joint centre for child protection by Grampian Police and Moray Council.

## **Governance and accountability: Priority 1**

The partnership reviewed and agreed the draft of the new SOA following workshop feedback, creating a more concise agreement with merged outcomes and objectives. The new drafts included reviewed performance management and governance arrangements.

Local Delivery Action Plans for 2011/12 were agreed and reporting arrangements were put in place. This included a re-alignment of community planning and Council committee meetings to reduce time taken for proper scrutiny and decision-making.

## **Improve services: Priority 2**

An assessment of the community engagement improvement framework was completed, and a structure model agreed. Governance arrangements to support the new model, including requirements for participation and representation of organisations, are yet to be finalised.

Business plans for projects have yet to be produced, which means that specific proposals for projects and actions have yet to be agreed. In addition, partner commitment in terms of management and resourcing has still to be agreed.

For the year 2011/2012, the partnership's priorities are grouped under the general headings of Greener, Healthier, Safer & Stronger, Smarter, and Wealthier & Fairer.





# Greener

## Carbon management and reducing energy consumption: Priority 3

Moray Council's carbon footprint has increased slightly in the past year. This can be attributed in large part to office energy consumption; the council is halfway through a re-configuration programme that will see most Elgin-based staff occupy energy-efficient premises, but is still operating many of the inefficient satellite properties until the migration is complete. Once complete, the carbon footprint is expected to reduce.

The majority of council house new-builds now incorporate low-carbon air source heat pumps. Street light energy consumption is among the best in Scotland, and measures have been taken to reduce the carbon footprint of the council's 500-strong vehicle fleet. These include the use of electric and hybrid vehicles, and the introduction of 100 energy-efficient pool cars. While the Renewables Strategy was not completed by April 2012 due to limited staffing resources, work is progressing on several projects that focus on renewable/alternative fuels. These include a draft wind energy policy which will be subject to public consultation, and the use of biomass to fuel Speyside and Milne's High Schools.

## Rural transport

A travel choice plan for urban areas that would enable the public to make sustainable travel choices in and around Elgin is 55% complete. This includes work done on the cycle network action plan, travel plans for three primary schools and an updated travel survey.

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.

Demand-responsive Dial-A-Bus services have been rolled out over Moray's rural areas, using spare council minibus capacity outside of school hours. The council has set up a short-term working group to look into the provision and funding of community transport schemes in partnership with the voluntary sector and the Moray area forums.



## Urban Freedom Project

Urban Freedom, a sustainable travel town project funded by the European Regional Development Fund (ERDF) with match funding by Moray Council, ran from 2009-2011. Its focus was on education, advertising and promotion along with strategic infrastructure improvements.

Surveys to assess the impact of Urban Freedom in relation to five key transport corridors within Elgin show that while vehicular traffic increased by an average 1.2%, walking and cycling increased by 6.6% and 12.6% respectively. Cycling showed the strongest growth which is in line with the infrastructure improvements and promotional measures that have been introduced.

Building on the success of Urban Freedom, further funding has been secured to carry out similar active travel measures in Buckie and Keith. A total of £300,000 funding over 3 years has been obtained from the ERDF with matching-funding from Sustrans.



## Recycling

Fortnightly collections of recyclable material were made available to all Moray households in November 2011. Waste that was recycled or composted in 2011/12 increased to 45.4%, an increase of 3% from the previous year. The national target is 50% recycled/composted by 2013.

A new food waste collection service was introduced to urban households in August 2011 and rural areas in November 2011, and plastic container recycling introduced to rural areas in November 2011.

Although the volume of waste going to the council's only landfill site at Dallachy has

been steadily decreasing, Moray Council's landfill tax bill for last year came to almost £2million.

## Flood alleviation schemes

Moray Council is carrying out major flood alleviation schemes worth almost £130million in Elgin and Forres. The £26million Rothes flood alleviation scheme was completed during 2011/12, and work on the Elgin scheme began.

Funding has been secured for the Forres Pilmuir scheme, with an anticipated completion schedule of autumn 2014.





# Healthier

## Reshaping Care for Older People and the Change Fund: Priority 4

The Moray Community Health & Social Care Partnership community care team provides care and support, home care and day care, for about 3000 people in Moray. A major achievement in the redesign of adult community care services was to replace the 26 different telephone numbers that previously existed with a single point of entry for accessing all community care services. The single entry point is supported by a multi-disciplinary team of care officers and an occupational therapist to screen all initial enquiries and oversee timely hospital discharges. Moray has recorded no delayed discharges beyond the 6 week HEAT national standard in the last few years. Moray Community Health & Social Care Partnership is one of the few partnerships to have consistently achieved this high level of performance.

The work taking place to re-shape care across health, social care, and housing has been highlighted at a series of community meetings. The Living Longer, Living Better events were an opportunity to share news of local developments under the Scottish Government's Reshaping Care for Older People programme. The events encouraged continuing public involvement in the planning of better approaches to support a rapidly rising number of people aged 65 and over.

Moray was awarded almost £1.2million in 2011-12 from the Scottish Government's Change Fund to bring in new ways of working focused on care at home and in the community, with greater support for prevention and early intervention work to tackle health and wellbeing concerns. The intention is to reduce the number of times people end up in hospital as an emergency

admission and shorten the amount of time spent in hospital following admission.

Older people themselves have an essential role to play in setting out what is important to them, what is working well and any gaps in services. Service users have been surveyed to help inform the Joint Commissioning Strategy which is being produced in partnership with the voluntary sector, independent care sector, Moray Council and NHS Grampian.

Many of the proposals in the 2011-12 Change Fund application have been put in place. These include establishing an intermediate care team; a community based geriatrician; a team to implement the local integrated 'falls & bone' health strategy; and development of the community equipment store. In addition, the development of a short breaks bureau to provide alternative respite options for older people and the development of the Moray lifeline telecare service have been progressed as part of the Change Fund plan.

Older people who have been part of the joint commissioning group have said it was the best experience of working with services they have encountered and they felt an integral part of the decision-making process.



# Moray Alcohol & Drug Partnership



The MADP published its learning development strategy in September 2011 in order to identify the knowledge, skills and experience of the workforce in Moray. An implementation plan has been developed to provide briefing sessions and work-based learning and training.

All those accessing drug and alcohol services received treatment within the five-week timescale.

During the year, MADP also developed and funded projects including Building Bridges, a recovery-based project supporting users through a 10-week programme with the Moray Arts Project using art therapy in conjunction with treatment.

## Equally well: Priority 5

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.

To mitigate this increase and reverse the trend the Healthy Weight Strategy Group was established.

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 has been updated and includes 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 & Development.



# Safer and Stronger

## Getting it right for every child (GIRFEC): Priority 6

### Looked after children

At April 1, there were 211 looked after children in Moray. Of those, 28% were on supervision orders within their own homes, 40% were in foster care, 18% in kinship care, 10% in residential placements and 1% in secure accommodation. Thanks to an extensive awareness campaign we have seen a 14% increase in the provision of foster carers translating to an increase in placements from 83 to 95.

Child protection multi-action plan 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. 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 Council.

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. 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. The development of the Local Integrated Assessment and Planning tool throughout the 2009/12 period has included training and the development of streamlined procedures across agencies involved in working with looked after children. To date over 600 staff across the multi-agency spectrum have received training.

Although not yet completed, the work in streamlining the number of procedures is continuing and it is anticipated that revised procedures for staff will be finished during the coming year.

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, and an external consultant oversees this aspect of monitoring to ensure data reliability.

Following a review of performance indicators relating to looked after children which focussed on attainment levels, a range of measures is being developed which will provide a more rounded picture of the progress of looked after children in school.

### Adult support and protection

The Moray Council established an adult protection unit in 2009. It provides a single point of contact to report concerns so that adults at risk are offered appropriate support and protection.

In 2011-12, 825 reports of concern were received an increase from 722 in the previous year. Of those, 15% required adult protection intervention. The remainder were referred to appropriate services. The increase may be

attributed to greater awareness raised by the media campaign implemented this year, which included local press articles and posters in GP surgeries. A series of training courses for operational staff have also been organised.

### Domestic abuse

The council has entered into a service level agreement with Moray Women's Aid to provide safe accommodation and advice for victims of domestic abuse. During 2011/12 there has been an increase in the number of incidents concerning domestic abuse, which is mainly due to changes in the reporting regime.

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. There is therefore an overall increase from 400 to 729, and of repeat incidences from 262 to 481.

### Alcohol-related offending

Anti-drink/driving campaigns were undertaken in summer and winter periods. The number of drivers of any age with a blood alcohol content over the prescribed limit decreased on average from 42 to 33. 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 also decreased on average by 10%, whilst those involved in minor assaults decreased by over half, again on average over a three-year period.

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.

### Tackling homelessness

During 2011/12, the council continued its approach to seek to prevent homelessness arising in Moray, by identifying other housing options for potentially homeless households. The previously established housing support service, including a homelessness prevention team, has been instrumental in the improving picture for Moray homeless. Performance monitoring has been set up to identify any change in trends in the service provision for homeless people as a result of the development.

As a result of this work, the number of homeless presentations in Moray decreased during 2011/12. The number of households placed in bed and breakfast accommodation has dropped dramatically from 345 in 2010/11 to just 5 in 2011/12, and the number of homeless applications in Moray has also decreased from 661 in to 516 in the same periods.

The reduced number of homeless households has enabled the council to cease using bed and breakfast accommodation, except in emergency situations and has reduced the number of properties it uses for temporary accommodation. The council has also achieved the target for the abolition of 'priority need' in advance of the Scottish Government's target.

### Improving the condition of local housing

Investment in improving the condition of Moray Council housing stock has continued to ensure that all properties meet the Scottish Housing Quality Standard by 2015. As at the end of March 2012, 87% of Moray Council houses met this standard – this is one of the highest levels of compliance of the standard for all local authorities in Scotland.

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 £200,000 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.

During 2011, the council completed its Local Housing Needs and Demand Assessment. The key finding of the assessment was that 424 new affordable houses are required annually over the next ten years to meet the need for such housing in Moray. Current funding levels indicate that only around 140 can be provided each year, which could mean that the waiting list for housing will continue to grow at between 250-280 a year. During 2011/12, the council started building a further 30 new council houses in Buckie and Lossiemouth. Site works progressed on the 124 houses started in the previous year in Elgin, Buckie and Keith. However, of these starts only 21 new houses were completed.

### Anti-social behaviour

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 & Development team from 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.

### 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 the Community Planning Board in December 2010 and the decision to develop an action plan carried forward into 2011/12 under the Equally Well priority.

However, as at the end of 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 in March 2012.









# Smarter

## Early Years Framework: Priority 7

Health, education, and social care come together in a strategy group to oversee and deliver our early years framework.

A key factor is attendance at pre-school and in August 2011 figures indicated that 95% of Primary 1 children had attended a pre-school group and 83% had attended in their ante pre-school year. Evidence from the group and from external inspections indicates that all pre-school centres are making good progress in supporting children to develop social skills, interest and enthusiasm for learning. All pre-school centres that had an external inspection during 2011/12 received satisfactory or better for improvements in performance and children's experiences.

In November 2011 an early years conference attended by elected members, council officers, early year's practitioners, police and NHS representatives, was held in Moray to highlight the importance of the early years work.

The Play@home programme for 0 to 5 year olds provides a range of activities to support baby development and improve the mental wellbeing of children from birth as well as parents. In Moray, the programme is provided to all 0-5yr olds either by the health visitor on their initial home visit or by the public health nursing teams around at the time of the child's first birthday, or by pre-school providers when a child commences a funded nursery place. All registered childminders have also been provided with copies of the programme, which can alternatively be accessed in local libraries across Moray. Within the Community Planning Partnership, the Council, Moray College UHI, Skills Development Scotland and Jobcentre Plus have a joint responsibility for lifelong learning that stretches all the way from pre-school, through the formal education system, to college or university, to adult learning.

## 16+ Learning Choices Plan: Priority 8

This Scottish Government initiative aims to ensure that every young person is made an appropriate, relevant, attractive offer of learning, or employment, well in advance of their school leaving date. However, the proportion of Moray's 2011 school leavers not in employment, education or training as at March 2012 has risen slightly from the previous year to 15.4%. Some of this increase can be attributed to the economic climate.

To improve the opportunities for young people, a multi-agency approach was implemented to coordinate the array of employability schemes and other resources to provide a broader range of options for Moray's young people. 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.

The Scottish Government Activity Agreements of 2011/12 are aimed at young people who may not, without additional support, make a successful transition to work, further education or training. Barriers to work and training include homelessness and drug or alcohol issues. Activity Agreements provide one to one support from a main contact or trusted professional. They comprise different elements based on the needs of the young person involved and can include work on literacy or numeracy, volunteering, advice and guidance from Skills Development Scotland/Jobcentre Plus or specialist group work provided by the Through Care After Care service. To date in Moray, 44 young people have entered into activity agreements and 90% have progressed to more formal training or employment.

### Corporate parenting

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 Services 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. However, following evaluation and a review of performance indicators relating to Looked After Children which previously focussed on attainment levels, the project in this form was discontinued. For 2011/2012 a range of performance measures were being developed which will provide a rounded picture of the progress of Looked After Children in school. Although not yet in place, this reporting information will also be included in the regular Corporate Management Team briefings.

### Youth Justice

Youth crime continues to reduce in Moray and at a quicker rate than surrounding areas. In the three-year period to March 2012 the number of total crime files for juvenile offenders has decreased dramatically from 1486 to 540, a reduction of 946 (63.7%). Over the same period, for juveniles aged 8 to 15 the number of crime files has decreased from 923 to 313, and for juveniles aged 16 to 17 from 563 to 227.

A Youth Justice Implementation Group was established last year and performance improvement objectives agreed.

### Moray College UHI curriculum additions

A report commissioned by a local engineering firm to determine the training needs of Moray's engineering sector has identified existing and potential skill gaps that local employers would like to see filled by Moray College's curriculum. One of those is fabrication and welding skills which will now

feature in a new National Certificate award to be offered from 2012/13 as part of the Modern Apprentice framework. Also new for the 2012/13 session will be a degree course in energy engineering. This highlights a ready willingness to respond to demand.

Co-location of Moray College UHI and Moray Council Library learning activities Following a successful bid for European funding, work is underway on the co-location of Moray College UHI learning centres with the one at Milne's High School in Fochabers and council libraries in both Forres and Buckie. The scheme will increase the accessibility of Moray College UHI courses to residents previously unable to participate locally.

Participating in an adult learning course can provide social and health benefits and, for some, an important first step back into learning after a break. Over the past 12 months, the number and range of adult learning courses, delivered by Moray College UHI in partnership with the council, has doubled to 80. As a result, the number of learners enrolling on such courses has risen to nearly twice the level of the previous year.

### Lifelong Learning reviewed against the Scottish Government's "Putting Learners at the Centre"

In 2011, the Scottish Government made proposals for comprehensive reform of Government-funded post-16 education in Scotland to ensure quality, internationally recognised post-16 education provision that was sustainable, open to all, flexible, diverse, learner-centred, focused on jobs and growth, and well led.

In response to those proposals, Moray's Lifelong Learning Forum commenced a revision of its strategy to ensure a match with Scottish Government expectations.



# Attainment and Wider Achievement

## SCHOOL EDUCATION

The past year has seen the successful completion of two new public-private partnership schools: Keith Primary and Elgin Academy.

Implementation of Curriculum for Excellence continues to progress in a number of areas:

- Ensuring that all P7 pupils are 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, the introduction of a professional learning community to provide a support network for newly-appointed head teachers to improve their leadership skills.
- Emphasising the use of broad assessment information: sharing learning intentions and success criteria with pupils; providing good feedback to pupils on how to improve; and evaluate and identify next steps in learning.

## Attainment

Attainment continues to be a major focus for schools, with some outstanding achievements in 2011. 28 S5 pupils achieved five 'A' grades at Higher in one sitting, contributing to a record level of S5 pupils achieving five Highers. S6 pupils produced the best performance by sixth year pupils since Moray Council came into being 15 years ago. Pre-appeal attainment results for 2012 indicate another excellent year with results generally showing improvement on 2011 levels. S5 pupils were particularly successful with the numbers achieving 1 or more, 3 or more and 5 or more Higher grades, reaching record levels. Twenty S5 pupils achieved 5 As at Higher in one sitting with one pupil gaining 6 As at Higher.

Early indications show that in S6 there has been a slight drop in the number of pupils in Moray achieving at least one Advanced Higher in their final year at school although the level remains on a par with the 2010 figure.

There is a mixed picture of improvement in attainment across the subjects in Moray's eight secondary schools, but the picture is that more are improving their performance than declining. See table below:

Using pre-appeals data for 2011/12 the following trends have been established for Moray 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

### School Inspections

Between August 2007 and July 2012, Her Majesty's Inspectorate of Education (HMIE) has carried out inspections in 26 primary schools (11 of which included nursery classes) and six secondary schools. After each inspection HMIE published a report with evaluations of the school's performance against key quality indicators.

On average, the evaluations 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 those have improved to 'good' and 'very good'. Over the past two years, every indicator in all schools inspected has been evaluated to at least satisfactory level, with over 75% considered to be 'good' or 'better'.

Primary schools in particular have continued to perform well, achieving considerable praise from Inspectors. In January, Inveravon Primary School was considered 'excellent' for its improvements in performance.



# Wealthier and Fairer

## Response plan: Priority 9

Moray had to react swiftly to the challenge of losing RAF Kinloss following the Strategic Defence Review. The Economic Response Plan was compiled by the Community Planning Partnership as an interim measure until a full Moray Economic Strategy could be completed, with the aim of diversifying the economy away from an over-reliance on public sector, particularly defence employment.

Most of the response plan actions have been achieved, including the formation of the successful Kinloss Work Club. Established by Skills Development Scotland and Jobcentre Plus, and run by the Kinloss Skills Partnership, the club helped more than 200 RAF and civilian personnel into work following the closure of RAF Kinloss. Moray College UHI has provided training and retraining courses for service personnel and Business Gateway has tailored and expanded services to support business start ups and growth.

The RAF has been replaced at Kinloss by the Army's 39 Engineer Regiment, which at full strength will comprise around 1000 personnel and families.

## Moray Economic Partnership

The Moray Economic Partnership was formed and empowered by the Community Planning Partnership to coordinate the delivery of the response plan and to set up a structure for the governance and implementation of the emerging Moray Economic Strategy.

## Moray Economic Strategy

The community planning partners prepared and consulted widely on a strategy designed to support economic diversification. Nearing agreement, some pre-approved projects and enabling actions in the strategy are already underway. For example, pre-planning advice has been streamlined to provide early

consideration for major development proposals, construction has commenced on the £6.5million life sciences centre at Moray College UHI in Elgin and Moray Council has put additional investment into its industrial property portfolio.

Following work carried out last year by economic development consultants Mikledore, propositions have been developed which identify opportunities for growth and inward investment in the sectors of Life Sciences, Food & Drink, Engineering for Energy, Tourism, and Business Processing. Moray has also hosted an international conference on digital health links between Scotland, Asia, and Africa.

## Moray Life Sciences Centre

Construction of the Moray Life Sciences Centre – the Alexander Graham Bell Building - commenced in June 2012 and is expected to be completed in July 2013. This is a £6.5million project which has been funded by the European Regional Development Fund, Highlands and Islands Enterprise, Moray College UHI, Moray Council and NHS Grampian. It will provide facilities for research and commercialisation of the digital health sector, one of the key Life Sciences elements of the Moray Economic Strategy, as well as modern learning and teaching facilities for NHS Grampian, college staff and students.

The facilities capitalise on the university status recently attained by UHI and are aimed at attracting and retaining staff and students. The centre will also provide conference facilities which are expected to make it easier for Moray to attract conferences, particularly those aimed at health professionals.

## Elgin Traffic Management

A significant element of this programme is the delivery of a Western Link Road, which has



been identified in the Moray Local Plan for a number of years as essential for the future development of Elgin, providing access via a new railway bridge to a major affordable housing site and helping relieve pressure on the existing New Elgin Road railway bridge. Moray Council approved the route for this £13 million scheme which will connect Edgar Road with the A96.

### **Forres Enterprise Park**

The Scottish Government has designated 10ha (approximately 25%) of the Forres Enterprise Park as an Enterprise Zone for the development of businesses involved in the Life Sciences sector and allocated £10million to Highlands and Islands Enterprise to accelerate the provision of roads infrastructure at the park and to build two business units for occupation.

### **Business Gateway**

One of the most successful Business Gateways in Scotland, Business Gateway is the first point of access for free information and advice on all services to business and social enterprises.

Launched in April 2009, it has helped 321 new business starts which have resulted in the creation of 423 full-time equivalent jobs. It has seen a year-on-year increase both in terms of business starts and new jobs, with 77% of businesses surviving their first two years.

It has also helped to lever nearly £1.25million of business funding from other sources in the past three years including £340,000 last year, while £50,000 was levered from the East of Scotland Investment Fund, a partnership of nine local authorities which offers loans to new and growing small and medium sized businesses.

### **LEADER**

Moray LEADER invested almost £600,000 in 17 community-led projects during 2011-12, including £81,385 to the Burghead

Headland Trust which is looking to increase visitor numbers to the town by providing enhanced facilities at its visitor centre; £47,870 to Community Food Moray to promote healthy eating and to reduce waste from perishable foodstuffs; and almost £8000 to start an annual Moray Walking Festival.

Moray LEADER is currently supporting a two-year project to promote a series of sustainability initiatives involving Moray and the Upplandsbygd region of Sweden. Projects on food tourism and innovation in local food are underway in both countries.

Community benefit and economic growth Moray Council have moved towards achieving greater community gain from wind turbine development with the vast majority of community benefit funding from the developers going directly to local communities. The recommended minimum tariff is £5000/megawatt.

### **Core Paths Network**

Over 480km of Moray's footpath network – 75% of which is off-road – has been registered in the Moray Core Paths Plan adopted by Moray Council in June 2011. Innovative partnership arrangements are being explored with the Moray Local Outdoor Access Forum and other parties to secure the future management and maintenance of the network.

Promotion of the long-distance circular Moray Way section of the core path network is being explored by Moray Tourism Development as a key part of Moray's walking tourism proposals - the first Moray Walking Festival took place in June 2012. The Moray Council continues in partnership with Highland Council and the Cairngorm National Park Authority to maintain and promote the Speyside Way long distance route.

### Infrastructure Projects

The Moray Council announced details of its 10-year £320million capital plan during this year. This includes £72million on improvements to Moray's roads and more than £4million for harbours, particularly at Buckie to meet the expected demand for support services for the offshore renewables industry.

Together with strategic transport authority HITRANS, Moray Council has been working on an EU funded project to encourage whisky producers to transport their spirit by rail from Elgin.

### Moray Towns Partnership

The four main towns of Moray – Forres, Buckie, Keith and Lossiemouth – have been supported to work together to promote economic regeneration with an injection from Moray Council of £180,000 over the next three years.

### Job Clubs

Supported by Jobcentre Plus, Elgin Library launched a weekly Job Club in partnership with Skills Development Scotland, Moray Volunteer Centre and local businesses and agencies. Assisting with this venture by supporting the job seekers are two volunteers with training/job search/coaching backgrounds. Clients attending the Job Club have provided positive feedback, reporting that they are more likely to be invited for interview. Several have gained employment.

### Employability Scheme

Towards the end of 2011, funding was awarded for an employability scheme targeting 50 young unemployed people aged 18-24, with issues that impact on their employment prospects – for instance, drug/alcohol misuse or criminal record.

The aim of the programme was to enhance the young people's skills and improve their employment prospects and to combine this with one to one support to assist each

individual to find and secure a job. The programme was run in partnership with Jobcentre Plus, Moray Council and 11 private, public or voluntary sector organisations offering 144 different training opportunities to the 50 participants. The programme also worked with employers through the Moray Chamber of Commerce.

At the end of the three-month project, 18 young people were in employment and a further seven were due to enter employment within a month. The 25 young people who did not achieve employment will continue to receive support from partner organisations to prepare for and secure employment.

During the year we also completed a scheme with Moray employers which saw 30 young people at the more difficult end of the employment market given apprenticeship places for a year, with the goal of achieving an SQV qualification. 21 successfully completed the course and have either continued with a formal apprenticeship or gained full time employment. The Community Planning Partnership is considering funding possibilities to continue the work.











*Improving the quality of life and wellbeing of everyone in Moray...*