



**REPORT TO:** CHIEF OFFICERS GROUP ON 25 MAY 2022 and then  
COMMUNITY PLANNING BOARD ON 15 JUNE 2022

**SUBJECT:** 2021-22 QUARTER 4 (JANUARY - MARCH) LOIP  
PERFORMANCE MONITORING REPORTS

**BY:** DEPUTE CHIEF EXECUTIVE (EDUCATION,  
COMMUNITIES AND ORGANISATIONAL  
DEVELOPMENT), MORAY COUNCIL

**1. REASON FOR REPORT**

1.1 To inform the Group of the performance against the Local Outcome Improvement Plan (LOIP) for the period to 31 March 2022.

**2. RECOMMENDATION**

**2.1 It is recommended that the Group –**

- (i) scrutinises and notes the progress reported in the templates hyperlinked to this report taking account of the impact responding to and recovering from the pandemic has had on partner organisations;**
- (ii) considers changing the frequency of reporting from quarterly to half yearly to reflect the longer term timescales of priorities.**

**3. BACKGROUND**

3.1 The Community Planning Board on 28 April 2021 agreed the LOIP delivery frameworks, recognising them as an evolving area of work that will continue to develop.

3.2 The Community Planning Board on 22 September 2021 agreed the use of Pentana (performance monitoring software) for the presentation of future monitoring reports which is ongoing. This report gives narrative summary on progress on LOIP priorities with links to Pentana styled backing tables. The tables aim to capture progress against the delivery frameworks as well as recognise efforts around response and recovery.

- 3.3 Refinement of performance indicators and actions remains variable across priorities due to delivery plans and partnership strategy action plans developing on different timelines. Some of the original delivery plan measures cannot be reported on as the data is not collected. These will be replaced with the relevant strategy action plan measures where available to evidence LOIP outcomes.
- 3.4 Delivery Plans provide a sharper focus which aims to enable the Group to give attention to a narrower range of priorities.
- 3.5 The Group and Board is invited to consider and apply scrutiny in assessing whether the information contained gives reasonable assurance on progress against LOIP priorities and actions to mitigate risks and issues.
- 3.6 **Building a better future for our children & young people in Moray**

Work continues across the three focus areas.

<b>LOIP PRIORITIES</b>	<b>RAG</b>
The emotional and mental wellbeing of children and young people is improved	82%
Children live in safe and supportive families	60%
The impact of poverty on children, young people and families is mitigated	47%
<b>OVERALL PRIORITY PROGRESS</b> <b>Children and young people live in communities where their voice is heard and they are build up to be all they can be</b>	<b>68%</b>

Progress summary -

- 3.6.1 With the majority of planned work complete, good progress has been made in improving the emotional and mental wellbeing of children and young people. £1.1m investment was secured in early intervention and prevention services. In the year to March 2022, there were around 1,100 children, young people and family referrals to the Family Wellbeing Service, Counselling in Schools and locality planning model with one third completing their programme of support. Commissioned services have begun to report on outcomes, on average 82% of children, young people and families showed improvement or had met expected outcomes. Development of a wellbeing website for families to access information and support is progressing out with the original due date of April 2022, with delays due to capacity issues.
- 3.6.2 The Better Meetings Project is just one of the work streams ensuring that children and young people become more involved in their meetings, early indications are that there is better evidence of views within reports and plans. The Project Lead and Engagement Officer have been gathering data for self-evaluating progress made against the five foundations of The Promise: Voice, Family, Care, People and Scaffolding that will inform an implementation plan. Training on the

use of Outcome Star tool has been undertaken for social workers and partners as an initial step in rolling out the tool to allow consistent measurement and evidence of improved outcomes. As at March 2022, there were 178 Looked after Children (LAC), 82% were cared for in a community setting and 18% in a residential setting. Recently published 2020/21 benchmarking data reports that of a cohort of 16, 69% of LAC leavers achieved one or more qualification at SCQF Level 4 or better, above the national average of 57%, there were no achievements at SCQF Level 5 against the national average of 24%. Of the 2020-21 LAC leavers, 75% entered an initial positive destination, below the national average of 88%.

3.6.3 Work in mitigating the impacts of poverty is progressing in line with expected due dates. Early insights to a research study into the experiences of the implementation of the Financial Inclusion Pathway evidence the difficult choices families are having to make in order to provide for their children and the level of acceptability of questioning around financial status, learning points will inform improvement in approaches. Making Every Opportunity Count (MEOC) toolkit has been updated with a specific focus around poverty to identify local supports. Quality improvement methodology support, provided by the Scottish Government, will ensure approaches deliver improvement that can be evidenced.

Risks and Issues -

3.6.4 The lack of Lead Officer support available to the multi-agency Child Poverty Group and general capacity is limiting the pace of progress of the child poverty priority. The GIRFEC Leadership Group is exploring options and the council Senior Project Officer (Poverty) is offering support as capacity allows.

3.6.5 Recruitment and retention of staff continues to be a challenge in the delivery of the wellbeing needs of children. There has been an increase in staff moving between organisations or working for more than one, impacting on service delivery. The third sector are investing in new recruitment methods but as yet the problem of unfilled posts and built experience remains.

**3.7 Empowering and connecting communities**

The pace of progress has increased and delivery is as expected at this stage against the two focus areas contributing to this priority.

<b>LOIP PRIORITIES</b>	<b>RAG</b>
Develop stronger, more resilient, supportive, influential and inclusive communities	75%
Improve life chances for people in Moray of all ages in communities experiencing the greatest inequality	73%
<b>OVERALL PRIORITY PROGRESS</b> <b>Thriving and well connected place, where more people live well</b>	<b>74%</b>

Progress summary -

- 3.7.1 The action to develop and implement a community wellbeing survey will be reframed going forward to better reflect the role that health and wellbeing plays in all community engagements. Outputs from recent community consultations in Buckie and Lossiemouth have been circulated amongst council services and partner agencies to identify work already in place or planned that responds to the community priorities highlighted. Community anchor organisations in Lossiemouth and Forres are being supported in their engagements to extend the reach and involvement of communities, each at the mid-point of an eight staged process, with initial mapping undertaken in Keith. Existing locality plans continue to be supported, in Buckie a steering group has been formed to explore establishing a Development Trust and community lunches at the Fisherman’s Hall restarted in April with funding secured to hold taster sessions for new activities to widen the Hall’s usage. In New Elgin, the working group have revised their locality plan identifying four main themes, with sub groups set up to drive delivery. An event ‘Make the Most of Your Pension’ in February, brought older residents together to hear from partner agencies. The Community Support Unit are committed in working with communities on Community Asset Transfers (CATs), initial assessments were completed for Forres Skate park Group and Garmouth and Kingston Community Association, Buckie Fisherman’s Hall gained court approval in April 2022 and Portknockie Community Association was supported in achieving SCIO status.
- 3.7.2 Building capacity progressed with tsiMoray forming an inclusive working group to prioritise and allocate £250k funding from the Mental Health and Wellbeing Fund to 40 different projects to address local needs. tsiMoray also supported Just and Green Moray sessions in Dufftown and Portgordon. Community Resilience Plans continue to develop in a number of localities supported by the Community Support Unit and partner organisations. In the year ended March 2022, the Adult and Family Learning team has seen a marked increase in adult learning. Learners’ achievements will be celebrated in an event that will also consider future learning needs.

Risks and Issues -

- 3.7.3 Nothing to report.

**3.8 Growing diverse, inclusive and sustainable economy**

Three focus areas are complete, with the remaining focus area subject slippage.

<b>LOIP PRIORITIES</b>	<b>RAG</b>
Increased participation, skill and pay levels with reduced gender inequality through pathways to employment and higher skilled employment	100%
Increased participation, skill and pay levels with reduced gender inequality through targeted approaches for those furthest from the job market	100%

Increased participation, skill and pay levels with reduced gender inequality through choices for the young workforce	100%
Increased participation, skill and pay levels with reduced gender inequality through apprenticeships at all levels	24%
<b>OVERALL PRIORITY PROGRESS</b> <b>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</b>	<b>68%</b>

Progress summary -

- 3.8.1 Planned work during 2021/22 to increase the current early learning and childcare provision and expand the programme to meet demand was completed and parents offered flexibility to choose their childcare provider and the hours based on their funded entitlement.
- 3.8.2 In the year ended March 2022, 106 people were employed through the the Moray Employer Recruitment Incentive (MERI) scheme, an increase from the 73 people employed in 2020-21. With just one third of those participating female, the Local Employability Partnership are exploring options to improve the gender balance going forward. The scheme provides up to £8k for newly created jobs and aims at helping people of all ages with the greatest barriers to employment, get and stay in jobs. A total of 361 people were supported through the Council's Employability Service in the year to March 2022, a significant increase on the previous year. 103 people were supported into learning, training or work. Moray Pathways at the Inkwell employability and training hub, in increasing participation through targeted approaches for those furthest from the job market, attracted 304 attendances in 2021-22, falling short of target (400) as a result of delays in opening due to the pandemic.
- 3.8.3 For the period to March 2022, 161 Kickstart placements have been filled through Moray Chamber of Commerce. 61 young people have finished the scheme by completing their six month placement, likely to increase to around 90 if including those placements still live. Assessing the universal success of the single year Kickstart Scheme is not possible as data from the Department for Work and Pensions (DWP) is not publically available.
- 3.8.4 Development of an Apprenticeship Strategy and Action Plan is progressing, albeit out within original timescales. It is anticipated that the draft strategy will be presented to the Board in September 2022.

Risks and issues –

- 3.8.5 Assessment of the Kickstart scheme can only be based on available data from the Chamber of Commerce as DWP data not published.

**3.9 Improving well-being of our population**

Progress on track to deliver against the three focus areas contributing this priority. Definitions around wider wellbeing priorities still to be considered and incorporated in future reporting.

<b>LOIP PRIORITIES</b>	<b>RAG</b>
A whole population approach to prevention and reducing related harms – prevent and reduce alcohol and drug related harms	80%
A whole population approach to prevention and reducing related harms – there is a reduction in alcohol and drug related harm and improvement in people’s wellbeing	100%
A whole population approach to prevention and reducing related harms – promote engagement into treatment care and support and ensure the consistency of alcohol and drug service provision across Moray: supporting community services in meeting the needs of those using services where alcohol and drug use is a factor	100%
<b>OVERALL PRIORITY PROGRESS</b> <b>People are healthier and experience fewer harms as a result of making well informed decisions about their health and well-being</b>	93%

Progress summary -

- 3.9.1 Services are fully operational and data shows increasing demand for services with 641 clients in specialist services as at March 2022. Comprehensive support packages are provided through the partnership of Moray Drug and Alcohol Services (MIDAS) and Arrows to prevent or reduce related harms. The Scottish Government’s Drug and Alcohol Intervention Service for Young People (DAISY) system is slowly developing however limitations around data extraction are unlikely to be resolved until late 2022 at the earliest.
- 3.9.2 Recovery outcomes continue to show an average improvement from Assessment through 3, 6 and 12 month intervals, on average 56% of clients reported improvement in physical and mental health and wellbeing. The service, generally continues to meet its waiting time targets of 72 hours and 3 weeks albeit target timescales were missed on 7 occasions in quarter 4, which the partnership are looking into. The partnership has increased the investment in service taking account of the Medically Assisted Treatment (MAT) standards to address issues that reduce the barriers around accessing services; premises, location and availability, a key challenge for Moray being suitable accommodation to support closer working between Arrows and MIDAS. The Recovery Café is fully operational and part of the recovery network, it provides volunteering opportunities that build recovery capital and confidence.
- 3.9.3 Development of the workforce continued throughout 2021-22 and a training calendar is in place and aligned to locality networks for the coming year.

Risk and issues -

- 3.9.4 Scottish Government are aware of concerns raised by partnerships around reporting capabilities of DAISY. Funds have been set aside for the recruitment of a data analyst, which will alleviate some of the capacity issues around data extraction.

3.9.5 Impact of service needs in taking forward and meeting the Medically Assisted Treatments (MAT) standards, in particular accommodation for the MIDAS Service to meet the diverse and complex needs of those requiring support. Funds have been allocated for improved accommodation and an additional nurse prescriber, which will assist in reducing alcohol and drug related harms.

#### **4. SUMMARY OF IMPLICATIONS**

4.1. As a performance report, there are no direct financial, workforce, equalities, policy or legal issues from this report.

#### **5. CONCLUSION**

5.1. The report provides reasonable assurance of progress made against LOIP activities and highlights particular risks and issues associated with each priority.

Author of Report: Louise Marshall, Strategy and Performance Manager  
Background Papers: CPB 16/09/20 [LOIP 2<sup>nd</sup> edition approved](#) (item 4)  
CPB 28/04/21 [LOIP Development of Delivery Framework Update](#) (item 3)  
Building a better future for our children & young people in Moray – [Actions and Indicators table](#)  
Empowering and connecting communities – [Actions and Indicators table](#)  
Growing diverse, inclusive and sustainable economy – [Actions and Indicators table](#)  
[NEW Actions and Indicators table.pdf](#)  
Improving well-being of our population – [Actions and Indicators table](#)  
[Actions and Indicators table - NEW.pdf](#)

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