



Moray Council Emergency Cabinet

Wednesday, 03 June 2020

NOTICE IS HEREBY GIVEN that a Meeting of the **Moray Council Emergency Cabinet** is to be held at **various locations via video-conference**, on **Wednesday, 03 June 2020 at 09:30**.

BUSINESS

- 1 Sederunt**
- 2 Declaration of Group Decisions and Members Interests ***
- 3 Minute of Meeting dated 14 May 2020** **5 - 8**
- 4 Planning Application 18/01649/AMC** **9 - 40**
Report by Appointed Officer

Approval of Matters Specified in conditions 3 (overall layout), 7 (sections) and 8 (landscaping) of 19/00320/PPP at Land To The North And West Of East And West Whins Findhorn Moray for Duneland Limited
- 5 Economy, Environment and Finance Service Response to Covid 19** **41 - 54**
Report by Depute Chief Executive (Economy, Environment and Finance)
- 6 Moray Local Development Plan 2020 Examination Report** **55 - 102**
Report by Depute Chief Executive (Economy, Environment and Finance)
- 7 Formal Sign Off of Children's Services Plan 2020-23** **103 - 242**
Report by Chief Executive

8 Question Time ***

Consider any oral question on matters delegated to the Committee in terms of the Council's Scheme of Administration.

Moray Council Committee meetings are currently being held virtually due to Covid-19. If you wish to watch the webcast of the meeting please go to:
http://www.moray.gov.uk/moray_standard/page_43661.html
to watch the meeting live.

* **Declaration of Group Decisions and Members Interests** - The Chair of the meeting shall seek declarations from any individual or political group at the beginning of a meeting whether any prior decision has been reached on how the individual or members of the group will vote on any item(s) of business on the Agenda, and if so on which item(s). A prior decision shall be one that the individual or the group deems to be mandatory on the individual or the group members such that the individual or the group members will be subject to sanctions should they not vote in accordance with the prior decision. Any such prior decisions will be recorded in the Minute of the meeting.

** **Written Questions** - Any Member can put one written question about any relevant and competent business within the specified remits not already on the agenda, to the Chair provided it is received by the Proper Officer or Committee Services by 12 noon two working days prior to the day of the meeting. A copy of any written answer provided by the Chair will be tabled at the start of the relevant section of the meeting. The Member who has put the question may, after the answer has been given, ask one supplementary question directly related to the subject matter, but no discussion will be allowed.

No supplementary question can be put or answered more than 10 minutes after the Council has started on the relevant item of business, except with the consent of the Chair. If a Member does not have the opportunity to put a supplementary question because no time remains, then he or she can submit it in writing to the Proper Officer who will arrange for a written answer to be provided within 7 working days.

*** **Question Time** - At each ordinary meeting of the Committee ten minutes will be allowed for Members questions when any Member of the Committee can put a question to the Chair on any business within the remit of that Section of the Committee. The Member who has put the question may, after the answer has been given, ask one supplementary question directly related to the subject matter, but no discussion will be allowed.

No supplementary question can be put or answered more than ten minutes after the Committee has started on the relevant item of business, except with the consent of the Chair. If a Member does not have the opportunity to put a supplementary question because no time remains, then he/she can submit it in writing to the proper officer who will arrange for a written answer to be provided within seven working days.

Clerk Name:

Clerk Telephone:

Clerk Email: committee.services@moray.gov.uk

THE MORAY COUNCIL

Moray Council Emergency Cabinet

SEDERUNT

Councillor Shona Morrison (Chair)
Councillor Graham Leadbitter (Depute Chair)
Councillor George Alexander (Member)
Councillor John Divers (Member)
Councillor Tim Eagle (Member)
Councillor Donald Gatt (Member)
Councillor Derek Ross (Member)

Clerk Name:

Clerk Telephone:

Clerk Email: committee.services@moray.gov.uk

Minute of Meeting of the Moray Council Emergency Cabinet

Thursday, 14 May 2020

Council Chambers, Council Office, High Street, Elgin, IV30 1BX

PRESENT

Councillor George Alexander, Councillor John Divers, Councillor Tim Eagle, Councillor Donald Gatt, Councillor Graham Leadbitter, Councillor Shona Morrison, Councillor Derek Ross

ALSO PRESENT

Councillor Frank Brown as substitute for Councillor Eagle for Item 4, Councillor R McLean as substitute for Councillor Gatt for Item 4, Councillor Edwards as substitute for Councillor Ross for Item 4, Councillor Taylor as substitute for Councillor Leadbitter for Item 4, Councillor Warren as substitute for Councillor Leadbitter for Item 5.

IN ATTENDANCE

Chief Executive, Depute Chief Executive (Economy, Environment and Finance), Depute Chief Executive (Education, Communities and Organisational Development), Head of Economic Growth and Development, Head of Education (Chief Education Officer), Head of Governance, Strategy and Performance, Strategic Planning and Development Manager and Mrs L Rowan, Committee Services Officer as Clerk to the meeting.

1 Chair

Councillor Morrison, being Chair of the Moray Council Emergency Cabinet, chaired the meeting.

2 Suspension of Standing Orders

In terms of Standing Orders, the Emergency Cabinet agreed to suspend Standing Order 75 to allow the meeting to begin at 11:00 am.

3 Welcome

The Chair advised that this was the first entirely virtual Council meeting which was being webcast live and thanked Committee Services and the ICT Service for their efforts in facilitating this. The Chair further welcomed back Mrs Moira Patrick, Democratic Services Manager after a period of absence, who was joining the meeting remotely.

4 Declaration of Group Decisions and Members Interests

In terms of Standing Order 20 and the Councillors' Code of Conduct, there were no declarations from Group Leaders or Spokespersons in regard to any prior decisions taken on how members will vote on any item on the agenda or any declarations of Member's interests in respect of any item on the agenda.

5 Minute of meeting on 23 April 2020

The minute of the meeting of the Moray Council Emergency Cabinet dated 23 April 2020 was submitted and approved.

6 Developer Obligations Supplementary Guidance Report

Councillors Morrison, Alexander, Brown, Divers, Edwards, R McLean and Taylor took part in the consideration of this item.

Under reference to paragraph 12 of the minute of the meeting of the Planning and Regulatory Services Committee dated 10 December 2020, a report by the Depute Chief Executive (Economy, Environment and Finance) summarised the representations received to the consultation on the updated Developer Obligations Supplementary Guidance and asked the Emergency Cabinet to approve the responses provided to these and to delegate authority to the Head of Economic Growth and Development to finalise the Guidance for submission to the Scottish Government.

Following consideration, the Emergency Cabinet agreed:

- i. to note the representations received to the updated Developer Obligations Supplementary Guidance consultation;
- ii. the responses provided to the representations, as set out in Appendix 1 of the report;
- iii. the updated Supplementary Guidance as set out in Appendix 2 of the report;
- iv. to note the tested pupil product ratios and evidence base for NHS Grampian provided in Appendices 3 and 4 of the report;
- v. to delegate authority to the Head of Economic Growth & Development to finalise the Supplementary Guidance in accordance with Section 4 and responses in Appendix 1 of the report; and
- vi. that the updated Supplementary Guidance is submitted to the Scottish Government and, upon approval, forms part of the statutory Moray Local Development Plan (MLDP) 2020 when adopted.

7 Devolved School Management Report

Councillors Morrison, Alexander, Divers, Eagle, Gatt, Ross and Warren took part in the consideration of this item.

A report by the Depute Chief Executive (Education, Communities and Organisational Development) updated the Emergency Cabinet on changes to the local Devolved School Management (DSM) scheme to date.

During discussion, it was recognised that Head Teachers are under considerable pressure and that whilst it was welcomed that Head Teachers would only be class room committed for school rolls up to 119, which was a reduction from 144, 119 was still considered to be a high number and may not fully relieve this pressure. It was also noted that Principal Teachers would be employed for primary schools where the roll is above 120 however that management time would not be included in these posts and it was queried whether management time could be allocated.

In response, the Head of Education advised that management time was not included in these posts due to cost however, if management time is required, then Head Teachers can choose to provide this from their devolved budget.

During further discussion reference was made to the Corporate Plan and how education is a priority of the Council and Councillor Warren, Chair of the Children and Young Peoples Committee and the Head of Education give were asked to give consideration to the provision of management time for Principal Teachers in the future. This was agreed.

The Emergency Cabinet joined the Chair in commending the work of the Education Service during the challenging situation associated with the Covid-19 pandemic and thereafter agreed:

- i. to note that the DSM scheme has been updated to reflect budgetary decisions from 2014;
- ii. the new primary school management formulae for
 - a) schools with no enhanced provision
 - b) schools with an enhanced provision
- iii. to note that the primary school management formulae for paired schools remains unchanged;
- iv. to instruct officers to implement the changes from August 2020; and
- v. that Councillor Warren, Chair of the Children and Young People's Committee and the Head of Education give consideration to the provision of management time for Principal Teachers in the future.

8 Question Time

With regard to the Recycling Service, Councillor Eagle welcomed the reinstatement of kerbside recycling for paper and plastics however sought an update as to when the glass kerbside recycling would restart.

In response, the Depute Chief Executive (Economy, Environment and Finance) advised that the Head of Environmental and Commercial Services and his team continued to work on ways to restore the glass recycling service however this is linked to recycling centres where there are issues around manpower and the logistics of ensuring a safe working environment by ensuring appropriate social

distancing measures which are currently being assessed.

Councillor Eagle welcomed this information and stated that, although recycling services are reduced, fly tipping is not acceptable urged the public not to do this.

Councillor Ross raised concern in relation to the safety of Council staff as there is still no hand sanitiser or paper towels available within Council buildings following requests made by the Moray Alliance Group (MAG) following guidance from the World Health Organisation. He further stated that the MAG group had been contacted by Trade Unions who had raised similar concerns with management in relation to the safety of employees and sought an update in this regard.

In response, the Chief Executive advised that further guidance had been received from the Scottish Government and the Health and Safety Executive with regard to hand hygiene and work was underway to take this forward. He further stated that regular meetings are being held with Trade Unions through Human Resources and should there be any concerns, then these should be addressed via that forum.

Councillor Gatt queried whether a risk assessment had been conducted within the Council to ascertain whether there was a requirement for hand sanitisers at entrances to the buildings and if so, whether this would be made public.

In response, the Chief Executive advised that, in some areas, there is conflicting advice between the Scottish Government, UK Government and WHO and that the Facilities Services are looking into the guidance that has recently been received and how it should be implemented.

WARD 08_17

19/01649/AMC
16th January 2020

Approval of Matters Specified in conditions 3 (overall layout), 7 (sections) and 8 (landscaping) of 19/00320/PPP at Land To The North And West Of East And West Whins Findhorn Moray for Duneland Limited

Comments:

- This application can be determined by the Appointed Officer under the recently revised scheme of delegation but would previously have been reported to the Planning and Regulatory Services Committee as it was agreed at the meeting on 10 December 2019 that all further applications related to reference 19/00320/PPP be reported to the P&RS committee. As the P&RS Committee is suspended therefore this report is being put forward under the agreed revised delegation scheme and can be called in for determination by a member of the Emergency Cabinet for determination by the Cabinet or determined by the Appointed Officer if not called in.
- The application was advertised for neighbour notification purposes.
- No objections received.

Procedure:

- A S75 minute of agreement to be completed prior to issue of planning consent.

Recommendation

Grant Planning Permission – Subject to the following:

Conditions/Reasons

1. The development hereby granted forms part of, and is related to, the development granted planning permission under formal decision notice 19/00320/PPP dated 4 November 2019 wherein the terms and conditions as attached to that permission are hereby reiterated and remain in force in so far as they relate to the development hereby approved, in particular Conditions 10-20 inclusive, including any details already approved thereunder to discharge the requirements of the identified conditions.

Reason: To ensure an acceptable form of development and that it progresses in accordance with the already approved and required details.

2. No development shall commence until all the tree protection measures have been implemented as detailed on the approved Tree Protection Plan sheet 1 of 1. Thereafter the measures shall be retained as approved throughout the construction period.

Reason: To ensure the protection of existing trees during the construction period.

3. Development shall not proceed except in accordance with the Construction Traffic Management Plan North Whins 1.1 dated 11 March 2020.

Reason: To ensure an acceptable form of development in terms of the arrangements to manage traffic during construction works at the site.

4. Development shall not proceed except in accordance the Written Scheme of Investigation for Proposed Archaeological Work at Land to the North and West of East and West Whins, Findhorn, Moray dated 14 January 2020. Should the archaeological works reveal the need for post excavation analysis the development hereby approved shall not be occupied unless a post-excavation research design (PERD) for the analysis, publication and dissemination of results and archive deposition has been submitted to and approved in writing by the planning authority. The PERD shall be carried out in complete accordance with the approved details.

Reason: To safeguard and record the archaeological potential of the area.

5. No development shall commence until a site specific updated Construction Environmental Management Plan has been submitted to and approved in writing by the Planning Authority in consultation with SEPA. Thereafter development shall not proceed except in accordance with the approved plan. For the avoidance of doubt the details shall be in accordance with the approved Construction Environmental Management Plan North Whins 1.1 dated 1 April 2020 and all appendices.

Reason: In order to minimise the impacts of the development works upon the environment.

6. Development shall not proceed except in accordance with the Drainage Impact Assessment 134482 – North Whins, Findhorn.

Reason: In order to minimise the impacts of the development works upon the environment.

7. The landscaping measures detailed on approved plan A110-REVC shall be implemented in full in accordance with the 'Delivery Schedule' set out on the approved plan. For the avoidance of doubt no development shall commence until all works listed as 'pre-commencement' have been completed. Where works are associated with a specific phase the work required in each phase shall be completed in the first planting season following commencement of development on any unit within that phase. Any trees or plants which within a period of five years from the completion of the development die, for whatever reason are

removed or damaged shall be replaced in the next planting season with others of the same size and species.

Reason: To ensure that the proposed landscaping is timeously provided.

8. No trees other than those identified for removal in the approved site and landscaping plan A110 - REVB shall be removed without the prior written approval of the planning authority.

Reason: In order to ensure tree removal is adequately controlled.

Reason(s) for Decision

The Council's reason(s) for making this decision are: -

The proposal accords with the provisions of the development plan and there are no material considerations that indicate otherwise.

List of Informatives:

THE SCOTTISH ENVIRONMENT PROTECTION AGENCY has commented that:-

As per the advice on our letter of 8 April 2019 (our reference PCS/164660) to application 19/00320/PPP a Controlled Activities Regulations (CAR) construction site licence (CSL) is required for management of surface water run-off from a construction site, including access tracks, which is more than 4 hectares, is in excess of 5km, or includes an area of more than 1 hectare or length of more than 500m on ground with a slope in excess of 25°.

Where a CSL is not required, as is the case here as the site is approximately 2.58 ha, we recommend basing the construction surface water management proposals of the CEMP on the Pollution Prevention Plan template in section 3 of our Sector Specific Guidance: Construction Sites (WAT-SG-75) and the waste management measures on the Waste Management Plan template on the NetRegs website. In addition, "generally we find the use of maps and plans can communicate what is proposed better than lengthy text so we would encourage the use of plans, drawings and photographs wherever possible to support the concise written text. This work should be undertaken with input from the contractor."

Because this CEMP is 105 pages it is difficult to see exactly which updates have been made and some of the information is unnecessary. There is now a clear statement on colour coding waste, and a proposal to include a cut-off ditch as a precaution. There is one section where it specifies a SUDS pond will be installed during the construction phase, but this is not mentioned in an earlier section where the CEMP still specifies no SUDS should be necessary as a result of the local soil conditions. No pond is shown on the drainage impact assessment drawings.

Concrete works are specified as not being required in situ as the road is not kerbed. This would not appear to be the case as we understand the CEMP will cover the works for the entire development, not just the initial phase for the road construction, so we assume concrete will be used in kerbing and required for the construction of the buildings.

More generally, this CEMP details some unnecessary information, such as the nature of sound waves. It is not necessary to include in a CEMP the basic physics of sound. It should not be necessary to specify that extremely loud noise is hazardous to workers and can constitute a nuisance to neighbouring properties. Inclusion of this kind of generic material is counter-productive, as it makes it harder to determine which parts of a CEMP are site specific and can be expected to be carried out on site. When it is necessary to refer to the CEMP in order to ascertain what should be done, or what should have been done in relation to an incident, the pertinent information is difficult to find. It also makes it difficult to see, in an updated CEMP, where the information has been altered, especially in the absence of any catalogue of changes made and variation control.

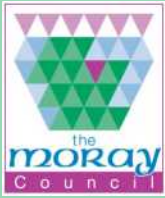
A CEMP should be written to inform those responsible for carrying out the work about the methods, risks and mitigations that have been identified as necessary in order to comply with environmental obligations and prevent environmental harm. In general, we recommend that generic information pertaining to any and all sites, i.e. a company's general working practises and environmental policy, be covered in an appendix, or that the specific information pertaining to the specific site covered by the CEMP is kept together separately from lists of relevant legislation, explanations of what noise is, or statements of best practise that may or may not be employed at the site.

In the event of it being necessary to attend the site, SEPA officers will want know if the CEMP has been followed. If any aspect of it has not, then this will not be supportive of good site management. To that end, it is recommended that what will actually be carried out on site be made clear in all cases.

Details of regulatory requirements and good practice advice for the applicant can also be found on the Regulations section of our website. If you are unable to find the advice you need for a specific regulatory matter, please contact a member of the regulatory services team in your local SEPA office.

LIST OF PLANS AND DRAWINGS SHOWING THE DEVELOPMENT	
Reference No. Version No.	Title/Description
A113	Lichen translocation plan
134482/1004 A	Proposed roads layout long section
	Proposed electrical box

134482/1003	Proposed road layout long section
B102	Proposed bin storage
134482/1005	Offsite road works to B9011 detail
	Location plan
A106 A	Infrastructure masterplan
A110 C	Site and landscape plan
134482/1002 B	Proposed roads construction details
134482/1001 B	Proposed roads layout plan
A101 C	Site plans with levels
1 of 1	Tree constraints plan



PLANNING APPLICATION COMMITTEE SITE PLAN

Planning Application Ref Number:

19/01649/AMC

Site Address:

**Land To The North And West Of East And West
Whins**

Findhorn

Applicant Name:

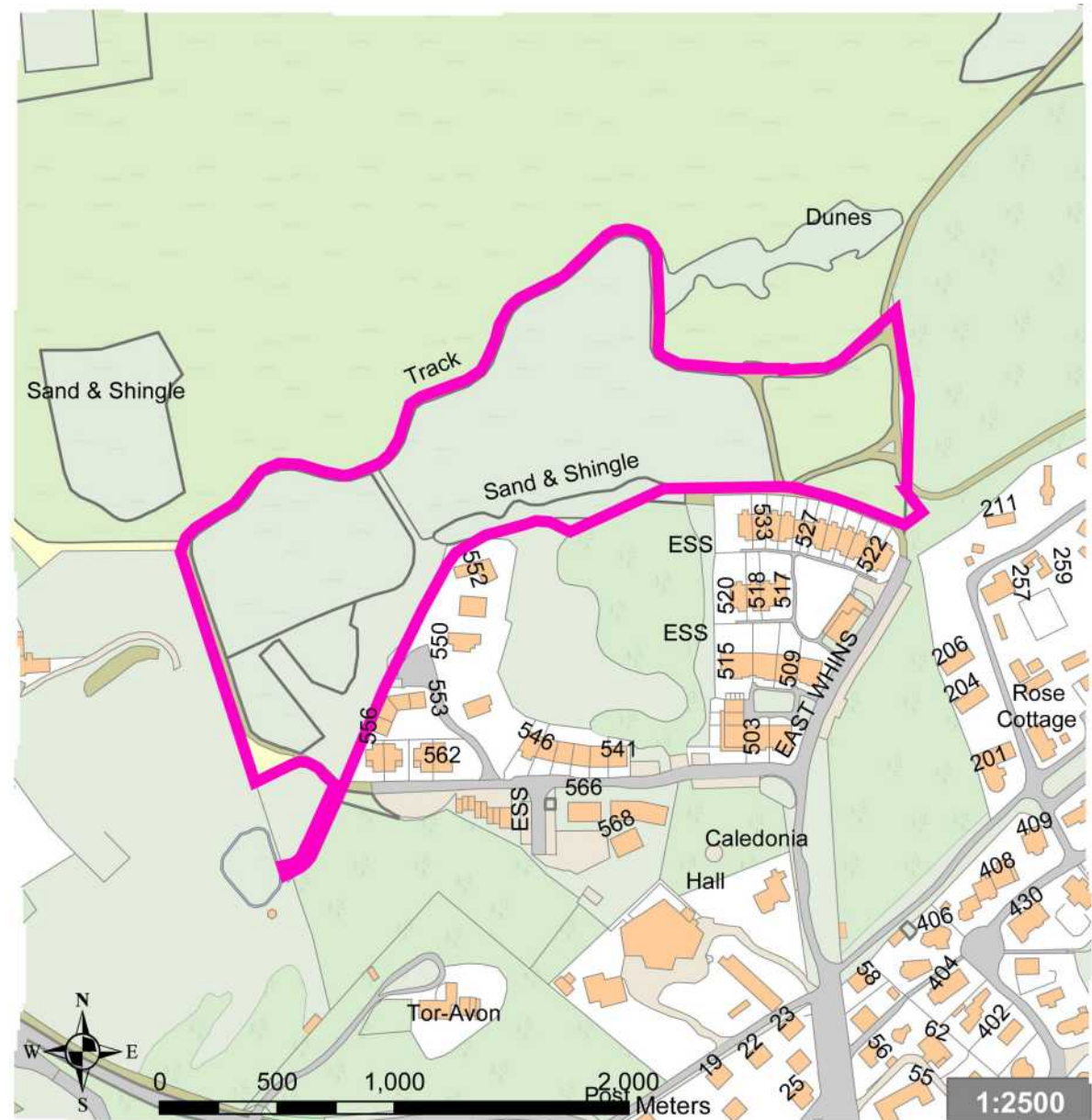
Duneland Limited

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Location Plan



Site Location



Location Plan

1 : 5000

Site plan













PLANNING APPLICATION: 19/01649/AMC

In the event that a recommendation on this planning application is overturned the Committee is reminded of the advice contained on the front page of the agenda for Reports on Applications

THE PROPOSAL

- This application seeks approval of the matters specified in condition 3 (overall layout), condition 7 (sections) and condition 8 (landscaping) of 19/00320/PPP. Permission in Principle for 38 units, 3 craft units and associated infrastructure at North Whins was granted on 4 November 2019.
- This application and an associated application (20/00135/AMC) for 8 affordable housing units are the first further applications to come forward.
- The application is accompanied by a drainage statement.

THE SITE

- The site is on dune land to the north of The Findhorn Foundation. The site curves round the northern part of the site around the existing development at East and West Whins and sites within the Findhorn settlement statement boundary.
- The site forms a natural bowl but is undulating with a rise to the dune-line to the north.
- There is an existing footpath around the northern edge of the site, beyond which are open area of open land.
- The site is bounded to the south by the 'East Whins' and 'West Whins' developments with a central communal area between the two.
- Cullerne Gardens is to the west of the site.
- There is woodland (known as Diamond Wood) to the east of the site.

HISTORY

20/00135/APP – Construct four studios and four two bedroom timber framed affordable housing units – pending consideration.

20/00016/APP - Amend condition 9(b) imposed on 19/00320/PPP to read as follows: All buildings shall have a maximum ridge height of 7.1m from finished floor level – approved at committee 25/02/20 (pending s.75).

19/01436/APP - Amend condition 9(b) imposed on 19/00320/PPP to read as follows: All buildings shall have a maximum ridge height of 15.7m above Ordnance Datum (AOD) (as amended) – withdrawn 14/01/20.

19/00320/PPP - Erect 38 dwellinghouses and 3 craft/commercial units and a community facility – permitted 04/11/19.

POLICY - SEE APPENDIX

ADVERTISEMENTS

- Advertised for neighbour notification purposes.

CONSULTATIONS

Strategic Planning & Delivery: The overall layout proposed is in keeping with that set out within the masterplan submitted to support planning application 19/00320/PPP.

The section details provided and supporting ground level information demonstrates that the proposed buildings will not breach the ridgeline of the gorse bank and are in keeping with the scale of the existing buildings immediately adjacent.

Following discussions with the applicant and submission of further detailed information, the landscaping proposals are considered acceptable. 19 trees are being removed in total none of which are high quality Category A specimens and are being replaced with 60 saplings (a mixture of rowan, hawthorn, oak and hazel) to be planted in clumps to further enhance the wildlife corridor. The wildlife corridor proposed is intended to allow movement of animal and amphibians across the site and connect woodlands to the east and west of the site. There are no boundary enclosures delineating the proposed plots and this will further support movement of animals and amphibians across/through the site. Proposals have also sought to reflect the recommendations set out within the ecological assessments provided to support 19/00320/PPP in relation to dune heathland restoration and lichen translocation.

On the basis of the above the proposals are considered to meet the terms of the masterplan and comply with PP3 Placemaking.

Environmental Health: No objection.

Contaminated Land: No objection.

Transportation Manager: The consultation request states the application relates to only three specific conditions from the Planning Permission in Principle. Transportation did not recommend any of the conditions which are the subject of this application, however there are elements of these conditions which have a direct relationship with other Transportation recommended conditions and our response addresses this. A Construction Traffic Management Plan (CTMP) for the whole development has been accepted.

Moray Flood Risk Management: No objection.

Moray Access Manager: No objection. Development proposal fits with masterplan in terms of paths and outdoor access so no further comment is necessary.

Findhorn & Kinloss Community Council: No response at the time of writing.

Archaeology: No objection. A Written Scheme of Investigation (WSI) for the overall site has been accepted.

SNH: No further comments to make.

SEPA: No objection. It is noted that environmental enhancement measures have been covered by condition. A Construction Environmental Management Plan (CEMP) for the overall development has been accepted. SEPA would welcome further iterations of the CEMP which would be able to provide more detailed site specific information.

OBJECTIONS-REPRESENTATIONS

No objections received.

OBSERVATIONS

Section 25 of the 1997 Act as amended requires applications to be determined in accordance with the Development Plan i.e. the adopted Moray Local Development Plan 2015 (MLDP) unless material considerations indicate otherwise. On 18 December 2018, at a special meeting of the Planning and Regulatory Services Committee, the Proposed Moray Local Development Plan 2020 was approved as the "settled view" of the Council and minimal weight will be given to it, with the 2015 MLDP being the primary consideration.

Further consideration of the weight to be attached to the Proposed Plan was considered and agreed at the Planning and Regulatory Services Committee on 29 January 2019, with the Committee agreeing that between June/ August 2019 and adoption of the new LDP in mid-2020, the weight to be given to matters set out in the Proposed Plan will vary;

- Where matters set out in the Proposed Plan are subject to unresolved objections which will be considered through Examination, then those matters will continue to be given minimal weight as a material consideration in the development management process.
- Where matters set out in the Proposed Plan are not subject to unresolved objections, they will be given greater weight as a material consideration in the development management process.

The weight to be given will be considered on a case by case basis and will be agreed by the Development Management Manager and Development Plans Principal Planning Officer.

In this case the proposal is not subject to a designated site.

The main issues are considered below.

Planning History

Planning permission in principle (19/00320/PPP) for 38 houses, 3 craft/commercial units and a community facility with associated infrastructure was granted on 4 November 2019. The permission was granted subject to a number of conditions requiring the approval of matters including layout, design and materials, landscaping, sections and drainage. There are also conditions relating to affordable and accessible housing, environmental

management, construction traffic, parking and improvements to the public road. The current application relates to condition 3 (overall layout), 7 (section) and 8 (landscaping) and essentially deals with the overall layout and communal areas of the development. It is anticipated that development on each plot or phased areas will be brought forward individually.

Overall Layout & Sections (PP3, H1, T2, T5 & IMP1)

The submitted details provided all the information required under condition 3 of the permission in principle. These include details of the plot boundaries, road layout, access, foot paths, vehicle parking, cycle parking, landscaping and drainage details. The submitted layout reflects the indicative details provided as part of the permission in principle and those contained in the submitted masterplan which was approved as part of that permission. The Transportation Manager has no objection to the proposed roads layout and parking provision. The parking provision is broadly acceptable but as no final details of the development on each plot has been provided a condition relating to the definitive parking requirement for each plot is recommended. This is in line with the terms of the permission in principle. An updated drainage statement has been submitted in support of the application. This confirms that surface water from the proposed road will be directed to a dry swale alongside the road with an exceedance basin at the south west of the site. The proposals reflect the terms of the original consent and Moray Flood Risk Management has no objection. The details are sufficient to recommended approval of the matters specified in condition 3.

Sections through the site have also been provided. Detailed sections will be required with proposals for each individual plot. This will have to demonstrate that development can be accommodated within the amended terms of the permission in principle which require the buildings to be 7.1m to the ridge. This will be dealt with as part of further applications. The details are acceptable in relation to condition 7 but further details will be required as the development progresses.

Landscaping (H1& IMP1)

Detailed landscaping proposals have been submitted in relation to condition 8 of the proposal along with a tree protection plan. These proposals include a wildlife corridor, lichen translocation, planting of acid grass/heath mix and the delineation of existing paths. These reflect the details contained in the environmental document approved under the permission in principle. The plan also highlights gorse removal beyond the application site boundary which is out with the scope of the application. In line with the approved environmental measures removal of existing trees is kept to a minimum but 19 trees are being removed in total mainly in the north east of the site. All trees are identified on the submitted site and landscaping plan and tree protection measures are detailed on a separate plan. The plan identifies 19 trees for removal. These are in the north east of the site. The trees that are to be removed have been assessed by an arboriculturist as 1 U category (cannot be retained), 8 category C (low quality) and 10 category B (moderate quality) trees. Conditions will be recommended preventing any further tree removal and requiring the tree protection measures to be implemented in full. Tree planting will also be minimal as the ecologist recommended at the time of the permission in principle that tree planting could damage the fragile dune habitat. Sixty trees (a mixture of rowan, hawthorn, oak and hazel 40-60 cm saplings) will be planted to enhance the proposed wildlife corridor along the southern boundary of the site. The tree planting is detailed on the site and landscaping plan. No trees will be planted within 5m of the existing dune heath in order to protect this habitat. The proposals will enhance the existing environment in line with the

terms of the permission in principle. A condition is recommended to ensure that the proposed measures are provided in a timely manner.

Compliance with the terms of the Permission in Principle

This application is for approval of the matters specified in conditions 3, 7 & 8 of the permission in principle reference 19/00320/PPP. The remaining conditions of the permission in principle continue to apply. SEPA advise that they would welcome further iterations of the Construction Environmental Management Plan which contain more detail on site specific practices which are only likely to be available once a contractor is appointed. A further condition is therefore recommended.

Conclusion

The proposal accords with policy and is in line with the terms of the permission in principle. It is recommended that the matters specified in the stated conditions are approved.

REASON(S) FOR DECISION

The Council's reason(s) for making this decision are: -

The proposal accords with the provisions of the development plan and there are no material considerations that indicate otherwise.

**Author/Contact
Officer:**

Lisa MacDonald
Senior Planning Officer

Ext: 01343 563479

**Beverly Smith
Development Management & Building Standards Manager**

APPENDIX

POLICY

Moray Local Development Plan 2015 - Material Consideration

Primary Policy PP3: Placemaking

All residential and commercial (business, industrial and retail) developments must incorporate the key principles of Designing Streets, Creating Places and the Council's supplementary guidance on Urban Design.

Developments should;

- create places with character, identity and a sense of arrival
- create safe and pleasant places, which have been designed to reduce the fear of crime and anti social behaviour
- be well connected, walkable neighbourhoods which are easy to move around and designed to encourage social interaction and healthier lifestyles
- include buildings and open spaces of high standards of design which incorporate sustainable design and construction principles
- have streets which are designed to consider pedestrians first and motor vehicles last and minimise the visual impact of parked cars on the street scene.
- ensure buildings front onto streets with public fronts and private backs and have clearly defined public and private space
- maintain and enhance the natural landscape features and distinctive character of the area and provide new green spaces which connect to green and blue networks and promote biodiversity
- The Council will work with developers and local communities to prepare masterplans, key design principles and other site specific planning guidance as indicated in the settlement designations.

Policy H1: Housing Land

Designated sites

Land has been designated to meet the strategic housing land requirements 2013-2025 in the settlement statements as set out in Table 1. Proposals for development on all designated housing sites must include or be supported by information regarding the comprehensive layout and development of the whole site. This allows consideration of all servicing, infrastructure and landscaping provision to be taken into account at the outset. It will also allow an assessment of any contribution or affordable housing needs to be made. Proposals must comply with the site development requirements within the settlement plans and policies and the Council's policy on Place- making and Supplementary Guidance, "People and Places".

Windfall sites within settlements

New housing on land not designated for residential development within settlement boundaries will be acceptable if;

- a) The proposal does not adversely impact upon the surrounding environment, and
- b) Adequate servicing and infrastructure is available, or can be made available
- c) The site is not designated for an alternative use
- d) The requirements of policies PP2, PP3 and IMP1 are met.

Housing Density

Capacity figures indicated within site designations are indicative and proposed capacities will be considered against the characteristics of the site, conformity with policies PP3, H8 and IMP1.

Policy IMP1: Developer Requirements

New development will require to be sensitively sited, designed and serviced appropriate to the amenity of the surrounding area. It should comply with the following criteria

- a) The scale, density and character must be appropriate to the surrounding area.
- b) The development must be integrated into the surrounding landscape
- c) Road, cycling, footpath and public transport must be provided at a level appropriate to the development. Core paths; long distance footpaths; national cycle routes must not be adversely affected.
- d) Acceptable water and drainage provision must be made, including the use of sustainable urban drainage systems (SUDS) for dealing with surface water.
- e) Where of an appropriate scale, developments should demonstrate how they will incorporate renewable energy systems, and sustainable design and construction. Supplementary Guidance will be produced to expand upon some of these criteria.
- f) Make provision for additional areas of open space within developments.
- g) Details of arrangements for the long term maintenance of landscape areas and amenity open spaces must be provided along with Planning applications.
- h) Conservation and where possible enhancement of natural and built environmental resources must be achieved, including details of any impacts arising from the disturbance of carbon rich soil.
- i) Avoid areas at risk of flooding, and where necessary carry out flood management measures.

- j) Address any potential risk of pollution including ground water contamination in accordance with recognised pollution prevention and control measures.
- k) Address and sufficiently mitigate any contaminated land issues
- l) Does not sterilise significant workable reserves of minerals or prime quality agricultural land.
- m) Make acceptable arrangements for waste management.

Proposed Moray Local Development Plan 2020

PP1 PLACEMAKING

- a) Development must be designed to create successful, healthy places that support good physical and mental health, help reduce health inequalities, improve people's wellbeing, safeguard the environment and support economic development.
- b) A Placemaking Statement is required for residential developments of 10 units and above to be submitted with the planning application to articulate how the development proposal addresses the requirements of policy PP1 Placemaking and other relevant LDP policies and guidance. The Placemaking Statement must include a sufficient information for the Council to carry out a Quality Audit including a topo survey, slope analysis, site sections, 3D visualisations, a Landscaping Plan, a Street Engineering Review and a Biodiversity Plan as these will not be covered by suspensive conditions on a planning consent. The Placemaking Statement must demonstrate how the development promotes opportunities for healthy living and working. The landscape plan must set out details of species type, size, timescales for planting and maintenance.
- c) To create successful, healthy places residential developments of 10 units and above must comply with Scottish Government policy Creating Places and Designing Streets and must incorporate the following fundamental principles;
 - (i) **Character and Identity**
 - Create places that are distinctive to prevent homogenous 'anywhere' development.
 - For developments of 20 units and above, provide a number of character areas that have their own distinctive identity and are clearly distinguishable. Developments of less than 20 units will be considered to be one character area, unless they are part of a larger phase of development or masterplan area.
 - Provide distinctiveness between and in each character area through a combination of measures including variation in urban form, street structure/network, architecture and masonry, accent features (such as porches), surrounds and detailing, materials (buildings and surfaces), colour, boundary treatments, hard/soft landscaping and a variety of approaches to tree species and planting that emphasises the hierarchy of open spaces and streets within a cohesive design strategy for the whole development.
 - Distinctiveness must be reinforced along main thoroughfares, open spaces and places where people may congregate such as shopping/service centres.

- Retain, incorporate and/or respond to relevant elements of the landscape such as topography and planted features, natural and historic environment, and propose street naming (in residential developments of 20 units and above, where proposed names are to be submitted with the planning application) to retain and enhance local associations.

(ii) Healthier, Safer Environments

- Designed to prevent crime, fear of crime and anti-social behaviour with good levels of natural surveillance and security using treatments such as low boundary walls, dual frontages (principal rooms) and well-lit routes to encourage social interaction. Unbroken high boundary treatments such as wooden fencing and blank gables onto routes, open spaces and communal areas will not be acceptable.
- Designed to encourage physical exercise for people of all abilities.
- Create a distinctive urban form with landmarks, key buildings, vistas, gateways and public art to provide good orientation and navigation through the development.
- Provide a mix of compatible uses, where indicated within settlement statements, integrated into the fabric of buildings within the street.
- Prioritise pedestrians and cyclists by providing a permeable movement framework that incorporates desire lines (including connecting to and upgrading existing desire lines) and is fully integrated with the surrounding network to create walkable neighbourhoods and encourage physical activity.
- Integrate multi-functional active travel routes, green and open space into layout and design, to create well connected places that encourage physical activity, provide attractive spaces for people to interact and to connect with nature.
- Create safe streets that influence driver behaviour to reduce vehicle speeds that are appropriate to the local context such as through shorter streets, reduced visibility and varying the building line.
- Provide seating opportunities within streets, paths and open spaces for all generations and mobility's to interact, participate in activity, and rest and reflect;
- Provide for people with mobility problems or a disability to access buildings, places and open spaces.
- Create development with public fronts and private backs.
- Maximise environmental benefits through the orientation of buildings, streets and open space to maximise the health benefits associated with solar gain and wind shelter.

(iii) Housing Mix

- Provide a wide range of well integrated tenures, including a range of house types and plot sizes for different household sizes, incomes and generations and meet the affordable and accessible requirements of policy DP2 Housing.
- All tenures of housing should have equal access to amenities, greenspace and active travel routes.

(iv) Open Spaces/Landscaping

- Provide accessible, multi-functional open space within a clearly defined hierarchy integrated into the development and connected via an active travel network of green/blue corridors that are fully incorporated into the development and to the surrounding area, and meet the requirements of policy EP5 Open Space and the Open Space Strategy Supplementary Guidance and Policy

EP12 Managing the Water Environment and Drainage Impact Assessment for New Developments Supplementary Guidance.

- Landscaped areas must provide seasonal variation, (mix of planting and colour) including native planting for pollination and food production.
- Landscaped areas must not be 'left-over' spaces that provide no function. 'Left-over' spaces will not contribute to the open space requirements of policy EP4 Open Space.
- Semi-mature tree planting and shrubs must be provided along all routes with the variety of approaches reflecting and accentuating the street hierarchy.
- Public and private space must be clearly defined.
- Play areas (where identified) must be inclusive, providing equipment so the facility is for every child/young person regardless of ability and provided upon completion of 50% of the character area.
- Proposals must provide advance landscaping identified in site designations and meet the quality requirements of policy EP5 Open Space.
- Structural landscaping must incorporate countryside style paths (such as bound or compacted gravel) with waymarkers.
- Maintenance arrangements for all paths, trees, hedging, shrubs, play/ sports areas, roundabouts and other open/ green spaces and blue/green corridors must be provided.

(v) Biodiversity

- Create a variety of high quality multi- functional green/blue spaces and networks that connect people and nature, that include trees, hedges and planting to enhance biodiversity and support habitats/wildlife and comply with policy EP2 Biodiversity and Geodiversity and EP5 Open Space.
- A plan detailing how different elements of the development will contribute to supporting biodiversity must be included in the design statement submitted with the planning application.
- Integrate green and blue infrastructure such as swales, permeable paving, SUDS ponds, green roofs and walls and grass/wildflower verges into streets, parking areas and plots to sustainably address drainage and flooding issues and enhance biodiversity from the outset of the development.
- Developments must safeguard and connect into wildlife corridors/ green networks and prevent fragmentation of existing habitats.

(vi) Parking

- Car parking must not dominate the streetscape to the front or rear of properties. On all streets a minimum of 75% of car parking must be provided to the side or rear and behind the building line with a maximum of 25% car parking within the front curtilage or on street, subject to the visual impact being mitigated by hedging, low stone boundary walls or other acceptable treatments that enhance the streetscape.
- Provide semi-mature trees and planting within communal private and public/visitor
- Secured and covered cycle parking and storage, car sharing spaces and electric car charging points must be provided in accordance with policy DP1 Development Principles.
- Parking areas must use a variation in materials to reduce the visual impact on the streetscene.

(vii) Street Layout and Detail

- Provide a clear hierarchy of streets reinforced through street width, building density and street and building design, materials, hard/soft landscaping and a variety of approaches to tree planting and shrubs.
 - Streets and connecting routes should encourage walking and cycling over use of the private car by providing well connected, safe and appealing routes.
 - Design junctions to prioritise pedestrians, accommodate active travel and public transport and service/emergency vehicles to reflect the context and urban form and ensure that the street pattern is not standardized.
 - Dead-end streets/cul-de-sacs will only be selectively permitted on rural edges or where topography dictates. These must be short, serving no more than 10 units and provide walking and cycling through routes to maximise connectivity to the surrounding area.
 - Roundabouts must be designed to create gateways and contribute to the character of the overall development.
 - Design principles for street layouts must be informed by a Street Engineering Review (SER) and align with Roads Construction Consent (RCC) to provide certainty that the development will be delivered as per the planning consent.
- (d) Masterplans have been prepared for Findrassie (Elgin), Elgin South, Bilbohall (Elgin), and Dallas Dhu (Forres) and are Supplementary Guidance to the Plan. Further Masterplans will be prepared in partnership for Lochyhill (Forres), Barhill Road (Buckie), Elgin Town Centre/ Cooper Park, Elgin North East, Clarkly Hill, Burghead and West Mosstodloch. A peer review organised by the Council will be undertaken at the draft and final stages in the masterplan's preparation. Following approval, the Masterplans will be Supplementary Guidance to the Plan.
- (e) Proposals for sites must reflect the key design principles and safeguard or enhance the green networks set out in the Proposals Maps and Settlement Statements. Alternative design solutions may be proposed where justification is provided to the planning authority's satisfaction to merit this.

DP1 DEVELOPMENT PRINCIPLES.

This policy applies to all developments, including extensions and conversions and will be applied proportionately.

The Council will require applicants to provide impact assessments in order to determine the impact of a proposal. Applicants may be asked to determine the impacts upon the environment, transport network, town centres, noise, air quality, landscape, trees, flood risk, protected habitats and species, contaminated land, built heritage and archaeology and provide mitigation to address these impacts.

Development proposals will be supported if they conform to the relevant Local Development Plan policies, proposals and additional guidance, meet the following criteria and address their individual and cumulative impacts:

(i) **Design**

- a) The scale, density and character must be appropriate to the surrounding area and create a sense of place (see Policy PP1) and support the principles of a walkable neighbourhood.
- b) The development must be integrated into the surrounding landscape which will include safeguarding existing trees and undertaking replacement planting to include native trees for any existing trees that are felled, and safeguarding any notable topographical features (e.g. distinctive knolls), stone walls and existing water features by avoiding channel modifications and culverting. A tree survey and tree protection plan must be provided with planning applications for all proposals where mature trees are present on site or that may impact on trees outwith the site. The strategy for new tree provision should follow the principles of the "Right Tree in the Right Place".
- c) Make provision for new open space and connect to existing open space under the requirements of Policy EP5 and provide details of the future maintenance of these spaces. A detailed landscape plan must be submitted with planning applications and include information about green/blue infrastructure, tree species, planting, ground/soil conditions, and natural and man-made features (e.g. grass areas, wildflower verges, fencing, walls, paths, etc.).
- d) Demonstrate how the development will conserve and enhance the natural and built environment and cultural heritage resources, retain original land contours and integrate into the landscape.
- e) Proposals must not adversely impact upon neighbouring properties in terms of privacy, daylight or overbearing loss of amenity.
- f) Proposals do not result in backland development or plots that are subdivided by more than 50% of the original plot. Sub-divided plots must be a minimum of 400m², excluding access and the built-up area of the application site will not exceed one-third of the total area of the plot and the resultant plot density and layout reflects the character of the surrounding area.
- g) Pitched roofs will be preferred to flat roofs and box dormers are not acceptable.
- h) Existing stone walls on buildings and boundaries must be retained.
- i) Alterations and extensions must be compatible with the character of the existing building in terms of design, form, choice of materials and positioning and meet all other relevant criteria of this policy.
- i) Proposals must orientate and design buildings to maximise opportunities for solar gain

(ii) **Transportation**

- a) Proposals must provide safe entry and exit from the development, including the appropriate number and type of junctions, maximise connections and routes for pedestrians and cyclists, including links to active travel and core path routes, reduce

travel demands and ensure appropriate visibility for all road users at junctions and bends. Road, cycling, footpath and public transport connections and infrastructure must be provided at a level appropriate to the development and connect people to education, employment, recreation, health, community and retail facilities.

- b) Car parking must not dominate the street scene and must be provided to the side or rear and behind the building line. Minimal (25%) parking to the front of buildings and on street may be permitted provided that the visual impact of the parked cars is mitigated by hedging or low stone boundary walls. Roadways with a single carriageway must provide sufficient off road parking to avoid access routes being blocked to larger service vehicles and prevent parking on pavements.
- c) Provide safe access to and from the road network, address any impacts on road safety and the local road and public transport network. Any impacts identified through Transport Assessments/ Statements must be identified and mitigated. This may include but would not be limited to, passing places, road widening, junction improvements, bus stop infrastructure and drainage infrastructure. A number of potential mitigation measures have been identified in association with the development of sites and the most significant are shown on the Proposals Map as TSP's.
- d) Provide covered and secure facilities for cycle parking at all flats/apartments, retail, community, education, health and employment centres.
- e) Garages and parking provision must be designed to comply with Moray Council parking specifications see Appendix 2.
- f) The road layout must be designed to allow for the efficient mechanical sweeping of all roadways and channels, pavements, turning areas and junctions. The road layout must also be designed to enable safe working practices, minimising reversing of service vehicles with hammerheads minimised in preference to turning areas and to provide adequate space for the collection of waste and movement of waste collection vehicles.
- g) The road and house layout in urban development should allow for communal refuse collection points where the design does not allow for individual storage within the curtilage and / or collections at kerbside. Communal collection points may either be for the temporary storage of containers taken by the individual householder or for the permanent storage of larger containers. The requirements for a communal storage area are stated within the Council's Kerbside Collection Policy, which will be a material consideration.
- h) Road signs should be minimised designed and placed at the back of footpaths to reduce street clutter, avoid obstructing pedestrian movements and safeguarding sightlines.
- i) Within communal parking areas there will be a requirement for electric car charging points. Parking spaces for car sharing must be provided where a need is identified by the Transportation Manager.

iii) **Water environment, pollution, contamination.**

- a) Acceptable water and drainage provision must be made, including the use of sustainable urban drainage systems (SUDS) for dealing with surface water including temporary/ construction phase SUDS (see Policy EP12).
- b) New development should not be located in areas at flood risk or increase vulnerability to flooding (see Policy EP12). Exceptions to this would only be considered in specific circumstances, e.g. extension to an existing building or change of use to an equal or less vulnerable use. Where this exception is applied the proposed development must include resilience measures such as raised floor levels and electrical sockets.
- c) Proposals must avoid major hazard sites and address any potential risk of pollution including ground water contamination in accordance with recognised pollution prevention and control measures.
- d) Proposals must protect and wherever practicable enhance water features through for example naturalisation of watercourses by introducing a more natural planform and removing redundant or unnecessary structures.
- e) Proposals must address and sufficiently mitigate any contaminated land issues.
- f) Make acceptable arrangements for waste collection and management and encourage recycling.
- g) Avoid sterilising significant workable reserves of minerals, prime agricultural land or productive forestry.
- h) Proposals must avoid areas at risk of coastal erosion and coastal change.

DP2 HOUSING.

- a) Proposals for development on all designated and windfall housing sites must include a design statement and supporting information regarding the comprehensive layout and development of the whole site, addressing infrastructure, access for pedestrians, cyclists, public transport and service vehicles, landscaping, drainage, affordable and accessible housing and other matters identified by the planning authority, unless otherwise indicated in the site designation.

Proposals must comply with Policy PP1, DP1, the site development requirements within the settlement plans, all other relevant policies within the Plan and must comply with the following requirements.

b) Piecemeal/ individual plot development proposals

Piecemeal and individual/ plot development proposals will only be acceptable where details for the comprehensive redevelopment of the site are provided to the satisfaction of the planning authority and proposals comply with the terms of Policy DP1, other relevant policies including access, affordable and accessible housing, landscaping and open space and where appropriate key design principles and site designation requirements are met.

Proposals for piecemeal/ plot development must be accompanied by a Delivery Plan setting out how the comprehensive development of the site will be achieved.

c) Housing density

Capacity figures indicated within site designations are indicative only. Proposed capacities will be considered through the Quality Auditing process against the characteristics of the site, character of the surrounding area, conformity with all policies and the requirements of good Placemaking as set out in Policies PP1 and DP1.

d) Affordable Housing

Proposals for all housing developments (including conversions) must provide a contribution towards the provision of affordable housing.

Proposals for new housing developments of 4 or more units (including conversions) must provide 25% of the total units as affordable housing in affordable tenures to be agreed by the Housing Strategy and Development Manager. For proposals of less than 4 market housing units a commuted payment will be required towards meeting housing needs in the local housing market area.

A higher percentage contribution will be considered subject to funding availability, as informed by the Local Housing Strategy. A lesser contribution or alternative in the form of off-site provision or a commuted payment will only be considered where exceptional site development costs or other project viability issues are demonstrated and agreed by the Housing Strategy and Development Manager and the Economic Development and Planning Manager. Intermediate tenures will be considered in accordance with the HNDA and Local Housing Strategy, and agreed with the Housing Strategy and Development Manager.

Further detail on the implementation of this policy is provided in the Policy Guidance note on page 44.

e) Housing Mix and Tenure Integration

Proposals for 4 or more housing units must provide a mix of house types, tenures and sizes to meet local needs as identified in the Housing Need and Demand Assessment and Local Housing Strategy.

Proposals must demonstrate tenure integration and meet the following criteria;

- Architectural style and external finishes must ensure that homes are tenure blind.
- The spatial mix must ensure communities are integrated to share school catchment areas, open spaces, play areas, sports areas, bus stops and other community facilities.

f) Accessible Housing

Housing proposals of 10 or more units will be required to provide 10% of the private sector units to wheelchair accessible standard, with all of the accessible units to be in single storey form. Flexibility may be applied on sites where topography would be particularly challenging for wheelchair users.

Further detail on the implementation of this policy is provided in the Policy Guidance note on page 44.



REPORT TO: MORAY COUNCIL EMERGENCY CABINET ON 3 JUNE 2020

**SUBJECT: ECONOMY, ENVIRONMENT AND FINANCE SERVICE
RESPONSE TO COVID 19**

**BY: DEPUTE CHIEF EXECUTIVE (ECONOMY, ENVIRONMENT AND
FINANCE)**

1. REASON FOR REPORT

- 1.1 To inform the Cabinet of the services within the Economy, Environment and Finance portfolio that have been developed and delivered during the COVID 19 pandemic to provide the response to the incident or to ensure continuity of critical council services.
- 1.2 This report is submitted to the Emergency Cabinet following a decision of Moray Council on 25 March 2020 to temporarily suspend all delegations to committees as a result of the COVID-19 pandemic (para 2 of the minute refers).

2. RECOMMENDATION

- 2.1 **It is recommended that the Cabinet review and note the services within the Economy, Environment and Finance portfolio that have been developed and delivered during the COVID 19 pandemic to provide the response to the incident or to ensure continuity of critical council services.**

3. BACKGROUND

- 3.1 As a result of the COVID-19 pandemic the council has had to take a range of measures to ensure that critical services continue to be delivered and to develop and deliver a number of new services in response to the emergency. This has had to be done at pace in a dynamic and changing environment.
- 3.2 In response to the COVID-19 pandemic services have been temporarily closed, redesigned so that they can continue to operate during lockdown and taking account of social distancing requirements, and new services developed

to help support Moray's citizens during this period of uncertainty and challenge. This is the second report in a series aimed to provide an overview of the services that have been maintained, often very differently from normal and those that have been rapidly created and will be followed by a third and final report from the Chief Executive.

4. ENVIRONMENTAL AND COMMERCIAL SERVICES

4.1 Transportation

- 4.1.1 The Streetworks process to enable utility companies and others to repair critical infrastructure has been maintained throughout the lockdown with the members of the team home working.
- 4.1.2 Other activities including responding to planning applications, road construction consent applications, road safety issues, active travel and network development are progressing slowly with members of the traffic team working from home with limited equipment while corporate priorities for further equipment allocation are assessed.
- 4.1.3 Some new work is being undertaken to assess road space reallocation projects to support greater levels of active travel or areas where there is a need to increase pedestrian space to allow for queuing etc. to enable social distancing all in terms of the government's Spaces for People initiative.
- 4.1.4 Parking charges have been suspended at the current time, and no enforcement activity is being undertaken in any car parks.
- 4.1.5 Home to school transport and social care transport activity has largely ceased operation, with some very limited activity in relation to the Education hubs. Administrative and management activity around these areas is still high, including enabling supplier support payments to be made in line with the council's agreed position in this area.
- 4.1.6 The council's Dial M demand responsive and timetabled services are still operating as lifeline services, in line with the council's agreed position. Social distancing is being maintained with seats marked as 'unavailable' to assist with this.
- 4.1.7 There has been some additional operational work relating to assisting the Scottish Ambulance Service with the movement of non-COVID19 patients, and liaison work through the Health & Transport Action Plan partnership to support transport for the NHS – both staff and COVID19 positive patients via a contractor.
- 4.1.8 The harbours have remained operational throughout this period, with social distancing and enhanced hygiene measures in place for employees. At the time of writing, leisure activity is not currently endorsed, and the harbour staff are principally ensuring the leisure harbours are safe. Most activity is focussed on the commercial harbours, particularly Buckie, where cargo

vessel movements are being facilitated in a 'business as usual' manner, with safety mitigations in place.

4.2 Lands and Parks Service

- 4.2.1 Following lockdown all Lands and Parks staff were stood down other than to provide the critical service of burials and emptying of litter bins/litter picking at higher profile sites. The burials service has continued to operate as normal with extra measures in place for social distancing, PPE, cleaning and closer working relationships with undertakers to ensure funerals are carried out sensitively whilst meeting government guidelines for reduced numbers of family and mourners attending and social distancing.
- 4.2.2 From Monday 20th April a phased approach to grass cutting was agreed with cutting recommenced at cemeteries and high amenity areas such as war memorials, school grounds, parks, public playing fields, flood alleviation schemes and larger areas of open spaces that can safely be cut by predominantly tractor and gang mowers / ride on machines.
- 4.2.3 As part of that phased approach, road verge cutting including sight lines and road junctions will start from mid May for the safety of road users. Ongoing consideration is being given to when the second phase of services may be restored including smaller areas and assisted cuts.

4.3 Catering Service

- 4.3.1 Schools in Moray closed to pupils on Friday 20th March. From Monday 23rd March all 8 secondary schools and 1 primary school (Tomintoul) provided Free school meals to pupils P1-S6 including universal free school meals with a packed lunch. The parents/carers picked up the packed lunches from the secondary school or primary school. There were some packed lunches delivered by the transport department for pupils that had no transport. Catering provided approx. 540 packed lunches per day.
- 4.3.2 From 30th March until Friday 10th April the service provided snacks twice a day in the 8 childcare hubs and from 13th April Catering provided support to the 8 school and 5 nursery childcare hubs. Catering staff work on a rota system to provide snacks twice a day and packed lunches to the pupils. The team is currently providing approx. 305 snacks and 140 packed lunches per day.
- 4.3.3 8 Catering assistants and 1 Cook are also supporting Moray FoodPlus providing community meals from Lhanbryde Community centre and have done so since 27th April. Approx. 200 meals are being produced to support vulnerable people.
- 4.3.4 Catering will shortly also be providing fresh vegetable packs for shielded people from the community food fund.

4.4 Facilities Management and Building Cleaning

- 4.4.1 As the decision was made to close schools and a number of buildings the initial focus for Building Cleaning was to maintain the existing provision in closed buildings to ensure a safe and sanitary environment for any possible

return, all sites were continually cleaned following the closure for a period of two weeks. Subsequently cleaning services have been maintained in accordance with the prevailing guidance.

- 4.4.2 As the Childcare Hubs and Early Years Provision operational plan was announced the Facilities Team supported colleagues within Education to ensure these units were fully operational in a challenging period of time. Staff were sourced to work through the Easter break to ensure deliveries of PPE and virucidal disinfectant were supplied to all establishments.
- 4.4.3 The janitorial service has remained fully operational, the main focus being on the initial set up of the Childcare Hubs and Early Years Provision. Education requested that all sites remain accessible as there is a need for teaching staff to collect resources and access IT equipment. The team also supported Education when the request came from the NHS to utilise the High Schools for use as immunisation clinics
- 4.4.4 Facilities staff within HQ and the Annexe supported services that remained operational within the building including the acceptance and storage of emergency PPE for the NHS and Key workers.

4.5 Waste Services

- 4.5.1 Residual and bio waste (brown bin) kerbside collections have been unaffected by the current pandemic. Frequencies have remained the same as they normally would be; 3 weekly and fortnightly respectively. However, kerbside recycling collections have been affected. The service was suspended for a 3 week period to enable staffing and social distancing issues to be fully considered. Collections resumed on the 20th April, albeit on a reduced frequency of a 3 weekly collection and with the exception of glass. Glass kerbside collections remain suspended at the time of writing although consideration is currently being given to reinstatement.
- 4.5.2 All Household Waste Recycling Centres were closed on lock down as they were in all 32 Local Authorities in Scotland. Representatives from the Waste Managers Network spent time liaising with relevant parties including Scottish Government, COSLA, SEPA & Zero Waste Scotland to determine a collective and consistent approach for reopening the sites and as a result these will be reopened with effect from 1st June with a booking system in place and restrictions on the materials which can be recycled. The arrangements at the centres will be kept under review and reopened for all materials as soon as it is safe and practicable to do so.
- 4.5.3 All public toilets have been closed, however, key safes have been fitted to a select few in order to provide access for key workers whilst they're out on their rounds. The toilets are therefore being monitored for cleanliness and stock supply.
- 4.5.4 Bulky/Special collections were suspended on 20th March for a period of 9 weeks in order to focus on bin deliveries, however, this service has now been reinstated.
- 4.5.5 All 22 unmanned recycling points across the county remain accessible and have been serviced on an increased frequency to cater for the amplified

volumes of material being produced by householders. Glass skips have been sited at all major supermarkets across the authority and there has been very little reduction in the volume of glass being processed.

- 4.5.6 Street sweeping and litter picking operations have remained in place as they normally would be, with the exception of roadside verges.
- 4.5.7 Trade Waste services were affected by the suspension of recycling collections but this has now been resolved. Approximately 15 % (over 200) of our customers businesses have been closed due to the pandemic however and so demand and revenue has reduced.

4.6 Consultancy

- 4.6.1 When the lockdown began all but emergency construction works were suspended in line with Government guidance and compensation events were issued to contractors to cover contractual issues associated with this action. Procurement of new contracts (with the exception of tenders that were significantly advanced and could be progressed fairly) were also stopped as were site visits with members of the public and or stakeholders.
- 4.6.2 Consultancy is still undertaking bridge and watercourse inspections and taking action to address imminent flood risk or bridge collapse, where required as well as providing advice on all planning applications. The team continue to progress design work for projects planned for this financial year and to prepare tender documents recognising that work to prime the procurement pipeline in readiness for the lifting of restrictions will be critical. This design is both for core work in flood management, harbours and bridges, as well as work on schools for property. The team has also continued to develop the Flood Risk Management Plan for cycle 2 in partnership with SEPA and Scottish Water.

4.7 Roads Maintenance

- 4.7.1 The service has continued to provide a full winter maintenance service provision but that will be scaled down from 17 May with contingency cover in place. The team has also continued to undertake safety inspections of the roads network and carry out emergency repairs to our roads and street lighting assets. All planned maintenance activities have been postponed with the majority of frontline operational staff made available for redeployment where possible. A large number have been trained to support our refuse collection, grave digging and grass cutting activities and support has been provided to these services as and when required.
- 4.7.2 Office based staff have in the main been working from home developing new working arrangements to facilitate a phased workforce return approach to start addressing the backlog of non-emergency but critical repairs that have built up .

4.8 Fleet Services

- 4.8.1 The fleet service has continued to provide a fully virtual service during this period ensuring the Council's fleet of vehicles are repaired during this period and frontline mechanics available to undertake repairs, respond to breakdowns to ensure critical services such as bin collections are maintained. MOT Inspections have stopped and normal service inspection frequencies extended to minimise social contact. Office based staff have been assisting with the distribution of the Council's pool cars so these can be utilised by Health and Social Care staff and NHS staff supporting the delivery of food parcels, essential medical supplies and home visits to vulnerable groups.
- 4.8.2 The stores teams have worked both from home and in the office to provide and source essential PPE across the council and its strategic health & social care partners.

5. ECONOMIC GROWTH AND DEVELOPMENT

- 5.1 In response to the COVID-19 pandemic the Economic Growth and Development Services has temporarily stopped services, redesigned existing services so that they can continue to operate during lockdown and taking account of social distancing requirements, and developed new services to help support Moray's citizens during this period of uncertainty and challenge. This document summarises the changes that have taken place since the start of the crisis and will be updated as we move into a recovery phase.

5.2 Economic Development and Business Support

- 5.2.1 Business Gateway and the economic development team have been working throughout the lockdown to help advise and support local businesses and guide them to available grant funding and advise how to reduce overheads and expenditure and access loan funding to help them survive the exceptionally difficult trading conditions or closures.
- 5.2.2 The team supported the Business Resilience Forum for Moray with Highlands and Islands Enterprise and other agencies as well as Moray's MP and MSP which has been invaluable to disseminate and share information on grant eligibility and the application process and to share information from business on gaps in funding or problems arising.
- 5.2.3 The team has also continued to work with and pay the Town Centre Fund ensuring payments are made quickly to business.
- 5.2.4 More recently the team has implemented the Self Employment Hardship Scheme grants providing £2000 grants to the recently self-employed and supported the non-domestic rates team in the small business grants and assisting businesses found to be ineligible.

5.3 Development Management and Building Standards

- 5.3.1 Having Embraced DBS, and following the success of e-planning and e-building standards, along with introducing flexible working this has enabled both Planning and Building Standards to embrace digital working and be ready for change. Both Building Standards & Development Management saw an increase in submissions for building warrants and planning applications at the outset of lockdown however more recently the number of applications has slightly reduced. The service is unable to stop applications being lodged as statutory timescales for determinations, first response letters and responding to revised plans remain unchanged. Valid applications must still be processed and verified.
- 5.3.2 Building Standards required to cease site inspections entering in to the lockdown phase however otherwise maintained the service to facilitate house sales and any essential building works. The service has also maintained the provision of intermediate inspections when necessary and also maintained their 24hr dangerous building call out service. The service provided the opportunity for developers/homeowners to submit digital evidence in the form of photos and videos and has carried out remote verification inspections by video conference.
- 5.3.3 Restrictions on the availability of laptops, VPN access and redeployment of support staff to critical services has resulted in determination timescales not being met and applications have taken longer to process impacting on overall performance. Building Standards have been able to maintain targets for first responses and amended plans over the period to date however this is with the backdrop of not being able to provide an inspection service.
- 5.3.4 Restrictions on VPN access in the first weeks following lock down meant that if the service was to be maintained this could only be done by taking access outwith core times such as early in the morning, evening and at weekends. The team volunteered to work in this way in order to keep business moving and managed working hours around this. Several support staff have been redeployed both to the Registrars and the Grampian Assistance Hub. The Planning Scheme of Delegation was amended by the Emergency Cabinet and approved by the Scottish Ministers to allow the appointed officer to determine applications that would previously have been determined by the Planning and Regulatory Services Committee subject to the Emergency Cabinet having the opportunity to call an application in for determination. This is critical to delivering a service and avoiding appeals against non-determination.

5.4 Strategic Planning and Development

- 5.4.1 Staff have continued to work from home and again officers have been willing to work flexibly in the evening and at weekends to allow business to continue as efficiently as possible. The team is prepared for the anticipated release of the reporter's decision on the Local Development Plan which will require substantial work over the coming month to prepare for adoption. Developer Obligations assessment continues and updated Developer Obligations

Supplementary Guidance was approved at the meeting of the Emergency Cabinet on 14th May 2020.

- 5.4.2 Work has continued on the Elgin Town Centre Masterplan, which will help with some Moray Growth Deal projects and will play a part in the recovery process. Reporting and consultation has been delayed due to COVID-19.
- 5.4.3 Work has continued on Moray Growth Deal projects developing Outline Business Cases using virtual workshops and video conferencing to bring partners together. The team has been supporting and informing the Business Resilience Forum and also providing economic analysis of impacts and recovery options.

5.5 Environmental Health and Trading Standards

- 5.5.1 Shielding and child care requirements have made a significant impact on the number of officers that are available to be deployed. Home working equipment is also limited and currently 10 staff of 32 have full homeworking capability although a further 13 are shortly to receive equipment. All planned inspections of food businesses, farms, caravan sites, weigh bridges, animal feed, petrol stations, private water samples, risk assessments of private water suppliers and farms, food samples, advisory visits, non-health related pest control and non-health related complaints were stopped on lock down. Active investigations where the officer has to interact with individuals have also had to be stopped and some are on hold until the retail sector is back in operation. Complaints are assessed for the risk to health and prioritised accordingly. All initial contacts are by phone.
- 5.5.2 The Trading Standards team has also been managing many new complaints and queries from the public who have bought services/holidays etc that they can no longer utilise due to the lock down. Issues include refunds and their consumer rights.

5.6 New Activities:

- 5.6.1 Excess Deaths – As the pandemic progressed within the UK the team was tasked with identifying and implementing suitable storage for deceased whilst awaiting burial and to work with undertakers on their processes, providing training and support.
- 5.6.2 New Legislation Enforcement - The Health Protection (Coronavirus) (Restrictions) (Scotland) Regulations 2020 came into force on the 27th March. This legislation in addition to social distancing requires certain types of premises to close, a limited number to open with “click and collect” and others where the public can attend but in limited numbers and with strict social distancing enforced. The sections that do not deal with the public social distancing and travel are enforced by the Environmental Health and Trading Standards teams with support by the police. The teams have delegated powers over businesses and their staff and the police over private individuals. A local protocol was developed with the police and an on call system, 7 days per week, has been in place across relevant staff that have full homeworking access since this legislation came into force.

- 5.6.3 Inspections to ensure compliance with the Health Protection legislation (above) have been done by telephone but as staff have witnessed growing areas of non-compliance, site visits are now being conducted and more will be required as further businesses resume operations. Currently the only enforcement action that can be taken is serving a prohibition notice which closes the business. Officers will be working with business in providing guidance and support to ensure the staff and public are as safe as possible with the understanding that every individual must play their part.
- 5.6.4 Numerous requests for guidance on the legislation have been received from businesses and the public with regard to compliance.
- 5.6.5 New Contact Tracing – To support the NHS and assist in the control of the spread of the virus the Environmental and Trading Standards Teams are being trained to undertake contact tracing of positive cases. This will not just be for Moray infections but as part of a wider team across Grampian.
- 5.6.6 New Hand Sanitiser Safety – Trading Standards have been required to check the hand sanitisers that are new to the market to ensure they meet the required standard of disinfection, adequate warning labels and the age group these are targeted at. Many local distillers have supported their communities by providing supplies of sanitiser which required compliance checks.

6. FINANCIAL SERVICES

- 6.1 During the lockdown response to the COVID-19 outbreak, Financial Services focussed on delivering those services essential to support the critical services being delivered by Council colleagues in front-line services and to support the measures taken by Scottish Government to support businesses during this time.
- 6.2 The methods of service delivery have been adjusted to comply with the requirements of social distancing and to minimise the staff travel footprint. This has been achieved by home working where that can be enabled by the technology available for home working and by rigorously rota-ing staff who require to work from HQ and keeping the evolving job requirements under constant review.
- 6.3 Banking and Insurance, Treasury Management, Accounts receivable**
- 6.3.1 The Council cannot make any financial transactions – including paying staff – without the involvement of the Banking team. A significant amount of the work of the team can now be carried out from home. Segregation of duties of members of the team is an important security measure and this has been complied with throughout the lockdown period.
- 6.3.2 The Council requires to ingather money to support its business and work on this continues, albeit it at a reduced volume following suspension of many chargeable services. Where services are paid by Direct Debit, the Payments service manages requests for these to be suspended. The volume of these requests has increased during the lockdown period. Work is ongoing to develop new processes that allow the team to create, amend or suspend invoice production to suit the differing requirements of services.

6.4 Accounts Payable and the Buying Team

- 6.4.1 With many of the Council's services suspended for the period of the lockdown, the volume of purchasing transactions has reduced considerably. The team has focused on the prompt payment of invoices, reducing the payment target from the suppliers normal terms and conditions (frequently 30 days from the invoice date) to support local businesses by providing cash flow. This is dependent on budget managers authorising payment, and a number of amendments to the authorisation process have been agreed for the lockdown period, recognising that staff availability might be restricted and that authorisation may have to be carried out remotely. The buying team have also helped source scarce supplies. All council purchases which are not made through stock control systems are made through the Buying team. The nature of the equipment needed for the buying process – scanners etc – has meant that this team has been working in HQ on a rota basis.
- 6.4.2 An important addition to the usual payments made by the Council has been payment of grants for small businesses. The grant applications are assessed by the Revenues section. A process for requisitioning payments was agreed between the 2 sections and this involved the processing of faster (ie same day) payments, a time consuming, laborious process but one which resulted in ensuring that monies were paid to local businesses quickly. In addition to the business grants the team are now processing payments for Food, clothing and self-employed hardship grants.

6.5 Procurement

- 6.5.1 Ordinary procurement activity has been suspended, unless a procurement is required to support a critical function. The procurement focus of the Council has been on supplier support, with an agreed process for suppliers to request support, eg up-front payment or continuation of payment even if supply is not made to ensure supplier capacity is still available after the lockdown.

6.6 Accountancy

- 6.6.1 Accountancy was not deemed to be a key support service in the initial stages of lockdown. However, it was recently confirmed that there has been no relaxation on the requirement for the Council to draft annual accounts and remit to the External Auditor by the end of June and as a result the service has recently been deemed to be time critical, resulting in the allocation of laptops to professional staff. This will facilitate production of the accounts. All the team are working from home and have been very resourceful in finding ways to continue working, albeit it at a slower pace due to limited technology.

7. HOUSING AND PROPERTY SERVICES – Response to COVID-19

- 7.1 The main service areas involved in the Council's critical service COVID 19 response include homelessness; the support of vulnerable households; support to vulnerable tenants; emergency housing repairs and maintenance; gas servicing; and the repair of void properties. Activity from 9 March to 8 May 2020 is as follows:

7.2 Homelessness

7.2.1 Initially, the Council saw a reduction in the number of homeless presentations at the start of lockdown. Presentations were lower than normal but one significant difference has been that only a few households able to move out of temporary accommodation. Gradually the supply has started to fill and this is a position that has been replicated nationally. At this time, the main risk for Moray is running out of temporary accommodation. The Scottish Government has recognised this problem nationally and has recently issued guidance setting out the steps that local authorities can take to ensure throughput. The most practical way to address the problem is the use of void housing stock (increasing the supply of temporary accommodation and allocating existing voids). Currently the Council has 26 void properties and 19 temporary accommodation units vacant. Officers are currently developing a suite of draft procedures in accordance with evolving guidance that will allow it to make the step change from throughput under lockdown to throughput as this is relaxed.

7.2.2 The number of homeless presentations for each week since lockdown is detailed below:

Week Ending	13/3	20/3	27/3	3/4	10/4	17/4	24/4	1/5	8/5
Presentations	5	7	6	5	4	7	7	6	12

7.3 Housing Support

7.3.1 Vulnerable groups include those at risk of homelessness (Housing Options); those currently receiving a housing support service (Housing Support Teams); and those in sheltered housing (Sheltered Housing Wardens Service). In recognition of COVID 19, contact with these households has been maintained by telephone and onward referrals if further action is required. Since lockdown, 226 households (non-council tenants) have contacted the Council about their current housing situation. Weekly telephone contact has also been maintained with 104 households who receive a housing support service. Sheltered Housing Wardens and Care Services (where appropriate) are in daily contact with those living in sheltered housing (141 households).

7.4 Tenancy Support

7.4.1 The Area Housing Teams continue to maintain telephone contact with council house tenants. Tenants continue to contact the Council for a range of urgent housing issues and there is also regular contact made by housing officers with tenants where there appears to be financial difficulties within the household. The main purpose of this contact is to provide reassurance and to signpost (where necessary) tenants to services/agencies which may be able to offer them financial assistance. An average of 1075 separate interactions are taking place with tenants on a weekly basis.

7.5 Building Services

- 7.5.1 Building Services (DLO) have continued to provide an Emergency/Urgent Repairs Service for council housing. From 9 March 2020 to 8 May 2020, the DLO completed 790 emergency repairs and 430 urgent repairs. A total of 771 gas services were also completed during the period although 42 missed their statutory 12 month service date due to tenants' self-isolating. A total of 23 boilers have been replaced (emergency replacements) and 2 urgent heating upgrades were completed on health grounds.

8. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))

There are no direct implications arising from this report. All action taken is consistent with the Corporate Plan and LOIP and prevailing guidance.

(b) Policy and Legal

None

(c) Financial implications

Financial implications have been considered as part of the development of responses to the Covid pandemic and are reported to the Chief Financial Officer, as reflected in the report to the Emergency Cabinet on 21st May.

(d) Risk Implications

None from the report. A number of the measures described have been put in place to address risk. There are ongoing risks as the Council continues its emergency response, moves into recovery and begins to reinstate services. These will be considered and addressed as planning for the whole programme of work and individual service issues progresses.

(e) Staffing Implications

Staffing implications were provided in the first report in this series for the Education, Communities and Organisational Development Portfolio. Staff redeployments and home working arrangements are broadly set out in the report.

(f) Property: None directly arising from this report. However, a number of council properties are being used differently from normal to support the council and community response to the emergency.

(g) Equalities/Socio Economic Impact: None directly arising from this report, although a number of the measures put in place in response to

the COVID pandemic have been to respond to socio economic and equalities issues.

(h) Consultations

The Heads of Service in the department have all contributed to this report.

9. CONCLUSION

- 9.1** The COVID pandemic has resulted in an unprecedented change to the delivery of council services. For critical services, immediate changes were required to enable as much as possible to be delivered remotely, which has resulted in new ways of working and modified services. There will be many lessons to be learned from this and as the council moves towards recovery, planning and review has commenced to ensure that these lessons are taken forward into future service delivery models.
- 9.2** It has also been necessary to design and deliver new services and solutions. There has also been a transformational shift to remote services and homeworking which will be influential in future service and job design.
- 9.3** It is likely to be some time before a new normal prevails. A number of the service changes established in the emergency response will have to continue for some time. Meanwhile, services such as economic development and housing are considering the new landscape and evolving to deliver services in new ways as society adjusts to living with COVID, and other services will be re-activating to resume their normal roles. This will prove challenging to deliver in tandem and planning is underway to ensure a measured programme of work with a clear vision that builds in flexibility and resilience as this COVID pandemic continues to unfold.

Author of Report: Rhona Gunn

Background Papers:

Ref:



REPORT TO: MORAY COUNCIL EMERGENCY CABINET ON 3 JUNE 2020

SUBJECT: MORAY LOCAL DEVELOPMENT PLAN 2020 EXAMINATION REPORT

BY: DEPUTE CHIEF EXECUTIVE (ECONOMY, ENVIRONMENT AND FINANCE)

1. REASON FOR REPORT

- 1.1 This report summarises the conclusions of the Examination Report for the Proposed Moray Local Development Plan (LDP) 2020, which was published on 19 May 2020. The report asks the Emergency Cabinet to note and agree the modifications arising from the Examination Report and to agree the proposal to publish the "Notice of Intention to Adopt the Plan in mid- June 2020 with the aim of adopting the Plan on or before the 30 July 2020.
- 1.2 This report is submitted to the Emergency Cabinet following a decision of Moray Council on 25 March 2020 to temporarily suspend all delegations to committees as a result of the Covid-19 pandemic (para 2 of the minute refers).

2. RECOMMENDATION

2.1 It is recommended that the Cabinet:-

- (i) **note the recommended modifications to the Proposed Moray Local Development Plan 2020 as a result of the Examination of the Plan;**
- (ii) **note that the majority of modifications are those put forward by the Council to address objections received to the Proposed Moray Local Development Plan 2020;**
- (iii) **agree that the modifications are made to the Moray Local Development Plan 2020 and that the Council publish the Notice of Intention to Adopt the Plan with a view to adopting the Plan on or before 30 July 2020; and**
- (iv) **agree that all parts of the Moray Local Development Plan 2020 as modified will be a material planning consideration for development management purposes as of 15 June 2020 and will then replace the Moray Local Development Plan 2015 when adopted on or before 30 July 2020.**

3. **BACKGROUND**

- 3.1 At a special meeting of the Planning and Regulatory Services (P&RS) Committee on 18 December 2018 (para 5 of minute refers) it was agreed that the content of the Proposed Moray LDP represents “the “settled view” of the Council and that it be issued for consultation. The Proposed Plan was published for a 10 week period for objections on the 7 January 2019 with a closing date of 15 March 2019.
- 3.2 A total of 366 responses, which split into 630 objections, were received on the Plan with additional comments received on the Strategic Environmental Assessment and Habitats Regulation Assessment. These “unresolved” representations were grouped into a series of 14 common issues in “Schedule 4’s”, grouped by area or topic, summarised and responses prepared. The Schedule 4’s were approved at a special meeting of the P&RS Committee on 25 June 2019 (para 4 of minute refers).
- 3.3 The Proposed Plan, Schedule 4’s, unresolved objections and other background papers were sent to the Scottish Government in late June 2019 with a formal request for Examination of the Proposed Plan.

4. **PROPOSALS**

Examination

- 4.1 The Examination represents the fourth of five key stages of preparing a Local Development Plan as shown on the diagram below. As the Examination Report has now been received the Council are now in the fifth and final stage of the process, aiming to move quickly towards adopting the new Plan by the end of July 2020.



- 4.2 Two Scottish Government Reporters were appointed to carry out the Examination, during which the Council received a number of Further Information Requests (FIR) on a variety of topics. FIRs vary in complexity from detailed scrutiny of housing and employment land requirements to more straightforward matters. All FIRs were prioritised and replied to by officers well within the deadlines in an effort to conclude the Examination as timeously as possible.
- 4.3 However, the Examination process has taken longer than forecast due to a number of issues;
- A number of FIRs on housing land requirements, despite having agreed annual housing land audits and no objection to this issue from Homes for Scotland. This resulted in considerable additional work for officers and was

primarily required to demonstrate beyond doubt that the Council has planned for enough land for housing and that there was no justification for other proposals put forward through objections such as significant additional residential development at Hopeman.

- A number of FIR's on employment land requirements as the shortage has been well documented through annual employment land audits and through a Topic Paper which provides the evidence base for the Plan. Again this caused considerable additional work for officers.
- A number of FIRs regarding the Renewable Energy policy and latterly the Examination process was delayed further as the Reporters were lobbied strongly by representatives of wind energy companies who provided additional unsolicited representations to the Reporter, which the Reporter agreed to accept, which procedurally, the Council objected to.
- Late representations (12 months late) were also received from Transport Scotland and forwarded to the Reporter by the Scottish Government which the Council also objected to being included within the Examination process. These were addressed through non- notifiable modifications outwith the Examination process and through ongoing discussion to progress additional traffic modelling to assess cumulative impacts on the road network.

4.4 The Examination Report was published on 19 May 2020 and has been made available on the Council and Directorate of Planning and Environmental Appeals (DPEA) websites. All objectors have been notified of the publication of the report by the DPEA. The table of recommendations is included in **Appendix 1**, however it should be noted that many of these are the modifications agreed by the P&RS Committee on 25 June 2019 with minimal further modifications made by the Reporter. A copy of the full Report has been provided to all elected members.

4.5 The Reporter largely supports vision, spatial strategy and land requirements set out in the Plan and the primary policy approach. Points to highlight include;

- Support for the Council's proposed Spatial Strategy and housing land requirements and support for the Council's opposition to large scale expansion to the south of Hopeman.
- Support for the Council's employment land requirements and proposed new employment land sites in Mosstodloch, Elgin, Forres and Keith. However, site I5 Greens of Rothes is recommended to be deleted from the Plan which is not a modification the Council proposed.
- Support for the Council's Primary policies, particularly the aspirations set out in policy PP1 for Placemaking and biodiversity.

4.6 The reporter has recommended some modifications which are contrary to the Council's position reported on 25 June 2019 including;

- Some minor wording changes in policies, which could dilute their intent through introduction of wording such as "where necessary", which officers consider to weaken the policies which have been worded as "must".

- Rural Housing policy DP4- the wording regarding the requirement that “there must be existing landform, mature trees, established woodland or buildings of a sufficient scale to provide 75% enclosure, containment and backdrop for the proposed new house” is recommended to change to “...acceptable enclosure, containment.....”.. Officers may need to provide additional guidance to address this modification.
- Wording regarding Climate change is recommended for inclusion in DP1;
“All developments must be designed so as to ensure that all new buildings avoid a specified and rising proportion of the projected greenhouse gas emissions from their use (calculated on the basis of the approved design and plans for the specific development) through the installation and operation of low and zero carbon generating technologies.”

Officers have contacted the Reporter for further information on this recommendation, while fully supporting its intention, officers have questioned how it is to be implemented. It is likely that further guidance will be required to clarify this requirement and how this will be assessed in planning applications. The Council had previously resisted such a requirement due to lack of expertise and blurring of lines between planning policy and Building Standards.

- Recommendations to delete small housing sites proposed at R14 Lesmurdie and designating it as ENV3 Elgin; deleting R10 Station Road, Portessie and designating it as ENV5 and deleting R2 Hopeman Golf Club.
- Rural Groupings- a number of changes, including removing some development sites and adding safeguarding text.
- Removal of the detailed wind energy policy guidance mapping, leaving the Plan with a largely meaningless spatial framework showing half of Moray as an area of search for wind farms of all scales above 35 metres. While this is not surprising, it has been a long running issue and officers will continue to lobby for this to change in the new National Planning Framework 4(NPF4) to provide certainty for all parties, especially communities.
- Accessible Housing- the Reporter has recommended that the requirement that “*Housing proposals of 10 or more units will be required to provide 10% of the private sector units to wheelchair accessible standard, with all of the accessible units to be in single storey form*” be modified to remove the requirement for accessible housing to be provided in single storey format. This is considered to be a regressive step in terms of providing a range of options in the supply of accessible housing in the private sector. Again, officers will seek for this to be addressed through the new NPF4.

4.7 At the outset of the process the Reporters carry out an Examination of Conformity with the Participation Statement, which checks that the Council has done what it said would be done in terms of engaging throughout the Plan process. One objection to how the Council had engaged was received. The Reporter concluded that;

“Having considered the report on conformity, I find that the Council has consulted on the Proposed Plan and involved the public in the way it said it would in its participation statement, in accordance with section 19(4) of the Act.”

In terms of the objection received on how the Council engaged, the Reporter concluded that;

“I am satisfied that the Council’s engagement on this matter accords with and exceeds the standards set out in the Communications Plan.”

- 4.8 The recommendations made by the Reporter are largely binding on the Council. Regulation 2 of the Town and Country Planning (Grounds for declining to follow recommendations) (Scotland) Regulations 2009 and Section 19(11) of the Town and Country Planning (Scotland) Act 1997 set out the circumstances where planning authorities can depart from recommendations. These are where the recommendation(s);
- a) would have the effect of making the LDP inconsistent with the National Planning Framework, or with any Strategic Development Plan or national park plan for the same area;
 - b) is incompatible with Part IVA of the Conservation (Natural Habitats etc) Regulations 1994;
 - c) would not be acceptable having regard to an environmental assessment carried out by the planning authority on the plan following modification in response to recommendations;
 - d) are based on conclusions that could not reasonably have been reached based on the evidence considered at Examination.
- 4.9 Planning Circular 6/2013: Development Planning, describes the development planning system in Scotland and explains the legislative provisions that apply. It notes in paragraph 94 that the “Criterion (d) above addresses the possibility of clear errors (including factual errors) having been made by the reporter. It does not relate to circumstances where the planning authority disagrees with the planning judgement reached by the reporter.
- 4.10 The majority of changes identified in the Examination Report are straightforward and were suggested or agreed by the Council through the Schedule 4 process. While officers do not agree with all of the recommendations and find the recommendations regarding the changes to the Accessible Housing and Rural Housing policies and deletion of site I5 Rothes to be disappointing, officers do not consider there to be grounds for not accepting them. Some minor wording changes have been made to the Plan as a consequence of the modifications.

Status of the Plan

- 4.11 It is proposed to begin operating all of the Moray LDP 2020, as modified, as a material consideration in determining planning applications as of 15 June 2020 until it is formally adopted at the end of July 2020, at which point it will replace the Moray LDP 2015. At the moment policies and sites which were subject to unresolved objections have not been given as much weight as those with no unresolved objections.

Next steps

- 4.12 The process is now in the final stage and within 3 months of receipt of the Examination Report the Council must send copies of the modifications, the modified LDP, supporting assessments and copy of advertisement of Notice of Intention to Adopt the Plan to Scottish Ministers. Despite the challenges of technology (broadband, access to equipment, software and servers), officers aim to submit the Plan around the 19 June 2020, approximately 1 month after receiving the Examination Report. The Scottish Ministers then have 28 days in which they could direct changes or other actions to be undertaken before the Plan can be formally adopted. Officers are currently making all the changes and the necessary arrangements to submit the Plan and other paperwork with the aim of adopting the Local Development Plan on or before the 30 July 2020, which, for the first time, will meet the key performance indicator of replacing the current LDP within 5 years of adoption (31/7/2015) and ensuring Moray has an up to date Plan to guide future growth and determine planning applications.
- 4.13 The Council also has to publish the documents, advise those who made representations that the Council proposes to adopt the Plan and raise awareness of the new Plan and its policy requirements. There is also a considerable administrative and systems workload to support the introduction of the new Plan.
- 4.14 Additional Guidance to clarify some policy aspects will be considered by the Council in August/ September, along with the Delivery Programme which will be a key monitoring and co-ordination tool to implement the Plan. The Delivery Programme will include a range of land use and infrastructure proposals to support the Covid-19 recovery process.
- 4.15 Adoption of the new Plan is only achieved through a significant amount of input and support from other services including, transportation, housing and consultancy.

5. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))

The LDP is a vital aspect of supporting and facilitating the Council's priority for economic growth as well as playing an important role in prevention planning and infrastructure co-ordination and funding. In addition to the designations for housing and employment land, the Plan sets out policies and will be supported by a Delivery Programme which will be implemented through positive engagement with partner organisations, developers and consultees. The plan also aims to deliver other key aspects of the 10 Year Plan including the delivery of affordable housing and the conservation and enhancement of Moray's high quality environment. The LDP will be monitored annually through the Delivery Programme.

The LDP has an important part to play in both prevention planning and as part of the economic recovery response to Covid-19. The Delivery Plan will explore this further and set out a series of proposals to support the construction industry and speed up delivery of affordable housing such as Masterplan Consent Areas, town centre regeneration and infrastructure co-ordination to support quicker delivery of development on the ground and other actions such as innovative ways of delivering and monitoring healthcare. The LDP also provides a supportive land use framework for aspects of the Moray Growth Deal such as the Cultural Quarter project and other projects which are not yet in the public domain.

The Planning (Scotland) Act 2019 introduces a requirement to prepare a Regional Spatial Strategy (RSS) which will be incorporated into the new NPF4. The RSS for Moray will also be an important part of the Covid-19 economic recovery process, setting out a regional level land use and infrastructure strategy to co-ordinate future economic growth and to attract and direct investment

The preparation of the LDP is a key priority in the Service Plan for the Planning and Development section.

(b) Policy and Legal

Preparation of the LDP is a statutory responsibility of the Council as planning authority.

(c) Financial implications

A budget of £60,000 was provided for the costs associated with Examination (Reporter and DPEA administration). The average cost of Examinations carried out to date in Scotland is £83,000. The initial estimate from DPEA for this Examination was £50,000 and despite officers doing everything possible to move the process on timeously, the Examination extended to 10.5 months and has so far cost approx. £58,000 excluding VAT with a final invoice awaited. The process including the inability to speak to a Reporter inevitably delays proceedings and officers have been particularly disappointed with the approach taken to debate housing land issues and to accept unsolicited late representations from a wind energy company. These matters will be raised with the Chief Reporter.

The additional cost will be absorbed by the Service's budget but will have a knock on impact on what can be delivered this financial year.

(d) Risk Implications

The risk of not proceeding to adopt the new Plan as quickly as possible is failing to meet national performance indicators which aim to ensure that LDP are renewed within 5 years of adoption. Progress of the LDP is a key indicator in the Planning Performance Framework.

More importantly, there is also a risk of failing to deliver an effective supply of housing and employment land which would have an adverse effect upon the local economy and support aspects of the economic recovery process and of determining planning applications against an out of date Plan.

(e) Staffing Implications

Preparing the LDP is a core activity for the Strategic Planning and Development section and the Examination has represented a significant workload which has been prioritised and balanced with other commitments.

As noted above, preparation of the Plan has required significant staff time from other services, notably Transportation, Housing and Consultancy.

Levels of performance on determining planning applications will be impacted upon as the new Plan is introduced.

(f) Property

Some of the recommendations from the Examination Report impact upon Council property such as deleting the proposed housing site at Lesmurdie, Elgin.

(g) Equalities

The Equalities Officer advised at Proposed Plan stage that an Equalities Impact Assessment is not required.

(h) Consultations

Aileen Scott (Legal Services Manager), Lissa Rowan (Committee Services Officer), Diane Anderson (Senior Engineer Transportation), Paul Connor (Principal Accountant), Don Toonen (Equalities Officer), Graeme Davidson (Housing Strategy and Development Manager) and Beverly Smith (Development Management and Building Standards Manager) have been consulted and comments received have been incorporated into the report.

6. CONCLUSION

6.1 The Examination Report for the Proposed Moray LDP 2020 was published on 19 May 2020. Many of the modifications recommended are those put forward by the Council to address unresolved objections.

6.2 It is proposed to note the recommendations and to operate all the new Plan as a material consideration with significant weight as of 15 June

and for the LDP2020 to replace the LDP2015 upon adoption on or before 30 July 2020.

Author of Report: Gary Templeton, Strategic Planning and Development Manager
Emma Gordon, Keith Henderson, Darren Westmacott and Rowena MacDougall, Planning Officers

Background Papers: Appendix 1- Summary Recommendations from Examination Report

Report to Moray Council – 19 May 2020
Recommendations by Issue Number

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01 Vision, Spatial Strategy and Strategic Requirements	<p>Modify the local development plan by:</p> <p>1. Amending the Spatial Strategy diagrams on pages 8 and 11 of the plan to include Mosstodloch as a Tertiary Growth Area and adding Duffus to the list of Smaller Towns and Villages on page 8 of the Spatial Strategy.</p> <p>2. Amending the Spatial Strategy Key on page 11 by inserting the following text:</p> <ul style="list-style-type: none">“Opportunities at Buckie harbour relating to” before “Offshore Renewable Developments”. <p>3. Page 13, paragraph two line one, inserting “2017” before HNDA.</p> <p>4. Deleting table 1 on page 13, inserting new table as follows, but with figures to be updated by the council to take account of sites recommended for deletion or with altered capacities in other schedule 4s:</p> <table><tr><th>LHMA</th><th>Housing supply Target 2018 to 2035</th><th>Proposed Generosity (30%)</th><th>Housing Land Requirement to 2035</th><th>Effective Housing Land Supply 2018-2023</th><th>Effective Housing Land Supply beyond 2023</th><th>Remaining Housing Land Requirement</th><th>New Allocations Proposed</th></tr><tr><td>Buckie</td><td>897</td><td>269</td><td>1166</td><td>330</td><td>60</td><td>776</td><td>250</td></tr><tr><td>Elgin</td><td>2712</td><td>314</td><td>3526</td><td>2304</td><td>1230</td><td>8</td><td>1200</td></tr><tr><td>Forres</td><td>949</td><td>285</td><td>1234</td><td>1066</td><td>10</td><td>158</td><td>250</td></tr><tr><td>Keith</td><td>447</td><td>134</td><td>581</td><td>303</td><td>10</td><td>268</td><td>0</td></tr><tr><td>Speyside</td><td>417</td><td>125</td><td>542</td><td>91</td><td>10</td><td>441</td><td>0</td></tr><tr><td>Total</td><td>5422</td><td>1627</td><td>7049</td><td>4094</td><td>1320</td><td>1635</td><td>1700</td></tr></table> <p>Note: * Supply Figures based on the 2017 Housing Land Audit</p>	LHMA	Housing supply Target 2018 to 2035	Proposed Generosity (30%)	Housing Land Requirement to 2035	Effective Housing Land Supply 2018-2023	Effective Housing Land Supply beyond 2023	Remaining Housing Land Requirement	New Allocations Proposed	Buckie	897	269	1166	330	60	776	250	Elgin	2712	314	3526	2304	1230	8	1200	Forres	949	285	1234	1066	10	158	250	Keith	447	134	581	303	10	268	0	Speyside	417	125	542	91	10	441	0	Total	5422	1627	7049	4094	1320	1635	1700	26
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	<p>5. Page 14, deleting paragraph one and inserting:</p> <ul style="list-style-type: none"> • “A generosity figure of 30% has been added onto the baseline HNDA derived housing supply target. Scottish Planning Policy suggests a generosity figure of 10-20%. The higher generosity figure is intended to ensure enough land is available in the right places to meet demand and to ensure the land supply is flexible and responsive to adapt if some sites do not come forward for development or are slower to develop than anticipated. The higher generosity figure also reflects uncertainty over Moray’s longer term demographic projections, the significant investment by the Ministry of Defence at RAF Lossiemouth and associated build- up of personnel and the potential for additional investment at Kinloss Barracks.” • The council is exploring innovative ways of bringing forward constrained sites into the effective land supply and further details are set out in the Action/ Delivery Programme. A LONG term supply of land has also been identified as a reserve which is controlled and released through the annual Housing Land Audit if the triggers for release have been met. Land releases must be in conformity with the Spatial Strategy.” <p>6. On page 14, after paragraph one, inserting new paragraph as follows:</p> <ul style="list-style-type: none"> • “Scottish Planning Policy states that the level of affordable housing required as a contribution within a market site should generally be no more than 25% of the total number of houses. This is reflected in the Plan policies and results in the setting of realistic supply targets which will help to meet identified needs. This means a more optimistic and realistic market supply target has been set than the annual amount required in the HNDA which reflects historic trends and reflects the amount of affordable houses that are realistically able to be delivered. However, the Council will continue to explore innovative ways of providing additional affordable housing, 	

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	<p>within the Spatial Strategy to meet the need identified in the HNDA.”</p> <p>7. On page 14 inserting a new table as follows but with figures to be updated by the council to take account of sites recommended for deletion or with altered capacities in other schedule 4s:</p> <table><tr><th colspan="4">Housing Supply Target 2018-2035</th></tr><tr><th>LHMA</th><th>Affordable</th><th>Market</th><th>Total</th></tr><tr><td>Buckie</td><td>224</td><td>673</td><td>897</td></tr><tr><td>Elgin</td><td>678</td><td>2034</td><td>2712</td></tr><tr><td>Forres</td><td>237</td><td>712</td><td>949</td></tr><tr><td>Keith</td><td>112</td><td>335</td><td>447</td></tr><tr><td>Speyside</td><td>104</td><td>313</td><td>417</td></tr><tr><td>Total</td><td>1,355</td><td>4,067</td><td>5422</td></tr></table> <p>8. Updating Table 5 on page 17 to reflect that the works at Rothes and Aberlour have been completed.</p>	Housing Supply Target 2018-2035				LHMA	Affordable	Market	Total	Buckie	224	673	897	Elgin	678	2034	2712	Forres	237	712	949	Keith	112	335	447	Speyside	104	313	417	Total	1,355	4,067	5422	
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02 Primary Policies PP1, PP2, PP3 and Development Policy DP1	<p>Modify the local development plan by:</p> <p>1. Amending Policy PP1 Placemaking as follows:</p> <ul style="list-style-type: none">Part b) Deleting the second sentence and inserting the following text: <p>“The Placemaking Statement must include sufficient information for the council to carry out a Quality Audit. Where considered appropriate by the council, taking account of the nature and scale of the proposed development and of the site circumstances, this shall include a landscaping plan, a topographical survey, slope analysis, site sections, 3D visualisations, a Street Engineering Review and a Biodiversity Plan.”</p>	71																																

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	<ul style="list-style-type: none"> • Part c) i) "Character and Identity", deleting bullet point 2 and inserting text as follows: "Provide a number of character areas reflecting site characteristics that have their own distinctive identity and are clearly distinguishable". • Part c) (v) "Biodiversity", deleting bullet point four and inserting text as follows: "Developments must safeguard and where physically possible extend or enhance wildlife corridors and green/blue networks and prevent fragmentation of existing habitats". • Part c) (iv) "Open Spaces/Landscaping": deleting bullet point 3 and inserting text as follows: "Landscaping areas that because of their size, shape or location would not form any useable space or that will not positively contribute to the character of an area will not contribute to the open space requirements of Policy EP4 Open Space". • Part c) (vi) "Parking" In bullet point 1, deleting second sentence and inserting text as follows: "On all streets a minimum of 50% of car parking must be provided to the side or rear and behind the building line with a maximum of 50% car parking within the front curtilage or on street, subject to the visual impact being mitigated by hedging, low stone boundary walls or other acceptable treatments that enhance the streetscape." • Part c) (vii) "Street Layout and Detail": In bullet point four deleting "on rural edges or where topography dictates" and inserting 	

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	<p>text as follows:</p> <p>“such as on rural edges or where topography, site size, shape or relationship to adjacent developments prevent an alternative more permeable layout.”</p> <ul style="list-style-type: none"> Part c) vii) deleting bullet point five and inserting text as follows: <p>“Where a roundabout forms a gateway into, or a landmark within, a town and/or a development, it must be designed to create a gateway feature or to contribute positively to the character of the area.”</p> <ul style="list-style-type: none"> Part d) deleting existing paragraph and inserting text as follows: <p>“Future masterplans will be prepared through collaborative working and in partnership between the developer and the council for Lochyhill (Forres), Barhill Road (Buckie), Elgin Town Centre/Cooper Park, Elgin North East, Clarkly Hill, Burghead and West Mosstodloch. Masterplans that are not prepared collaboratively and in partnership with the council will not be supported. Masterplans that are approved will be Supplementary Guidance to the Plan”.</p> <p>2. Amending Policy PP2 Sustainable Economic Growth as follows:</p> <ul style="list-style-type: none"> In first line, deleting “for employment land”, <p>3. Amending Policy PP3 Infrastructure & Services as follows:</p> <ul style="list-style-type: none"> In paragraph one, deleting the second sentence as follows: 	

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	<p>“A Utilities Plan must be submitted with planning applications setting out how existing and new utility (including gas, water, electricity, pipelines and pylons) provision has been incorporated into the layout and design of the proposal.”</p> <ul style="list-style-type: none"> Part a) deleting first paragraph, “Development proposals will need to provide for the following infrastructure and development” and inserting text as follows: <p>“In relation to infrastructure and services developments will be required to provide the following as may be considered appropriate by the planning authority, unless these requirements are considered not to be necessary”.</p> <ul style="list-style-type: none"> Part a) iii) after “transport network” inserting “(including road and rail)” Part a) iv) deleting existing text and inserting text as follows: <p>“Electric car charging points must be provided at all commercial and community parking facilities. Access to charging points must also be provided for residential properties, where in-curtilage facilities cannot be provided to any individual residential property then access to communal charging facilities should be made available. Access to other nearby charging facilities will be taken into consideration when identifying the need for communal electric charging points.”</p> <ul style="list-style-type: none"> Part a) Inserting an additional criterion as follows: <p>“xi) A utilities plan setting out how existing and new utility (including gas, water, electricity pipelines and pylons) provision has been incorporated into the layout and design of the proposal. This requirement may be exempted in relation to developments where the council considers it might not be appropriate, such as domestic or very small scale built</p>	

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	<p>developments and some changes of use.”</p> <ul style="list-style-type: none"> Part b) i) Inserting additional text at end of existing sentence as follows: “or such access is required to facilitate development that supports the provisions of the development plan.” Part d) In the first sentence, after “transport” inserting “(including rail)” Part d) Inserting additional sentence at the end of paragraph one as follows: “Developer obligations may also be sought to mitigate any adverse impacts of a development, alone or cumulatively with other developments in the area, on the natural environment.” <p>4. Amending Policy DP1 Development Principles as follows:</p> <ul style="list-style-type: none"> Deleting the first paragraph and inserting text as follows: “This policy applies to all development, including extensions and conversions and will be applied reasonably taking into account the nature and scale of a proposal and individual circumstances”. In part ii) c) after “local road” inserting “,rail” Part ii) f) deleting the second sentence and inserting text as follows: “The road layout must also be designed to enable safe working practices, minimising 	

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	<p>reversing of service vehicles, with hammerheads minimised in preference to turning areas such as road stubs or hatchets, and to provide adequate space for the collection of waste and movement of waste collection vehicles”.</p> <p>Inserting an additional criterion as follows:</p> <ul style="list-style-type: none"> Part ii) j) “All developments must be designed so as to ensure that all new buildings avoid a specified and rising proportion of the projected greenhouse gas emissions from their use (calculated on the basis of the approved design and plans for the specific development) through the installation and operation of low and zero-carbon generating technologies.” 	
<p>03 Development Policies DP2, 5, 6, 7, 8, 10</p>	<p>Modify the local development plan by:</p> <p>1. Amending Policy DP2 Housing as follows:</p> <ul style="list-style-type: none"> Part a) delete paragraph 1 and insert the following text: <p>“Proposals for development on all designated and windfall housing sites must include a design statement and shall include supporting information regarding the comprehensive layout and development of the whole site, addressing infrastructure, access for pedestrians, cyclists, public transport and service vehicles, landscaping, drainage, affordable and accessible housing and other matters as may be required by the planning authority, unless these requirements are not specified in the site designation or are considered not to be required”.</p> <ul style="list-style-type: none"> Part e) delete first paragraph. Part e) after “units” insert “incorporating affordable housing”. Part f) delete “with all of the accessible units to be in single storey form”. 	<p>94</p>

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	<p>2. In Policy DP5 Business and Industry a) inserting additional paragraph as follows: “Efficient energy and waste innovations should be considered and integrated within developments wherever possible.”</p> <p>3. On page 15 deleting table 3 and inserting:</p> <p>Table 3</p> <table border="1" data-bbox="656 579 1917 1217"> <thead> <tr> <th>Market Area</th><th>Minimum Additional Land Requirement</th><th>Sites Designated in the Plan to meet Requirement</th></tr> </thead> <tbody> <tr> <td>Elgin</td><td>23 hectares</td><td> I16 Burnside of Birnie – 9 ha I3 West Mosstodloch -16 ha MU Lossiemouth Road NE- 5 ha </td></tr> <tr> <td>Forres</td><td>12 hectares</td><td>15 Easter New Forres 18 ha</td></tr> <tr> <td>Buckie</td><td>None required</td><td></td></tr> <tr> <td>Keith</td><td>3.5 hectares</td><td> MU Banff Road for mixed uses minimum 1.75 ha I11 Westerton Road East Expansion – 1.75 ha </td></tr> <tr> <td>Speyside</td><td>4.8 hectares</td><td>R2 Speyview, Aberlour – 1 ha</td></tr> </tbody> </table> <p>3. At page 15 inserting additional paragraph as follows: “A LONG term approach is taken to employment land whereby the annual employment</p>	Market Area	Minimum Additional Land Requirement	Sites Designated in the Plan to meet Requirement	Elgin	23 hectares	I16 Burnside of Birnie – 9 ha I3 West Mosstodloch -16 ha MU Lossiemouth Road NE- 5 ha	Forres	12 hectares	15 Easter New Forres 18 ha	Buckie	None required		Keith	3.5 hectares	MU Banff Road for mixed uses minimum 1.75 ha I11 Westerton Road East Expansion – 1.75 ha	Speyside	4.8 hectares	R2 Speyview, Aberlour – 1 ha	
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	<p>land audit, the triggers in Policy DP3 and the new Delivery Policies will be used to monitor employment land and ensure an effective supply is maintained. It is important that a range of sites are available across Moray to accommodate inward investment, including sites for large scale users. On that basis land is identified in excess of the minimum employment land requirements in the form of LONG sites with strategic inward investment sites capable of accommodating large scale users identified in Elgin at Burnside of Birnie, West of Mosstodloch and at March Road in Buckie. The identification of these sites and their potential for longer term expansion allows for more strategic infrastructure and planning co-ordination between the relevant community planning partners and agencies.”</p> <p>4. In Policy DP 7 Retail/Town Centres at a) inserting additional text at end of paragraph 2 as follows:</p> <p>“Above ground floor level residential use will, in principle, be supported as an appropriate use.”</p>	
04 Rural Housing	<p>Modify the local development plan by:</p> <p>1. Amending Policy DP4 Rural Housing d) iii) Areas of Intermediate Pressure a) Siting Criteria as follows:</p> <ul style="list-style-type: none"> • Deleting first sentence “Proposals for single houses will be assessed against the following criteria” and inserting “Proposals for single houses must be well-sited and designed to fit with the local landscape character and will be assessed on a case by case basis taking account of the following siting and design criteria.” <p>2. Amending Policy DP4 Rural Housing d) iii) Areas of Intermediate Pressure a) Siting Criteria a) 1):</p> <ul style="list-style-type: none"> • Deleting “75%” and inserting “acceptable”. 	107

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05 DP9 Renewable Energy	<p>Modify the local development plan by:</p> <ol style="list-style-type: none"> 1. Removing Policy Guidance Maps 3, 4 and 5 and associated text (pages 65-70). 2. Replacing Policy DP9 to read as follows: <p>DP9 Renewable Energy</p> <p>a) All Renewable Energy Proposals</p> <p>All renewable energy proposals will be considered favourably where they meet the following criteria:</p> <ol style="list-style-type: none"> i) they are compliant with policies to safeguard and enhance the built and natural environment; ii) they do not result in the permanent loss or permanent damage of prime agricultural land; iii) they avoid or address any unacceptable significant adverse impacts including: <ul style="list-style-type: none"> • Landscape and visual impacts • Noise impacts • Air quality impacts • Electromagnetic disturbance • Impact on water environment • Impact on carbon rich soils and peat land hydrology • Impact on woodland and forestry interests 	142

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	<ul style="list-style-type: none"> • Traffic impact - mitigation during both construction and operation • Ecological impact • Impact on tourism and recreational interests. <p>In addition to the above criteria, detailed assessment of impact will include consideration of the extent to which the proposal contributes to renewable energy generation targets, its effect on greenhouse gas emissions and net economic impact, including socio-economic benefits such as employment.</p> <p>b) Onshore Wind Turbines</p> <p>In addition to the assessment of the impacts outlined in part a) above, the following considerations will apply:</p> <p>i) The Spatial Framework</p> <p>Areas of Significant Protection (Map 2): where the Council will apply significant protection and proposals may be appropriate in circumstances where any significant effects on the qualities of these areas can be substantially overcome by siting, design and other mitigation.</p> <p>Areas with Potential (Map 1): where proposals are likely to be acceptable subject to Detailed Consideration.</p> <p>ii) Detailed Consideration</p> <p>The proposal will be determined through site specific consideration of the following on which further guidance will be set out in supplementary guidance and as informed by the landscape capacity study:</p>	

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	<p>Landscape and Visual Impact</p> <ul style="list-style-type: none"> the landscape is capable of accommodating the development without unacceptable significant adverse impact on landscape character or visual amenity. the proposal is appropriate to the scale and character of its setting, respects the main features of the site and the wider environment and addresses the potential for mitigation. <p>Cumulative Impact</p> <ul style="list-style-type: none"> unacceptable significant adverse impact from two or more wind energy developments and the potential for mitigation is addressed. <p>Impact on Local Communities</p> <ul style="list-style-type: none"> the proposal addresses unacceptable significant adverse impact on communities and local amenity including the impacts of noise, shadow flicker, visual dominance and the potential for associated mitigation. <p>Other</p> <ul style="list-style-type: none"> the proposal addresses unacceptable significant adverse impacts arising from the location within an area subject to potential aviation and defence constraints including flight paths and aircraft radar. the proposal avoids or adequately resolves other impacts including on the natural and historic environment, cultural heritage, biodiversity, forest and woodlands and tourism and recreational interests - core paths, visitor centres, 	

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	<p>tourist trails and key scenic routes.</p> <ul style="list-style-type: none"> the proposal addresses any physical site constraints and appropriate provision for decommissioning and restoration. <p>iii) Extensions and Repowering of Existing Wind Farms</p> <p>The proposal will be determined through assessment of the details of the proposal against Part a) and Parts b) (i) and (ii) above. Detailed assessment of impact will include consideration of the extent to which:</p> <ul style="list-style-type: none"> the proposal, for extensions, impacts on the existing wind farm(s) setting and the ability to sit in the landscape on its own should the existing wind farm be decommissioned before the extension. the proposal, for repowering, makes use of existing infrastructure and resources, where possible, and limits the need for additional footprint. <p>c) Biomass</p> <p>Proposals for the development of commercial biomass will be supported if the following criteria are met:</p> <ul style="list-style-type: none"> Applicants must confirm which form of biomass will fuel the plant and if a mixture of biomass is proposed then what percentage split will be attributed to each fuel source. Proposals must demonstrate that they have taken account of the amount of supply fuel over the life of the project. When considering wood biomass proposals, the scale and location of new 	

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	<p>development is appropriate to the volume of local woodfuel available. Sources of fuel must be identified and must be sustainable.</p> <ul style="list-style-type: none"> • The location must have suitable safe access arrangements and be capable of accommodating the potential transport impacts within the surrounding roads network. • A design statement must be submitted, which should include photomontages from viewpoints agreed by the Council. • There must be a locational justification for proposals outwith general employment land designations. The proposed energy use, local heat users and connectivity of both heat users and electricity networks must be detailed. Proposals which involve potential or future heat users will not be supported unless these users can be brought online in conjunction with the operation of the plant. • Details of the predicted energy input and output from the plant demonstrating the plant efficiency and utilisation of heat must be provided. • Where necessary, appropriate structural landscaping must be provided to assist the development to integrate sensitively. <p>The criteria set out in relation to all renewable energy proposals (part a) must also be met.</p> <p>The Council will consult with Scottish Forestry to help predict potential woodfuel supply projections in the area.</p> <p>d) Heat</p> <p>Where a heat network exists or is planned, proposals should include infrastructure to allow connection to that network.</p>	

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	<p>Where no heat network is present or planned:</p> <ul style="list-style-type: none"> Proposals should consider the feasibility for the creation of or connection to a heat network. Proposals should safeguard piperuns within the development, to its curtilage, for future connection to a heat network. Proposals should consider the provision of energy centres, or the reservation of land for an energy centre to facilitate future connection to a heat network. <p>Proposals for new development will be compared with the Scotland Heat Map to identify if it could make use of an existing heat supply or provide excess heat to heat users. This will be the case until the Council has concluded work on identifying where heat networks, heat storage and energy centres exist or would be appropriate in the plan area, at which point reference to that work should be made. Developments which have a high heat demand are encouraged to co-locate with sources of heat supply.</p> <p>Where heat networks are not viable, proposals should include the use of microgeneration technologies and heat recovery associated with individual properties, unless demonstrating this is unnecessary or unviable.</p> <p>The criteria set out in relation to all renewable energy proposals (part a) must also be met.</p> <p>Justification/Notes</p> <p>Renewable energy proposals can be in a variety of forms, including wind, hydro, solar, geothermal and biomass and bring a new technology approach to provision. Moray offers the potential for renewable energy proposals and this policy provides a range of criteria to consider applications against. Proposals for heat and power generation need</p>	

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	<p>to be carefully considered to avoid unacceptable significant adverse impacts upon the environment.</p> <p>The onshore wind energy supplementary guidance provides further guidance on the council's approach to considering and determining applications and making observations, the information requirements and issues to be addressed at pre-application and application stages, and links to relevant detailed guidance.</p> <p>The landscape capacity study is strategic level guidance and is a technical appendix to the statutory supplementary guidance – it does not replace the need to assess the landscape or visual impacts of individual wind farm proposals. Interpretation of the Landscape Capacity Study as part of the development management process will be applied on case-by-case basis by the Council's appointed Landscape Capacity Adviser.</p>	
06 Environment Policies	<p>Modify the local development plan by:</p> <p>1. Amending Policy EP2 Biodiversity as follows:</p> <ul style="list-style-type: none"> • Deleting paragraph one and inserting the following text: <p>"All development proposals must, where possible, retain, protect and enhance features of biological interest and provide for their appropriate management. Development must safeguard and where physically possible extend or enhance wildlife corridors and green/blue networks and prevent fragmentation of existing habitats."</p> <ul style="list-style-type: none"> • Paragraph four, replacing the first sentence with the following sentence: "Developers must demonstrate, through a Placemaking Statement where required by Policy PP1 which incorporates a Biodiversity Plan, that they have included biodiversity features in the design of the development." 	185

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	<ul style="list-style-type: none"> Paragraph four, in second sentence deleting “This” and insert “Habitat creation”. Deleting paragraph five and inserting the following text: “Where development would result in loss of natural habitats of ecological amenity value, compensatory habitat creation will be required where deemed appropriate.” Justification/Notes, at the end of paragraph three inserting additional text as follows: “It should be noted that reference to compensatory habitat creation within the policy does not apply to woodland removal which must meet the requirements set out in Policy EP7 “Forestry, Woodlands and Trees.” <p>2. Amending Policy EP3 Special Landscape Areas and Landscape Character as follows:</p> <ul style="list-style-type: none"> In paragraph one deleting “avoid adverse effect” and inserting “minimises adverse impacts” <p>3. Amending Policy EP5 Open Space as follows:</p> <ul style="list-style-type: none"> Adding an additional sentence at the end of paragraph one as follows: “The temporary use of unused or underused land as green infrastructure is encouraged, this will not prevent any future development potential which has been identified from being realised.” In b) ii) Quality Standard, deleting the first sentence and inserting the following text: 	

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	<p>“All new development proposals will be assessed and must achieve a very good quality score of no less than 75%.”</p> <ul style="list-style-type: none"> In b) ii) Quality Standard, amending the second sentence of the first paragraph so this reads: <p>“Quality will be assessed by planning officers at the planning application stage against the five criteria below using the bullet point prompts.”</p> <ul style="list-style-type: none"> In Justification/Notes adding an additional sentence at the end as follows: <p>“The drawings within the policy provide examples of how good quality multi-functional open space can be achieved within development.”</p> <p>4. In Policy EP7 Forestry, Woodlands and Trees deleting existing policy text and replacing as follows:</p> <p>“a) Moray Forestry and Woodland Strategy</p> <p>Proposals which support the economic, social and environmental objectives and projects identified in the Moray Forestry and Woodlands Strategy will be supported where they meet the requirements of other relevant Local Development Plan policies. The council will consult Scottish Forestry on proposals which are considered to adversely affect forests and woodland. Development proposals must give consideration to the relationship with existing woodland and trees including shading, leaf/needle cast, branch cast, wind blow, water table impacts and commercial forestry operations.</p> <p>b) Tree Retention and Survey</p>	

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	<p>Proposals must retain healthy trees and incorporate them within the proposal unless it is technically unfeasible to retain these. Where trees exist on or bordering a development site, a tree survey, tree protection plan and mitigation plan must be provided with the planning application if the trees or trees bordering the site (or their roots) have the potential to be affected by development and construction activity. Proposals must identify a safeguarding distance to ensure construction works, including access and drainage arrangements, will not damage or interfere with the root systems in the short or longer term. A landscaped buffer may be required where the council considers that this is required to maintain an appropriate long term relationship between proposed development and existing trees and woodland.</p> <p>Where it is technically unfeasible to retain trees, compensatory planting on a one for one basis must be provided in accordance with (e) below.</p> <p>c) Control of Woodland Removal</p> <p>In support of the Scottish Government's Control of Woodland Removal Policy, Woodland removal within native woodlands identified as a feature of sites protected under Policy EP1 or woodland identified as Ancient Woodland will not be supported.</p> <p>In all other woodlands development which involves permanent woodland removal will only be permitted where it would achieve significant and clearly defined additional public benefits (excluding housing) and where removal will not result in unacceptable adverse effects on the amenity, landscape, biodiversity, economic or recreational value of the woodland or prejudice the management of the woodland.</p> <p>Where it is proposed to remove woodland, compensatory planting at least equal to the area to be felled must be provided in accordance with e) below.</p> <p>d) Tree Preservation Orders and Conservation Areas</p>	

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	<p>The council will serve Tree Preservation Orders (TPO's) on potentially vulnerable trees which are of significant amenity value to the community as whole, trees that contribute to the distinctiveness of a place or trees of significant biodiversity value.</p> <p>Within Conservation Areas, the council will only agree to the felling of dead, dying, or dangerous trees. Trees felled within Conservation Areas or subject to TPO must be replaced, unless otherwise agreed by the council.</p> <p>e) Compensatory Planting</p> <p>Where trees or woodland are removed in association with development, developers must provide compensatory planting to be agreed with the planning authority either on site, or an alternative site in Moray which is in the applicant's control or through a commuted payment to the planning authority to deliver compensatory planting and recreational greenspace."</p> <p>5. In Policy EP7 Forestry, Woodland and Trees deleting the existing text within Justification/Notes, and replacing as follows:</p> <p>"Moray is recognised for the quality of its scenery and natural heritage for which forests and woodlands play an integral part of. They are an important renewable and beneficial resource in terms of climate change, economic, landscape, recreational, biodiversity and tourism opportunities. In line with the Scottish Forestry's guidance document "The Right Tree in the Right Place", the council supports the good management of this resource to balance the potential economic benefits with protecting and enhancing forests and woodland from inappropriate development and uses.</p> <p>The Scottish Government is committed to maintain and enhancing Scotland's forest and woodland resource. Preventing inappropriate woodland removal is a key policy within the</p>	

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	<p>Scottish Forestry Strategy February 2019, and the Control of Woodland Removal Policy (along with associated Implementation Guidance published in February 2019). Woodlands identified as Ancient Woodland are important not just for the trees, but for the soil structure, flora and fauna that rely on such woodlands. Ancient woodland ecosystems have been created over hundreds of years and are irreplaceable.</p> <p>For the purposes of policy EP7, “woodland removal” under part c) is defined as the permanent removal of 0.1 hectares or more of woodland for the purposes of conversion to another type of land use. Proposals affecting a tree or trees covering an area less than 0.1 hectares will be considered against criteria b).</p> <p>Development proposals which result in the permanent loss of woodland will be required to provide compensatory planting which will be of an appropriate species and will include the cost of management and establishment of the woodland/ greenspace. Further details of mechanisms to deliver compensatory planting are available from Moray Council. Compensatory planting requires to be agreed with Scottish Forestry before a felling licence is approved.</p> <p>The Scottish Forestry, the Moray Access Manager and Scottish Natural Heritage will be consulted on issues relating to the recreational and biodiversity value of woodland.</p> <p>Proposals for works to trees in Conservation Areas and trees covered by a TPO must be made in writing and be supported by a tree surgeon’s report to provide justification for its removal.”</p> <p>6. In Policy EP7 Forestry, Woodland and Trees, amending Trees and Development Guidance as follows:</p> <ul style="list-style-type: none"> • At the end of paragraph two inserting: 	

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	<p>“Developers proposing compensatory planting are asked to follow the guidance for site assessment and woodland design as laid out in Scottish Forestry’s “Woodland Creation, Application Guidance” and its subsequent updates, when preparing their proposal.”</p> <ul style="list-style-type: none"> At bullet point three after “Height and canopy spread in metres” inserting: “(including consideration of full height and spread).” At paragraph six deleting “development assessment” and inserting: “Based on the guidance in BS5837, only category U trees are discounted from the Tree Survey and Tree Protection Plan process.” Adding new sentence to end of paragraph six as follows: “It is noted that in line with part b) of policy EP7 where woodland is removed compensatory planting must be provided regardless of tree categorisation.” At final paragraph deleting “Ash” from the list of recommended planting. <p>7. Amending Policy EP8 Historic Environment as follows:</p> <ul style="list-style-type: none"> Deleting the existing title a) and inserting: “Scheduled Monuments and Unscheduled Archaeological Sites of Potential National Importance.” In paragraph one, deleting first sentence and inserting text as follows: 	

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	<p>“Where a proposed development potentially has a direct impact on a Scheduled Monument, Scheduled Monument Consent (SMC) is required, in addition to any other necessary consents. Historic Environment Scotland manage these consents.”</p> <ul style="list-style-type: none"> Deleting paragraph two, and inserting text as follows: <p>“Development proposals will be refused where they adversely affect the integrity of the setting of Scheduled Monuments and unscheduled archaeological sites of potential national importance unless the developer proves that any significant adverse effects are clearly outweighed by exceptional circumstances, including social or economic benefits of national importance.”</p> <ul style="list-style-type: none"> In b) Local Designations, deleting bullet point 2 and inserting text as follows: <p>“Consideration has been given to alternative sites for the development and preservation in situ is not possible.”</p> <ul style="list-style-type: none"> Amending bullet point 3 by inserting “Where possible” at the start of this sentence. <p>8. In Policy EP12 Management and Enhancement of the Water Environment at a) Flooding, page 98 c) final paragraph,</p> <ul style="list-style-type: none"> Deleting “as they are unsustainable in the long term due to sea level rise and coastal change”. <p>9. Adding new policy EP17 Coastal Change as follows:</p> <p>“New development will not generally be supported in areas that are vulnerable to adverse</p>	

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	<p>effects of coastal erosion and/or wider coastal change as identified in Scotland's Dynamic Coast project (National Coastal Change Assessment).</p> <p>In vulnerable areas, proposals for new developments will only be permitted if they demonstrate that they:</p> <ul style="list-style-type: none"> • are adaptive to anticipated coastal change, and • avoid the need for coastal defence measures over their lifetime, and • will not have a detrimental impact on coastal processes. <p>Beyond this, only in exceptional circumstances will proposals within areas vulnerable to coastal change be approved and only where it has been demonstrated that there are:</p> <ul style="list-style-type: none"> • no alternative solutions, and • imperative reasons of over-riding public interest including those of a social or economic nature." <p>10. Adding Justification/Notes to accompany Policy EP17, as follows:</p> <p>"Moray has approximately 190 kilometres of coastline hosting a number of settlements, as well as other assets such as harbours, beaches, coastal trails and agricultural land. These settlements and assets are important for the economy, natural and cultural heritage of the region. The increasing effects of climate change, including the consequences of sea level rise, will continue to change our coastline and put existing and planned built development and infrastructure at risk. Around 60% of the Moray coastline is made up of soft material susceptible to erosion. The proportion of soft coastline experiencing erosion has tripled in recent years from 10% to 34%. A significant length of the coast has experienced substantial erosion, 13 kilometres of shoreline has retreated</p>	

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	more than 30 metres since the 1970's and there is likely to be increased erosion and flooding to be managed in the future. Coastal settlements such as Kingston and Cullen are already experiencing issues. Further information on areas of the Moray coast affected and detailed mapping is available to view at http://www.dynamiccoast.com/ ."	
07 Elgin	<p>Modify the local development plan by:</p> <ol style="list-style-type: none"> 1. Adding the following bullet point to R5 Bilbohall West: <ul style="list-style-type: none"> • "Phase 1 Habitat Survey Required". 2. Adding the following bullet point to R3 Bilbohall South: <ul style="list-style-type: none"> • "Landscaped buffer of minimum 40 metres between the housing and the rear elevations of properties at Fairfield Avenue." 3. Adding the following bullet point to R11 Findrassie: <ul style="list-style-type: none"> • "A suitable buffer zone is required to ensure protection of the Long-Established Woodland of Plantation Origin (LEPO) at Findrassie Wood." 4. Removing R14 South Lesmurdie, Elgin and designating the site as ENV3: Playspace for Children and Teenagers and ENV5: Green Corridors. 5. Adding the following bullet point to R19 Easter Linkwood and Linkwood: <ul style="list-style-type: none"> • "Avoid the loss of Long-Established Woodland of Plantation Origin (LEPO) along Linkwood Road." 6. Adding the following bullet point to R22 Spynie Hospital: 	270

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	<ul style="list-style-type: none"> • “Given the site’s former use, a Contamination Assessment is required.” <p>7. Replacing the first bullet point of I6 Linkwood East with the following:</p> <ul style="list-style-type: none"> • “Site is partly built out for restaurant, café and retail uses. The remaining undeveloped land is suitable for Use Class 4 Business, Use Class 5 General Industrial and Use Class 6 Storage and Distribution.” <p>8. Making the following changes At I16 Burnside of Birnie and LONG3:</p> <ul style="list-style-type: none"> • Adjust the site boundary so land to the north of the A96 dualling is identified as I16 and land to the south of the A96 dualling is identified as LONG3. • Amend the designation text for I16 (third bullet point) to refer to 9 hectares. • Amend the designation text for I16 fourth bullet point to read as follows: “A greater mix of uses is supported across 5ha of the site;...” • Insert revised Key Design Principles (CD08) to replace those on page 130. • Replace ninth bullet point of I16 to read as follows: “New junction on A941 required, see TSP23. Links through to the Elgin South Masterplan area to be provided. To create a second access onto the A941 careful consideration must be given to junction spacing.” • Amend eleventh bullet point of LONG3 to read as follows: “New junction on A941 required (TSP24).” • Amend second bullet point of LONG3 to read as follows: “A landscaped corridor of minimum 15 metres width planted with heavy standard trees, must be provided along the A941 to filter views”. • Amend third bullet point of LONG3 to refer to “Woodland structure planting...”. • Include the properties at Burnside of Birnie and Blossombank within the Elgin Settlement Boundary. 	

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	<p>9. Amending fifth bullet point of OPP5 Auction Mart, Linkwood Road to read as follows:</p> <ul style="list-style-type: none"> • “Proposals must reflect the historic use of the site as an agricultural auction mart in the character and design of key buildings and public art.” <p>10. Amending the fourth bullet point of OPP5 Auction Mart, Linkwood Road to read as follows:</p> <ul style="list-style-type: none"> • “Pedestrian and cycle connection to Market Drive to the south of the site to be provided, where realistically feasible.” <p>11. Inserting the following as a separate Opportunity Site:</p> <p>“OPP*** Lesser Borough Briggs 1.1 ha Suitable Uses</p> <p>Leisure, office retail</p> <p>Site Specific Requirements</p> <ul style="list-style-type: none"> • Transport Assessment required, the scope of which must be agreed with Transport Scotland and Moray Council Transportation. • Connectivity through the site, to the town centre and river for pedestrian and cyclists required. • Level 2 Flood Risk Assessment (FRA) required. • Drainage Impact Assessment (DIA) required. • No development within 6m of existing flood alleviation measures will be permitted. 	

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	<ul style="list-style-type: none"> The site lies within the defended flood plain and is therefore not suitable for vulnerable uses, including housing.” <p>12. Amending the designation text and map for OPP8 Lossie Green, Elgin by removing the Lesser Borough Briggs area to show the site area as 2.6 ha and removing the requirement “No development within 6m of existing flood alleviation measures will be permitted”.</p> <p>13. Replacing OPP11 Walled Garden with the following:</p> <p>“CF6 Walled Garden</p> <ul style="list-style-type: none"> Site safeguarded for educational and training facilities primarily related to horticulture, gardening and outdoor education. Opportunities for the expansion of existing facilities will be supported. Given the listed buildings on the site and proximity to the Scheduled Monuments of Bishop’s House and Elgin Cathedral, any development must be informed by a detailed assessment of potential heritage impacts. Consideration must be given to the scale and height of proposals and impacts on views to and from the Cathedral, and detrimental impacts must be avoided. A Standing Building Survey may be required depending on the scale and type of any expansion proposals. Any development proposals will require a Level 2 Flood Risk Assessment (FRA), and Drainage Impact Assessment (DIA) required. A Transport Statement may be required depending on the scale of development proposed. No development within 6m of existing flood alleviation measures. ” <p>14. Altering the map for ENV1 within Elgin which would extend the Biblical Garden to the north as set out in CD09.</p>	

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08 Fochabers, Garmouth, Lossiemouth, Mosstodloch and Urquhart – Elgin Housing Market Area	<p>Modify the local development plan by:</p> <ol style="list-style-type: none"> 1. Amending the third bullet point of the site specific requirements for T1 Caravan Site, Fochabers to read as follows: <ul style="list-style-type: none"> • “Demonstrate that there will be no adverse effect on the integrity of the River Spey Special Area of Conservation from development activity either causing disturbance to otters that may be using the watercourse and banks, or pollution or sediment to reach the SAC, or changes to water quality and quantity.” 2. Adding the following bullet point to the site specific requirements for T1 Caravan Site, Fochabers: <ul style="list-style-type: none"> • “Avoid the loss of ancient woodland within the site and provide suitable buffers.” 3. At the eighth bullet point for R1 South of Innes Road, Garmouth, replacing the word “sought” with “required”. 4. Adding the following bullet point to R1 South of Innes Road, Garmouth: <ul style="list-style-type: none"> • “Development must demonstrate that there will be no adverse effect on the integrity of the River Spey or the Lower River Spey – Spey Bay Special Areas of Conservation, or the Moray & Nairn Coast Special Protection Area caused by changes in water quality affecting the habitats and prey species that SAC qualifying interests rely on.” 5. Amending the suitable uses for OPP1 Sunbank, Lossiemouth to read as follows: <p>“Suitable Uses Business Park, Industrial, Retail and Housing where this is part of development of the</p> 	304

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	<p>whole site for a wider mix of uses.”</p> <p>6. Adding the following bullet points to the Site Specific Requirements for OPP1 Sunbank, Lossiemouth:</p> <ul style="list-style-type: none"> • “Access to public transport must be provided either through the site or new bus laybys on the A941 with associated pedestrian crossing facilities.” • “Pedestrian and cycle connections to the north of the site and to the Core Path (CP-LM24) required to provide connections to Lossiemouth High School, and the open space.” <p>7. Altering R3 Balnacoul, Mosstodloch to an Opportunity Site with the suitable uses referring to “Business or residential”.</p> <p>8. Adding the following bullet point to R3 Balnacoul, Mosstodloch (altered to an Opportunity Site):</p> <ul style="list-style-type: none"> • “Ensuring safe connections for cyclists and pedestrians should be considered in the development and use of this site.” <p>9. Amending the designation I3 West of Mosstodloch to refer to 16 hectares and LONG2 West of Mosstodloch to refer to 14 hectares, and altering the maps accordingly.</p> <p>10. Adding the following bullet point to R2 Station Road, Urquhart:</p> <ul style="list-style-type: none"> • “Footway must be extended along the Station Road frontage and into the site.” <p>11. Removing LONG2 Station Road, Urquhart.</p>	

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09 Burghead, Cummington, Duffus and Hopeman – Elgin Housing Market Area	<p>Modify the local development plan by:</p> <ol style="list-style-type: none"> 1. Adding a bullet point to R2 Clarkly Hill, Burghead as follows: <ul style="list-style-type: none"> • “Land constraints relating to the operational radio masts must be incorporated into the layout.” 2. Adding the following bullet point to LONG Clarkly Hill, Burghead: <ul style="list-style-type: none"> • “Phase 1 Habitat Survey required.” 3. Adding the following bullet points to T2 Caravan Park Extension, Burghead: <ul style="list-style-type: none"> • “Proposals must be lower density than the existing caravan park to retain a woodland setting for any chalets/caravans/camping.” • “Proposals must minimise woodland removal by locating development in natural clearings where physically possible and maximising woodland retention.” • “Proposals must not negatively impact on the Moray Coastal Trail that runs through the site.” 4. Amending the first bullet of T2 Caravan Park Extension, Burghead to read as follows: <ul style="list-style-type: none"> • “Extension of Caravan Park including chalets and camping provision.” 5. Adding the following to R1 Manse Road, Hopeman: “Landfill gas assessment 	333

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	required.” 6. Removing R2 Hopeman Golf Club .	
10 Forres Housing Market Area – Forres – Dallas, Dyke, Findhorn, Kinloss and Rafford	Modify the local development plan by: 1. Removing I4 Waterford North, Forres . 2. Adding the following bullet point to OPP7 Whiterow, Forres : <ul style="list-style-type: none"> • “Avoid the loss of ancient woodland within the site.” 3. Replacing the second bullet point of R3 Fir Park Road with the following: <ul style="list-style-type: none"> • “Houses must be one storey in height, front onto C7E and create a gateway into the village.” 4. Adding the following bullet points to R1 Brochloch, Rafford : <ul style="list-style-type: none"> • “The area to the rear of the existing houses must be retained as open space/ landscaping.” • “Consideration must be given to safe routes to school, which may take the form of a bus bay for school buses.” 	374
11 Buckie – Cullen, Findochty, Portgordon and Portknockie – Buckie Housing Market Area	Modify the local development plan by: 1. Removing R10 Site at Station Road, Portessie and identifying the site under ENV5 Green Corridor. 2. Adding a bullet point to LONG1 Land to South West of Buckie a follows:	399

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	<ul style="list-style-type: none"> • “Flood Risk Assessment (FRA) required.” <p>3. Amending the ENV5 Burn of Buckie designation boundary as follows: to reflect the planning approval at the property Ferndale; at Burnbank to reflect the approach taken at Ferndale; and to remove the properties and curtilages of Burnside and Doonahree.</p> <p>4. Removing the designation ENV6 Mill of Buckie and identifying the site for residential purposes (11 units) and a community woodland (ENV). Suitable site requirements should be added to the designation to reflect the planning permission approved for the site.</p> <p>5. Replacing the bullet point referring to mains water and sewerage within OPP3 Barron Street, OPP4 Bank Street, OPP5 James Jones Shipyard, OPP6 Former Grampian Country Park, T1 Strathlene Caravan Site, T2 Coastal Strip, Strathlene with the following:</p> <ul style="list-style-type: none"> • “Development must demonstrate that there will be no adverse effect on the integrity of the proposed Moray Firth Special Protection Area (pSPA), for example caused by changes in water quality affecting the habitats and prey species that the qualifying interests of the pSPA rely on.” <p>6. Removing residential as a suitable use for OPP4 Bank Street, Buckie and inserting the following bullet point:</p> <ul style="list-style-type: none"> • “Likely amenity issues given the adjacent commercial uses in the vicinity and in particular the extent of fish processing activities. These will be required to be addressed in proposals.” <p>7. Amending the second bullet point of OPP6 Former Grampian Country Park,</p>	

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	<p>Buckie to read as follows:</p> <ul style="list-style-type: none"> “Whilst established use rights’ would allow continued industrial/business use, such activity may be restricted given the adjacent residential properties.” 	
12 Keith – Newmill – Keith Housing Market Area	<p>Modify the local development plan by:</p> <ol style="list-style-type: none"> Removing R7 Jessieman’s Brae, Keith as a housing designation and designate the site as part of the ENV5 River Isla Corridor. 	410
13 Speyside Housing Market Area – Aberlour, Archiestown and Rothes	<p>Modify the local development plan by:</p> <ol style="list-style-type: none"> Amending the tenth bullet point of the site requirements for R2 Speyview, Aberlour to read as follows: <ul style="list-style-type: none"> “An active travel connection to Taylor Court must be provided.” Adding a bullet point to R2 Speyview, Aberlour as follows: <ul style="list-style-type: none"> “Phase 1 Habitat Survey required.” Removing an area of land to rear of 45 Green Street, Rothes from R2 Green Street, Rothes as set out in Site Map 13-7. Removing I5 Greens of Rothes and revising the settlement boundary to exclude that site. 	437
14 Rural Groupings	<p>Modify the local development plan by:</p> <ol style="list-style-type: none"> Removing Site A, Auchbreck but retaining the land within the Rural Grouping boundary. 	499

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	<p>2. Removing Site A, Bridgend of Glenlivet and amending the Rural Grouping boundary to exclude the land.</p> <p>3. Amending the boundary of Site A, Cardhu to allow for existing road frontage development only and adding the following sentence at the end of the first paragraph of the designation text: "To be in keeping with this traditional character, development is restricted to the existing road frontage."</p> <p>4. Removing Site A, Clackmarras and amending the Rural Grouping boundary to exclude the land.</p> <p>5. Removing Site A, Cragganmore and identify the land as Amenity Land.</p> <p>6. Amending the Rural Grouping boundary of Craighead by removing the land to the east.</p> <p>7. Amending the Rural Grouping boundary of Darklass by adding the area of land indicated within the representation.</p> <p>8. Removing Sites A and B, Glenfarclas and amending the Rural Grouping boundary to exclude the land.</p> <p>9. Amending Site B, Kellas by removing the triangle of land contained within the adjacent property Chapelstane.</p> <p>10. Removing Site A, Knock and identify the land as Amenity Land.</p> <p>11. Removing Site A, Logie and amending the Rural Grouping boundary to exclude the land.</p>	

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	<p>12. Increasing the number of houses referred to in the designation text for Mains of Inverugie Site A from “up to 12” to “up to 15”.</p> <p>13. Replacing the fourth and fifth paragraphs of the designation text for Maverston with the following:</p> <p>“There is an opportunity to redevelop the site of the existing steading buildings. No more than 16 houses will be permitted and development should be in keeping with the scale and proportions of the original steading building. The layout, siting and design of any new development should be in keeping with the character of the area and must reflect traditional design and layout. No further development opportunities for development have been identified or will be supported at Maverston.”</p> <p>14. Adding the following wording to the designation text for Maverston: “Connection to the public sewer is required.”</p> <p>15. Adding the following wording to the designation text for Site A at Miltonduff North: “This must also include landscape screening between the Community Hall and the site”.</p> <p>16. Adding the following wording to the designation text for Site A at Rafford Station: “Peat soils are present on site and proposals may need to be supported by a peat survey to establish peat depths.”</p> <p>17. Adding the following wording to the designation text for Sites A and B at Upper Dallachy: “Flood Risk Assessments (FRAs) required.”</p> <p>18. Adding the following wording to the designation text for Site B at Upper Dallachy:</p> <p>“Planting along its eastern and northern boundaries should be provided as part of a landscaping plan for the site which reflects its elevated position adjacent to the</p>	

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	<p>countryside.”</p> <p>19. Removing Site A, Woodside of Ballintomb and identify the land as Amenity Land.</p>	



REPORT TO: MORAY COUNCIL EMERGENCY CABINET ON 3 JUNE 2020

SUBJECT: FORMAL SIGN OFF OF CHILDREN'S SERVICES PLAN 2020-23

BY: CHIEF EXECUTIVE

1. REASON FOR REPORT

- 1.1 To request the Cabinet to formally sign off the 2020-23 Children's Services Plan. The final plan is attached (**APPENDIX A**).
- 1.2 This report is submitted to the Emergency Cabinet following a decision of Moray Council on 25 March 2020 to temporarily suspend all delegations to committees as a result of the Covid-19 pandemic (para 2 of the minute refers).

2. RECOMMENDATION

- 2.1 **It is recommend the Cabinet formally sign off the 2020-23 Children's Services Plan for the Council's interests therein.**

3. BACKGROUND

- 3.1. Section 8(1) of the Children and Young People (Scotland) Act 2014 requires every local authority and its relevant health board to jointly prepare a Children's Services Plan for the area of the local authority, in respect of each three-year period.
- 3.2 At a meeting in March 2020, the Children and Young People's Committee scrutinised and noted the draft Plan for formal sign off by the council. Due to the suspension on 25 March 2020 of all scheduled council meetings, this was not possible. The final Plan is therefore brought before the Cabinet to be formally signed off.
- 3.3 For presentational purposes the following have been added to the version of the Plan scrutinised and noted by Children and Young People's Committee:-
 - A Foreword
 - A fourth signature
 - In Section 3, an additional half page detailing the development of the Vision
 - In the section about financial resources, 2 pie charts and a bar graph of total spend across age groups have been added

4. **The Plan**

- 4.1 The focus of the plan is prevention and early intervention.
- 4.2 The 2019 Scottish Government guidance “Protecting children and young people: Child Protection Committee and Chief Officer Responsibilities” states that Child Protection Committees must:
- ensure strong and robust strategic planning links to wider integrated children’s services planning arrangements
 - ensure child protection specific issues are appropriately raised and taken account of in local children’s services planning processes
- 4.3 Moray committed to co-producing the Children’s Services Plan (CSP) with all key stakeholders. The plan was therefore produced under the guidance of the GIRFEC Leadership Group chaired by Police Scotland. The Child Protection Committee and the Chief Officer’s Group has also been involved. The plan will also be submitted for final sign off to the Moray IJB later this month.
- 4.4 A number of planning and engagement activities were completed during the information gathering stage which have informed the development of the CSP. These included:
- A School Wellbeing Survey (part of Realigning Children’s Services programme work) detailing the voice of children regarding their wellbeing.
 - An additional survey work undertaken with children who were out with the age range for the RCS survey and their parents.
 - An online survey with parents of school age children.
 - A Joint Strategic Needs Assessment to provide a clear picture of the needs of our children in Moray.
 - Service mapping across integrated services and commissioned services including financial information.
 - A review of national and local strategic policy direction which informs the CSP.
 - Development of a Communication and Engagement plan for the development of the CSP which detailed the activities planned to ensure a shared approach with all stakeholders.
- 4.5 A range of workshops was facilitated by the RCS Programme Team with a wide range of stakeholders. This produced the agreed vision with manageable strategic themes, an analysis of strategic priorities and an agreement of the outcomes planned to be achieved.
- 4.6 The agreed vision statement is:

“It is my right to live in a community where my voice is heard and builds me up to be all I can be”

4.7 Themes and priority areas identified are:

- Improve wellbeing (mental, physical and social)
- Reduce the impact of poverty
- Ensure children and young people are safe and free from harm
- Improve the outcomes and life chances for looked after children

4.8 There are action plans for each of the strategic priorities. These are attached as Appendices to the Plan.

5 SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))

The finalised Children's Services Plan will be a core component of the revised Local Outcome Improvement Plan. It will support the Building a better future for our children and young people in Moray priority.

(b) Policy and Legal

Section 8(1) of the Children and Young People (Scotland) Act 2014 requires every local authority and its relevant health board to jointly prepare a Children's Services Plan for the area of the local authority, in respect of each three-year period.

A progress report must be submitted to the Scottish Government on an annual basis.

(c) Financial implications

There are no financial implications arising directly from this report.

(d) Risk Implications

There are no risk implications arising directly from this report.

(e) Staffing Implications

There are no staffing implications arising directly from this report.

(f) Property

There are no property implications arising directly from this report.

(g) Equalities/Socio Economic Impact

An Equalities/Socio Economic Impact Assessment is not required as this report is to inform Committee of the development of the Children's Services Plan (2020-23).

(h) Consultation has been carried out with Morag Smith, Senior Solicitor, Legal Services; Paul Connor, Principal Accountant, Corporate Services; Senior Human Resource Adviser; Head of Education; Head of Integrated Children's Services; Head of Education Resources and Communities; Chief Social Work Officer; Sean Coady, Head of Service Operations (Adult & Children's Services) and the Chief Officer, Health & Social Care Moray.

6. CONCLUSION

- 6.1 As a key stakeholder, the Cabinet is requested to formally sign off the Plan on behalf of the Council.**

Author of Report: Roddy Burns, Chief Executive
Background Papers:

Children's Services Plan

2020-23



Children have the right to live in communities where their voice is heard and they are built up to be all they can be

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FINAL DRAFT

Foreword - Children's Services Partnership

This plan sets out our joint vision and partnership approach to improving outcomes for children, young people and families in Moray.

It is based on a Joint Strategic Needs Assessment and extensive engagement with children, young people, parents, community based volunteers and staff in Moray. A core component of this has been the work undertaken over the past two years through our participation in the Scottish Government Realigning Children's Services programme. Through this process over 5000 young people aged 8-16 years gave us their opinions about their own health and wellbeing.

The development of our vision was led by Moray Youth Matters, a diverse group of young people from the different communities which make up Moray and representative of a wide range of equalities groups.

“Children have the right to live in communities where their voice is heard and they are built up to be all they can be”

All partners, including children, young people and families reviewed the results of the engagement activities and collectively agreed 4 priorities:-

1. The wellbeing of children, young people and families is improved
2. The impact of poverty on children, young people and families is mitigated
3. Children and young people feel safe and free from harm
4. The outcomes and life chances of looked after and care experienced children and young people are improved

This plan clearly articulates our commitment to working collaboratively and in partnership with children, families and communities to tackle the big issues facing Moray.

At the time of finalising this plan, the full impact of the COVID 19 pandemic in the UK is not yet fully known. This unprecedented challenge that society and public services face will undoubtedly require partners to work together in new and innovative ways in order to mitigate the impact on Morays Children, and to support our most vulnerable families.

The four key priorities identified within this plan remain valid and our ability to make progress against these areas will be more crucial now than ever before. The role of our community will be paramount as we work together to overcome the immediate and long term effects of this pandemic, and to ensure the vision of this plan is realised.

Signatures:

Moray Youth Matters Group Representative _____

Moray Chief Officers:

Roddy Burns

Amanda Croft

Campbell Thomson

Section one: Introduction – What’s the plan about?

This is the second Children’s Services Plan (CSP) in Moray which will build on the achievements of the previous CSP 2017-2020. We have taken a shared approach to developing the plan where all partners share a common goal and agree priorities to meet the needs of children, young people and their families.

Our strategic planning approach ensures the plan is joined up, evidence based and shaped and informed by analysis of need, a mapping of services and extensive consultation and engagement with children, young people and families. It is therefore important that children and families who use our services, and the wider community, can access and engage with the ongoing development and review of the plan.

Purpose

The plan aims to describe how NHS Grampian and Moray Council will work together with all Community Planning Partners to create and maintain a local environment which improves outcomes for children and young people. It ensures that local planning and delivery of services is integrated, focused on quality and value through preventative approaches dedicated to safeguarding, supporting and promoting child wellbeing.

The plan is a live document which will evolve over the next three years as we work together as partners to design future services to meet the needs and improve wellbeing outcomes for children, young people and families in Moray.

Scope

The scope of this plan includes all children’s services provided locally by the Local Authority, Health Board and other Service Providers which falls into the categories “*children’s service*” e.g. schools, health visitors, youth group, children and families social work or “*related service*” e.g. leisure services, drug and alcohol service. This includes services delivered by private or third sector organisations on behalf of, or in partnership with, the local authority, relevant health board or “other service providers” e.g. Police Scotland, Scottish Fire and Rescue Service. It spans the age range of birth to eighteen years old and extends to age twenty five for young people in the care system.

Section Two: Working in partnership – how the plan was developed

Shared Approach

Moray has a proven record of partnership working across agencies. Communication and engagement with service users and the wider public is embedded in our shared approach to strategic planning in a way which will help to achieve the best outcomes for children, young people and families in Moray.

Building on the strong partnership relationships, we established a Children's Service Plan Development Group (CSPDG) made up of partners from across children's services including Health and Local Authority services, Education, Police Scotland, Integrated Joint Board, and the 3rd sector. They have collaborated to develop a credible joint plan which reflects the shared priorities of key stakeholders and sets out the direction for future commissioning decisions and service redesign and development.

Strategic planning is crucially about establishing a mature relationship between different partners from across the public, third and independent sectors. It involves assessing and forecasting needs, linking investment to agreed priorities, considering the options, planning the nature, range and quality of future services and working in partnership to put them in place.

A range of activities were carried out to inform the CSP and **High Level Action Plans (Appendix 1)** including; a joint strategic needs analysis, service mapping, review of existing strategic priorities, review of finance, review of national and local policy/guidance, robust stakeholder consultation and engagement and a series of workshops at key points in the development of the plan. These activities are detailed in **Appendix 2- Communication and Engagement Plan** and **Appendix 3 - Joint Strategic Needs Assessment**.

Realigning Children's Services (RCS) Input

Moray has taken part in the RCS programme which is run by the Scottish Government in partnership with Community Planning Partnerships (CPPs). It seeks to improve outcomes for children by supporting local improvement in joint strategic commissioning, focusing on evidence collection and analysis, service mapping and strengthening partnership working across children's services. The timing of this programme was beneficial in the development of the plan with the following activities being undertaken to inform the plan and supported by development workshops:

- Wellbeing Survey across Primary and Secondary schools
- Data Visualisation Tool
- Service Mapping
- Thematic Reports

Communication and engagement

The CSP is the local authority and health board's vision for how public services used by children and families will develop in the local area, and it is therefore important that service users, and the wider community, can access and engage with it.

A wide range of communication and engagement activities have taken place during the development of this plan. These include workshop based development sessions; RCS school wellbeing surveys, parental surveys, and creative engagement activities with younger children and workshops with frontline practitioners. The co-production approach adopted aims to create a sense of shared ownership of the plan.

Moving forward engagement will be extended to include a wider range of partners for example primary care, secondary care and the independent sector.

The Joint Strategic Needs Assessment (JSNA) includes the stakeholder feedback which informed the plan.

Timescale and Review

This plan sets the direction of travel for future planning decisions and service redesign and development over the next three years (2020-23) and will be subject to monitoring and review on an annual basis in line with government policy around The Children and Young People (Scotland) Act 2014. This will ensure it continues to respond to emerging needs and expectations of children, young people and families through future locality planning arrangements, local and national policy and emerging priorities.

This is not a static document; children's planning is an ongoing process. It is a live strategic plan and as such we look forward to engaging with all those with an interest in improving Children's Services in Moray to deliver on our plan between now and 2023 and review as required.

Section Three: Our Shared Vision, Principles and Priorities

This section sets out our three year vision statement, our principles and values, and our strategic priorities. These are all designed to deliver progress and continuous improvement against the national and local outcomes, which are set out in the next section.

The **Care Inspectorate** says: *“An ambitious and compelling vision for children, young people underpins effective leadership of children’s services planning. A vision which is understood and shared by the senior leaders across the partnership reflects shared values, and which contains within it a challenge, directed by all partners, to deliver transformational change. The vision should inspire and energise staff across the partnership to work together to achieve their common goals.”* **Care inspectorate 2020**

Development of the vision

Our vision was developed by listening to the views of children, young people and families who use services, those who provide services and those who deliver services in Moray and the wider community.

A draft vision and four strategic priorities were developed at an RCS facilitated event for key stakeholders which discussed the findings of the Realigning Children’s Services school surveys. Initially **“I grow up loved, safe and respected so that I can thrive and be me”** was agreed.

A diverse group of young people largely from the newly formed Moray Youth Matters group came together from across Moray to hear the key findings of the school survey and comment and contribute to the development of the vision. When the draft vision was shared with the young people, the language used did not connect with them. Young people didn’t like “loved” or “thrive”. They agreed that feeling “appreciated” and “supported “ by their families and community and having access to affordable services was particularly important to them.

Practitioners from across Moray also contributed to the development of the vision and strategic priorities at events across Moray.

Young people participated in developing a revised vision considering what was important to them in Moray to enable them to have the best opportunities in life. Discussion highlighted a wide range of lived experiences and what the key priorities meant to them. The process was challenging for the young people, however discussion was rich and supported the need for

ongoing engagement with young people when planning and improving services. A further session concluded the agreed version with the young people.

Our Shared Vision

Children have the right to live in communities where their voice is heard and they are built up to be all they can be

Crosscutting themes across the work carried out in terms of the vision were rights focused and there was agreement that children should

- **have the right to feel; happy, respected, supported, confident and safe**
- **have opportunities to be the best they can be**
- **be supported to learn**
- **live in a community that builds them up**
- **supported to live in communities that enable them to reach their full potential and have a voice that is heard.**

Principles and values

Our principles reflect the four key principles designed around the GIRFEC approach which is embedded in rights for children.

- **A child-focused approach:** We'll put the young person and their family at the centre of all decision-making and the support that is available to them
- **Understanding wellbeing:** We'll look at the child's wellbeing as a whole to provide appropriate, effective support at the right time
- **A preventative approach:** We'll identify needs early so they don't grow into problems
- **A joined-up approach:** We'll work together in a coordinated way to consider what help a child requires to meet specific needs and improve their wellbeing

Through "Working together" with all partners including children, young people and their families, we will strive to ensure our collective resources are used effectively and efficiently to meet the needs of children in Moray. Support for our joint workforce will be key in helping them achieve positive outcomes for the children of Moray.

Our Strategic Priorities

Four key themes emerged from our findings, informed by a process of community engagement and analysis of available intelligence about the needs of children and families in Moray. This included review of best practice and national evidence of 'what works' in delivering integrated support to improve outcomes for children and families. The priorities were agreed and developed at a series of workshops, facilitated by the RCS team. The priorities reflect the areas that people felt were most important. We acknowledge that this is a live plan with a limited number of manageable priorities which will be reviewed on an ongoing basis.

Our shared vision for change will be achieved through the delivery of **4 key strategic priorities** and a wide range of related improvement actions.

Priority 1: The wellbeing of children and young people is improved

- Emotional and mental wellbeing
- Physical wellbeing
- Social wellbeing

Priority 2: Children and young people are safe and free from harm

- Safe in the community
- Impact of domestic abuse
- Impact of neglect
- Impact of parental substance use

Priority 3: The impact of poverty on children, young people and families is mitigated

- Address stigma
- Increase disposable income
- Overcome disadvantage

Priority 4: Improved outcomes for looked after and care experienced young people

- Stable and nurturing homes
- Positive educational outcomes
- Improve wellbeing
- Criminal and youth justice

Approaches/ Models

Our approach to delivering improved outcomes for children, young people and families in Moray is based on GIRFEC principles – offering the right help at the right time from the right people.

The Moray Children's Services Partnership recognises that the key to improving wellbeing outcomes means a move to prioritise preventative and early intervention approaches.

The GIRFEC journey in Moray has been one in which significant emphasis has been placed on developing strong and collaborative partnerships between children, young people, their families, communities and professionals to find solutions to the challenges our communities are currently facing

The vision of GIRFEC is shared by all Community Planning Partners in Moray and is progressed through the leadership within the Children's Services Governance Structure.

To deliver the required improvements their efforts will continue to be integrated into whole system strategies, recognising that the most effective approaches are those that are embedded across organisations and are part of a whole system.

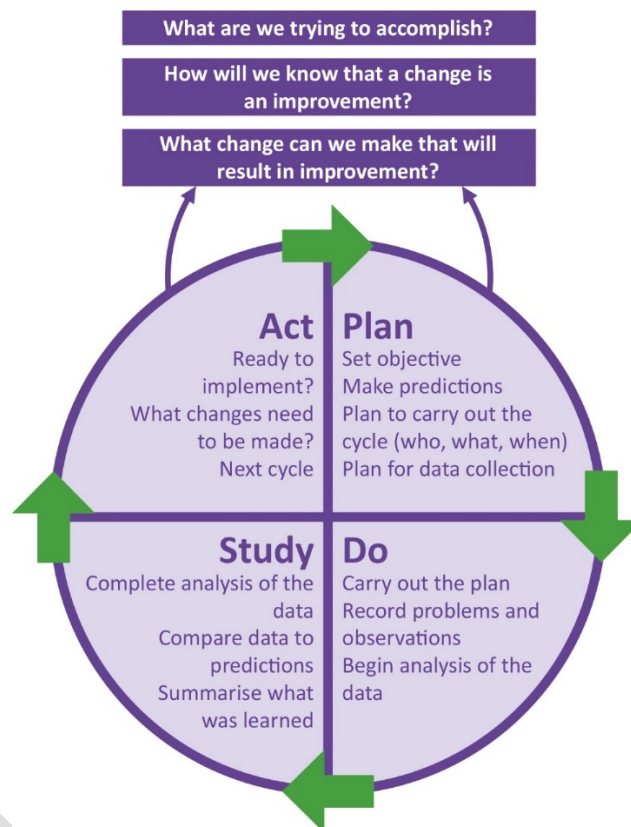


Our approach to improving outcomes is underpinned by **the Rights of the Child (United Nations Convention of the Rights of the Child)** which has 4 guiding principles:-

- non-discrimination;
- right to life, survival and development
- doing what is in the best interest of the child
- meaningfully engaging children and youth

This plan has been designed and developed in accordance with **Three Step Improvement Framework for Scotland's Public Services**.

Outcomes will be delivered by adopting the model of improvement – a systematic approach to testing improvements through our locality planning structures and scaling up.



Section Four: Strategic Context

The Scottish Government's ambition is for "Scotland to be the best place in the world to grow up and the best place in the world to bring up children" and our Strategy is designed to support this high-level aspiration. It focuses on how this can be achieved within current national policy and strategic developments such as:

- The National Outcomes of the Scottish Government National Performance Framework, with a particular focus on children, communities, health and human rights.
- The Children and Young People (Scotland) Act 2014 with particular reference to National Guidance on Part 3: Service planning.
- The Scottish Government Policy - Getting it Right for Every Child (GIRFEC) that supports children and young people so that they can grow up feeling loved, safe and respected and can realise their full potential.
- The Scottish National Performance Framework 2019 with a focus on the key priority of improving Children's and young people's health and wellbeing.
- The outcomes of the Health and Social Care Delivery plan
- The UN Convention on the Rights of the Child (UNCRC) – with a focus on protecting children and young people's rights. Rights are a list of promises to children and young people to keep them safe and healthy.
- The Health and Social Care Standards that set out what we should expect when using health, social care or social work services in Scotland. They seek to provide better outcomes for everyone
- The Scottish Government Policy on Maternal and Child Health that focuses on the development of a Child and Adolescent Health and Wellbeing Action Plan which covers both physical and mental wellbeing.
- The Scottish Government Policy on Human Rights with particular reference to Children's Rights: we want to recognise, respect and promote children's rights. These include rights to be treated fairly, to be heard and to be as healthy as possible, consistent with Article 3: The best interests of the child must be a top priority in all things that affect children.
- The outcomes of the Every child, every chance: tackling child poverty delivery plan 2018-2022 with a particular focus on the Healthier, Wealthier Children approach.
- The outcome of the Independent Care Review (ICR) to deliver the Promise.

- The Moray Local Outcome Improvement Plan “Building a Better Future for our Children and Young People in Moray” relates directly to children’s services. It seeks to inform the following outcome where Moray is a place where children and young people thrive; a place where they have a voice, have opportunities to learn and get around; a place where they have a home, feel secure, healthy and nurtured; and a place where they are able to reach their full potential.

This Plan ensures that the planning and delivery of our services takes into account key policy legislation and guidance. The requirement of the Children and Young People (Scotland) Act 2014 has been particularly influential in formulating this plan but the policies strategies and legislation listed in **Appendix 4** provide an indication of the range of areas which have been considered when planning future services for children, young people and families.

The grid below shows the linkage and complex policy landscape:-

National Strategic Policy Drivers		Strategies/Plans outside the scope of but relevant to the Children's Services Plan for Moray			Strategies/Plans within the scope of the Children's Services Plan for Moray	
Independent Care Review final report 2020	Healthcare Quality Strategy for NHS Scotland	Public Bodies (Joint Working)(Scotland) Act, 2014	Children & Young People's (Scotland) Act, 2014	Commission on the Future Delivery of Public Services	The National Performance Framework	Child Poverty (Scotland) Act, 2017
Mental Health Strategy for Scotland	NHS Grampian Clinical Strategy 2016-21	Moray Housing Strategy	Children & Young People Information Sharing Bill	Physical & Sensory Disability Strategy	Caring Together 2010-15	Community Empowerment (Scotland) Act, 2015
Community Justice (Scotland) Act, 2016	Moray Public Protection Action Plan	Moray Mental Health & Wellbeing Strategy 2015 - 2025	Moray Local Outcome Improvement Plan 2026	Corporate Parenting Strategy 2020	Moray Physical Activity and Sports Health Strategy	Equality Act, 2010 Fairer Scotland Duty
Self Directed Support : Implementation Plan 2019-2021	Moray Economic Development Strategy	MDAP Delivery Plan	Moray Children's Plan 2020-2023	Moray Carers' Strategy	Learning Disability Strategy 2013 - 2023	See Hear Framework for people with a sensory impairment Scotland
Equally Safe	Moray Criminal Justice Strategy	Moray Child Protection Committee Action Plan	Moray Early Years Framework	Community Learning and Development Plan 2018-21	Domestic Abuse Strategic Framework	Curriculum for Excellence
Health and Social Care Standards	The Keys of Life National Learning Disability Strategy	MHSCP Strategic Plan	Moray Community Safety Strategy	NHS Grampian Child Health 2020 Strategic Framework	National Youthwork Strategy 2019 refresh	Getting It Right For Every Child
		Moray Autism Strategy 2014-24	Moray Additional Support Needs Strategy for Schools 2017-27	Bullying and Equalities Strategy		
	Scotland ESL Strategy 2015-26	Adult Learning in Scotland 2014 refresh	Community Learning and Development Regulation 2013	National Standards for Community Engagement		

Financial Resource

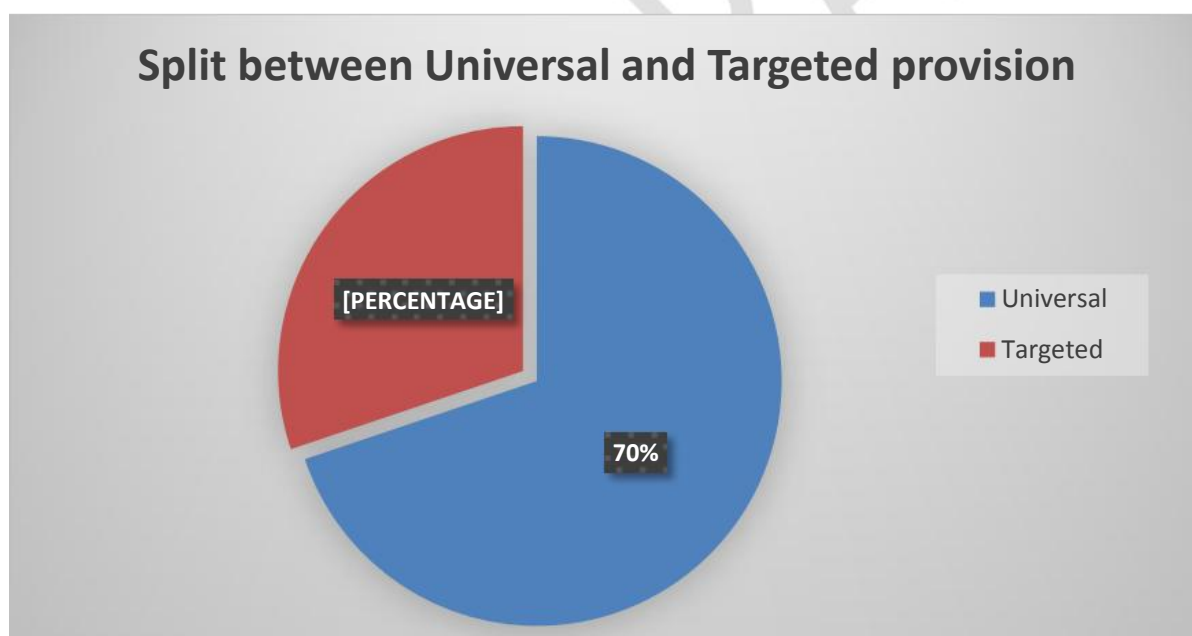
A detailed and complex service mapping exercise was undertaken which informed the financial details detailed below.

Throughout the life of the plan further analysis of service provision will be undertaken to inform how the partnership shifts investment towards prevention and early intervention.

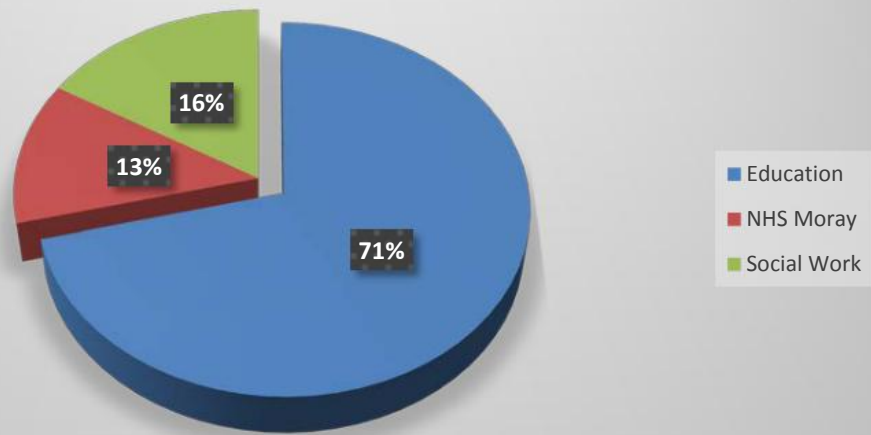
In 2019/20 the total spend for Children's Services in Moray across Education, Social Work, NHS and our commissioned services with the third and independent sector amounted to approximately £121 million

With a split of £84.4 million spent universal Services and £36.4 million on targeted provision.

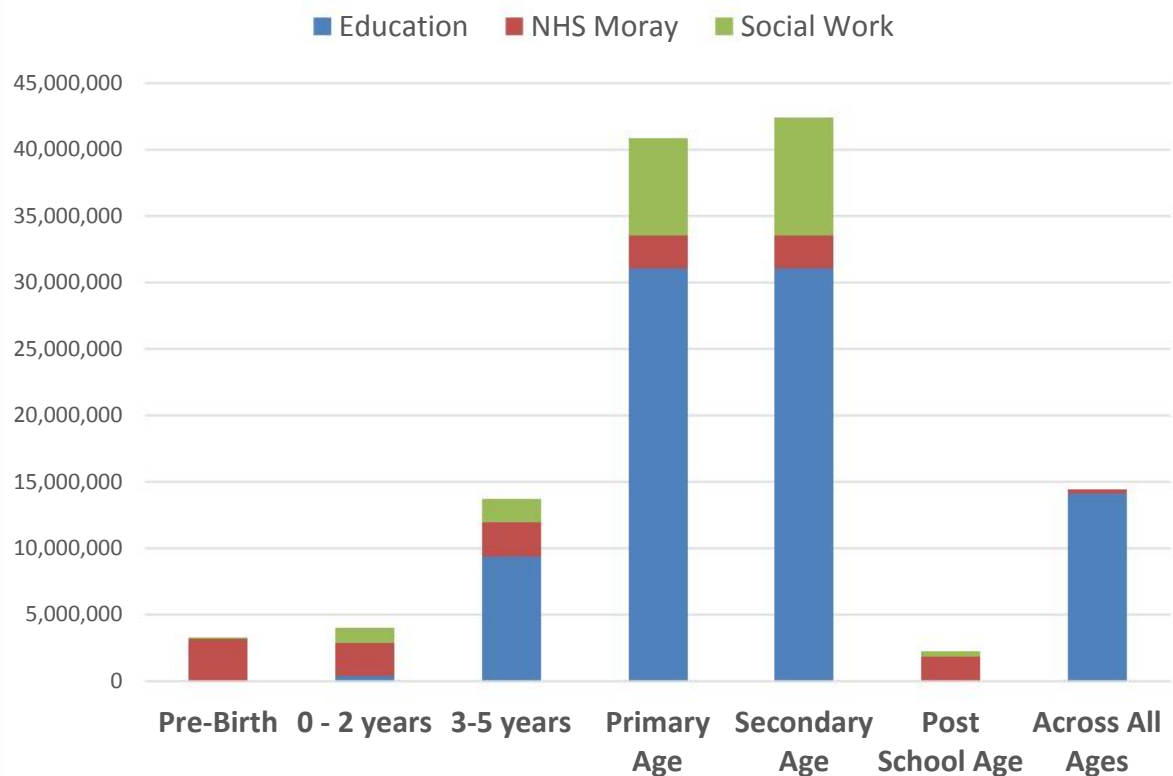
The following charts show the consolidated expenditure for 2019/20 across Moray:



% Total Spend by Service



Total Spend across Age Groups



Section Five: Key Achievements from our last strategy

Outlined below are some of the Key achievements in the course of our last strategy by themed strategic groups In Moray we have had four strategic groups which reported regularly to what was then the Executive Leadership Group.

Ambitious and confident children

- 22% improvement in the quality of multi-agency child's plans referred to social work during the first year of the plan.
- 44% improvement in Initial Referral Discussion (IRD) minutes audited during the first year of the plan.
- 5% increase in number looked after children leaving school having attained 1 or more qualification at SCQF Level 4 or above during the first year of the plan.
- Significant increase in number of young people engaging in the Scottish Governments Youth Employment Strategy
- Additional 1140 hours of child care offered to 120 children as part of the Early Learning and Childcare Expansion
- Expansion of volunteering and wider achievement opportunities
- 11.6% reduction in school exclusions during the first year of the plan.
- Significant expansion of engagement with children and young people to identify need and co-produce solutions

Healthier children

- Best Start and Family Nurse Partnership structures and staffing in place
- National award winning Baby Steps programme in place to support women with a BMI > 30 to take small steps to improve their health and wellbeing
- 6% increase in the babies exclusively breast fed during the first year of the plan.
- Reduction in number of babies exposed to second hand smoke
- Improvement in the number of children with no developmental concerns at 27-30 months
- Increase in number of physical activity opportunities available via Active Schools
- Increase in the number of health and wellbeing inputs in schools
- Raised awareness amongst frontline practitioners of the mental wellbeing supports available to children and young people

Safer children

- Streamlining of processes to ensure a greater percentage of Social Worker time can be spent on responding to referrals
- Revised and improved child's planning process. Nominated for national Quality Improvement Award
- New approaches put in place for multi-agency staff to review, and reflect on practice with the aim of improving outcomes for children
- Improved awareness and understanding across the partnership of Child Sexual Exploitation

Section Six: Our key findings – assessment of need

A number of planning and engagement activities have been completed to date during the information gathering stage which has informed the development of the CSP. This includes:

- Review of national and local strategic policy direction which informs the CSP
- Health and Wellbeing Survey (part of RCS programme work) detailing the voice of children regarding their wellbeing
- Additional survey work undertaken with children who were out with the age range for the RCS survey and their parents and online survey with parents of school age children
- Profile of Moray's Children to provide a clear picture of the needs of our children in Moray
- Service mapping across integrated services and commissioned services including financial information
- A series of workshops facilitated by RCS

Wider challenges

There are a number of wider issues which are experienced across Scotland which will impact on the delivery of this plan in Moray:

- Workforce - recruitment and retention - i.e. Teachers, Paediatric Nurses, School Nurses, Allied Health Professions, Clinical Psychologists, Junior Medics/Consultants - for paediatric /obstetrics services.
- Diminishing resources in public services and other sectors
- Increasing demand on health and social care - and partner agencies/organisations
- Societal changes, i.e. increased use of technology, reduced social interaction - speech, language and communication difficulties. Poor diet, reduced physical activity - obesity and increased risk of long term conditions i.e. cardiovascular disease and diabetes
- Ageing population with increasing multiple long term conditions and complex needs
- Managing the societal and economic impact of the COVID 19 pandemic

Moray Summary Headlines

- Moray has low levels of deprivation, however child poverty rates are rising. Most of our deprived families do not live in our most deprived communities. The issue in Moray is the working poor (low wage economy)
- Children in Moray make a good start in life. Although our breastfeeding, immunisation and child healthy weight evidence is in line with Scottish averages, Scottish rates are poor.
- Children and young people report very low levels of physical activity. Rates decline with age. Girls are less physically active than boys.
- Maternal obesity rates are above average and rising
- Baby's exposure to second hand smoke is higher than average
- Number of unintentional injuries are low, but steadily rising.
- Young people in Moray, particularly teenage girls, have poor emotional wellbeing and there is a lack of early intervention supports and services to help them
- Frequency of use of mobile phones increases with age. Those who report the highest use, report lower levels of life satisfaction
- School attainment levels and numbers of school leavers entering a 'positive destination' are improving, but are still below Scottish averages
- Young people's substance use rates are rising
- Outcomes for our more vulnerable children are significantly poorer
- Children and young people brought up in 'home settings' have the best outcomes
- Bullying is an issue for children of all ages
- In general, parents feel there is a lack of advice and support for them as their child gets older. Most support is available for parents of children aged under 3yrs.
- In particular, parents want to know how to better support their child's emotional wellbeing
- Emotional abuse is the most common child protection concern on registration
- Early identification of neglect continues to be a concern in Moray
- Low levels of reported incidents of domestic abuse. Concern that the issue is under reporting rather than low prevalence

Section Seven: Our Plan

Four Key themes emerged from our findings which were important to children and young people, their families and our partners across Moray.

Our findings are detailed below within these themes:

Priority 1: The wellbeing of Children and Young People is Improved

The World Health Organisation (WHO) definition of health is “**a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.**” They assert that physical and mental well-being is a human right, enabling a life without limitation or restriction.

Health can play a significant role in your feelings of wellbeing. And although we can't always control what hand we've been dealt concerning health, we can at least do the best with what we've got. Changing your mind-set can make a significant difference in your sense of wellbeing, as can fitness.

Feelings of **wellbeing** are fundamental to the overall health of an individual, enabling them to successfully overcome difficulties and achieve what they want out of life. Past experiences, attitudes and outlook can all impact **wellbeing** as can physical or emotional trauma following specific incidents.

Although our values can play a role in our wellbeing, so can our health. Even if you fulfil the goals you've set for yourself, a health issue could still throw you off track and negatively affect your sense of wellbeing.

Improving and maintaining good health starts with adopting healthy habits and Moray is committed to helping children develop healthy, sustainable changes for life. This is important as it :

- Adds years to life
- Improves recovery from illness
- Is associated with positive health behaviours in children and adults
- Is associated with broader positive outcomes
- Influences the wellbeing and mental health of those close to us
- Has implications for decisions regarding care practises and services
- Has implications for treatment decisions and costs
- Affects decisions about local services

- May ultimately reduce the burden on public services

Physical Wellbeing - is about being safe, sheltered and in good health and it is closely connected to mental well-being. If we have good physical health, we will automatically experience better mental and emotional well-being.

Good physical health is linked to fitness – being able to perform effectively the physical tasks involved in life as well as sport. Being physically healthy includes:

- enjoying being physically active
- having good balance, coordination and agility in everyday tasks as well as sport
- having the strength, stamina and suppleness required for daily life, work and play
- having fewer illnesses, diseases and injuries

Physical activity is an essential part of a healthy lifestyle. Linked to other positive lifestyle choices, it promotes good physical health and contributes to people's emotional and social wellbeing.

Moray Headlines

- 36% of mothers in Moray breastfeed which is an increase of 6%.
- Maternal obesity rates are increasing and significantly above the Scottish average.
- 24% of P1 out with the healthy weight range.
- 17% of secondary school pupils report being physically active for an hour a day. 10% of secondary pupils are current smokers.
- 29% of secondary school pupils have drunk alcohol in the past week.
- 14% of secondary school pupils have tried at least one drug.
- childhood immunisation uptake rates are falling
- unintentional injuries in infants and children aged under 5 years of age is fluctuating with falls and poisoning being the two main causes

Emotional and mental wellbeing -

"Mental health...is a state of well-being in which the individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community."

Resilience - as in "being able to cope with the normal stress of life" is an important component of most definitions of mental wellbeing, with great relevance for the prevention of mental illness. Working productively and fruitfully is an important component from the point of view of economists, and in some studies is regarded as the primary component.

Emotional – or mental – health is linked to personal **wellbeing** – feeling positive about yourself. Being emotionally healthy includes:

- having self-esteem and self-respect
- being able to recognise and express feelings
- being able to manage emotions to suit the situation

- recognising and managing the factors that affect emotions
- feeling positive about life (which includes feeling useful and being optimistic about the future)

Moray Headlines

- 20% of secondary school pupils self-reported high levels of emotional and behavioural difficulties through RCS Survey.
- Only half of children and young people referred to CAHMS are treated. There is a lack of prevention and early intervention supports.
- 50% of teenage girls reported medium to life satisfaction scores. Moray's scores were lower than other areas participating in the RCS surveys.
- More vulnerable groupings reported up to 50% lower levels of life satisfaction.

Social wellbeing - involves a person's relationships with others and how that person communicates, interacts and socialises with other people. It can also relate to how people make friends and whether they have a sense of belonging. For example, going to the movies with friends is being social.

Social health also contributes to wellbeing – feeling positive about interactions with other people and the wider world. Being socially healthy includes:

- being able to interact with a range of people and having a sense of belonging
- having respect, empathy and tolerance for other people
- being able to manage emotions to suit the situation

- recognising and managing the effects of actions on others
- being aware of rights and responsibilities

Moray Headlines

- 43% of teenagers check social media every half hour out with school. These teenagers were more likely to have above average levels of social emotional and behavioural difficulties.
- Secondary pupils with at least 3 close friends have lower mental wellbeing scores. 30% of secondary school pupils reported having 3 close friends.
- 88% of primary pupils and 66% of secondary school pupils agreed that their local area was a really good place to live. Those living in rural areas were more likely to agree.

Priority 2: Children and Young People are Safe and Free from Harm

Child protection is a complex system requiring the interaction of services, the public, children and families. For the system to work effectively, it is essential that everyone understands the contribution they can make and how those contributions work together to provide the best outcomes for children. Everyone working with children and their families, including social workers, health professionals, police, educational staff, voluntary organisations and the third sector, as well as members of the community, need to appreciate the important role they can play in remaining vigilant and providing robust support for child protection.

Improving outcomes for children and young people is a fundamental objective for all services and organisations. Ensuring that they and their families get the help they need, when they need it, will give all children and young people the opportunity to flourish. Agencies can improve outcomes for all children including Scotland's most vulnerable by adopting common frameworks for assessment, planning and action that help them to identify needs and risks and work together to address them appropriately. The key guidance for anyone working with children in Scotland is the [National guidance for child protection in Scotland](#) (Scottish Government, 2014). It sets out common standards for child protection services in Scotland, making it clear how all agencies should work together where appropriate to respond to concerns early and effectively and ensuring that practice is consistent and of high quality.

In Scotland, a child legally becomes an adult when they turn 16, but statutory guidance which supports the Children and Young People (Scotland) Act 2014 includes all children and young people up to the age of 18. Where concerns are raised about a 16 or 17 year old, agencies may need to refer to the Adult Support and Protection (Scotland) Act 2007, depending on the situation of the young person at risk. Section 21 of the National guidance for child protection in Scotland explains how professionals should act to protect young people from harm in different circumstances (Scottish Government, 2014).

Moray Headlines

- An average of 50% of children from nursery to school leaving age report they have been bullied in the past month.
- Babies exposed to second hand smoke is considerably higher than the Scottish average.
- Care Inspectorate in-depth review Integrated Children's Services highlighted the need to continue to improve identification of cumulative harm and neglect.

FINAL DRAFT

Priority 3: The Impact of Poverty on Children, Young People and Families is Mitigated

Children have no choice over the wealth of the family they are born into. Poverty is therefore unfair. Moray is committed to preventing poverty across the population where everyone has the chance to reach their potential, to make a positive contribution, and to raise a family free from worries about cold and hunger through the Fairer Moray Forum.

In a Moray without child poverty, all parents would have access to employment that provided a living wage; a social security system that provided sufficient income in the event of sickness, disability or redundancy; and an economy which ensured life's essentials were affordable.

There would be easy access to high quality, flexible and affordable childcare regardless of income, supporting parents to remain in work and providing children with valuable pre-school development. Effective parenting would be supported, and mental wellbeing would be prioritised, particularly in the event of parental separation.

In schools, every pupil would be supported to succeed regardless of their household income or the average household income in their schools catchment area. All young people would leave school with the support, advice, skills and confidence to move successfully into education, training or the labour market and towards independence (Moray Child Poverty Action Report, March 2018/19).

Moray Headlines

- Child poverty rates are rising in Moray.
- 15% of our most deprived people live in our recognised deprived areas.
- Moray has the second lowest wage in Scotland.
- 1 child in 5 live in relative poverty.
- Low levels of free school meal registration.
- Low uptake of social security and maternity related benefits.

Priority 4: Improved Outcomes for Looked After and Care Experienced Young People

The Independent Care Review 2020 aimed to identify and deliver lasting change in Scotland's 'care system and leave a legacy that will transform the wellbeing of infants, children and young people.

Five and a half thousand people from across the care system were spoken to as part of the expansive review, 2,500 of those being children and young people with lived experience in care.

The review is damning in its condemnation of the current system, and extensive in its recommendations for the future of care. It found that care in Scotland is “fractured, bureaucratic and unfeeling” and does not “adequately value the voices and experiences of those in it”.

The review's six reports contain five “foundations for change”: voice, family, care, people and scaffolding, with 80 specific changes to “transform how Scotland cares for children and families”.

The Care Reviews 12 intentions were:

- Families on the edge of care will get the support they need to stay and live together where safe to do so.
- Scotland's infants, children and young people will be nurtured, loved and cared for in ways that meet their unique needs.
- Relationships which are significant to infants, children and young people will be protected and supported to continue unless it is not safe to do so.
- This recognises the importance of brothers and sisters, parents, extended Care experienced infants, children and young people will thrive in supportive and stable learning and work environments, ensuring they have the same opportunities as others.
- Aftercare will be designed around the needs of the person leaving care supporting them to lead a fulfilling life, for as long as they need it.
- Infants, children and young people's rights will be part of normal everyday life, practice and decision making.
- Infants, children and young people's voices will have a visible and meaningful impact on decision making and care planning.
- All adults involved in the care of infants, children and young people are empowered, valued and equipped to deliver the best 'care system' in the world.

- Scotland's care services will plan and work better together, sharing information more easily to ensure we understand the what and how of supporting infants, children, young people and their families from a local through to a national level.
- Scotland will understand the financial and human cost of care, including what happens when people don't get the help they need.
- The words used to describe care will be easily understood, positive and not create or compound stigma.
- There will be no stigma for infants, children and young people in care because Scotland will understand why our children need care.

Moray Headlines

Moray is committed to delivering on the "promise":

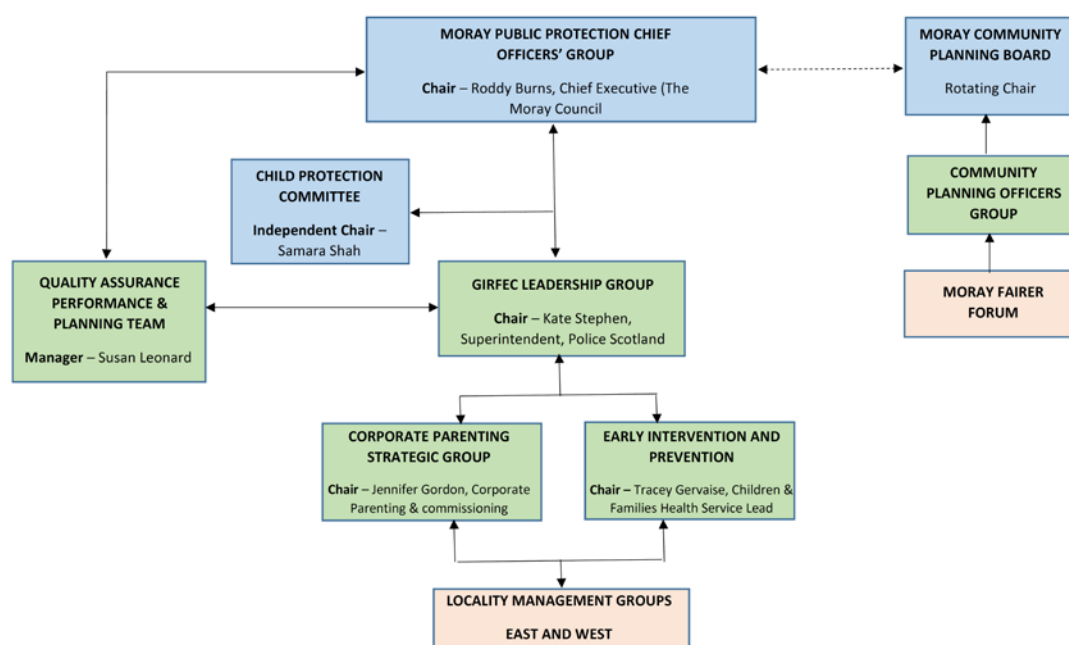
- Looked After Children in kinship or foster care have better outcomes.
- Moray has significantly lower numbers of children looked after at home than the Scottish average.
- Looked After Children are ten times more likely to be missing from home.
- Looked After Children's school attendance and attainment rates are below their peers. Exclusion rates are relatively low but there has been a recent increase
- Lower levels of Looked After Children sustain a positive destination post school.

Section Eight: Monitoring Our Performance

Governance

Through the revised Children's Services governance structure there is an opportunity to adopt a stronger collaborative, coordinated approach and pooling of resources to deliver, evidence and sustain service improvement

MORAY CHILDREN'S SERVICE GOVERNANCE STRUCTURE PROPOSAL JANUARY 2020



Locally it is important to identify and clarify the relationships between different planning and reporting processes to improve efficiency, share information and the delivery of joined up services, critically, at the centre is need to hear from and listen to children and young people.

Proposals are being undertaken for the Integrated Joint Board to become responsible for children's Health and Social Care. This make sense as all planning is focused on the same aim of improved wellbeing of children, young people and families the population

We will produce an annual report on progress against our improvement priorities and actions through a process of review. This will be informed by active participation of our children and young people and engagement and communication with their families, in addition to key stakeholders. The review will ensure the plan continues to develop and become increasingly dynamic throughout the three year period

Supporting implementation

The GIRFEC Leadership Group has overall responsibility for the implementation, review and ongoing development of the Children's Services Plan, reporting to the Community Planning Partnership through the Chief Officers Group.

Four strategic groups within the Children's Service Partnership will be responsible for coordinating the implementation of the 4 agreed priorities

	Priority	Strategic Group Responsible
1	The wellbeing of children, young people and families improves	Wellbeing Strategic Group
2	Children and young people feel free and safe from harm	Child Protection Committee
3	The impact of poverty on children, young people and families is mitigated	Fairer Moray Forum
4	The outcomes and life chances of our looked after and care experienced children are improved	Corporate Parenting Strategic Group

The children's services locality management structures are made up of children, young people, parents/carers and frontline practitioners.

Working in close partnership with the strategic groups and adopting a QI methodology approach, they will take responsibility for co-designing and implementing the improvements outlined within the actions plan.

The engagement with the key stakeholders through the development of the plan will continue throughout the implementation and review stages

Critical to the review having a meaningful contribution to the plan will be three key areas

- Are services flexible and responsive to changing needs and delivered in line with the plans aims and objectives?
- Are they meeting the identified priorities? Examining what impact, if any, the services covered by the plan are effectively safeguarding, supporting and promoting the wellbeing of children

- Is there active participation of young people and families to identify ways in which delivery and/or the plan can be improved?

The partnership is committed to self-evaluation and continuous improvement. The facilitation of a partnership wide annual self-evaluation process will be led by the Quality Assurance Team, along with the co-ordination of routine quality assurance exercises.

By collectively reviewing our performance against service standards and ensuring feedback from children and families informs service improvements, we are confident in our capacity to work together to ensure that Moray's children live in a community where their voice is heard and they are built up to be all they can be.

Appendices

- 1. Action Plans**
- 2. Communication & Engagement Plan**
- 3. Joint Strategic Needs Assessment**
- 4. National & Local Policy Context**

High Level Action Plans – 4 Priority Areas
Children's Services Plan 2020-23
Appendix 1



Action Plans

Four high level action plans have been co-produced by all key stakeholders and revised through extensive consultation with the key strategic groups which make up the Children’s Services Partnership.

The Joint Strategic Needs Analysis supplies much of the required baseline data. The Wellbeing Action Plan was based on the robust and detailed baseline data made available through the Realigning Children’s Services Programme. It is therefore currently more SMART.

During the first year of the plan, each of the Strategic Groups responsible for coordinating the implementation of these action plans will revise performance measures. It is recognised that some of the performance measures identified may be more difficult to interpret following the restrictions introduced as a response to the COVID 19 pandemic. To support us to understand the impact of these changes the Joint Strategic Needs Analysis will be updated during the first year and the national wellbeing survey will be implemented. Supplementary questions will be included to inform performance measures.

There are common principles, approaches and themes which overarch all priorities. They are:

- **Co-production and relational based approaches**
The importance and investment in adopting a co-production approach to implement, review and further develop the plan is critical. Relational based approaches underpin this approach. The need to invest in continually improving the quality of the relationships between all stakeholders is understood by the partnership

All improvement aims will be addressed by adopting a co-production approach, utilising QI methodology to develop, test and evidence impact of improvement. Locality planning processes in Moray have been developed to facilitate this process.

- **Strengths based approach**
Inclusive, non- stigmatised approaches will be adopted which build on the strengths of all stakeholders. The language within this plan reflects this strengths based approach

- **Workforce development**
The partnership is committed to nurturing and developing their workforce as they deliver improvements. The workforce is not limited to professionals. It is anyone who spends time with or has a responsibility for children, young people and families.

- **Whole systems approach**
It is understood that the needs of children, young people and families remain at the centre. Services will collectively respond, working across boundaries as required.

- **Children’s Rights and Participation**
In accordance with the Community Planning Partnership’s commitment to embedding children’s rights and participation across the partnership, a co-production approach has been adopted to develop the Children’s Services Plan. Children and young people themselves have explicitly highlighted the importance of their rights being upheld in the vision, which they created.

The partnership is committed to continue investing in the engagement and participation of children and young people throughout the implementation and review phases of the plan. There is a relentless focus on seeking out and learning from the ‘lived experience’ of children and families. This has shaped the priorities and will be used to both inform actions and evaluate progress on an ongoing basis.

- **Focus on families**
If outcomes are to be improved for children and young people there needs to be ongoing engagement with parents and carers. Specific investment in addressing the wellbeing issues for parents/carers, as well as building their capacity and confidence support their child is a key theme across all priority areas.

- **Locality focused**
To deliver improved outcomes the approaches adopted need to be locality sensitive, flexible in terms of delivery and making best use of the resources available

The high level action plans are outlined below. It is important to note that they are not stand-alone action plans- many of the actions taken will impact on the other priority areas.

As this is a ‘live’ 3 year plan, priorities and associated improvement aims and actions are not limited to those outlined. These are the key areas of focus which stakeholder engagement activities to date have highlighted as most important. They will be reviewed and revised by all key stakeholders throughout the life of the plan.

PRIORITY 1 : The wellbeing of children and young people is improved

OUTCOMES	IMPROVEMENT AIMS	HIGH LEVEL ACTIONS	HIGH LEVEL PERFORMANCE MEASURES
What are we trying to accomplish?	What change can we make that will result in improvement?		How will we know that a change is an improvement?
EMOTIONAL AND MENTAL WELLBEING			
10% more children and young people report they feel mentally well by 2023	Increase provision of universal and early intervention mental wellbeing services and supports in Moray	Co-design and resource accessible and effective universal and early intervention mental wellbeing services and supports in Moray	Improved school attainment
	Increase in the percentage of S3/4 girls reporting high life satisfaction		Increased investment in early intervention services and supports
	Increase the confidence and skills of young people/parents/carers to address early signs of poor mental wellbeing	Design and implement supports which build parent/carer’s skills and confidence to support their child’s emotional and mental wellbeing Assess impact of existing peer led supports and build on their success	More young people self- report good emotional and mental wellbeing via the mental health and wellbeing survey
			% of young people , parents and carers report increased confidence and skill within a 12 month period
PHYSICAL WELLBEING			
5% more primary school pupils and 10% of secondary school pupils report their physical health to be good by 2023	Improve the healthy eating habits and physical activity rates of children and young people of all ages	Overcome barriers to accessing healthy diet and increasing levels of physical activity	Evaluation of impact of interventions on health behaviours and weight of mother and child
	Children and young people have a healthier relationship with substances (smoking, alcohol and drug use)	Co-design and resource community-based provision to improve physical wellbeing of children, young people and families	RCS questions relating to physical health are repeated in the mental health and wellbeing survey evidence improvement
		Engage with children and young people to better understand their relationship with substances	RCS/SALSUS questions regarding use of substances are repeated in the health and wellbeing survey evidence improvement
		Co-design and deliver means of developing a healthier relationship with substances	
Herd immunity is achieved and sustained	Increase childhood immunisation programme uptake	Better understand and address reasons why children are not being immunised	Increased uptake of immunisations in areas whether there is no herd immunity
SOCIAL WELLBEING			
10% more secondary children report greater engagement with their communities	Increase the number of young people participating in activities within their community	Better understand and address barriers to engagement	RCS questions regarding friendship and engagement in communities repeated in the health and wellbeing survey evidence improvement
	Increase the number of children and young people who engage positively with social media	Identify gaps in provision and address resourcing issues	
		Better understand children and young people’s social media use and their understanding of impact.	Nature and impact of children’s social media use captured via the health and wellbeing survey provides base line data from which to measure improvement.
		Enable children and young people to address concerns/risks Build parents confidence and skills to support their child to engage positively with social media	

PRIORITY: 2 Children and young people are safe and free from harm

OUTCOMES	IMPROVEMENT AIMS	HIGH LEVEL ACTIONS	HIGH LEVEL PERFORMANCE MEASURES
What are we trying to accomplish?	What change can we make that will result in improvement?		How will we know that a change is an improvement?
Children and young people feel safe in their community	Reduce the incidence and impact of bullying	Further investigate and address concerns raised by children of all ages regarding bullying, with a focus on building resilience and intervening early	RCS questions regarding resilience and bullying to be included within health and wellbeing survey
	Improve understanding of the factors which influence whether a child feels safe in their community	Develop spaces where children and young people feel safe in schools and communities	Increased % of children and young people who report they feel safe. Collated via Police SHANNARI data
		Co-design and implement interventions and approaches which improve children and young people’s resilience and feeling of safety	Number of interventions and supports which evidence improved resilience an reduction in bullying
	Reduce the number of incidents of accidental injury	Monitor and address increasing trend of accidental injuries resulting in hospital admissions	Reduction in number of reported incidents of injury
Children live in safe and supportive families	Intervene at the earliest opportunity to minimise the impact of neglect on children and young people	Review evidenced based good practice approaches to prevent or minimise the impact of neglect, parental substance use and domestic abuse	Number of interventions and evaluation of impact
	Intervene at the earliest opportunity to minimise the impact of parental substance use on family wellbeing	Stakeholders co- design and deliver interventions to raise awareness, promote community ownership and influence attitudes. Co-produce supports with and for parents which enable them to feel safe, self-respected and supported to be the best parents possible	% of parents/carers who report that their wellbeing and confidence has improved as a result of an intervention within a 12 month period
	Intervene at the earliest opportunity to minimise the impact of domestic abuse on children, young people and parents	Partnership workforce and community development plans include opportunities which increase confidence and competence to identify and address impact of neglect, parental substance use and domestic abuse	Number of workforce development opportunities and evaluation of impact
		Co-design and implement specific interventions and approaches which empower children and young people to feel safe	% of young people who report feeling safe as a result of an intervention in a 12 month period

PRIORITY 3: The impact of poverty on children, young people and families is mitigated

OUTCOMES	IMPROVEMENT AIMS	HIGH LEVEL ACTIONS	HIGH LEVEL PERFORMANCE MEASURES
What are we trying to accomplish?	What change can we make that will result in improvement?		
The voices of children, young people and families experiencing poverty are heard and acted upon	A partnership model which facilitates ongoing engagement with children, young people and families experiencing poverty is operational	Agree and resource a partnership model of engagement utilising the expertise of individual partners and success of existing arrangements	Number and range of children, young people and families sharing their experiences via agreed engagement model
	Systems, processes and practices are informed by a greater awareness of the prevalence, impact and stigma associated with poverty	Disseminate key poverty related themes from the joint strategic needs assessment across the partnership	Understanding of poverty and how staff are applying their understanding is captured via the annual staff survey
		Incorporate themes and lived experience into workforce development activities delivered across the partnership	Number and evaluation of workforce development opportunities
A co-ordinated approach to mitigating the impact of child poverty is adopted across the children’s services partnership	Utilise the combined knowledge and resources to best effect	Incorporate this plan into the Moray Poverty Action Plan, agreeing a common use of terms/language and focus of actions	Partners self-evaluation of Moray Child Poverty Action Plan
		With those experiencing poverty, clarify whether existing supports meet their needs and how the partnership can work collaboratively to identify and deliver improvements	Annual Scottish Government feedback
		As a partnership, identify gaps in early intervention supports and services and agree, as a collective, the best means of addressing/resourcing these gaps	Evaluation of existing supports Increased uptake of improved supports
The disposable income of families experiencing poverty is maximised	Prevention and early intervention pathway of financial supports to mitigate the effects of poverty is widely available and accessible to families, communities and professionals	Co-produce a pathway which provides accessible, early intervention to targeted support to families experiencing poverty or at risk of financial hardship	Increase in early intervention supports and services available
	Partners proactively identify, engage and support families to address money worries	Families are supported to access the pathway as early as possible	Pathway in place
	Local solutions to mitigate the impact of poverty are co-designed by communities	Training is designed and delivered to ensure there is a consistent understanding and implementation of the pathway. This includes the review and implementation of Making Every Opportunity Count approach to ensure timeous support to families	Number of families accessing pathway Feedback from families accessing the pathway and those referring them Workforce evaluation of training Dip sample of families progress through the pathway and implementation of improvements highlighted
	Opportunities to access additional funding are maximised	Participatory budgeting approach is adopted to test and develop solutions which meet locality specific needs	Uptake of participatory budgeting opportunities
		Evaluation of impact of locality specific supports is undertaken with a view to scale and spread	Evaluation of impact of projects, utilising QI methodology

OUTCOMES	IMPROVEMENT AIMS	HIGH LEVEL ACTIONS	HIGH LEVEL PERFORMANCE MEASURES
What are we trying to accomplish?	What change can we make that will result in improvement?	How will we know that a change is an improvement?	3 rd sector report increased opportunity to develop solutions in partnership with statutory services
			Value and scale of partnership initiatives developed and resourced
			Specific questions included in health and wellbeing survey to capture the views of young people re: equal access
			Attainment levels in line with those not experiencing poverty
No child or young person feels disadvantaged by poverty	Children and young people have equal access of opportunity irrespective of their family income	Stronger relationships with the 3 rd sector are built.	
		Work in partnership to develop and resource solutions	
		Barriers to equal access are identified and better understood at a locality and partnership level	
		Solutions are co-produced by key stakeholders and resourcing implications addressed	
		Identify families experiencing poverty who need additional support to ensure that their child achieves	
	Children and young people experiencing poverty achieve expected levels of progress	Co-develop supports which evidence improvements and establish best means of resourcing and delivering them	

PRIORITY: 4 Improved outcomes for looked after and cared experienced young people *.

(* Deliver on the Independent Care Review Promise which is reflected in outcomes below)

OUTCOMES	IMPROVEMENT AIMS	HIGH LEVEL ACTIONS	HIGH LEVEL PERFORMANCE MEASURES
<i>What are we trying to accomplish?</i>	<i>What change can we make that will result in improvement?</i>		<i>How will we know that a change is an improvement?</i>
Children and care leavers have safe, secure, stable and nurturing homes	Increase the number of children and young people looked after in kinship or foster care	Increase the range of foster carers in Moray, particularly those who can care for children and young people with complex needs	Increased number and range of foster carers recruited
	Reduce the time taken and number of placements experienced before achieving permanence	Build on early indicators of success of PACE	Increased % of children in foster/kinship care
	Care leavers successfully transition into appropriate accommodation	Further develop supported accommodation options, shaped by the experiences of care leavers Understand and respond to the transition needs of Care leavers	Reduction in drift and delay as measure by PACE data Reduction in number of placement moves Number and range of supported accommodation options Increase in length of time tenancies are sustained Reduction in number of care leavers presenting as homeless
Looked after children and care leavers secure positive educational outcomes	Close the attainment gap for looked after and care experienced children	Better understand which supports/approaches improve attainment and upscale	Attainment levels in line with those with no experience of care
		Increase the range and uptake of wider achievement opportunities	Evaluation of impact of existing supports/approaches
		Implement and evaluate the community of schools concept (aims to ensure Children feel safe and happy in school)	Increase number of care experienced young people gaining a wider achievement award which they feel is of benefit to them
		Review the attendance and exclusion policies to ensure they best meet the needs of Looked after and care experienced young people	Evaluation by children and young people pre and post engagement with community of schools
Children and care leavers enter education, training or employment after leaving school	Increase the number of children and young people entering and sustaining positive post school destinations	Provide a partnership support network through the transition and post school stages, which includes mentoring and peer led supports	Increased attendance and reduction in exclusions
		Ensure the Moray Skills Pathway Strategy meets the needs of Care Experienced young people	
Wellbeing concerns are identified early and addressed quickly	Children and care leavers specific needs are met through engagement with the Children and Adolescent Mental Health Service (CAMHS)	Understand and address barriers to engagement with care experienced young people referred to CAHMS	Number of children entering and sustaining post school destinations
	Children and care leavers wellbeing aims are met through the delivery of the wellbeing priority action plan	The actions within the wellbeing priority action plan address the specific needs of looked after children and care experienced young people	Dip sample of care experienced young people referred to CAHMS
Uphold and promote children's rights	Care experienced young people and care leavers actively influence the design and implementation of the Children's Rights and Participation Strategy	Evaluate and improve effectiveness and accessibility of existing supports for looked after children to have their voices heard and influence policy, practice and the decisions which affect them	Performance measures included in wellbeing priority
		Identify gaps in provision and resource appropriately	Children reporting involvement in the design and implementation Children reporting impact of Rights and Participation Strategy

OUTCOMES	IMPROVEMENT AIMS	HIGH LEVEL ACTIONS		HIGH LEVEL PERFORMANCE MEASURES
What are we trying to accomplish?	How will we know that a change is an improvement?			
The number of looked after children and care leavers who enter the youth and criminal justice systems is reduced	Improve the identification and monitoring of care leavers and care experienced young people in the youth and criminal justice systems	Develop and implement a process to identify care experienced young people when they first have contact with the justice system	Process in place which is consistently adhered to	
	Reduce any over representation of care leavers and care experienced young people in the youth and criminal justice systems	Criminal justice interventions are designed and implemented to meet the individual needs and circumstances of care leavers and care experienced young people	% of care experienced young people in the youth and criminal justice systems	
Looked after children and care leavers are enabled to maintain positive relationships with their family, friends and other trusted adults	Children and young people feel secure and supported in their relationships	Understand how young people can be better enabled to maintain positive relationships and implement improvements	Baseline data to be collected to measure improvement	

Communication and Engagement Plan

Children's Services Plan 2020-23

Appendix 2



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1. Introduction

This document sets out the engagement activity to be undertaken during the development of the Children Service Plan 2020-23 to enable a shared approach to be taken where all partners including children, young people, families, frontline practitioners and community groups share a common goal and agree priorities to meet the needs of children and families. It aims to detail the actions required to actively inform, engage, consult and feedback to all stakeholders in the process of developing the plan.

2. Background

Statutory requirement is placed on Local Authorities and Health Boards to produce a Children Service Plan (CSP) The Moray GIRFEC Leadership Group (GLG) established a multi-agency CSP Development Group to drive forward the development of the Moray Children's plan (2020-23). This group oversees the development and ensures adequate governance arrangements are in place.

Both Local Authorities and Health boards have Communication and Engagement strategies which outline the principles and approaches we work to in Moray to ensure our activities meet local expectations, national standards and the needs of children and families with an interest in current and future services.

3. About the Children's Services Plan

We are taking a shared approach to strategic planning and commissioning within Children's Services.

Children and families will be at the centre of our planning activities to ensure they have a voice at all key points in the process of developing the plan

Strategic planning and commissioning is crucially about establishing a mature relationship between different partners from across the public, third and independent sectors in a way which will help to achieve the best services for the population.

A number of planning and commissioning activities will be undertaken during the development of the plan. Outcomes expected are:

- agreed vision, strategic outcomes for the plan
- clear description of the size and nature of children and family's needs
- clear description of our community assets in Moray and Identification of gaps or priority area
- agreed priorities for the strategic options
- agreed draft strategy ready for consultation
- Agreed measurement framework

4. Key Messages

Engagement and communication will be undertaken at all key points in the planning and commissioning process in preparation of the revision of the strategic plan, a range of engagement activities have been arranged for late 2019 and early 2020.

The underlying aim is to reshape/redesign services from a children/families point of view in order to improve wellbeing outcomes.

This requires a co-productive approach to combining the knowledge, skills and experiences of all stakeholders to ensure needs are met and wellbeing improved.

5. Stakeholders

Wider stakeholder engagement and communication is key to a shared approach to developing a plan to meet the wellbeing needs of children and families, to build relationships collaborate and develop a Children's Services Plan which reflects the shared priorities of all stakeholders and sets out the direction for future commissioning decisions and service redesign and development.

This will enable us to:

- Develop and maintain the necessary links and networks with groups and individuals of which they represent to enable views to be sought and represented over the development, review and renewal of the Plan.
- Ensure the plan reflects the needs and expectations across Moray.
- Spread the word to the wider community through a supported range of communication tools.
- Engage Stakeholders in the preparation, publication and review and monitoring of the strategic plan as part of an ongoing cyclical process.
- Update staff across all agencies and seek their views on the content of the strategic plan using a range of communication methods including committee reports, briefings, workshops, online information and consultation events.

We have identified our potential stakeholders who we will need to inform, engage and consult with and feedback to. All have differing degrees of interest and influence and a valuable contribution to make to the development of the strategy.

This includes

- Children and Families
- Parents/Carers
- Wider network of community groups for children and young people
- Front line practitioners
- Community planning partners

- Members of the public with an interest
- Respective committees across all agencies
- Service providers
- Commissioned services and the broader third sector

All Stakeholders should expect to:

- Have an understanding of, and opportunities to participate in the development of a children's plan for Moray.
- Have their views fairly represented in the development of the strategy.
- Be consulted with and given the opportunity to influence the final draft Joint Children's Services Plan for Moray.
- Involvement and consultation with children and families during implementation of the Children's Services Plan.

6. Methodologies

We will adopt a range of methods using best practice examples to assist us in our communication and engagement activities to ensure they are appropriate, acceptable and accessible to all stakeholders. This includes utilising existing structures and mechanisms along with ones which will be project-specific.

By building on the principles of integration this is an opportunity to enable and facilitate fundamental change in the way supports and services are delivered in partnership with children and families in Moray.

7. Reporting

GLG has overall responsibility to develop and review the plan on an ongoing basis, reporting, as required, to COG

The CSP Development Group was established to drive forward the development of the plan. Regular updates including risks and mitigating actions are fed up to GLG.

8. High level Summary of timeline

TIMELINE	STAGE
June 2019	Set up of Children's Services Plan Development Group
July 2019	Realigning Children's Services Survey Reports issued
September 2019	Design and implementation of additional survey work
October 2019	Collation of quantitative data
November 2019	Collation of strategic needs assessment Service mapping
December 2019	Vision, priorities and actions agreed
January 2020	Engagement and consultation process completed
February 2020	Completion of draft plan for wider consultation
March 2020	Approval of plan through the governance structure <ul style="list-style-type: none"> - Executive Leadership Group (ELG) - Chief Officers Group(COG) - Community Planning Partnership (CPP) - Health and Local Authority Executive sign off
April 2020	Completion

Appendix 1

MEMBERSHIP OF GIRFEC LEADERSHIP GROUP	
Kate Stephen (Chair)	Police Scotland
Joyce Johnston	Integrated Children's Services (Social Work)
Sean Coady	Health
Vivienne Cross	Education
Jane Mackie	Chief Social Worker
Sheila Erskine	3 rd Sector Liaison
Tracy Davis	Child Health Commissioner
Jo Shirriffs	Education Resources and Communities

MEMBERSHIP CSP DEVELOPMENT GROUP	
Susan Leonard (Chair)	Quality Assurance and Locality Planning
Sandra Gracie	Health and Social Care (IJB)
Lynne Riddoch	Education
Tracey Gervaise	Health
Joyce Johnston	Social Work
Kerry Rigg	Police Scotland
Susan Reid	Locality Planning
Fiona Herd	Youth Engagement
Sheila Erskine	3 rd Sector
Karen Delany	Community Learning and Development
Paul Johnson	Moray Alcohol and Drug Partnership
Robin Paterson	Early Years Expansion

Joint Strategic Needs Assessment

Children's Services Plan 2020-23

Appendix 3



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1. INTRODUCTION

This Joint Strategic Needs Assessment (JSNA) has been produced to inform the development of the Children's Services Plan 2020-23.

All key stakeholders, including children and families have contributed to its production.

It is a 'live' document which will be reviewed and updated on an annual basis and more frequently, as required.

The analysis was undertaken based on current data and extensive consultation and engagement with children, families, frontline practitioners and management within the Children's Services Partnership.

2. PROCESS

The process consisted of the following steps:

Step 1 – Identification of relevant and available statistical data relating to children and families in Moray. It was broken down into vulnerability factors relating to

1. Children
2. Parents
3. Communities

In addition, data which relates to our children in need of targeted/more specialist support was collated and analysed.

To gain a clear picture of our performance locally, this data was compared with the same data from other local authorities and Scottish averages.

Step 2 - Survey work undertaken with young people within schools (P5-S4). This was part of a national program called Realigning Children's Services which the Moray Children's Services partnership are participating in.

5247 (81% of primary school pupils and 75% of secondary school pupils) young people completed an online survey in school. It sought their views on their own health and wellbeing.

Step 3 - Face to face surveys with 194 young children and 104 of their parents. This was undertaken by nursery staff using a range of age appropriate techniques.

Step 4 - An online survey completed by 959 parents throughout Moray. This survey sought their views on their needs as parents and the support they both need and currently access.

Step 5 - Engagement with frontline staff working with children and families.

Through workshops in both east and west Moray, their views were sought on the needs of the children and families they work with and priorities which they feel need to be addressed with and for children, young people and families.

Step 6 - Face to face engagement with Moray Youth Matters a group made up of 20 young people from across Moray. It is a diverse group of young people from different communities and representing a wide range of equalities groups e.g. Young Carers, Looked after Children, LGBTQ+. They were asked to identify and prioritise their needs, considering the survey feedback (STEP 2).

Step 7 - Face to face engagement with parents in partnership with two local employers – Moray Council and Baxters. The purpose of these sessions was to review survey feedback to identify and prioritise needs.

Numbers at these sessions were low. Other ways to engage parents needs to be trialled in future.

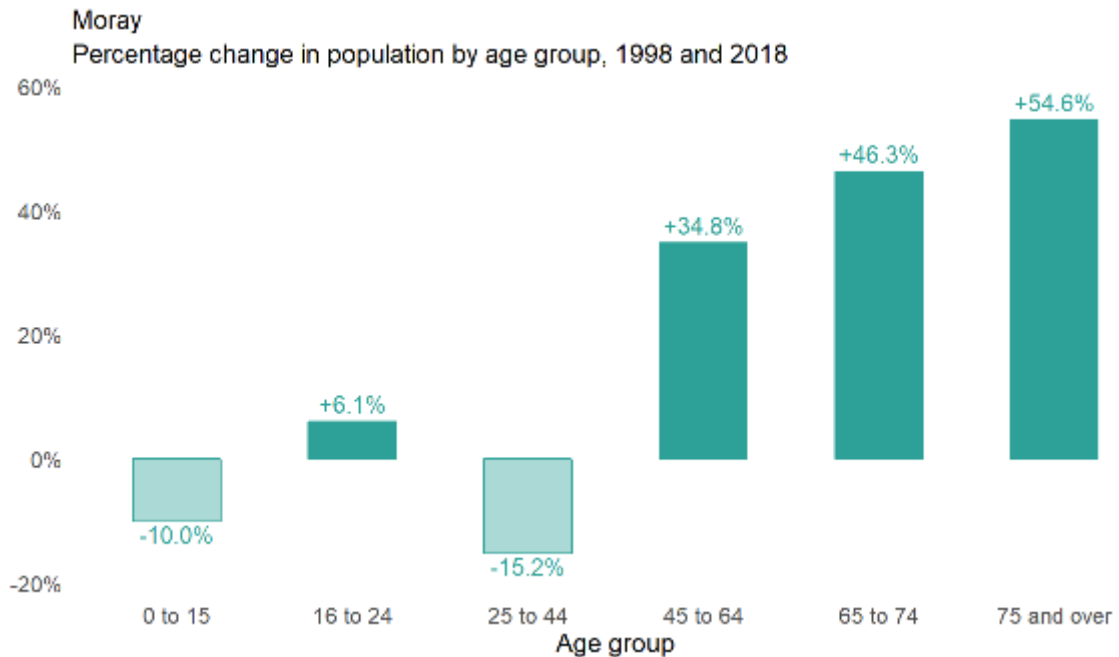
Step 8 - A group made up of representatives from across the partnership considered all the feedback and identified 4 key priorities. They are:-

- Improve wellbeing
- Reduce the impact of poverty
- Children and young people are safe and free from harm
- Improve the outcomes and life chances of looked-after children

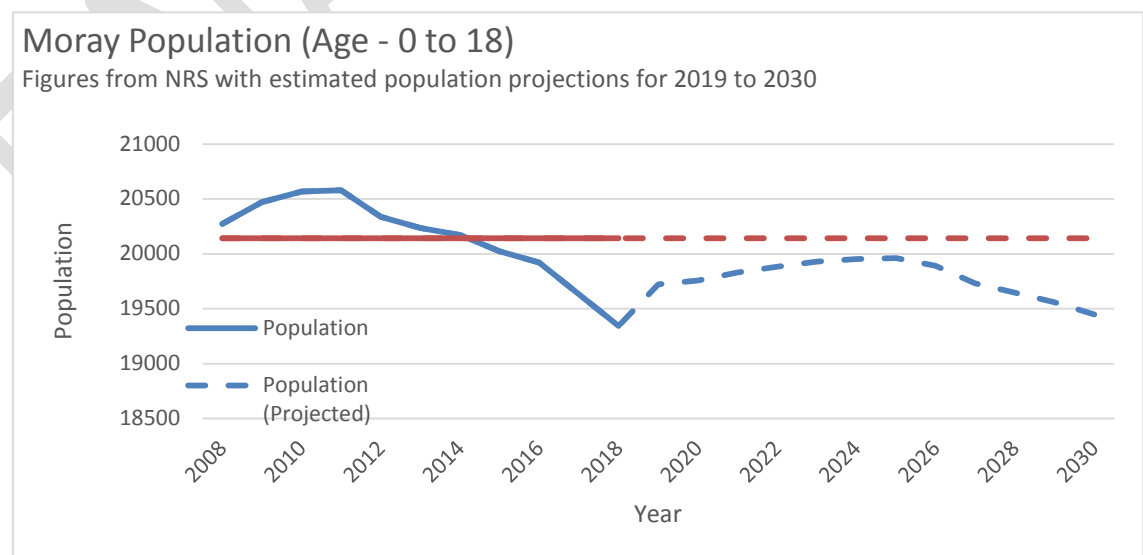
3. LOCAL CONTEXT

3.1 Population

The graph below shows clearly the largest increases in population in Moray has been in the older age groups between 1998 and 2018.



The population of children and young people in Moray has fallen from a high of 20,600 in 2011 to 19,300 in 2018, although National Records of Scotland predict that there will be a slight increase in numbers by 2030.

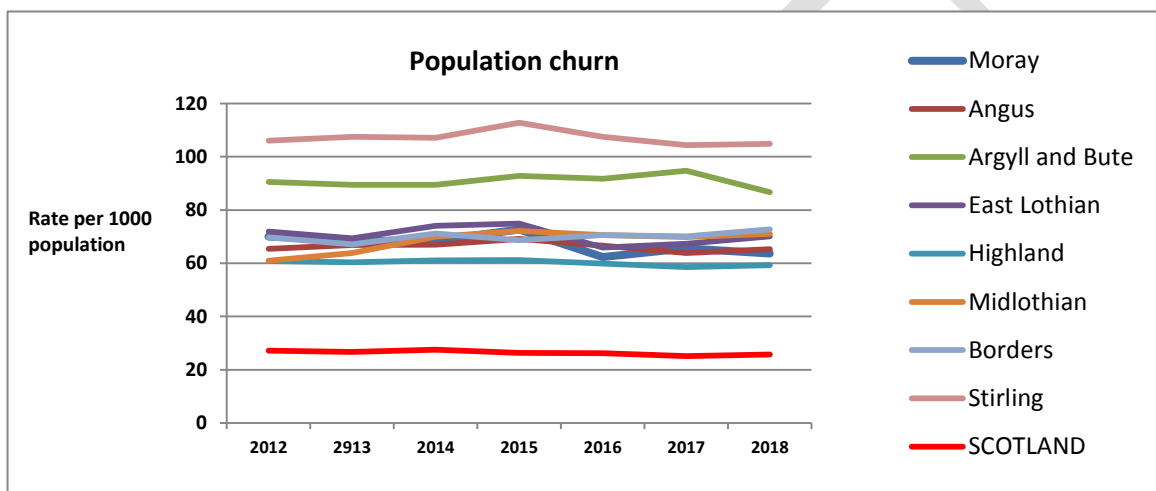


Population churn is a measure of how quickly the population in an area is changing in its composition. It combines outward migration and inward

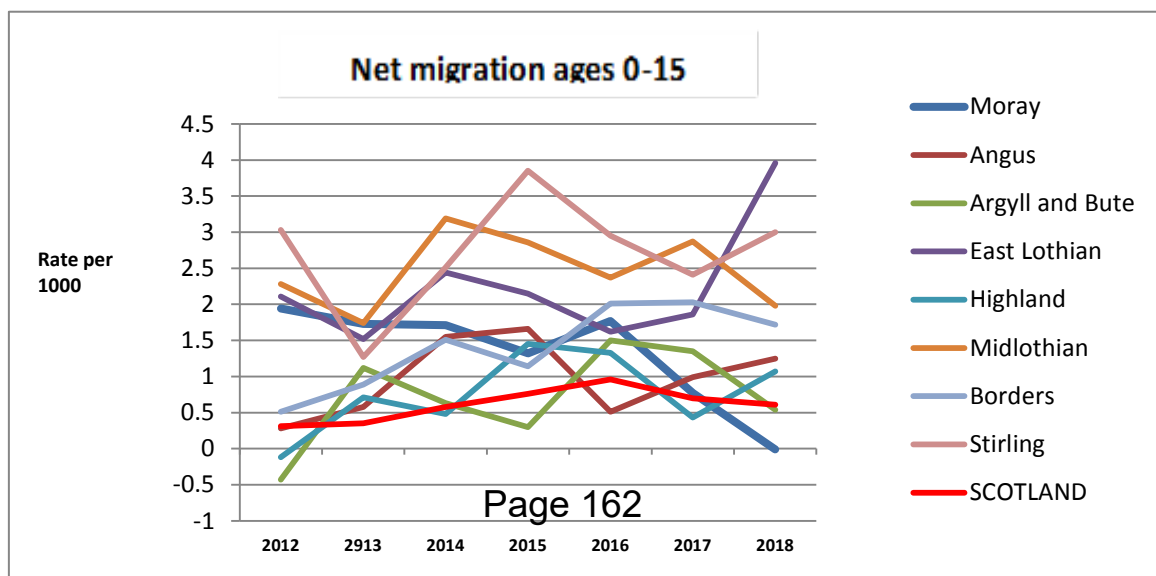
migration. It can therefore be regarded as a measure of population stability. High levels of 'churn' are thought to have potential adverse effects on children living with a level of instability.

Population churn in Moray is considerably higher than the Scottish average, but about the same as in most of our comparator authorities except for Argyll and Bute and Stirling, which are significant outliers.

It is recognised that Ministry of Defence decisions regarding the deployment of staff to the two military bases in Moray (Kinloss Barracks and Royal Airforce Lossiemouth) impacts on total number of children and population churn.



In distinction to population churn, net migration measures the difference between inward migration and outward migration. For Moray the figure has been dropping steadily and is now just in to the negative zone, where slightly more children and young people are leaving than arriving.



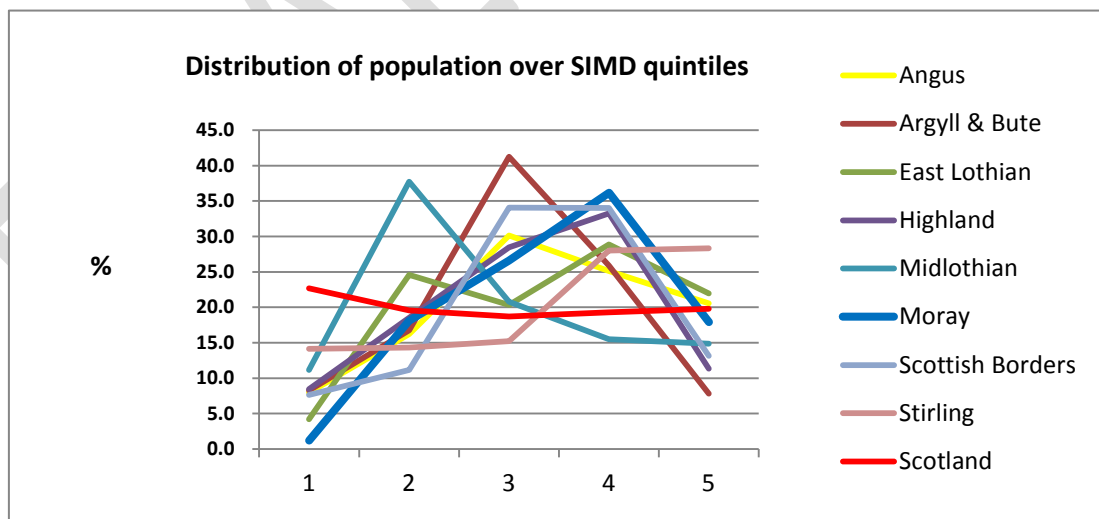
HEADLINES

- Overall Moray has an ageing population.
- Expected minor rise in the number of children and young people in Moray over the next decade however, more children and young people are leaving than arriving in Moray.

3.2 Prosperity

Taking account of the Scottish Index of Multiple Deprivation (SIMD) it might be argued that Moray is relatively “prosperous”. Only 1.2% of the population live in data zones that are amongst the 20% most deprived in Scotland (the lowest of our comparator authorities), whilst 53.6% live in the least deprived two data zones (the second highest of our comparator authorities).

Research shows that for many people, Moray is a great place to live with relatively low unemployment, an enviable natural environment, low levels of crime and good public services. However, Moray has pockets of inequality, deprivation and poverty which are experienced on both an individual level and collectively in some small geographical areas. There is a variation in outcomes for smaller communities in Moray this is presented within aspects of rural poverty as well as subsequent access issues such as delivery of and access to services, and social isolation.



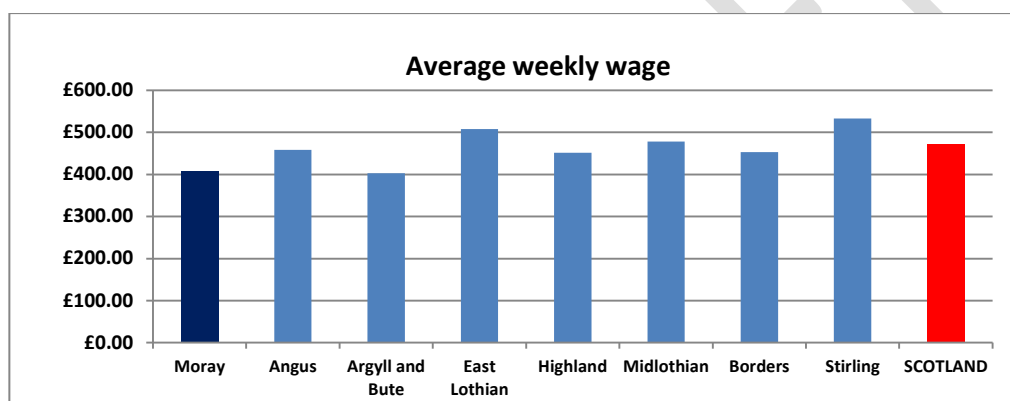
Examining the distribution of people who might be living in deprived circumstances reveals the following.

	% of all income deprived people who live in these areas	% of all employment deprived people who live in these areas
SIMD 5 (least deprived)	12.9	13.5

SIMD4	19.5	20.2
SIMD3	23.9	24.3
SIMD2	26.8	26.8
SIMD1 (most deprived)	15.1	15.2

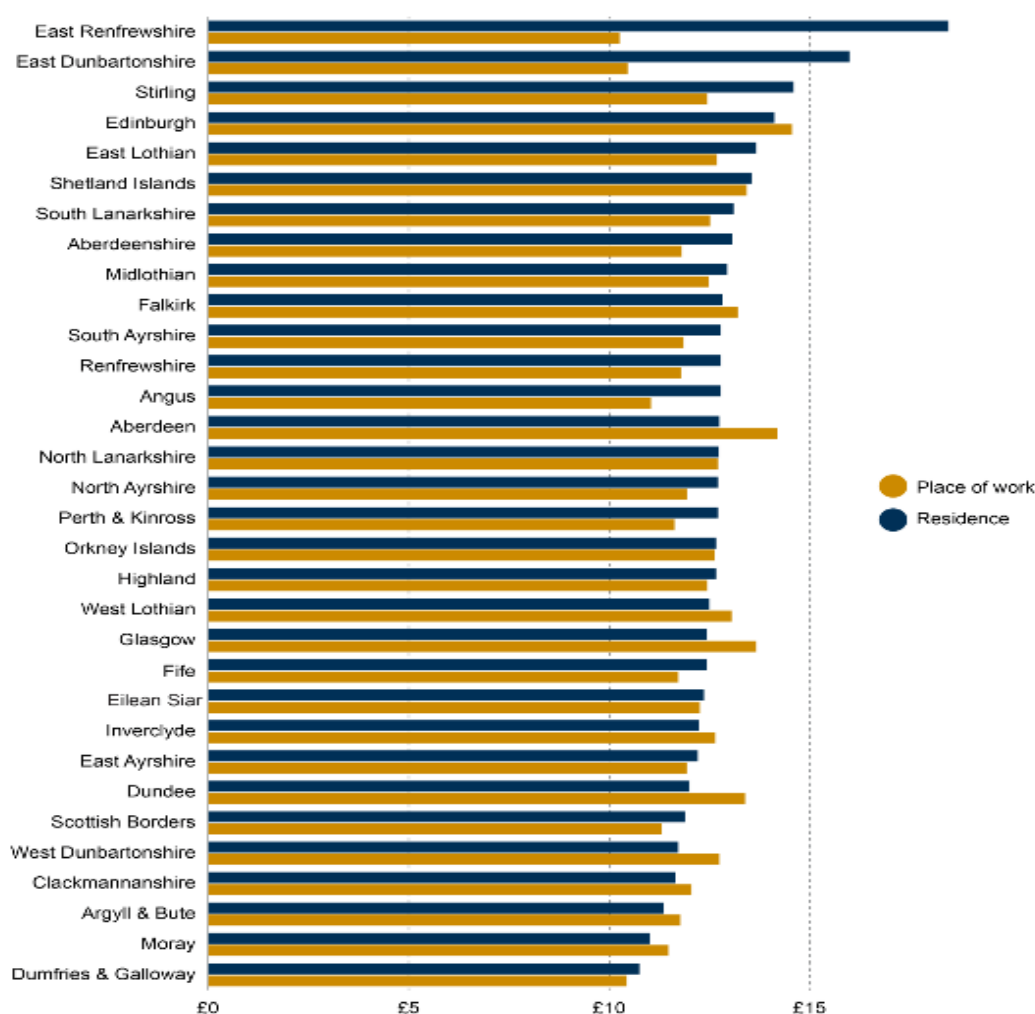
Only approximately 15% of our most deprived people live in our recognised deprived areas, whilst nearly a third live in our two least deprived areas. These facts have a significant bearing on strategy and policy, particularly in terms of targeting resources. Resources need to be targeted on vulnerable people and families and not particularly on our 'deprived' areas.

Despite the apparent prosperity implied by the SIMD data, Moray has a low wage economy, with only Argyll and Bute amongst our comparator authorities having a lower average weekly wage.



A better comparator than the average wage is the median wage. Half of the population earn less than this and half earn more. Looked at like this, Moray has the second lowest wage of all Scottish local authorities.

Median hourly pay excluding overtime by local authority - 2018



Source: Annual Survey of Hours and Earnings 2018

The probable explanation of the conflicting view of “prosperity” presented by the SIMD data and the data on wages is that Moray may have few very high earners who would bring up the average wage whilst at the same time having relatively few very low wage earners.

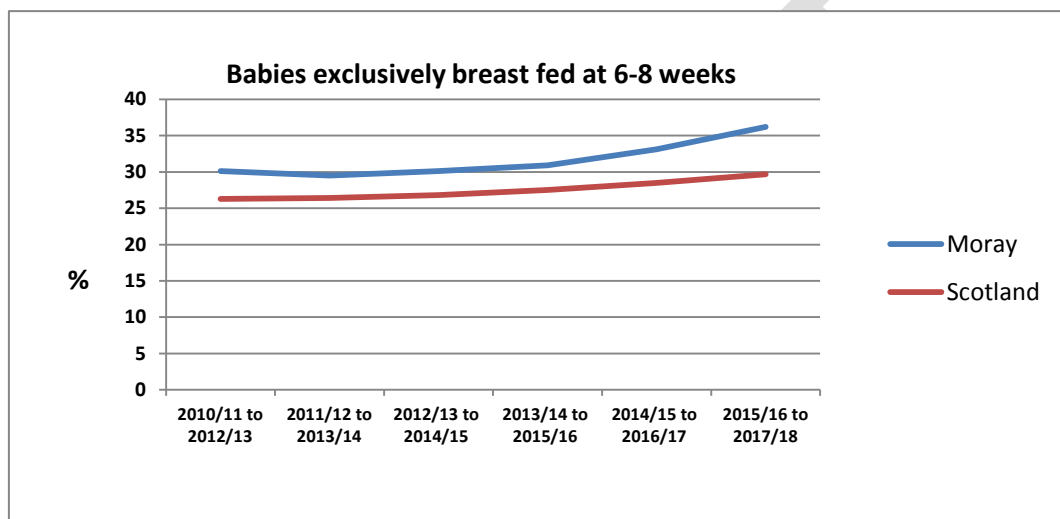
HEADLINES

- Overall, Moray has low levels of deprivation.
- The majority of our most deprived people do not live in our most deprived geographic communities.
- Low wage economy.

4. VULNERABILITY FACTORS – CHILDREN

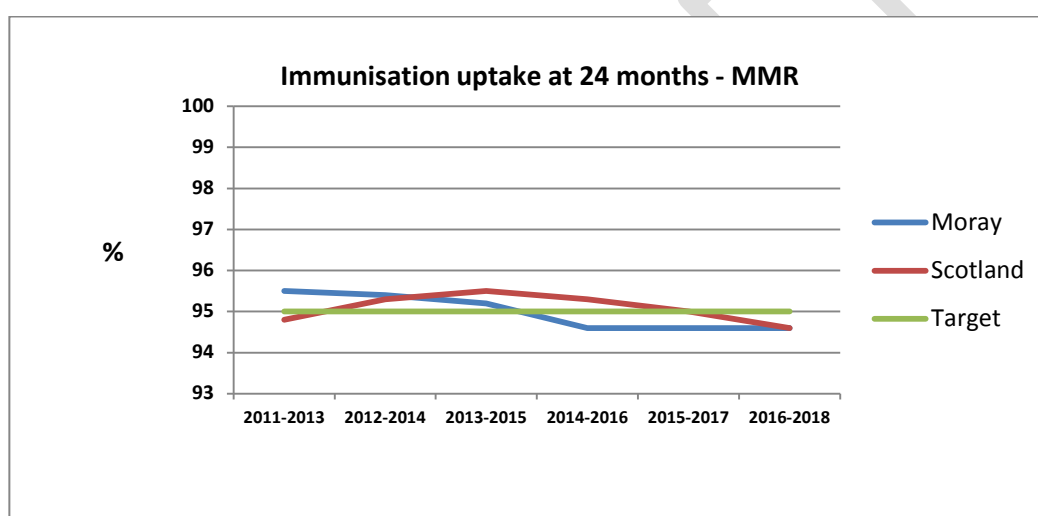
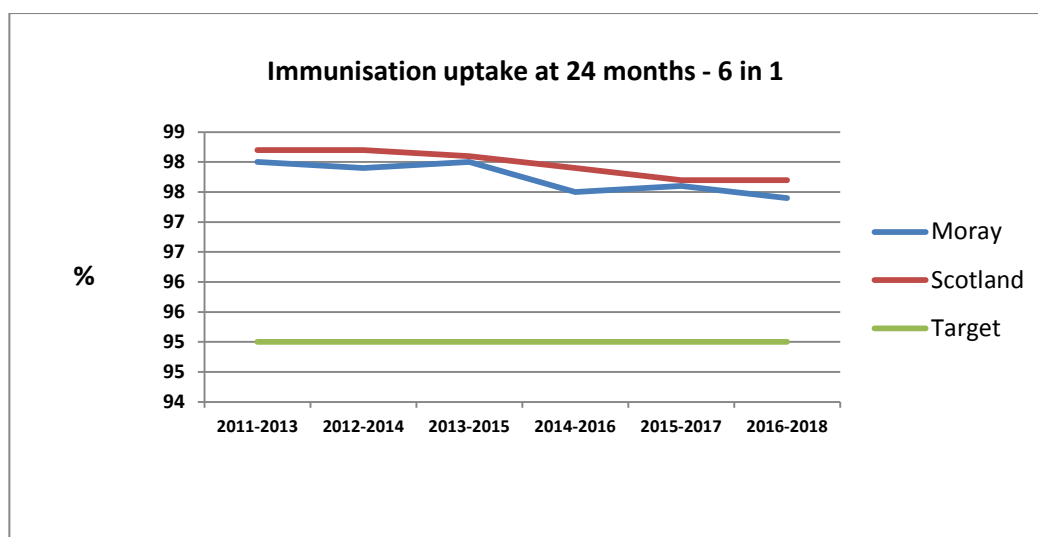
4.1 HEALTH

Breast Feeding rates - Breast feeding is known to be associated with physical advantages to both mother and baby, with reduced risk of breast cancer in the mother and reductions in respiratory and gastro-intestinal infections in the baby. It is almost certainly associated with lower rates of obesity and type II diabetes. However, there are also emotional and psychological benefits to both mother and baby, particularly in relation to attachment.



Breast feeding rates in Moray are higher than the Scottish average, and improving at a slightly faster rate, but the drive for yet further improvement needs to be maintained.

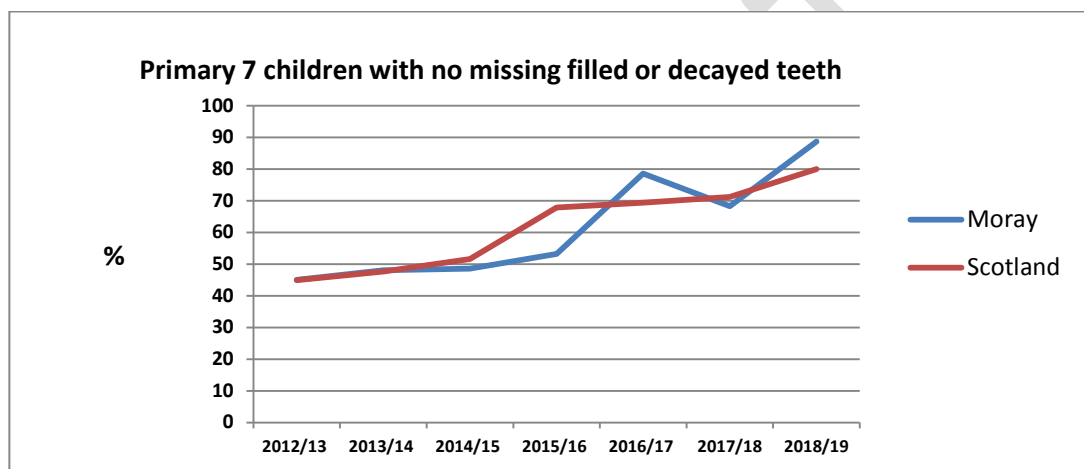
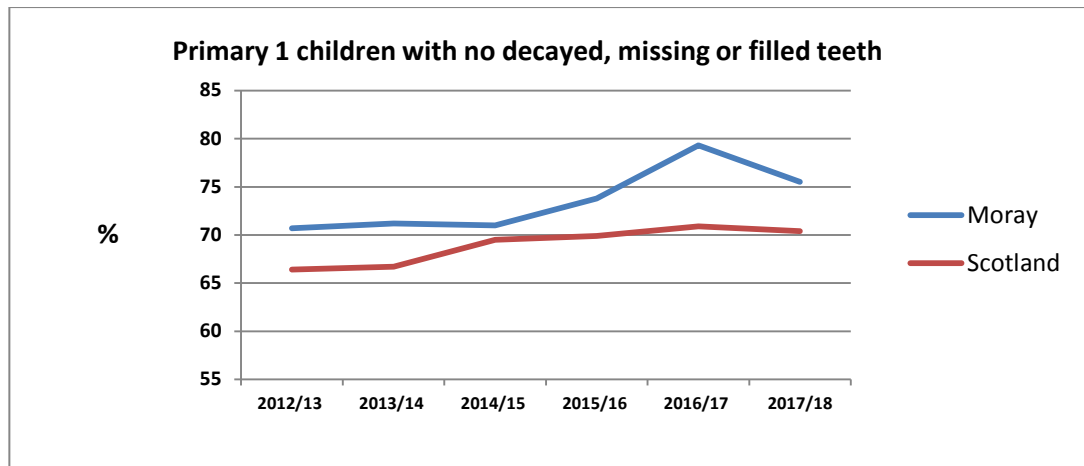
Immunisations - Childhood immunisation is one of the most important preventative measures that can be undertaken to protect children from serious, life-threatening diseases. However, the rate of uptake of these immunisations might also act as a proxy for appropriate parental concern for their child's best interests, notwithstanding the fact that some parents choose not to have children vaccinated.



Rates of immunisation for the cluster of infections contained in the 6 in 1 vaccine are above the target level of 95%, but are falling, and remain slightly below the Scottish average. More significantly, the uptake of the MMR (Measles ,Mumps, Rubella) vaccine is below the target level for providing 'herd immunity', having fallen below this level in the 2014-16 period, increasing the chances of a serious outbreak of measles occurring.

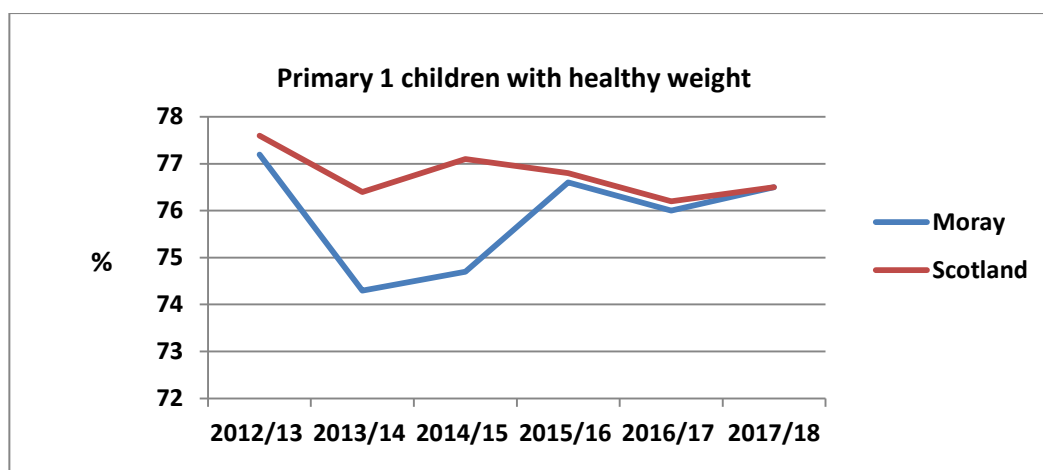
Strategies need to be developed to combat the inaccurate adverse publicity about this vaccine promulgated largely through 'social media'.

Oral health - Good oral health is important for general wellbeing and the ability to eat well, speak well and to socialise properly. Poor oral health can be associated with pain, disfigurement, infection, school absences and poor nutrition and weight.

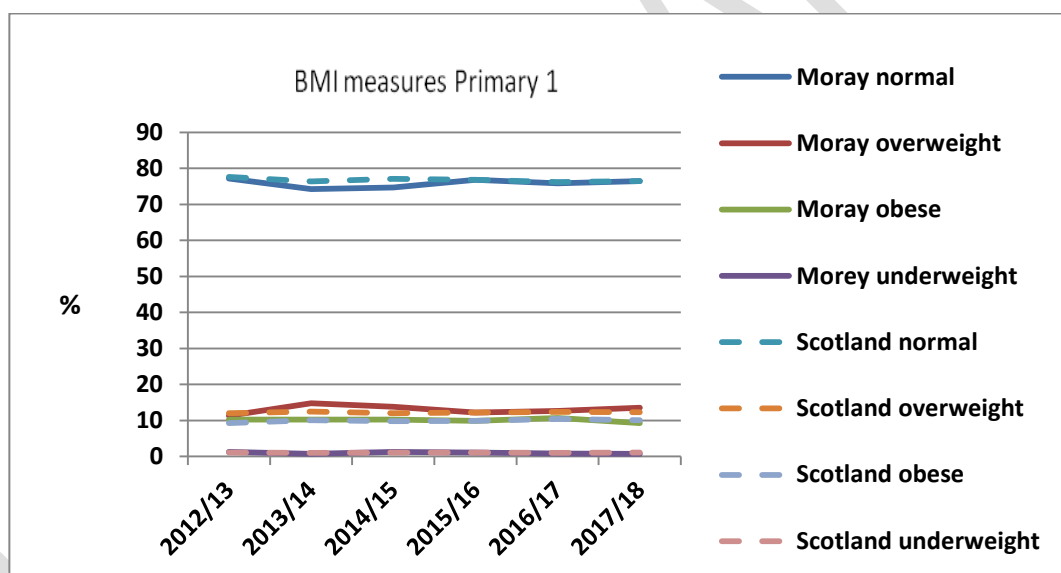


Oral health in primary 1 children in Moray has been relatively good, although there was an apparent decline in 2017/18. The position with the older primary 7 children has recovered from a result just on the Scottish average to a very satisfactory position in 2018/19. (The dip in both primary 1 and 7 results in 2017/18 may have been due to a different dental inspector) This really good effort should be maintained.

Childhood weight - Obesity and being overweight in childhood can predict significant physical problems in adulthood. Overweight children are twice as likely to become overweight adults as children of a normal weight. There are serious consequences of this relating to type II diabetes, heart disease and some types of cancer, as well as several other less serious consequences. However, for children who are overweight or obese there may be immediate consequences in terms of their sense of wellbeing in its broadest sense.

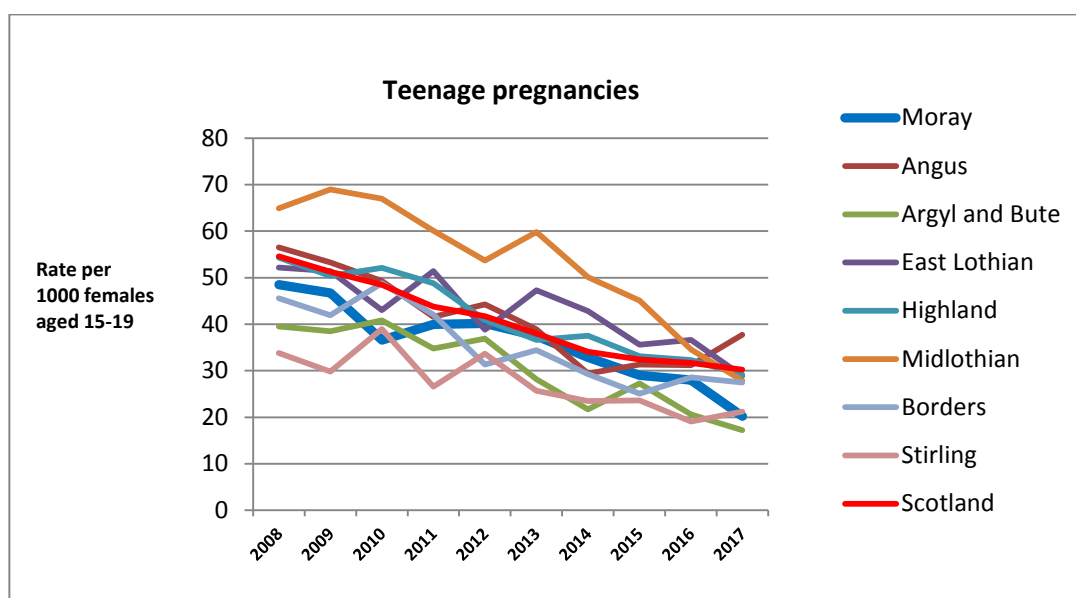


The percentage of children starting school with a healthy weight has in the past been below the Scottish average, but the most recent figures show the percentage coinciding with the rest of the country, although the situation in Scotland as a whole is declining.



In general terms in Moray the distribution of normal/overweight/obese/underweight children is not significantly different to the rest of Scotland, however Scotland does not compare favourably to most other developed countries, and so the drive towards increasing the proportion of children who have a normal weight needs to be increased.

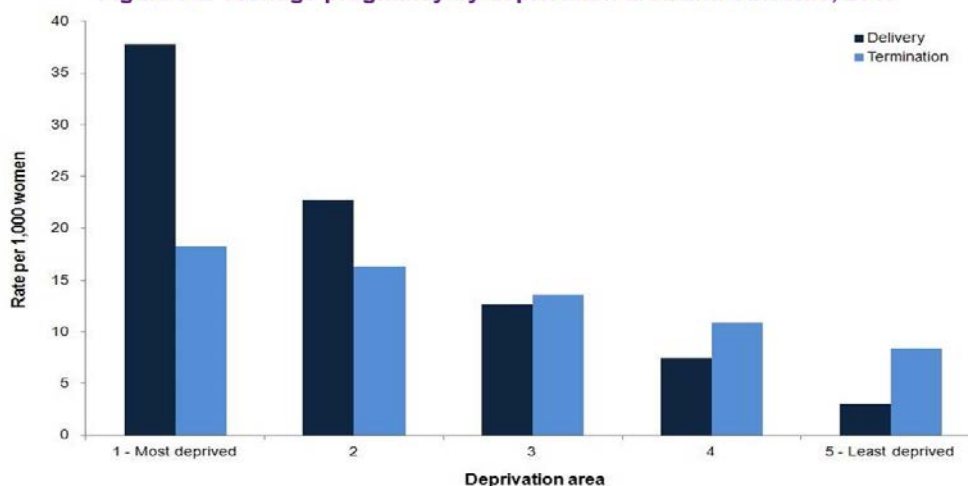
Teenage pregnancy - Becoming pregnant at a young age is seldom a deliberate and planned act, and it can have profound effects on the young women concerned. Where the pregnancy is terminated there are some recognised physical and psychological effects to go along with this in some cases. Where the pregnancy is allowed to continue the adverse outcomes can be poor educational attainment (with all of the consequent disadvantages of this), impaired job prospects, and reduced opportunities for further/higher education and financial hardship.



As with the rest of Scotland the teenage pregnancy rate in Moray is on a steady downward trend and is now amongst the lowest compared to our comparator authorities. The efforts that have achieved this result need to be maintained.

In Scotland as a whole there is a clear difference in teenage pregnancy outcomes across the deprivation quintiles.

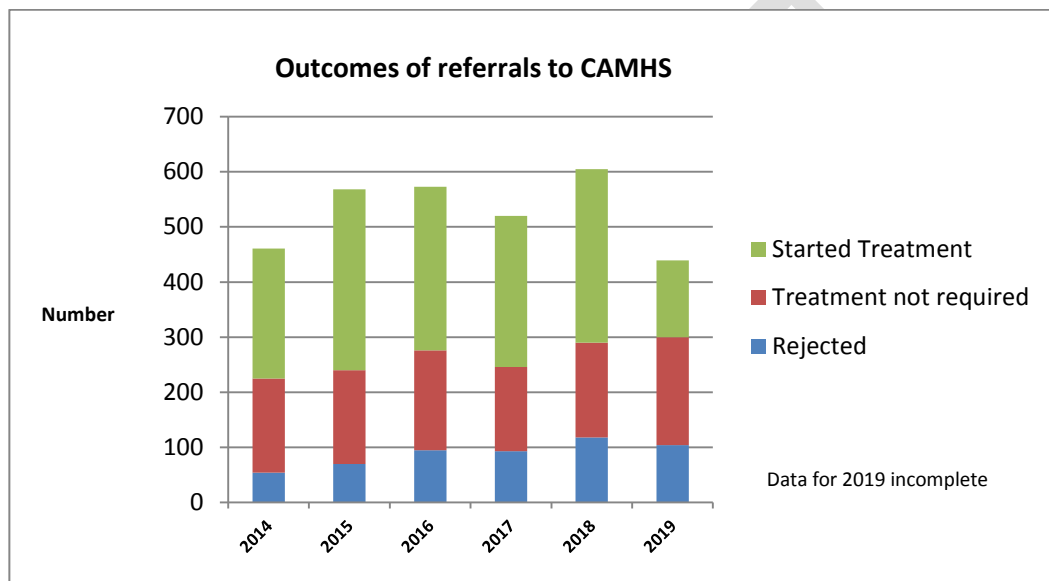
Figure 7a: Teenage pregnancy by deprivation area and outcome, 2017



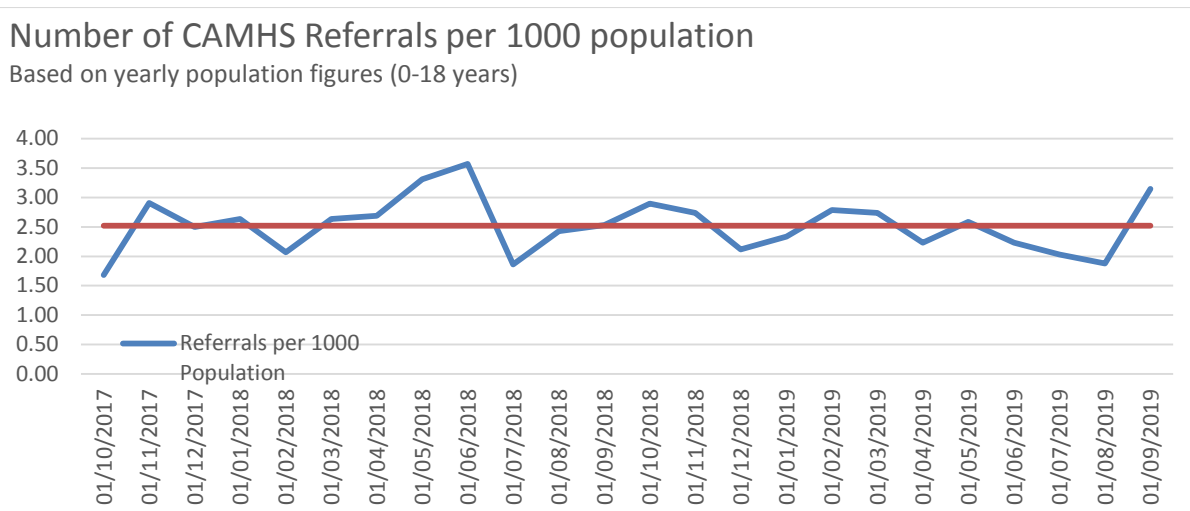
Includes all pregnancies in women aged <20.

If this pattern is replicated in Moray, and given the reservations about the use of SIMD geographical areas outlined in the section on 'context', it is likely that the majority of teenaged parents are to be found amongst the most socio-economically disadvantaged **individuals** (as distinct from the majority of teen parents being from the most deprived **areas**) thus compounding the difficulties for these young women.

Mental health - This is a topic about which it is difficult to gather quantitative data. Referrals to Child and Adolescent Mental Health services (CAMHS) represent the tip of a much larger iceberg of the true extent of the problems.



Around 500 children are referred to CAMHS each year, however somewhere around 20% of these referrals are judged by the service to be inappropriate on the basis of the referral information. These children are not seen. Around a further 30% are seen once, and judged to be unsuitable for treatment in the CAMHS, and so only around half of the children referred are actually treated within the service.

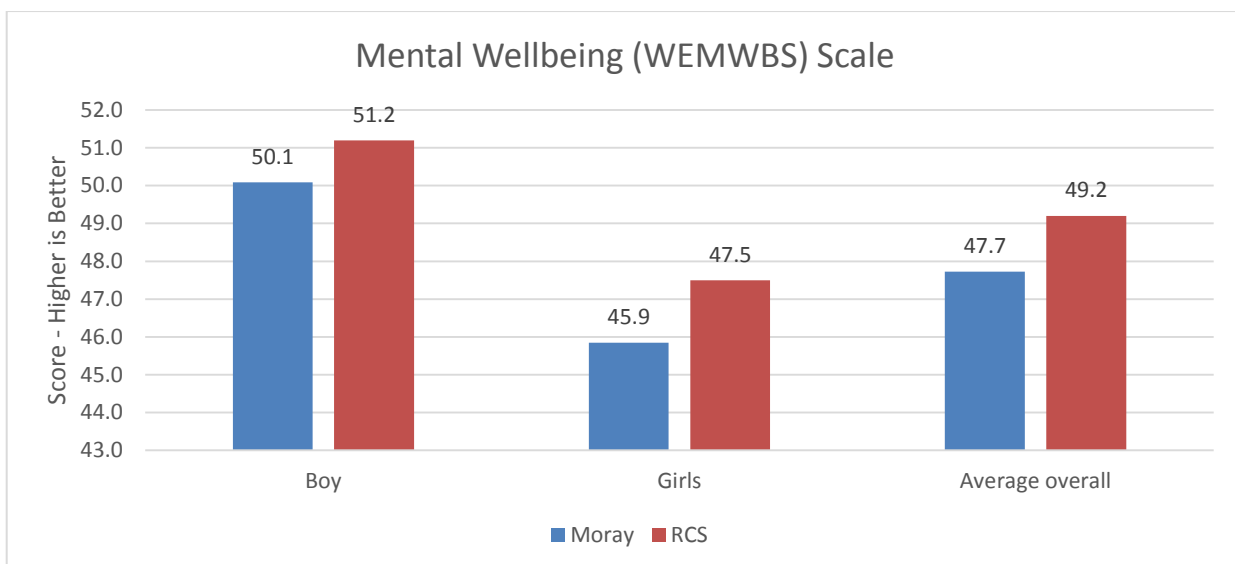


Demand estimate data for Moray CAMHS indicates that there is a monthly referral rate of 2.5 referrals per 1,000 population (approximately 50 young people). Population projections to 2025 predict an increase in the 0-18 population, which may increase the referral rate to 4.0 per 1,000 population (approximately 80 young people) further reinforcing potential unmet need.

Out of 2275 primary school children with Additional Support Needs (ASN), 16 are recorded as having these needs because of a mental health problem. Out of 1672 secondary school young people with ASN, 70 are recorded as having these needs because of a mental health problem. It is clear that this data also underestimates the extent of the problem.

Looking at the Re-aligning Children's Services qualitative data, 22% of S3/4 girls report themselves to be negative to the question "How happy are you with life as a whole?" On the combined life satisfaction summary score 50% of S3/4 girls reported medium or low scores. These figures are more likely to reflect the true state of young people's mental wellbeing levels in the region and represent a considerable challenge in developing innovative and affordable responses to the issue.

Similarly to Moray, in the whole RCS combined, boys have better wellbeing than girls.



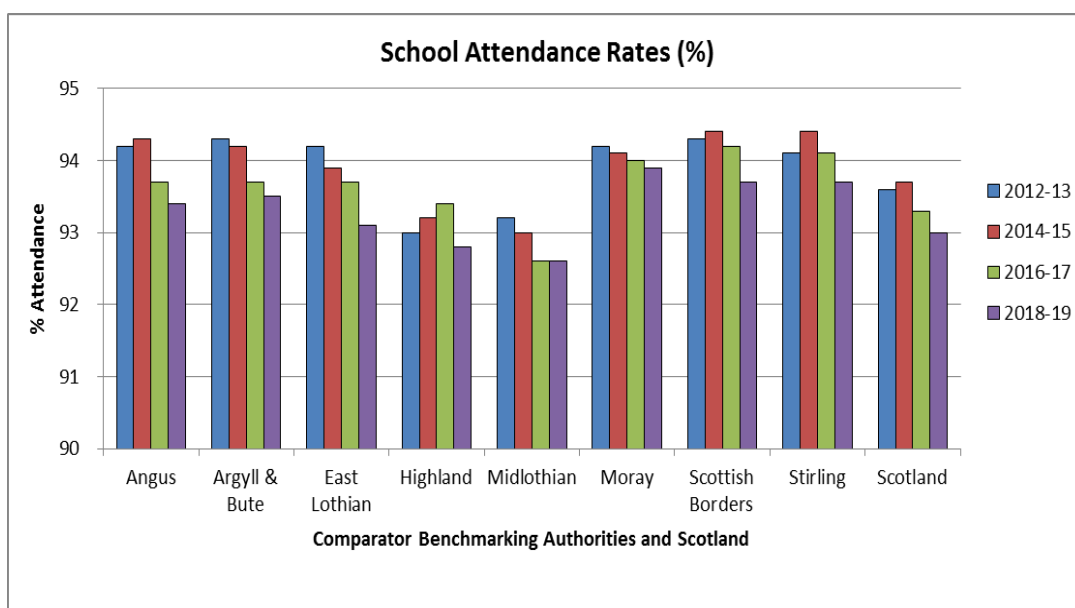
Combined averages across all 8 CPPs in the RCS project (unweighted)

HEADLINES

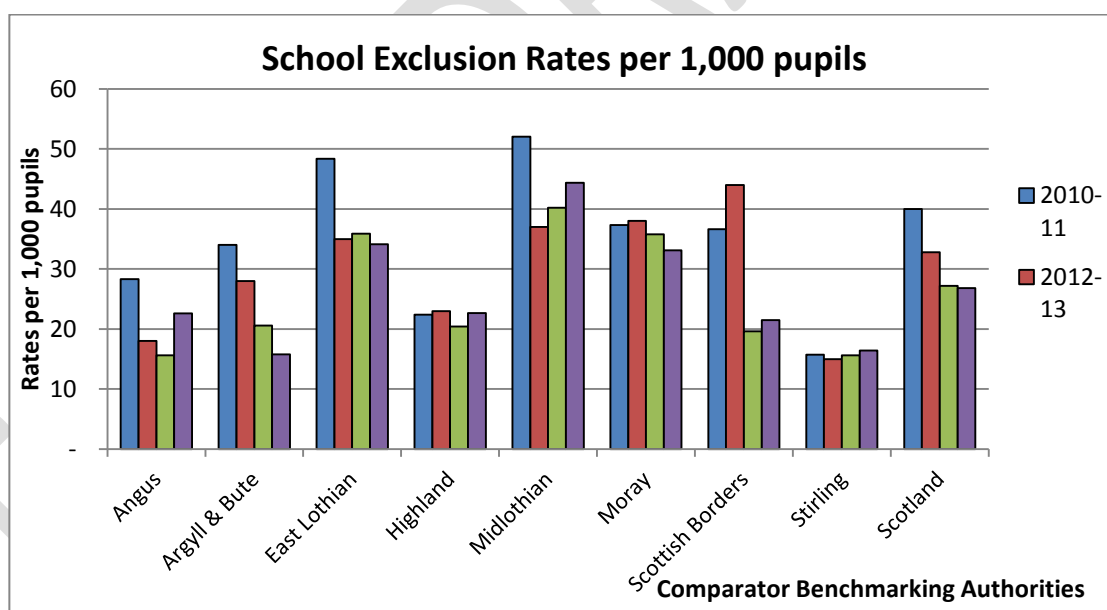
- Children in Moray make a good start in life.
- Breast feeding rates, MMR immunisation and healthy weight are all in line with Scottish averages. A drive for improvement is still required, as Scottish rates are low
- There is a significant unmet need in children's mental health.

4.2 EDUCATION AND EMPLOYMENT

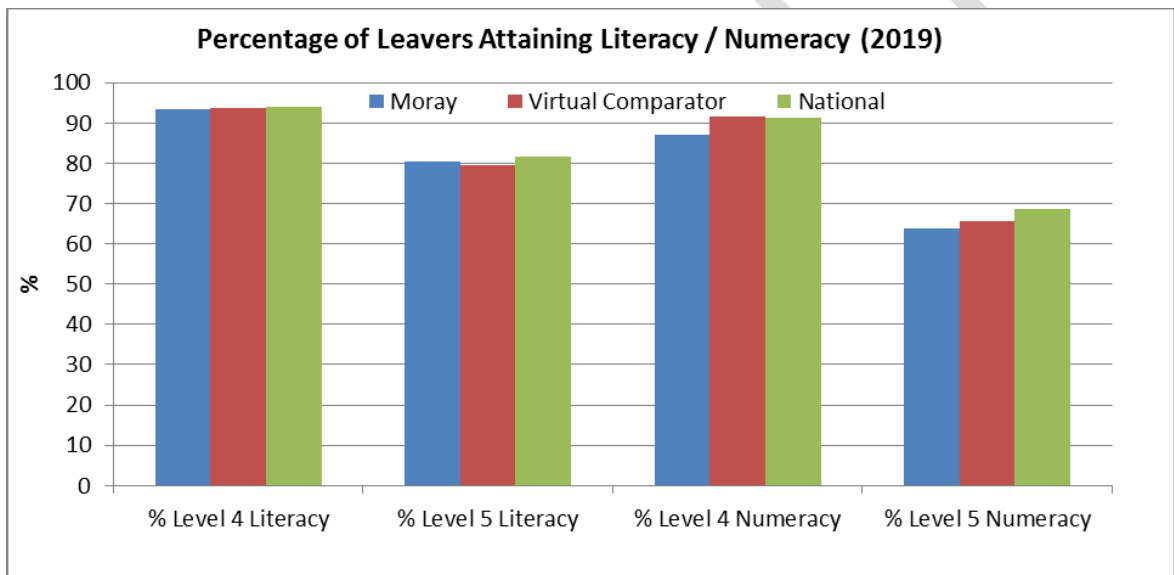
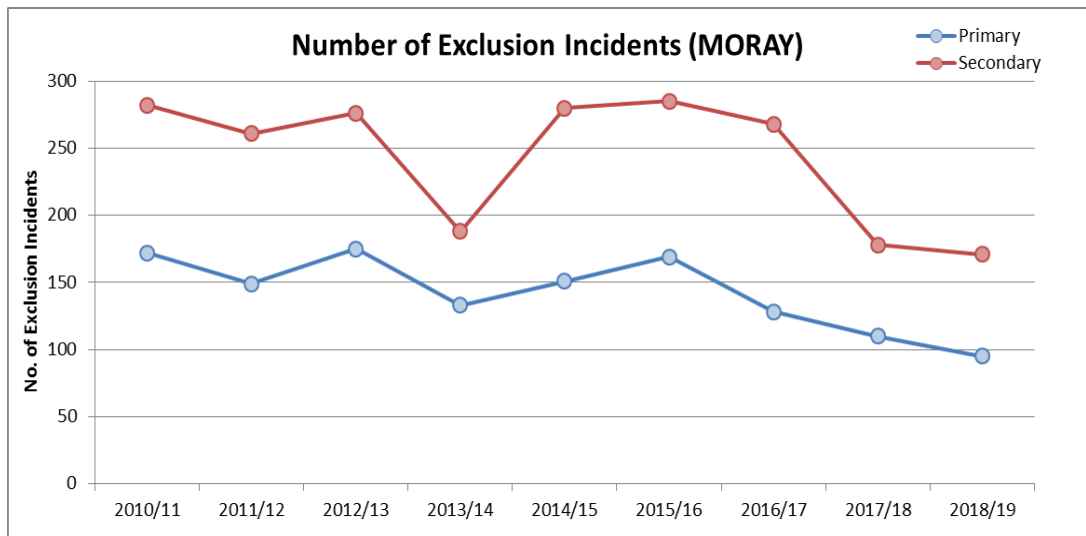
Good educational outcomes are an important driver for large numbers of desirable features of adulthood including, but not limited to, good health and wellbeing, reduced inequalities of all types, better income, more satisfying jobs and more social mobility. It should be emphasised that educational outcomes are determined by many factors in a child's early years including parenting factors as well as the child's socio-economic environment. Education itself is only one of these numerous factors.



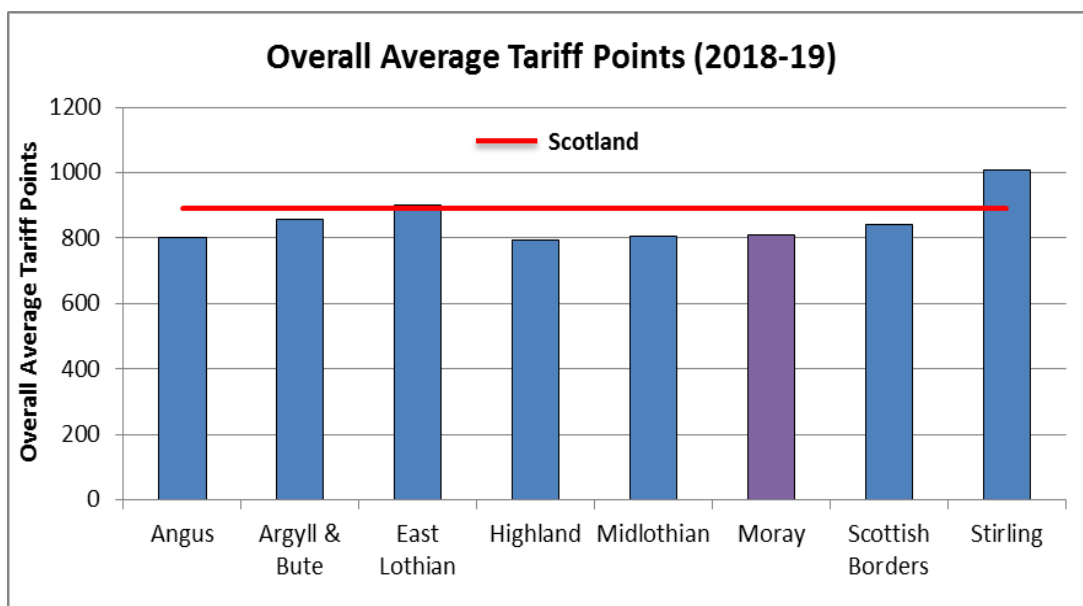
School attendance varies across the four year period but remains around 94%. This compares well with our comparator authorities and the national average. This remains a priority for schools as they monitor and respond to changes within individual schools.



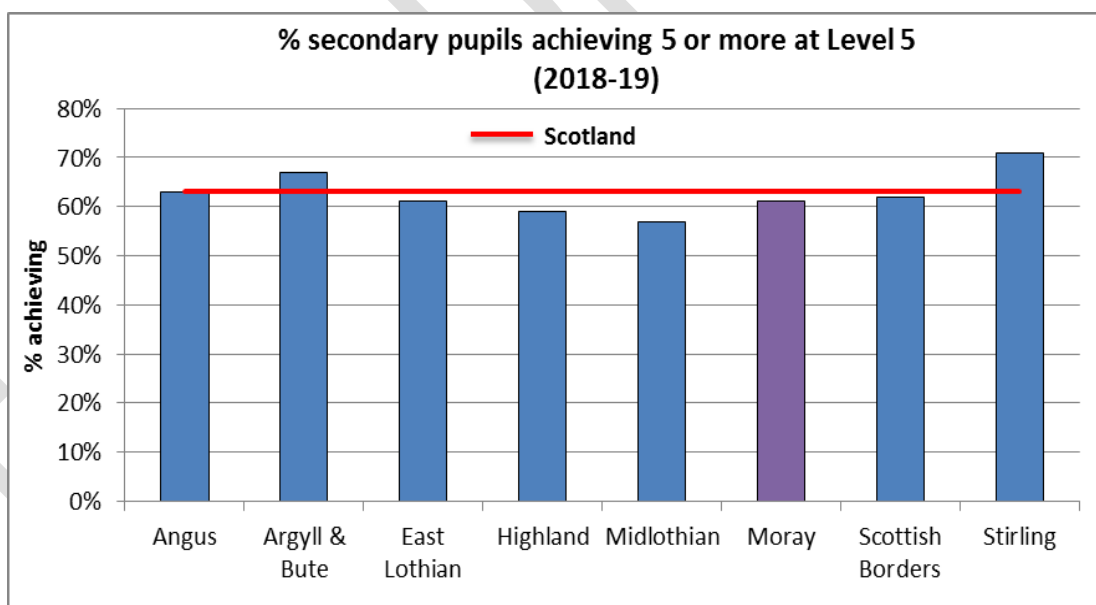
School exclusion rates are significantly higher than in several comparator authorities and in Scotland as a whole up to 2016/17. Our local data shows that we have reduced in this area to be more in line with comparator authorities but do not yet have the data available beyond 2016/17 to confirm this. Local data does show that the number of exclusion incidents have reduced over the last 3 years at both primary and secondary school levels.



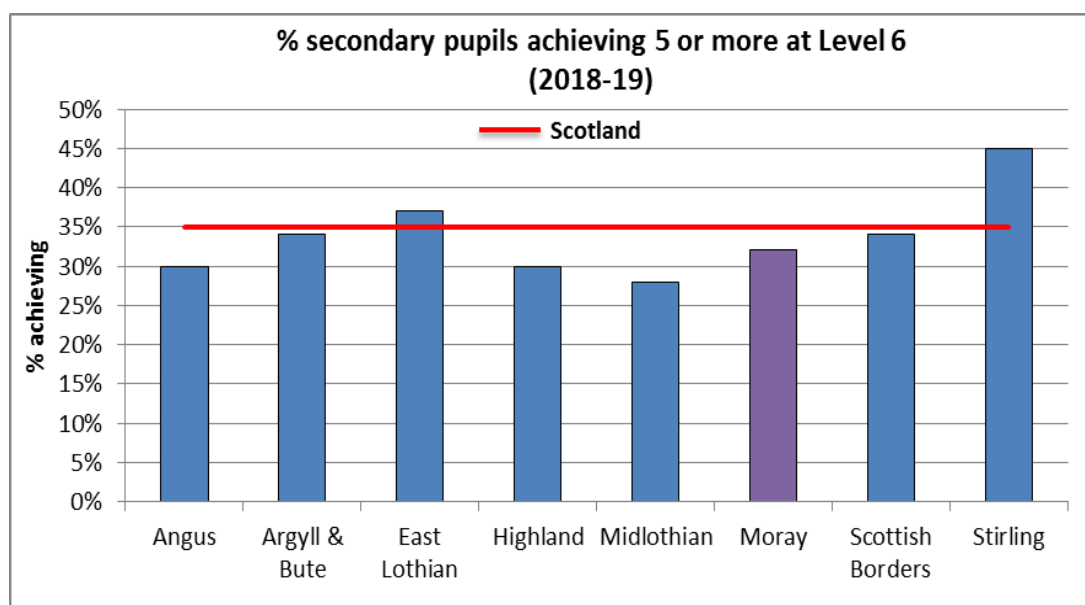
Although the differences are small, there appears to be a consistently lower level of attainment in literacy and numeracy in comparison to the comparator authorities and Scotland. However, trend data would demonstrate an improving picture across the four measures as a Moray average.



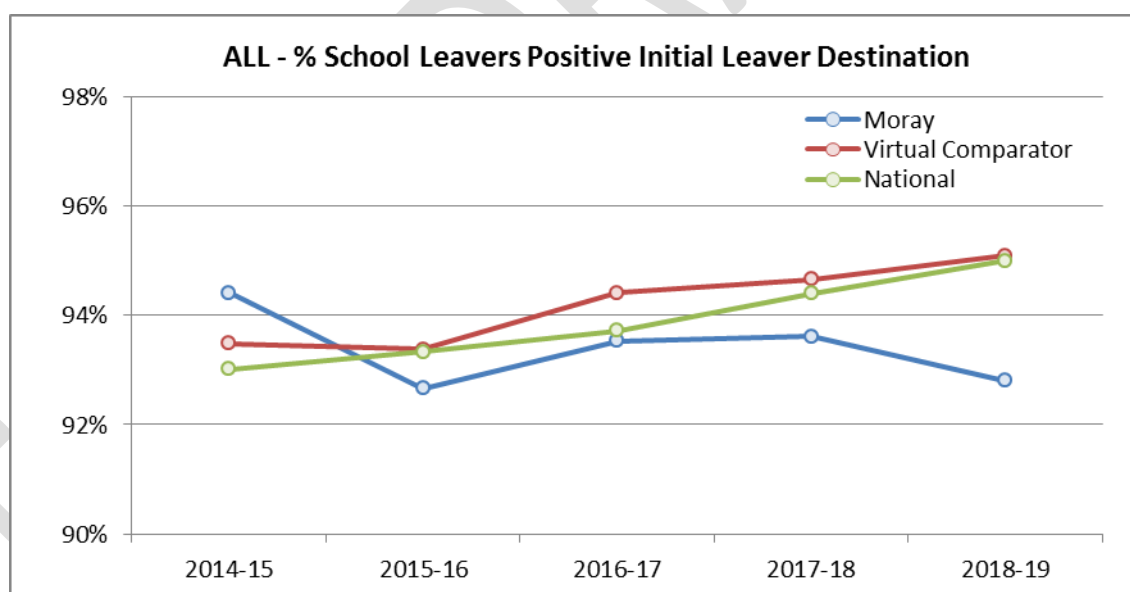
The average total tariff points achieved by school leavers in Moray are below the national average and there is a focused improvement priority within this area. The total tariff points varies across our schools and is monitored and reviewed on a regular basis by the Council's Children and Young People's Service Committee.

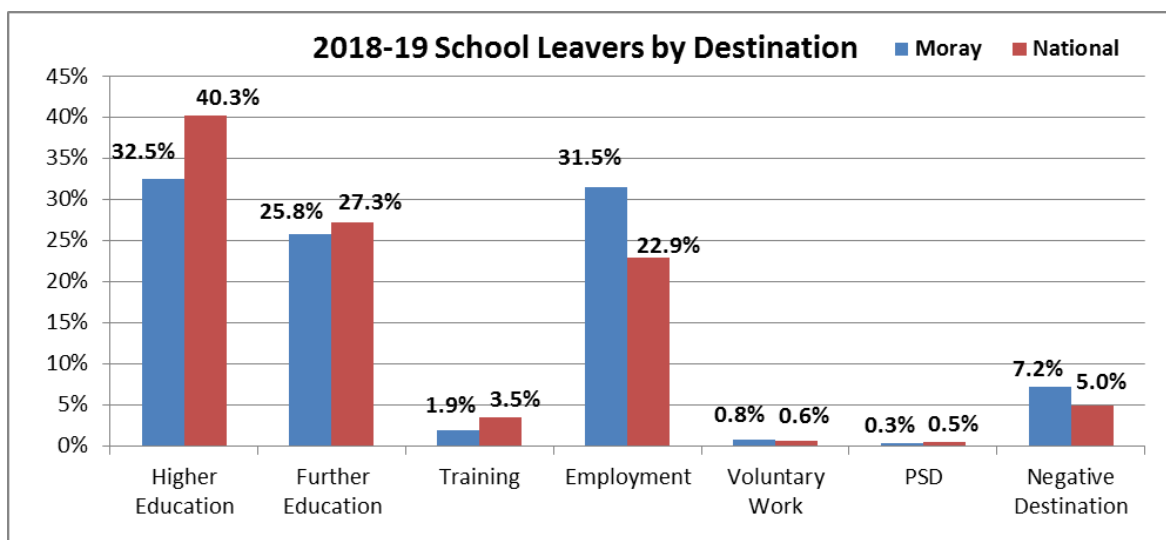


Within this measure, Moray lies slightly below the national average and local authority comparators. As above, this continues to be a focus area within Education and our secondary schools.



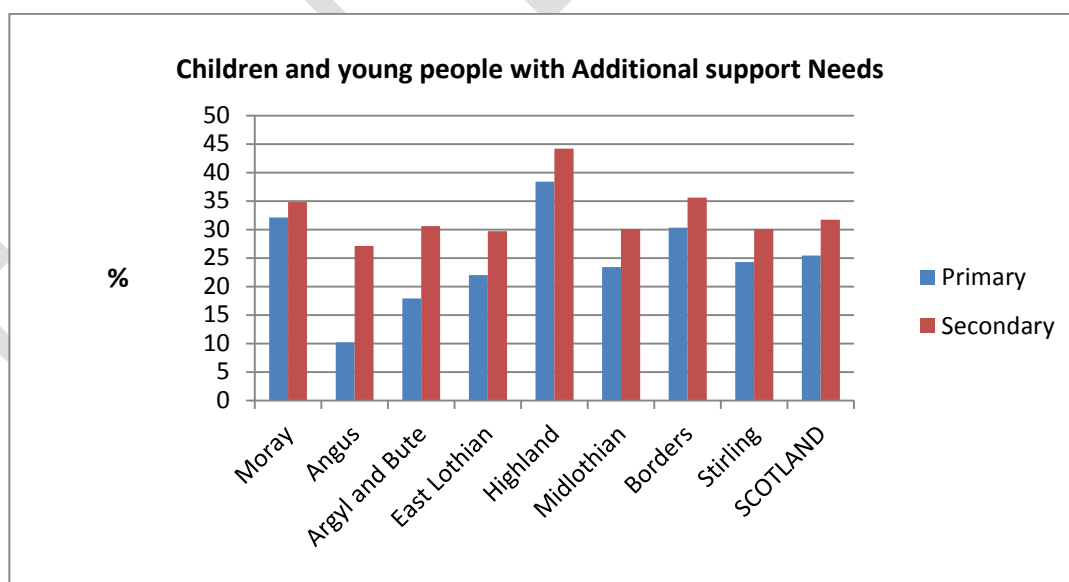
Within this measure, Moray again lies below the national average and local authority comparators. Trend data would show that there has been improvement in this area, but is ongoing as a priority. As above, this continues to be a focus area within Education and our secondary schools.





Whilst positive destinations for school leavers has shown some improvement since 2015/16, the position is less positive than it was in 2014/15, and does not contrast strongly against comparator authorities and national data.

Additional Support Needs - It is not clear why there might be significant differences in these figures across the comparator authorities. The most likely explanation is different thresholds being used in different authorities. Nevertheless having classes with a third of pupils having additional support needs clearly provides a challenge for teaching staff.



HEADLINES

- Above average school attendance rates.
- Although improving, below average levels of literacy and numeracy.
- Maintain focus on improving secondary attainment.
- Below average initial school leaver destinations.
- Supporting approximately a third of primary / secondary pupils identified as having Additional Support Needs.

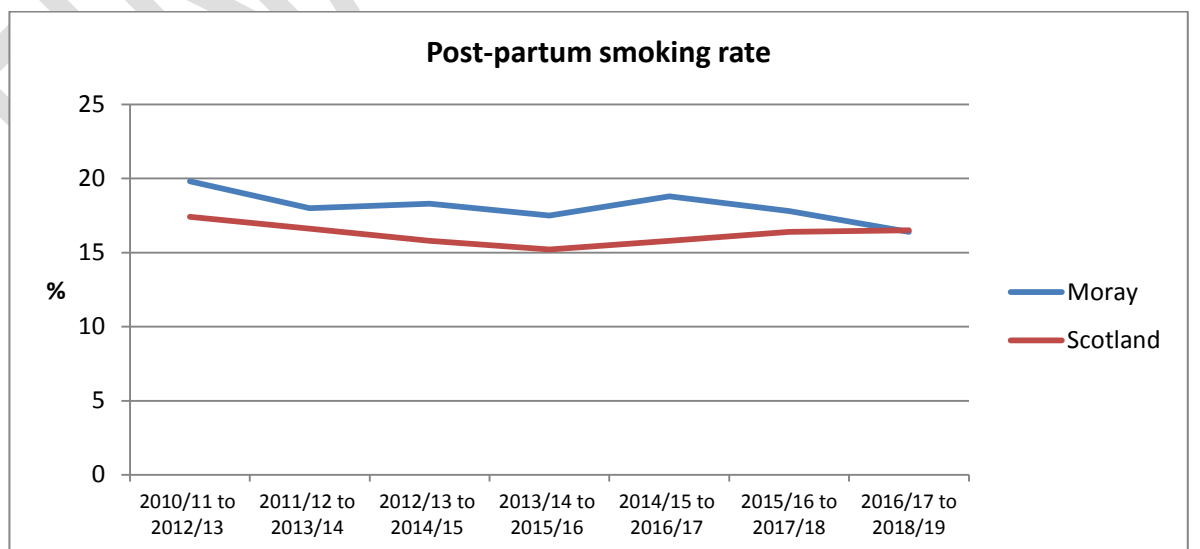
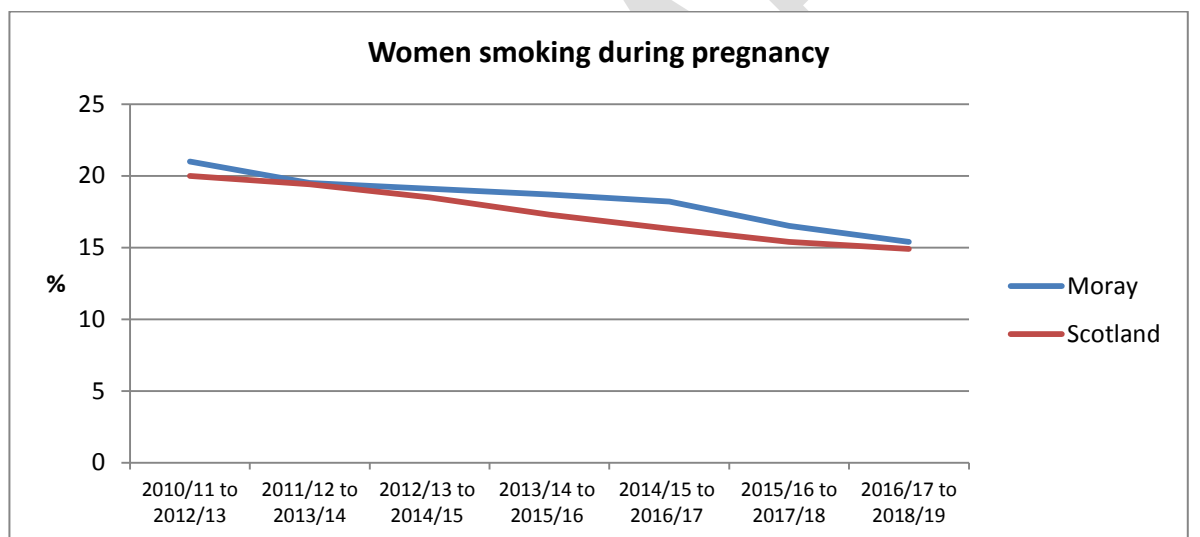
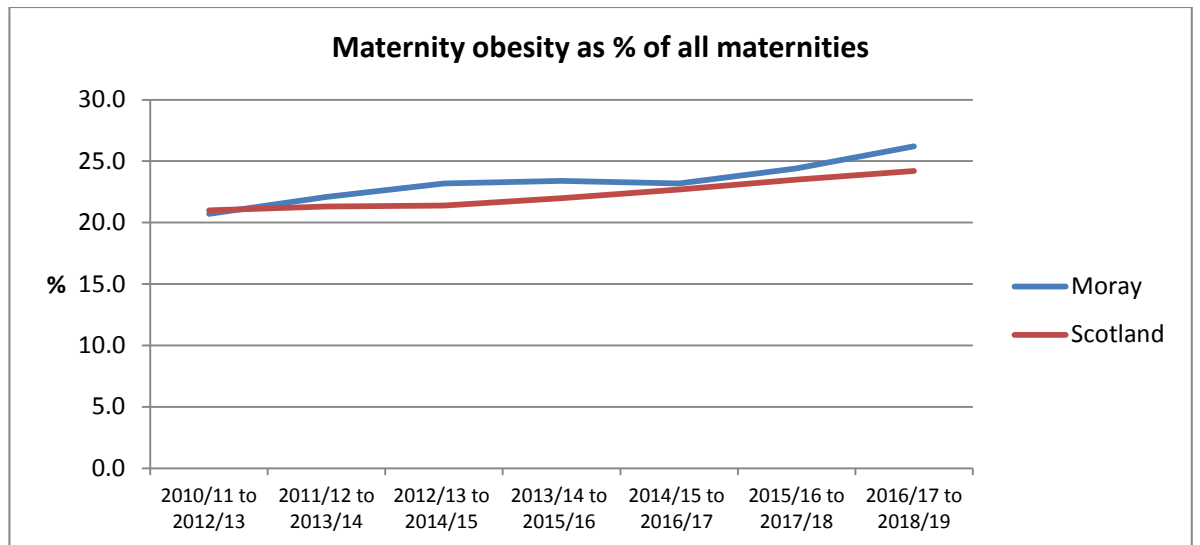
RCS SURVEY DATA

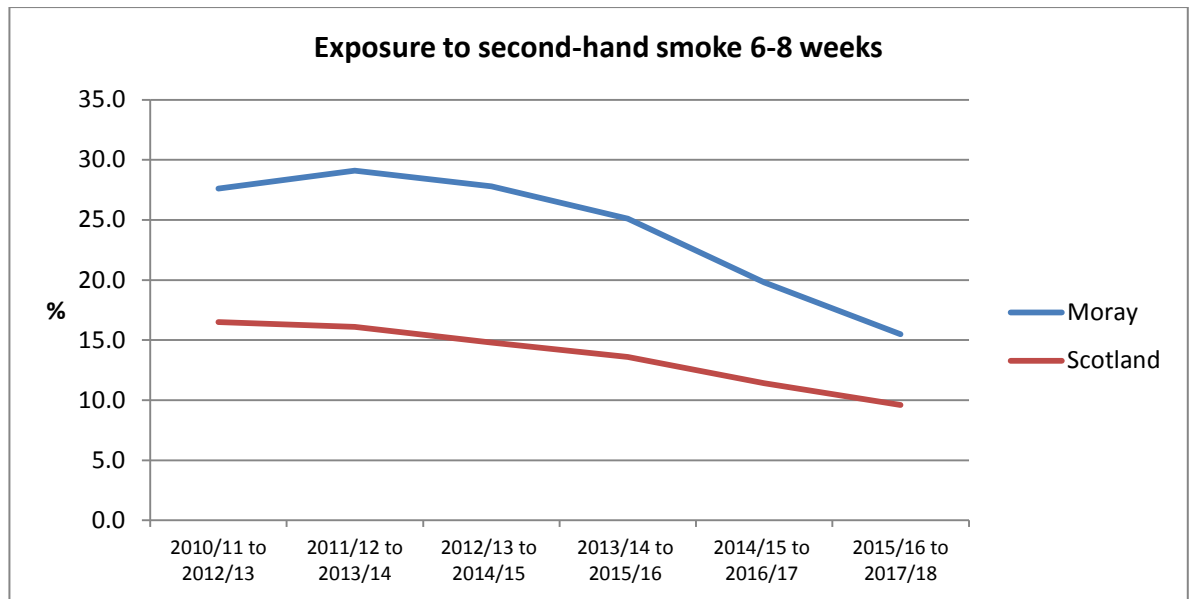
- 29% of primary and 15% of secondary pupils liked school a lot, 8% of primary and 17% of secondary pupils did not like school at all.
- A quarter of secondary school pupils agreed strongly that their teachers cared about them as a person. 86% of primary pupils always or often got along with their teachers.

4.3 SAFETY

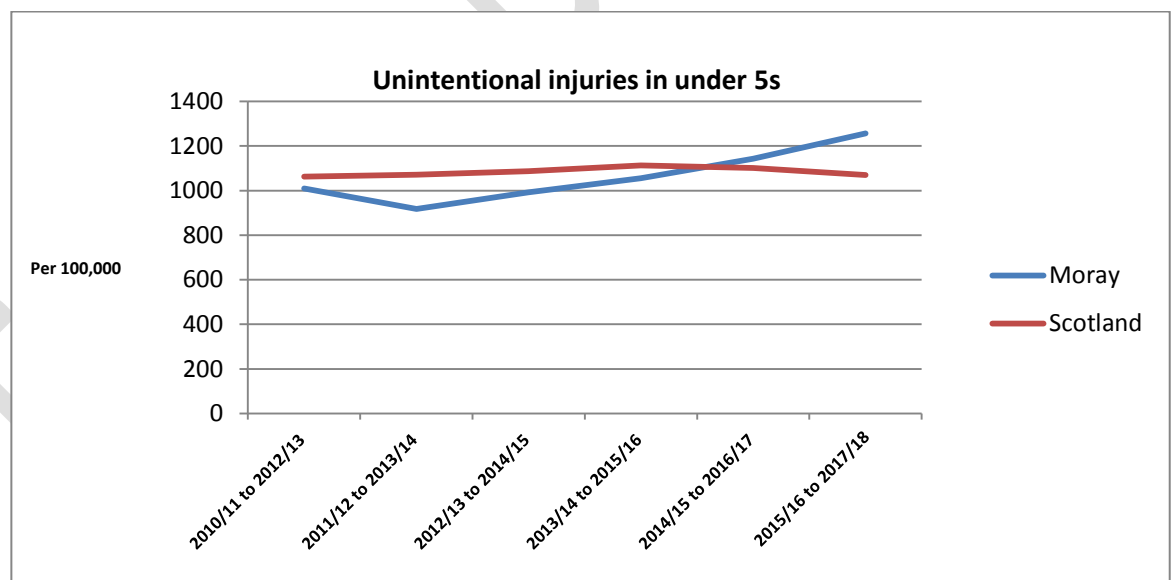
Maternal Health – Based on a 3 year rolling average, the percentage of pregnant women recorded as obese (BMI of 30 and over) at antenatal booking of all maternities shows that the result in Moray is on an increasing trend and has consistently been above the Scottish average.

The percentage of women recorded as a 'current smoker' at 1st antenatal booking against all women with a smoking status shows a decreasing trend just above the national result. The percentage of women recorded as a 'current smoker' at the first visit review by health visitor (post-partum) is slightly above the percentage at antenatal booking but on a decreasing trend. Exposure of babies to second-hand smoke is reported by parents and assessed at the 6-8 week review, the level remains significantly above average.





Unintentional Injuries - the rate of these injuries in Moray is above the Scottish average, and is rising. To add context, in the six 3-year aggregated periods graphed, emergency admissions range between 47 and 60, around 1% of the 0-4 population. The most common cause of injury include falls and poisoning. This will continue to be monitored and appropriate action taken if required.

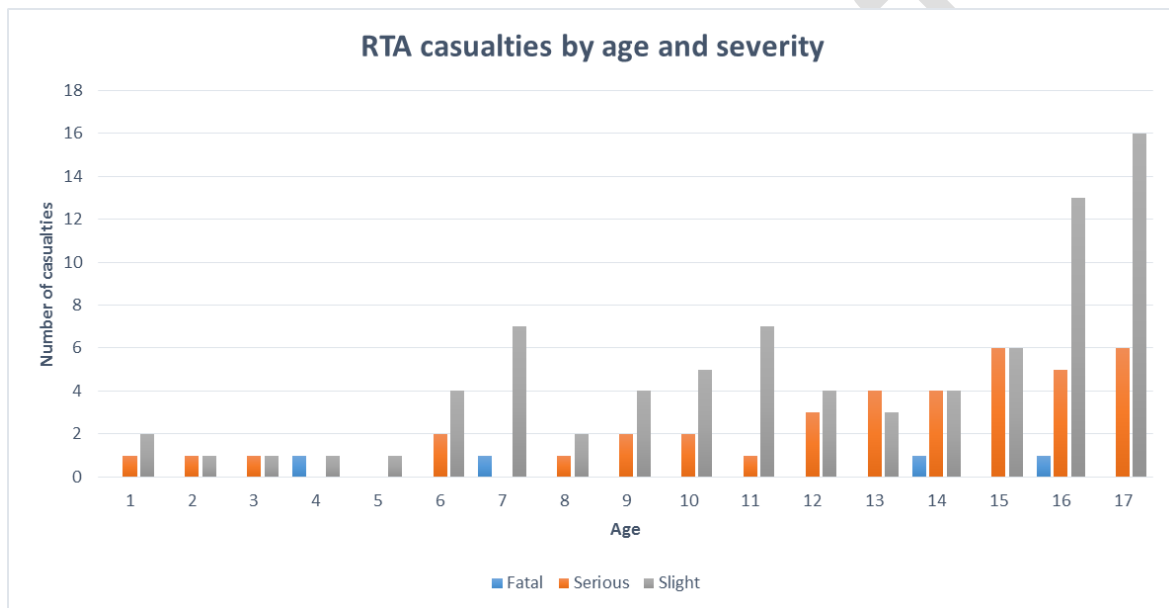


Road traffic accidents – data shows a decreasing trend in the number of road traffic accident casualties that were children / young people. Decreases may coincide with significant road safety campaigns. Age profile data to 2016 shows just over one third of casualties were aged 16 or 17 years. To add context, on average per year, a rate of 0.8 children and

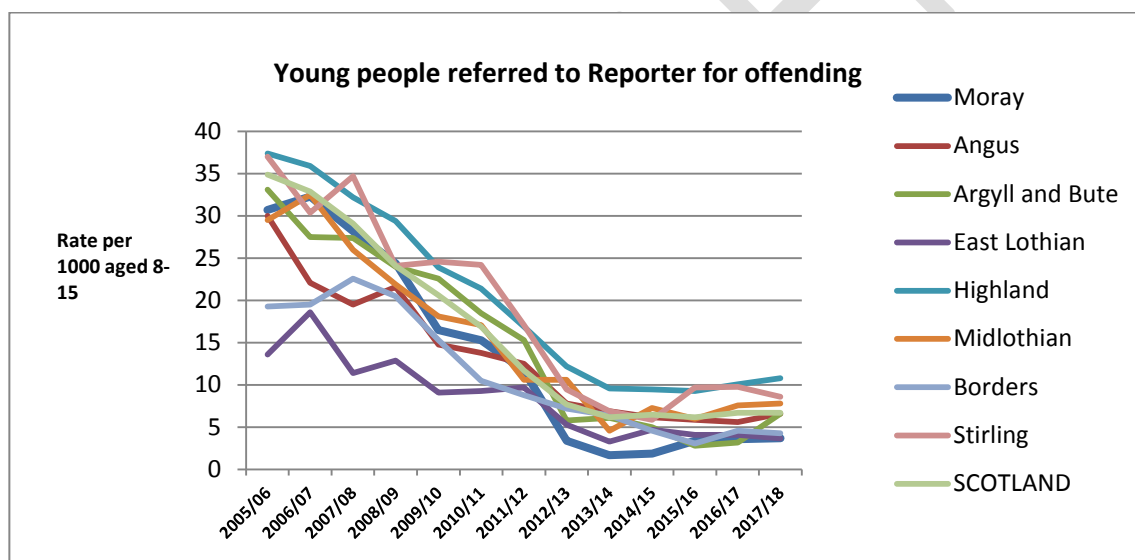
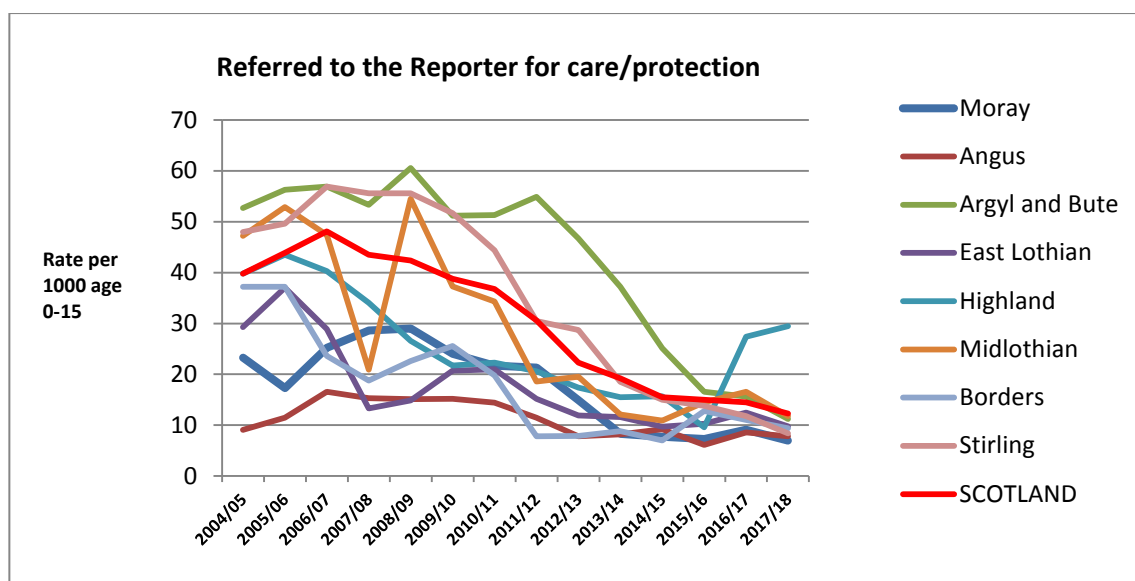
young people per 1,000 population (aged 0-17) are involved in road traffic accidents.

Road traffic accidents involving children and young people by severity of outcome

Severity	2012	2013	2014	2015	2016	2017	2018	2019
Fatal	-	-	-	-	2	2	1	-
Serious	7	6	7	4	6	-	-	5
Slight	16	13	8	3	5	2	5	-
Total	23	19	15	7	13	4	6	5



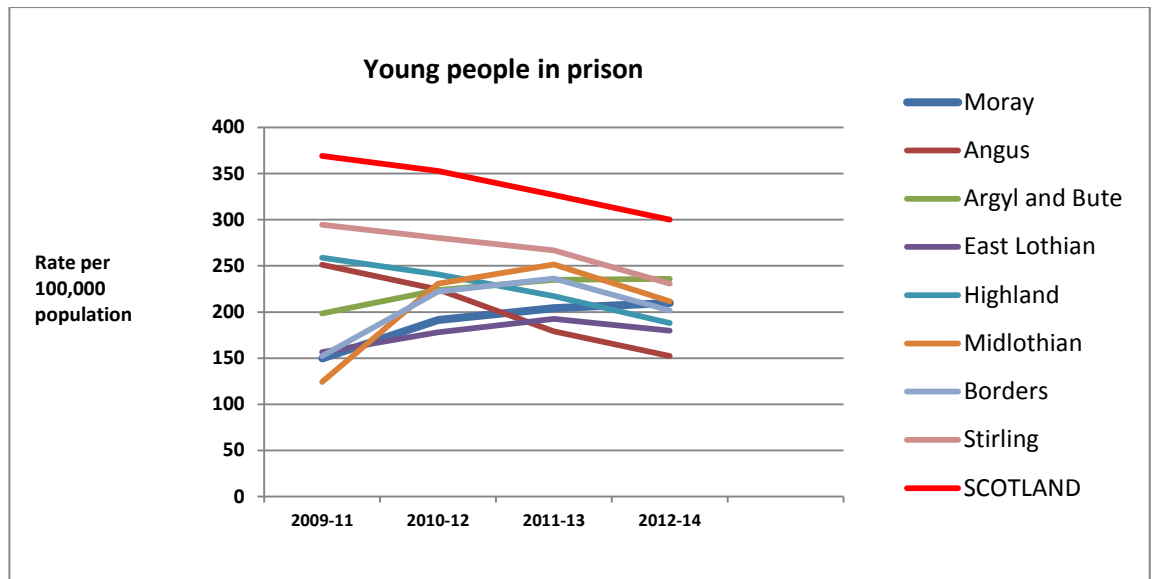
Referrals to the Children's Reporter - The reasons for the steady decline in referrals to the reporter are complex and are a combination of changes in legislation, changes in government guidance, the implementation of GIRFEC and changes in professional practice. In the case of referrals for offending there has been a significant reduction across Scotland of offending, especially young male offending.



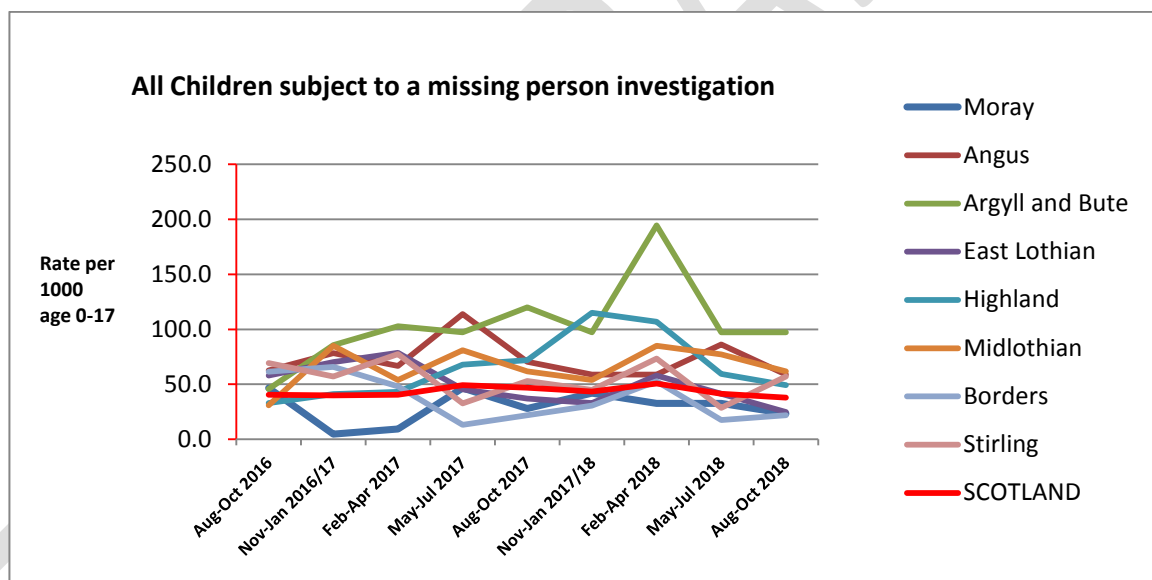
Young people in prison - These rates are age/sex adjusted and so, because of the preponderance of males in the prison system, it is difficult to interpret the rates. The actual numbers of Moray residents in prison in each of these three year periods (averaged out) are -

2009-11	17
2010-12	21
2011-13	23
2012-14	23

These figures are well below the Scottish figures, but are on a rising trend, unlike Scotland and most of our comparator authorities.



Children missing from home - The numbers are small, stable and at the lower end of the scale comparatively.



HEADLINES

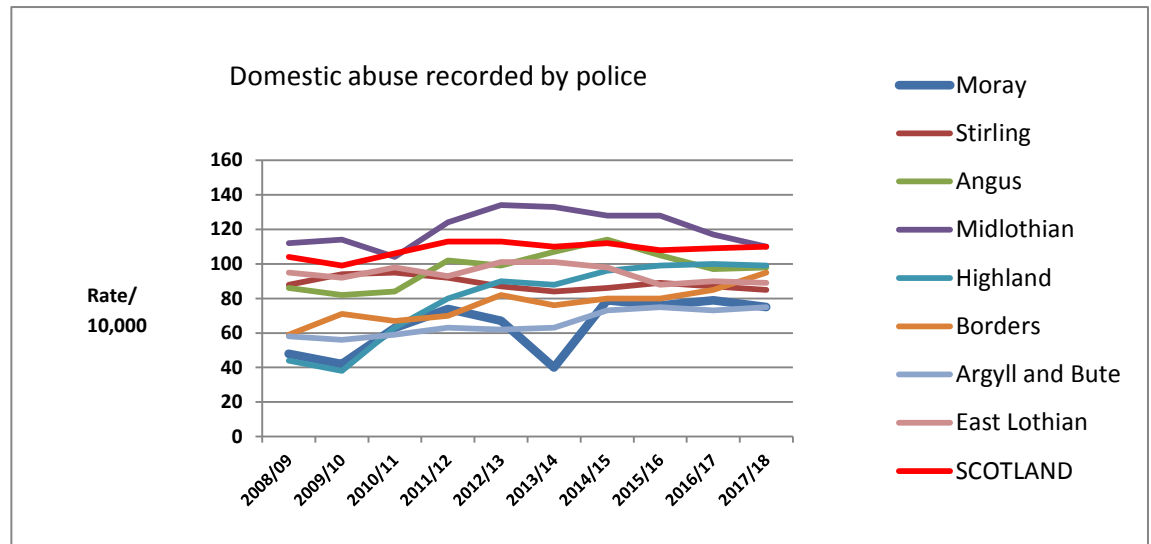
- Maternal Obesity rates are increasing and consistently above Scottish average
- Maternal Smoking rates have declined and are now in line with Scottish average.
- Babies exposure to second hand smoke is significantly above the Scottish average
- Number of unintentional injury (0-5 years) is very low however there is a rising trend which needs to be monitored

FINAL DRAFT

5. VULNERABILITY FACTORS – PARENTS

5.1 Domestic abuse

Child witnessed domestic abuse is one of the Adverse Childhood Experiences that are known to affect adversely many childhood outcomes, including mental health problems, ability to concentrate and to socialise, and educational outcomes that are below the child's potential



This data are only concerned with incidents that have been reported to Police Scotland and so are likely to be a considerable under-estimate of the true extent of this problem.

5.2 Substance use

Parental substance use is one of the Adverse Childhood Experiences that are associated with poor long term consequences for children and young people.

As at 26/09/2019 there were 260 adults receiving help for problem drug and/or alcohol use who self-reported that they had dependent children at home.

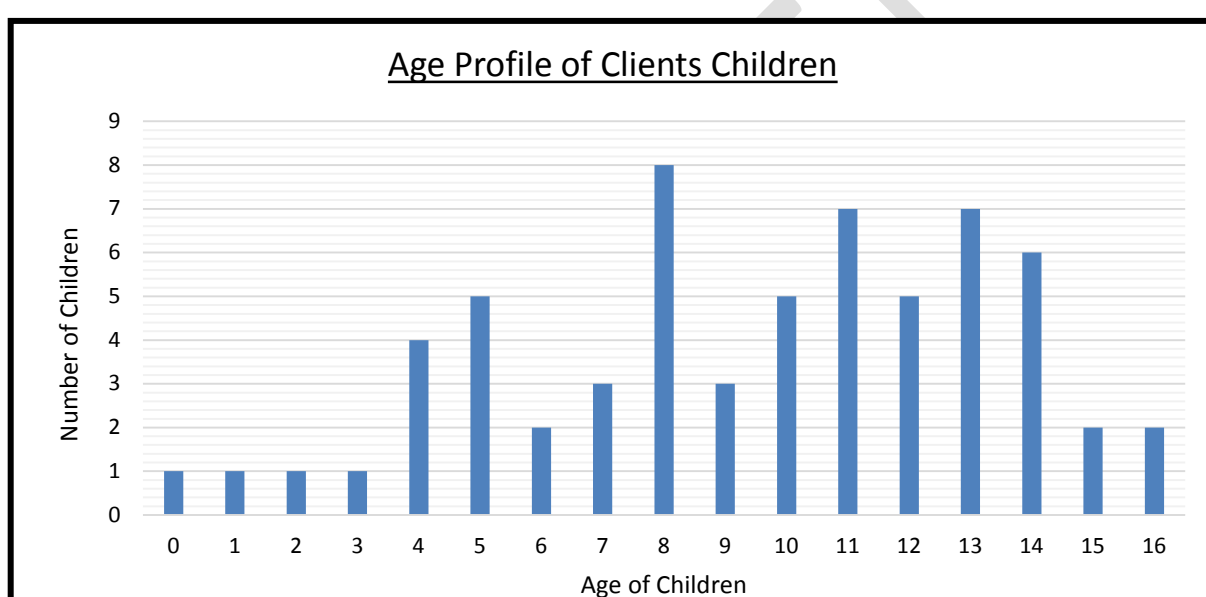
141	Drugs only
91	Alcohol only
28	Both drugs and alcohol

The impact of having a parent or family member with an alcohol or drug issue is felt throughout life. Children who have lost a parent as a result of substance use often have particular needs in coping with the bereavement and the stigma associated with substance use.

Analysis was undertaken of single shared assessment data from a sample of 136 clients that may provide an insight to the proportion of children

potentially at risk of adverse childhood experiences as a result of a parent having needs linked to alcohol or drug use. This provides representative data that identifies that alcohol / drug use plays a significant factor in parenting, particularly where there is neglect, and where there is also domestic abuse.

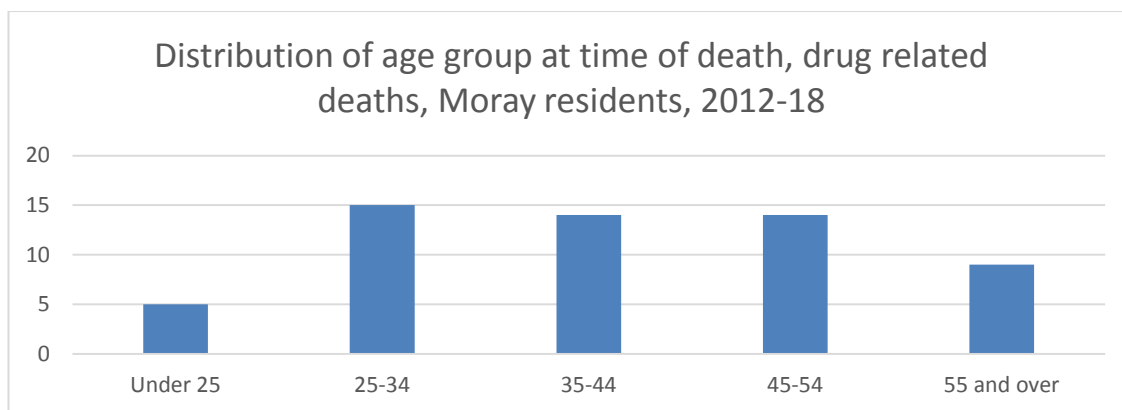
- 35 (26%) clients had children.
- 23 (66%) clients with children were male, 12 (34%) were female
- 20 (57%) clients had issues relating to alcohol, 9 (26%) relating to drugs and 7 (20%) relating to both alcohol and drugs



- 66 children had a parent identified as having issues with alcohol / drugs
- 22 (33%) children lived with a parent with alcohol / drug related issues, 28 (42%) did not, 16 (24%) were kinship care or looked after
- 42 (64%) children have contact a parent with alcohol / drug related issue, 24 (36%) have not

In the period 1st January 2012 to 31st December 2018, 57 people died as a result of a drug related death in Moray. 18 (32%) of these people were women and 39 (68%) were men.

A graph of the age distribution at time of death is shown below.



The median age of the women who died was 36; the most frequently recorded age group was 55 and over.

The median age of men who died was 40, the most frequently recorded age groups 25-34 and 45-54.

No deaths were recorded in children (aged under 16).

13 (23%) of people who died had a record of experiencing abuse or neglect as a child.

Of all the people who died, 26 (46%) were the parent at least one child who was aged under 16 at the time of their death. 7 of the parents who died were women, 19 were men.

There was no significant difference in the proportion of men and women who were parents to a child under the age of 16.

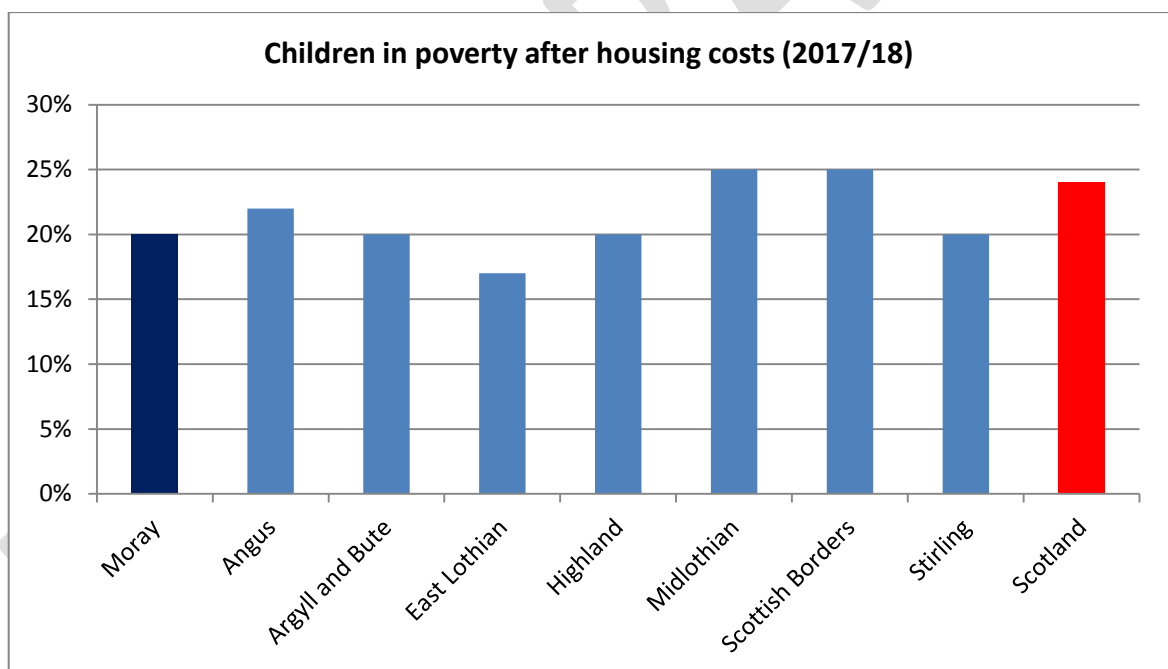
In total 44 children aged under 16 are thought to have lost a parent due to drug use. No data is available on the ages of the children.

5 (11%) children were resident in the same household as their deceased parent at the time of their death.

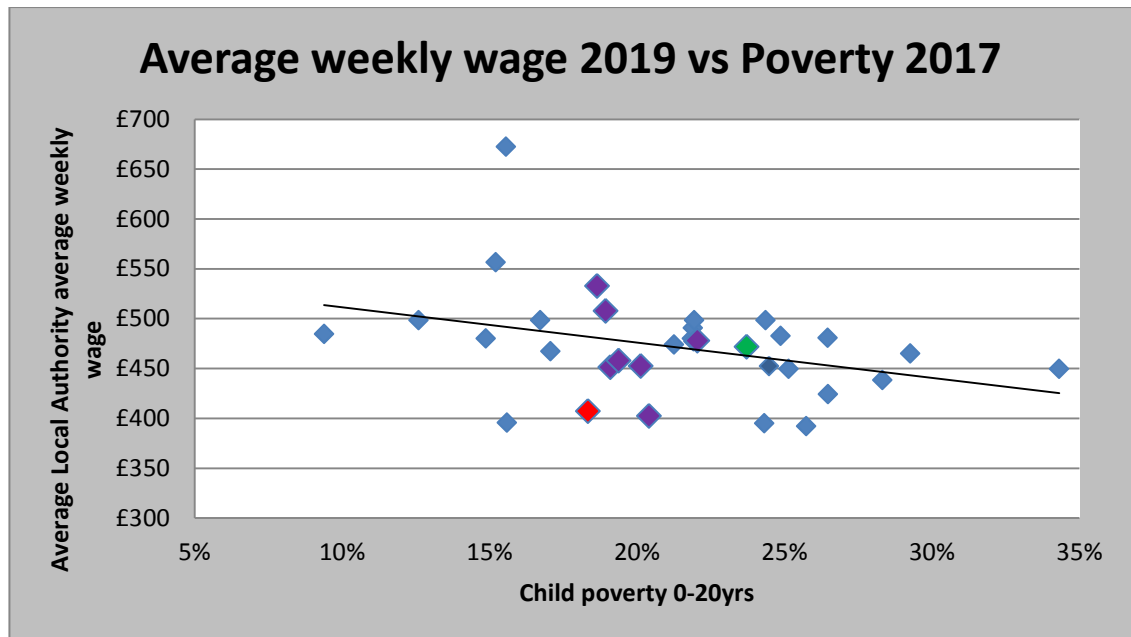
HEADLINES

- Parental substance use is one of the Adverse Childhood Experiences that are associated with poor long term consequences for children and young people.
- Almost half (26 / 46%) of the adults that died were parents; the majority (19 / 75%) being males
- Children who have lost a parent as a result of substance use often have particular needs in coping with the bereavement and the stigma associated with substance use.

6. ECONOMIC AND ENVIRONMENTAL VULNERABILITY



Despite the low average wage in Moray there are a slightly lower percentage of children living in poverty than some of the comparator authorities and in Scotland as a whole. 2017/18 estimates identified 4,217 children living in relative poverty in Moray, this represents one child in five (20%), above both the interim target (2023) of 18% and the ultimate target (2030) of 10%.



Red Moray
Green Scotland
Purple Comparator authorities

Whilst there is a statistically positive association between low average weekly wage and child poverty it is clear that it is possible (as in Moray) to have a low average wage and a relatively low rate of child poverty. The explanation probably lies in levels of wage inequality. Authorities with significant numbers of very high earners will have the average wage raised despite still having significant levels of poverty in their population.

Fairer Moray Forum in their development of the Moray (Child) Poverty Strategy identified the challenges of in-work poverty that exist in Moray:

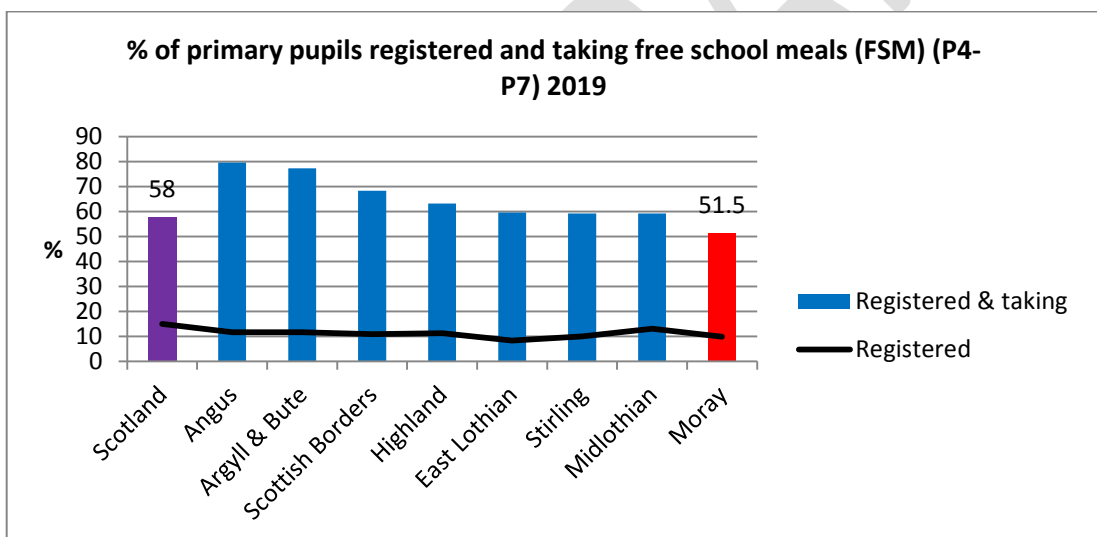
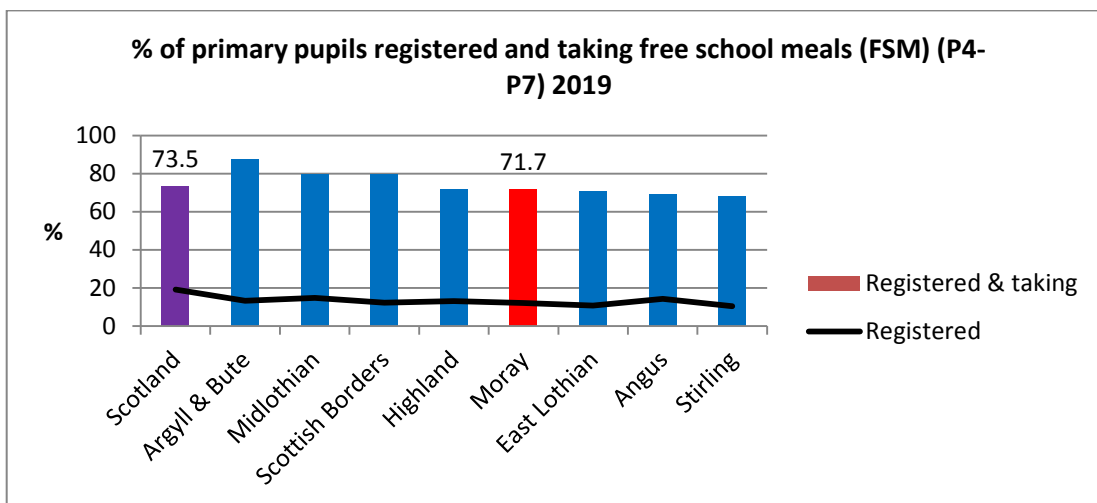
In 2017, four out of five adults (78%) work in Moray. Fewer than one thousand adults are claiming out-of-work benefits in Moray (less than 2% of the working age population). One in twenty adults is claiming Employment Support Allowance and Incapacity Benefit (5% of the working age population).

In 2017, one in four employees (25%) in Moray earned less than the 'real living wage'. People earn less in Moray than the national average.

There is a higher rate of part-time employment than nationally (38% versus 33%). Most families receiving tax credits are in work.

Women's lower wages and few working hours increase the risk of poverty for women, and nine out of ten (90%) lone parents in Scotland are women.

Free school meals data, published by the Scottish Government, is taken from the Healthy Living Survey conducted annually.



Once again this data points up the disparity between the low wage figures and the relatively low levels of free school meals registrations.

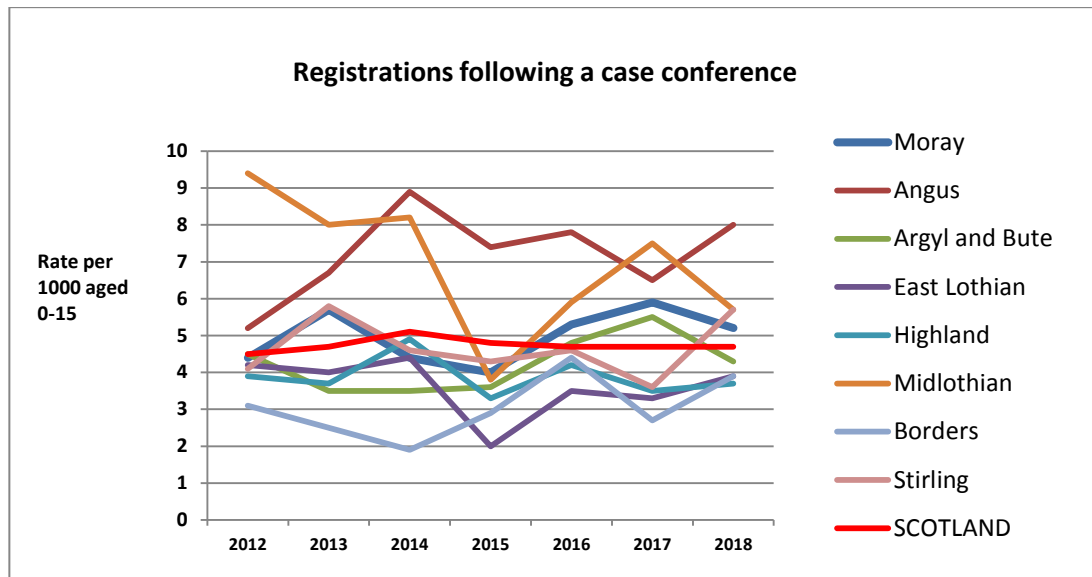
HEADLINES

- Levels of child poverty which are below Scottish average but rising.
- Low average weekly wage.
- Low levels of Free School Meal registrations.
- Families potentially living on the fringes of poverty.

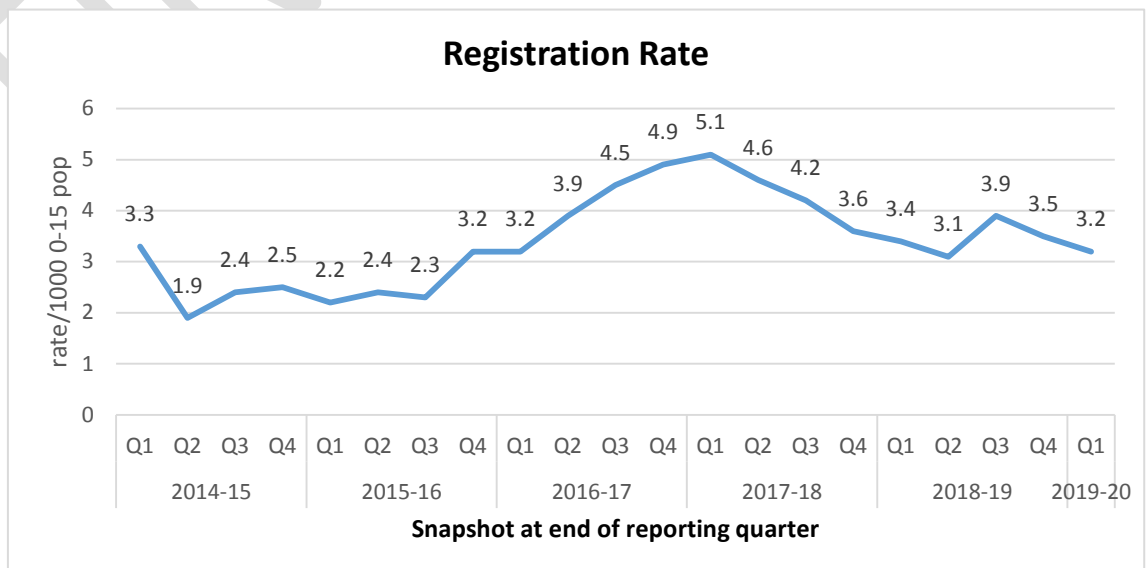
7. CHILDREN AND YOUNG PEOPLE IN NEED OF SPECIALIST AND TARGETED SERVICES

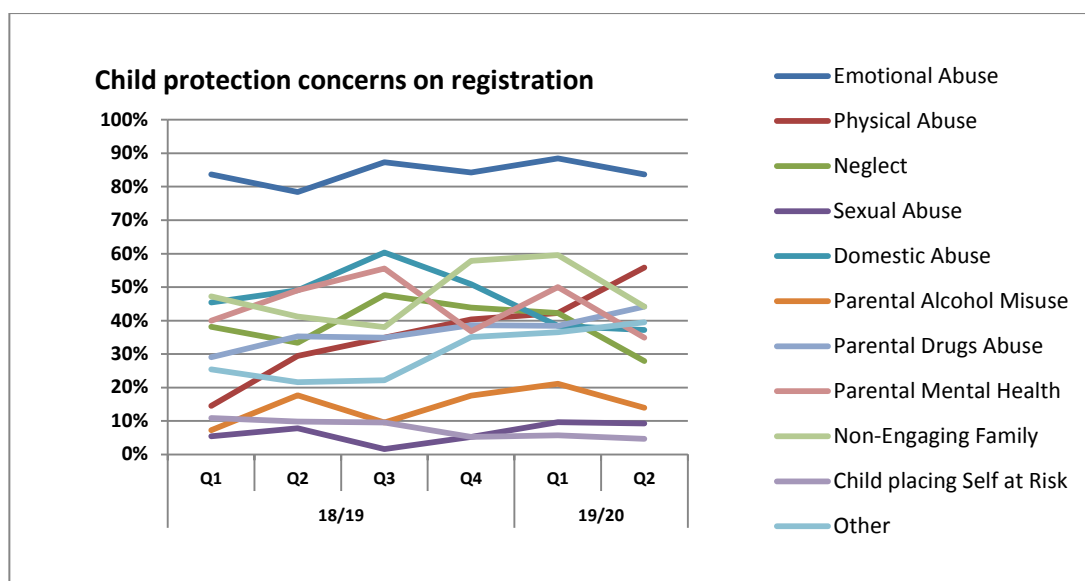
7.1 Children on the child protection register

The rate of child protection registrations is not significantly different from the Scottish rate.



Quarterly data is presented to the Moray Child Protection Committee; the registration rate is calculated from the total number of children on the register per 1000 of Moray's 0-15 population. This shows a decreasing trend, as at July 2018, Moray has the fifth highest registration rate. The peak in quarter 1 2017/18 was attributed to the number of children remaining on the register for longer periods of time, alongside new registrations comprising of large family groups.

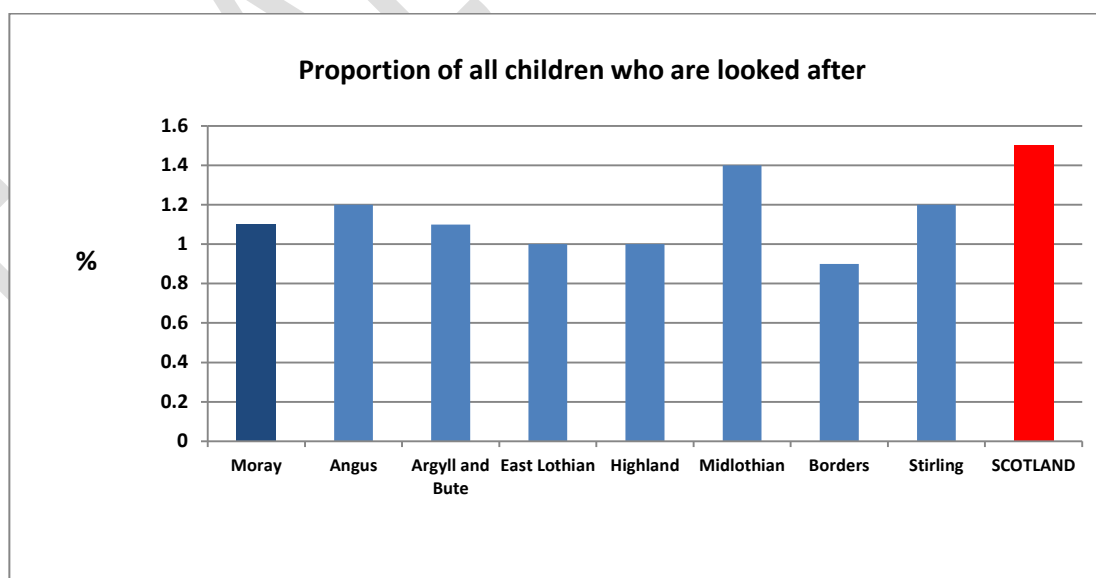




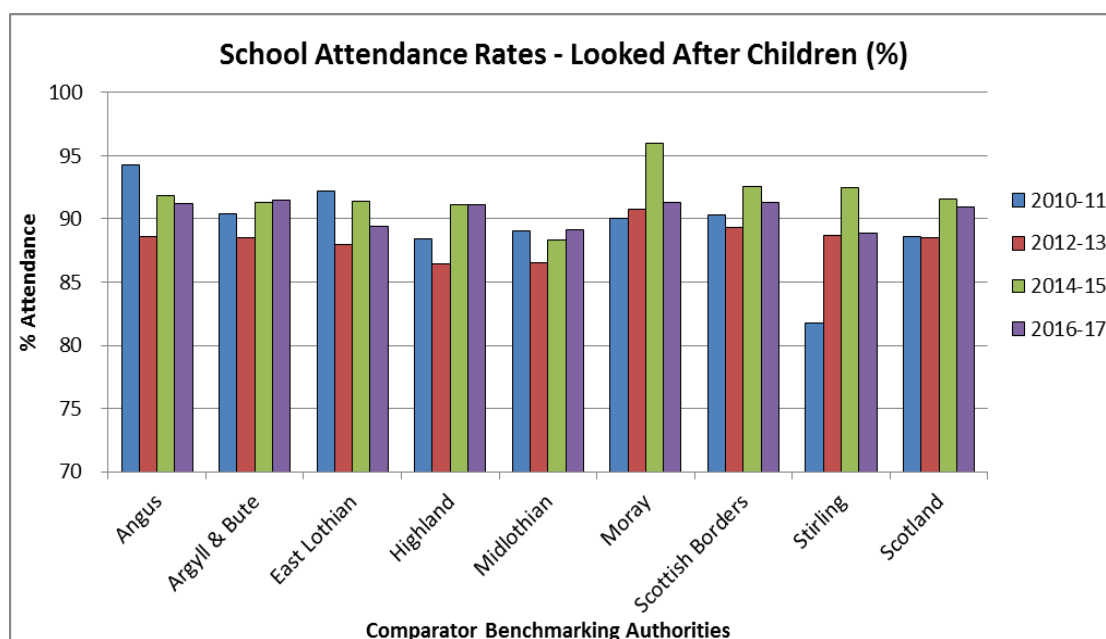
Emotional abuse is the most common concern recorded. Neglect and domestic abuse are also common. There has been a steady increase in physical abuse concerns since the first quarter of 2018.

7.2 Looked after Children

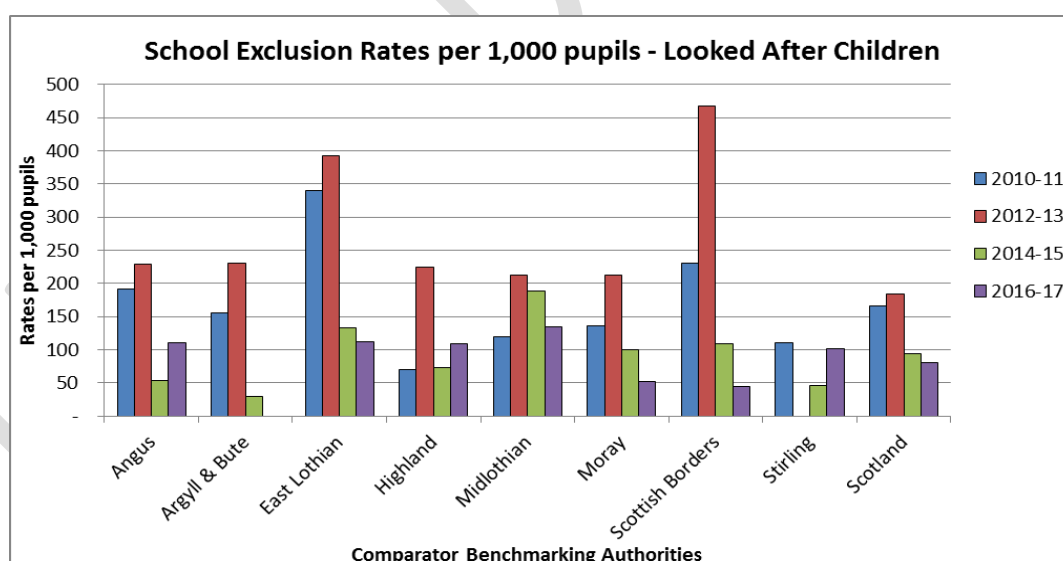
As at 30th September 2019 there were a total of 201 looked after children (LAC) in Moray, representing 1.08% of the total population aged 0-17 years. This proportion is not significantly different from our comparator authorities with the exception of Midlothian, and is significantly smaller than the Scottish average.



School attendance rates are slightly below that of non-looked after children

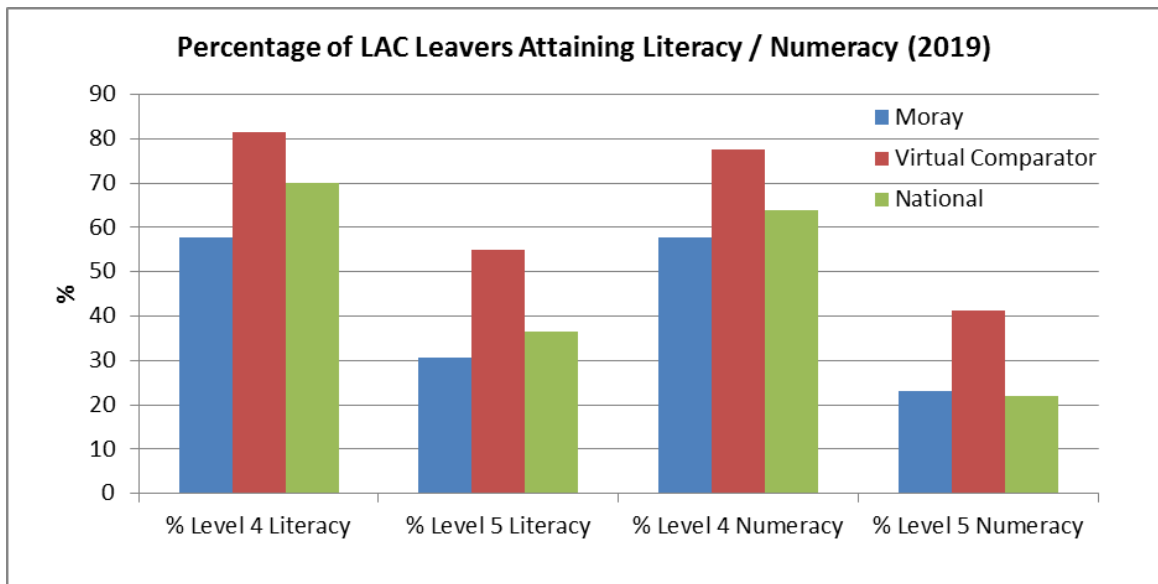


Whilst there has been a welcome reduction in school exclusion for looked after children from a peak in 2012/13, when more than 1 in 5 looked after children were excluded from school, 5% were excluded in 2016/17 (compared with 3% of non-looked after children). More alternatives to school exclusion may have to be explored.



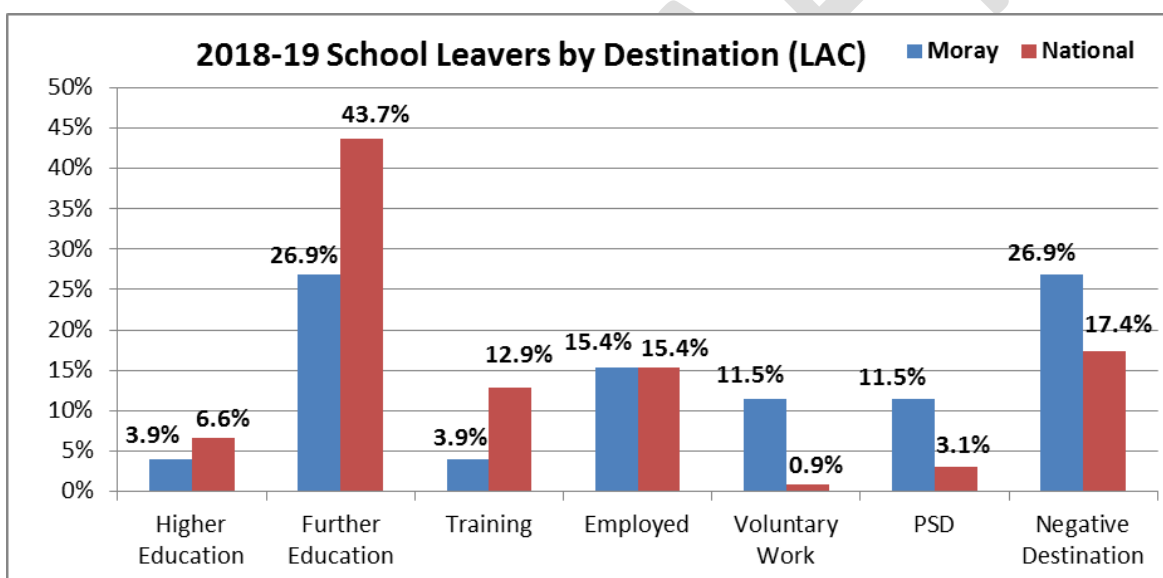
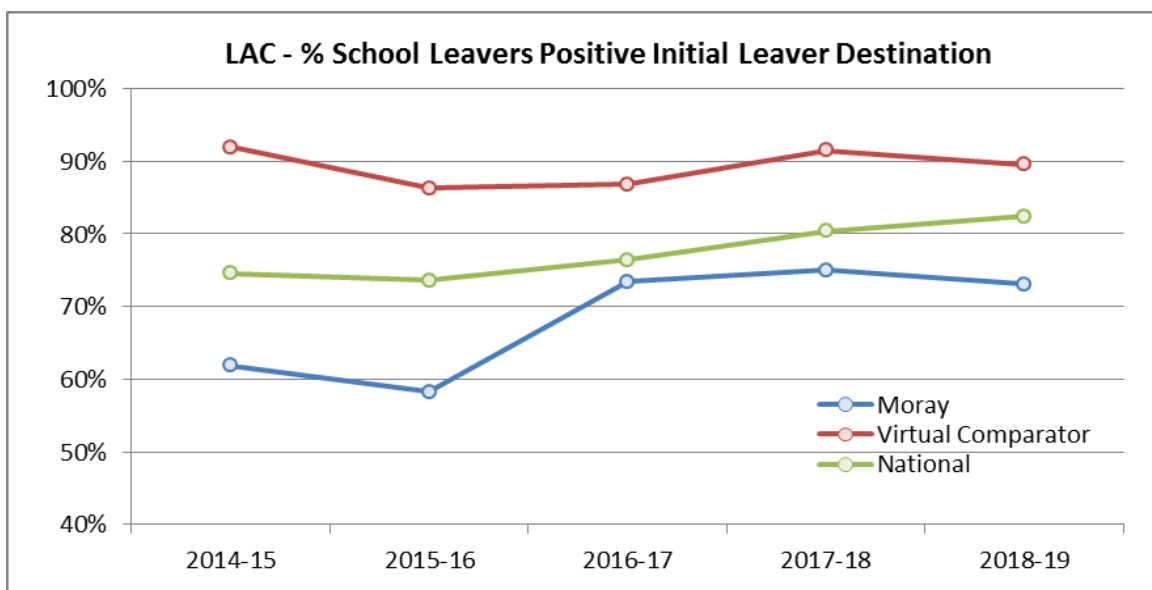
There is a profound difference between looked after children and non-looked after children in their school attainment across all levels. Whilst this is the common experience across Scotland it is an issue that warrants further examination and action.

Scottish national data demonstrates differences in educational achievement depending on where looked after children are accommodated.



	Looked after leavers					
	% No passes at SCQF 3 or better	% with 1 or more qualification at SCQF				
		Level 3 or better	Level 4 or better	Level 5 or better	Level 6 or better	Level 7 or better
In the community (children with one placement)						
At home with parents	27	73	49	14	*	*
With friends or relatives	13	87	77	38	13	0
With foster carers provided by LA	2	98	96	68	25	5
With foster carers purchased by LA	6	94	92	61	22	0
In other community ⁽²⁾	*	*	*	*	*	0
Residential Accommodation (children with one placement)						
In local authority home	16	84	69	31	*	0
In voluntary home	20	80	80	*	*	0
In other residential ⁽³⁾	35	65	58	*	*	0
More than one placement	11	89	81	32	*	0
All looked after full year	14	86	76	39	12	1

Children looked after at home with parents do significantly worse than other groups, with children fostered by carers provided by the local authority doing best of all.



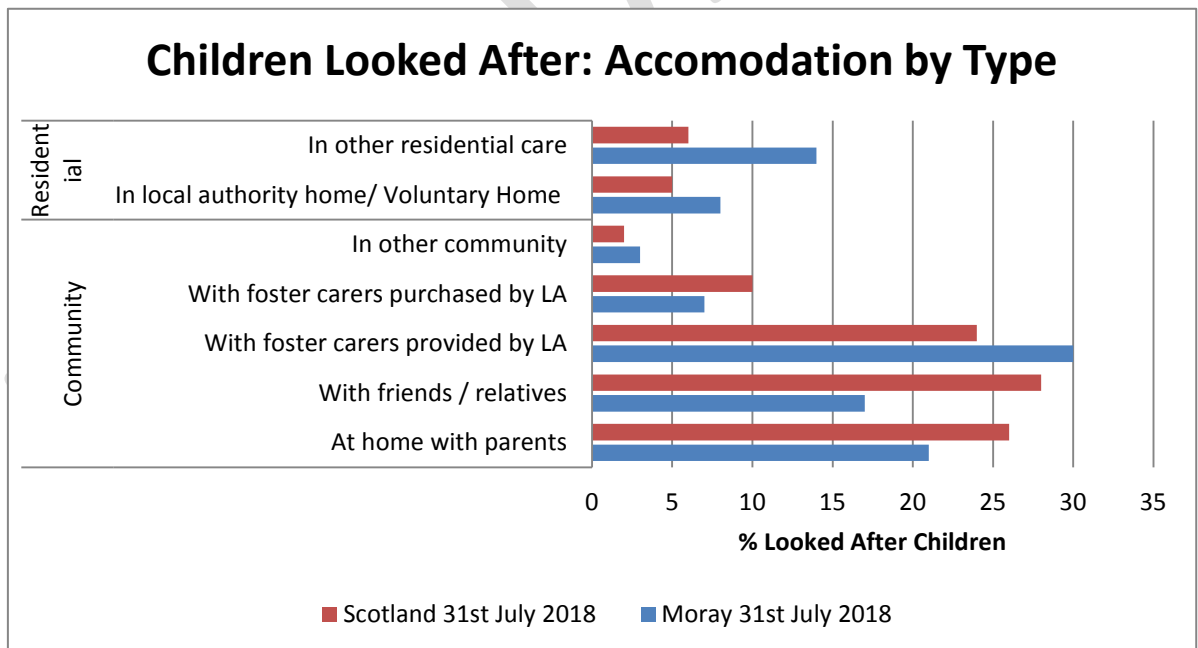
In June 2019, Scottish Government published positive follow up destinations for the thirteen school leavers looked after for the full year in 2017-18; 62% were in a positive destination at follow up survey (9 months after leaving school), below the 76% recorded nationally and a drop off from the 85% in a positive destination at the initial 3 month survey.

In Moray looked after children are accommodated as follows (as at 30 September 2019)

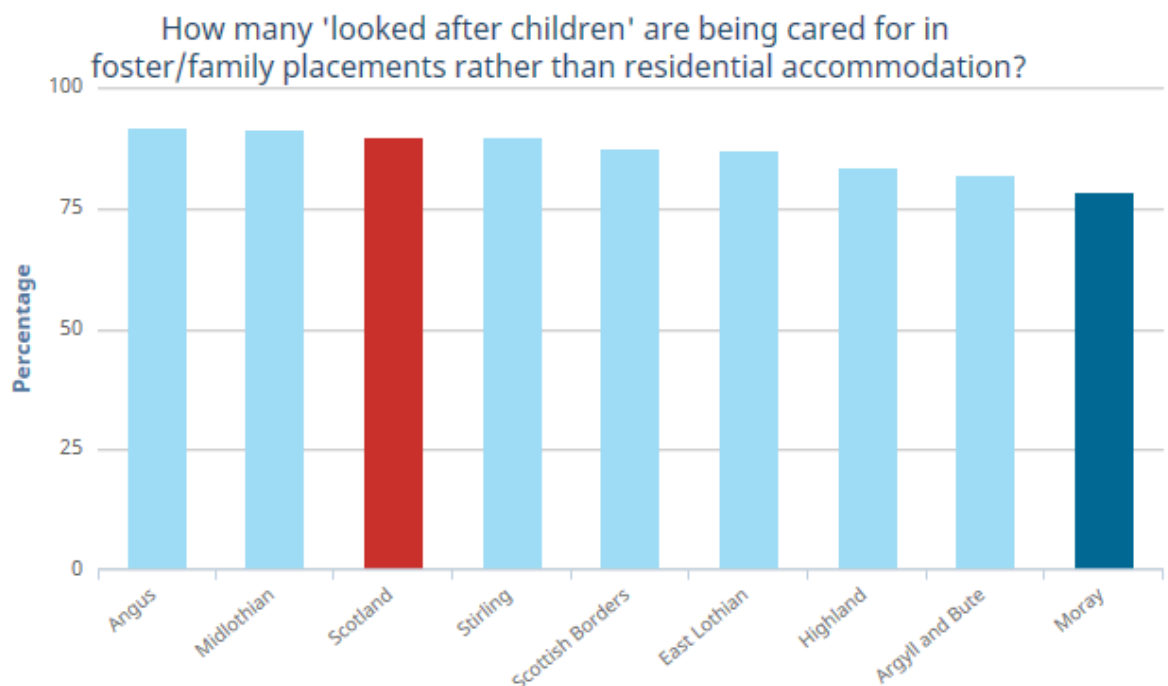
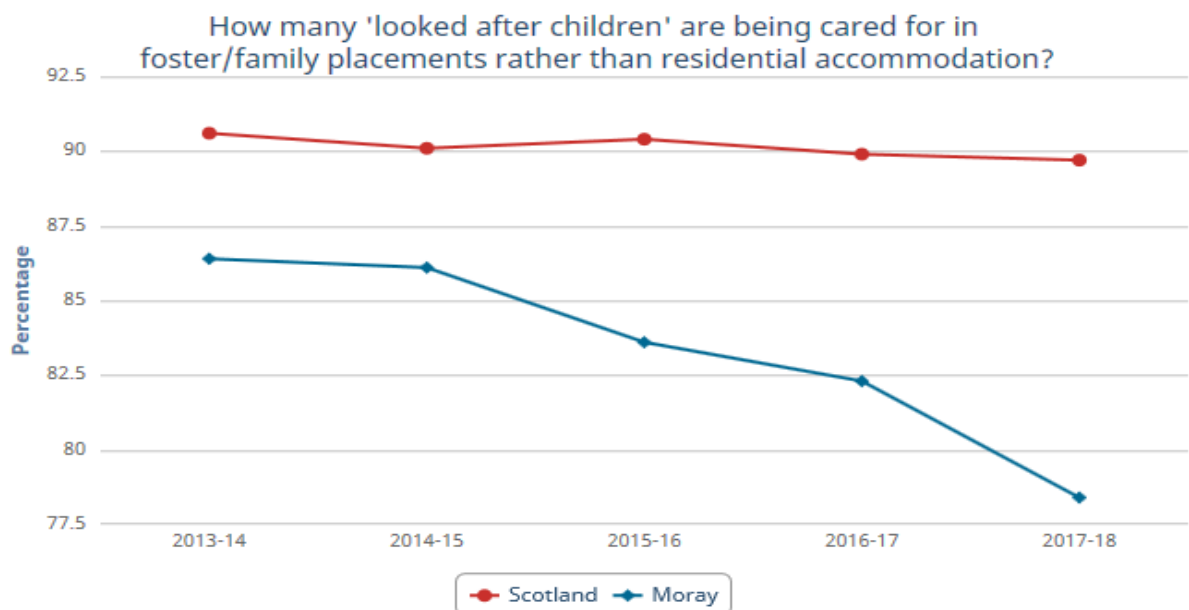
<u>Community</u>	<u>Number</u>	<u>Percentage</u>
Under Home Supervision	36	17.9%
Kinship Care	45	22.3%
Moray Council Foster Care	58	28.8%
Independent Fostering	14	7.0%
Placed for Adoption	8	3.9%
Total	161	79.9%

<u>Residential Placements</u>	<u>Number</u>	<u>Percentage</u>
Placement in Moray	22	10.9%
Placement outwith Moray	18	9.0%
Secure Accommodation	0	0%
Total	40	19.9%
Total Looked After Children	201	

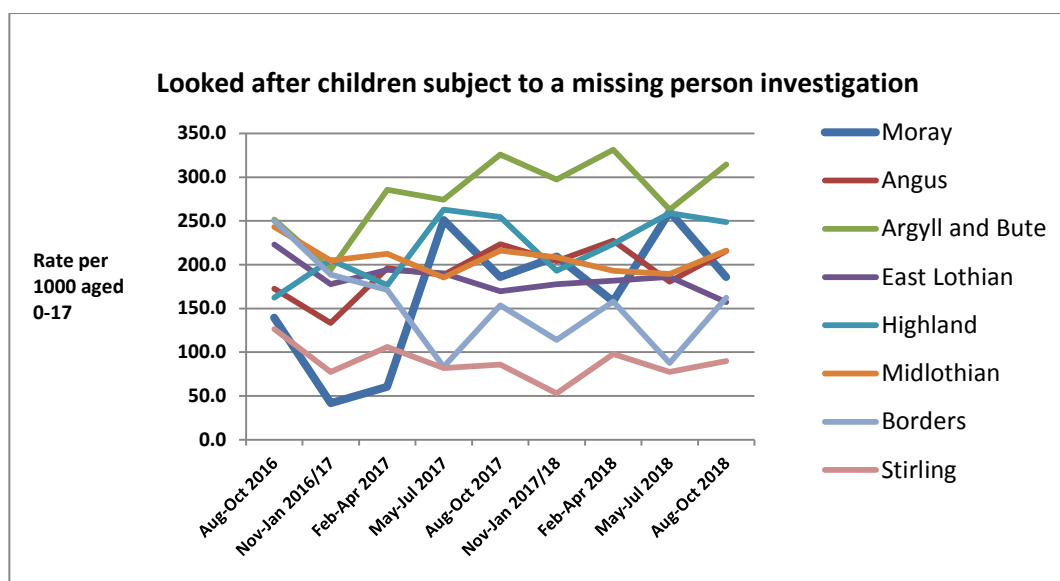
Comparator data of accommodation by type is available as at July 2018 -



Local Government Benchmarking Framework data on the percentage of looked after children being cared for in a community setting allows comparison over time and with comparator authorities.



It is of course clear that the adversities that some looked after children have experienced may impact on where they live and their academic experience. However, in general terms it would seem that trying to place as many looked after children in local authority provided foster care would lead to some improvements in educational attainment.



In Moray looked after children are around ten times more likely to be missing from home as their non-looked after counterparts. Whilst it is likely that this is due to the same factors that resulted in them being looked after, foster carers and residential care establishments have a clear protocol to be followed when a child goes missing from their care, which includes reporting them missing, there is a possibility that children who are not looked after do not get reported missing so promptly or frequently.

7.3 Young Carers

Quarriers Carers Support Service provides advice and support to unpaid young carers with high level needs throughout Moray.

As at December 2019, there were 60 young carers were registered with the service. Carer's ages range between 9 and 17 years with the majority (77%) of secondary school age.

Quarriers are seeing increasing numbers of young people where concerns raised are not linked to their caring role; emotional support and space to talk are most frequently sought by young carers supported; with access to community activities also requested indicating the impact of poor or declining mental health and emotional wellbeing of our young people.

Realigning Children's Services survey data reveals 12% of secondary pupils identified themselves as a young carer, equating to around 320 pupils (sample representative of 75% of all secondary pupils).

7.3 Children with complex health needs

In Moray there are 94 children who received support from social work who have a disability; there will be other children with a disability in Moray that are not known to social work

<u>No. of children with a disability supported by Social Work</u>	<u>Totals</u>
Number identified with a Learning Disability	86
Number identified with a Physical Disability	6
Number identified with a Disability due to Medical reasons	1
Number identified with a Visual impairment	1
	<hr/> 94

NB These are primary categories of disability and some children have multiple diagnoses that contribute to their overall disability.

Of the 94 children in receipt of support, 19 are looked after children living primarily out with their family home. The remaining 75 children are in receipt of support as 'children in need'.

The supports provided are varied and put in place to reduce the inequality experienced by children and families where disability is a feature. Supports are provided for the child; however those supports in turn provide short breaks for parents / carers and siblings where this is appropriate.

HEADLINES

- Emotional abuse the most common child protection concern on registration.
- Proportion of Looked After Children is in line with comparators.
- Looked After Children's school attendance and attainment levels are below and exclusions levels are above non Looked After Children's results.
- Better outcomes for children looked after in a home setting.
- Unmet need in support for young carers.

APPENDIX 1 DATA SOURCES

SHQS	https://www2.gov.scot/Topics/Statistics/SHCS/keyanalyses/LATables1517
Wages hourly	https://www.celcis.org/files/7214/6366/6197/CELCIS-new-analysis-Looked-after-children-statistics-April-2016.pdf
Education outcomes – national	https://www.gov.scot/publications/education-outcomes-looked-children-2017-18/pages/3/
Families with limited resources	https://www.gov.scot/publications/children-families-limited-resources-scotland-2014-2016/pages/5/
SIMD	https://simd.scot/2016/#/simd2016/BTTTTFTT/8/-4.0724/56.0322/
Domestic abuse	https://www.gov.scot/publications/domestic-abuse-recorded-police-scotland-2017-18/pages/9/
Drug related deaths	https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/vital-events/deaths/drug-related-deaths-in-scotland/2018/list-of-tables-and-figures
Teenage pregnancy	https://www.isdscotland.org/Health-Topics/Sexual-Health/Publications/2018-07-03/2018-07-03-TeenPreg-Report.pdf
Children's reporter	https://www.scra.gov.uk/stats/?=undefined&areas%5B%5D=Moray&measures%5B%5D=Children%20referred
Migration and churn	https://scotland.shinyapps.io/nrs-local-area-migration/
Housing quality	https://scotland.shinyapps.io/ScotPHO_profiles_tool/
Maternal Health	https://scotland.shinyapps.io/ScotPHO_profiles_tool/

Realigning Children's Services: Health and Wellbeing Surveys Summary Report

Summary findings from the Realigning
Children's Services Wellbeing Surveys
in Moray

Contents

Introduction	1
1. Physical health and health behaviours	2
2. Mental wellbeing	4
3. Family relationships	6
4. Peer relationships and friendships	8
5. Learning environment	10
6. Local area	12

Introduction

The Realigning Children's Services (RCS) programme is a Scottish Government programme which aims to improve outcomes for children by supporting Scotland's Community Planning Partnerships (CPPs) to make better joint strategic decisions about services for children and families.

In early 2019, a total of 5,247 school pupils in years P5 to P7 (2,525) and S1 to S4 (2,722), accounting for 81% of all eligible primary pupils and 75% of all eligible secondary pupils in Moray, agreed to take part in an online health and wellbeing survey.¹ They also agreed for their responses to be linked to local authority administrative data² through a secure process.

This report presents summary findings from both the primary and secondary surveys in Moray which are grouped around six key themes: physical health and health behaviours, mental wellbeing, family relationships, peer relationships and friendships, learning environment and local area.

Further information on the findings can also be found within the RCS Wellbeing Survey Thematic Report, the bulk data tables for Moray and the Technical Report.

Definitions of key terms used in the report:

- **Primary pupils:** Those pupils in P5-P7 who agreed to take part in the survey.
- **Secondary pupils:** Those pupils in S1-S4 who agreed to take part in the survey.
- **Pupils with a child's plan:** Includes all children who are in receipt of children's services, including those who have a looked after status, as recorded on the local authority's social work information management system.
- **Pupils with additional support needs:** Includes all children with a Coordinated Support Plan or Individualised Education Plan, as well as pupils with any other additional support needs as recorded on the local authority's education information management system.
- **Pupils eligible for free school meals:** Includes all children who are registered as eligible for free school meals by the local authority.
- **Urban:** Includes large and other urban areas with settlements of 10,000 people or more.³
- **Small towns:** Includes accessible, remote and very remote small towns with settlements of between 3,000 and 9,999 people.³
- **Rural:** Includes accessible, remote and very remote rural areas with populations of less than 3,000 people.³

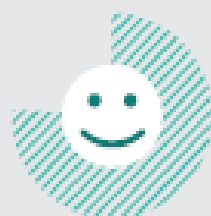
1. Note that pupils were allowed to skip any question they did not wish to answer. Thus, these numbers do not necessarily reflect the actual number of pupils responding to a particular question. In addition, where information was provided through linkage with administrative data, responses are only given for pupils where linkage was successful.

2. Administrative data (in contrast to survey data) refers to data taken from educational and social work records, or geographical data based on the pupil's home postcode. Further information on the linkage can be found in the Technical Report.

3. Methodology and definitions for the Urban/Rural classification are available at: <https://www2.gov.scot/Topics/Statistics/About/Methodology/UrbanRuralClassification>. Readers should note that the three-fold collapse used in this report and the RCS data is not the standard three-fold classification.

1. Physical health and health behaviours

76% of secondary pupils rated their health...



81% of primary pupils rated their health...



...as good or very good

- At secondary school, the proportion of pupils who rated their health as good or very good decreased from 84% in S1 to 73% in S4.
- Among secondary pupils, the proportion who rated their health as good or very good was lower among pupils eligible for free school meals (69%, compared with 77% of those not eligible) and those with a child's plan (67%, compared with 77% of those with no child's plan).

69% of primary pupils ate vegetables every day or most days



- Among primary pupils, those eligible for free school meals were less likely to eat vegetables every day or most days (58%, compared with 71% of those not eligible) as were those with a child's plan (59%, compared with 69% of those with no child's plan).



of primary pupils drank fizzy drinks most days or daily

- Those eligible for free school meals were more likely to drink fizzy drinks most days or daily (27%, compared with 16% of those not eligible).

63% of secondary pupils ate vegetables at least 5 days a week



- Secondary pupils who were eligible for free school meals were less likely to eat vegetables at least 5 days a week (57%, compared with 64% of those not eligible) as were those with a child's plan (53%, compared with 63% of those with no child's plan).



of secondary pupils drank sugary drinks more than once a day

- Those eligible for free school meals were more likely to drink sugary drinks more than once a day (15%, compared with 9% of those not eligible) as were those with a child's plan (17%, compared with 10% with no child's plan).



50% of secondary pupils ate breakfast every day

- The proportion who ate breakfast every day was lower among the oldest pupils (47% in S3/S4; 54% in S1/S2).
- Those eligible for free school meals were less likely to eat breakfast every day (33%, compared with 52% of those not eligible).
- Those with a child's plan were also less likely to eat breakfast every day (29%, compared with 51% of those with no child's plan).
- Girls (25%) were almost twice as likely as boys (14%) to never eat breakfast.

17% of secondary pupils were active for at least 60 minutes every day



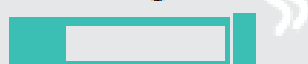
- Girls (14%) were less likely than boys (20%) to be active for at least 60 minutes every day.
- The proportion of all secondary pupils who were active at least 60 minutes every day decreased with age (from 23% in S1 to 12% in S4).

40% of primary pupils were physically active⁴ every day



- Those with additional support needs were less likely to be physically active every day (35%, compared with 42% of those with no additional support needs) as were those pupils who were eligible for free school meals (34%, compared with 41% of those not eligible).

24% of secondary pupils had ever smoked a cigarette



- 10% of secondary pupils were current cigarette smokers.⁵
- The proportion who were current smokers increased with age (from 1% in S1 to 18% in S4).
- Those secondary pupils with a child's plan were much more likely to be current smokers (31%, compared with 9% of those with no child's plan).

26% of secondary pupils had tried e-cigarettes



29% of secondary pupils had drunk alcohol in the last week



60% of secondary pupils had ever been drunk



- The proportion of secondary pupils who had drunk alcohol in the last week increased with age (16% in S1 had drunk alcohol in the last week, compared with 36% in S4).
- Those with a child's plan were more likely than those with no child's plan to have drunk alcohol in the last week (44%, compared with 29% with no child's plan).
- Current smokers were more than twice as likely than non-smokers to have drunk alcohol in the last week (55%, compared with 23% of those who did not currently smoke).

Proportion of secondary pupils that had ever been offered drugs:



Proportion of secondary pupils that had tried at least one drug:



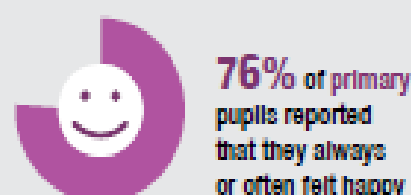
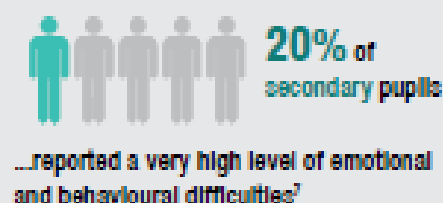
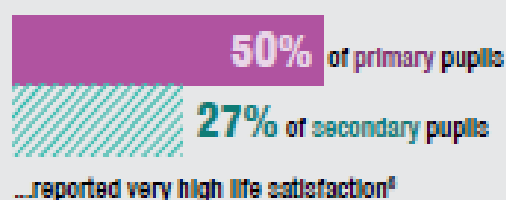
- The proportion of secondary pupils who had ever taken drugs increased with age (from 4% in S1 to 25% in S4).
- Current smokers were ten times more likely to have ever used drugs (70%, compared with 7% of those who did not currently smoke).

4. Pupils were asked how often they spent doing active things, including doing sports, playing with friends, or walking to school.

5. Current smokers defined as those who stated that they smoked at all, regardless of frequency.

2. Mental wellbeing

Overview of mental wellbeing among pupils in Moray:

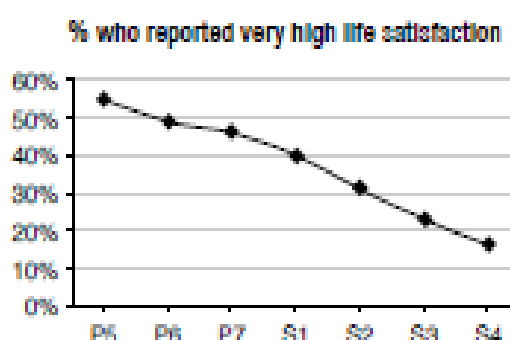


The mean WEMWBS⁸ score, reflective of overall mental wellbeing, for secondary pupils was

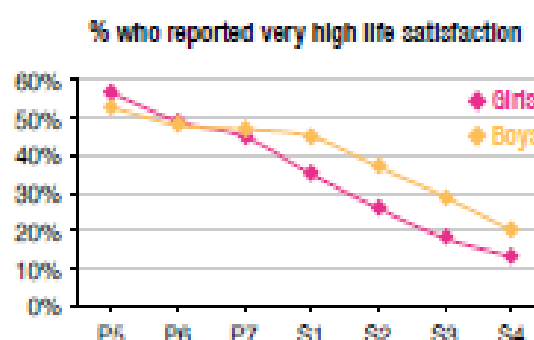


Key variations in reported levels of mental wellbeing:

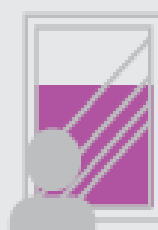
Older pupils were much less likely than younger pupils to report very high life satisfaction



Among secondary pupils, girls were less likely than boys to report very high life satisfaction



66%
of primary



59%
of secondary



...were very or fairly happy with their appearance

- Although there were no gender differences at primary school in terms of how happy pupils felt about their appearance, a big gap was evident at secondary school, where 71% of boys were very or fairly happy with their appearance compared with just 48% of girls.
- Those pupils with a child's plan were less likely to be fairly or very happy with their appearance (57% among primary pupils, compared with 66% of those with no child's plan; 46% among secondary pupils, compared with 59% of those with no child's plan).

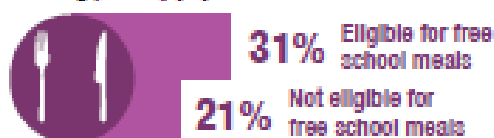
6. Responses to questions about life satisfaction were combined and grouped into three categories: 'low/medium', 'high', and 'very high'. Further details are available in the Technical Report.

7. Based on Goodman's Strengths and Difficulties Questionnaire Total Difficulties score. Scores were divided into the following categories: 'close to average', 'slightly raised', 'high' and 'very high', with 'very high' indicating multiple problems identified. Further details available in the Technical Report.

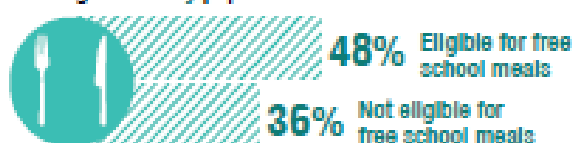
8. National WEMWBS figures for secondary school pupils are available in SALSUS National Statistics 2018. WEMWBS is also used as an indicator of mental wellbeing at a national level in the Scottish Health Survey. See more here: <http://www.healthscotland.scot/health-topics/mental-health-and-wellbeing/wemwbs>

Pupils eligible for free school meals reported lower life satisfaction than those not eligible

% who reported low/medium life satisfaction among primary pupils



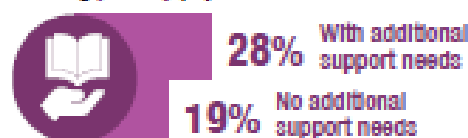
% who reported low/medium life satisfaction among secondary pupils



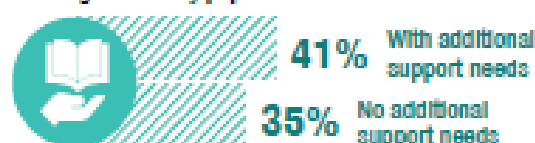
- Among secondary pupils, 54% of those eligible for free school meals also had higher than average social, emotional and behavioural difficulties, compared with 40% of those not eligible.

Pupils with additional support needs reported lower life satisfaction than those with no additional support needs

% who reported low/medium life satisfaction among primary pupils



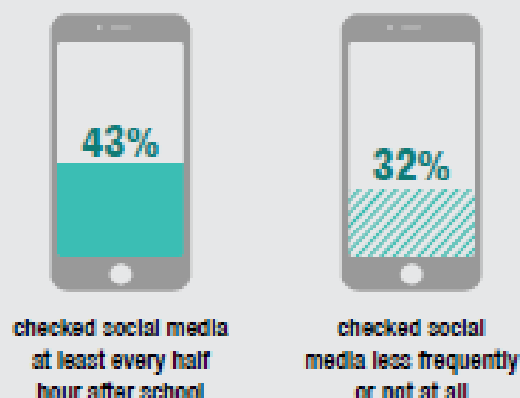
% who reported low/medium life satisfaction among secondary pupils



- Among secondary pupils, 31% of those with additional support needs also reported above average levels of conduct problems, compared with 20% of those with no additional support needs.

Secondary pupils who checked social media at least every half hour after school reported lower life satisfaction than those who checked social media less frequently

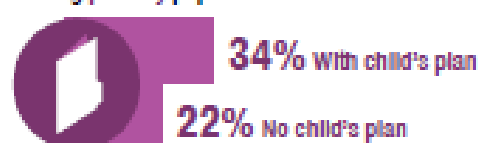
% who reported low/medium life satisfaction among secondary pupils



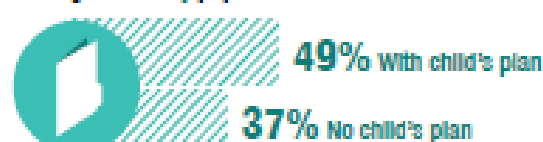
- Those who checked social media at least every half hour were also more likely to have above average levels of social, emotional and behavioural difficulties (52%) than those who checked social media less often (34%).

Pupils with a child's plan reported lower life satisfaction than those with no child's plan

% who reported low/medium life satisfaction among primary pupils

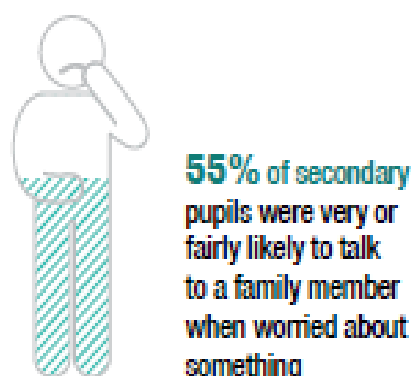
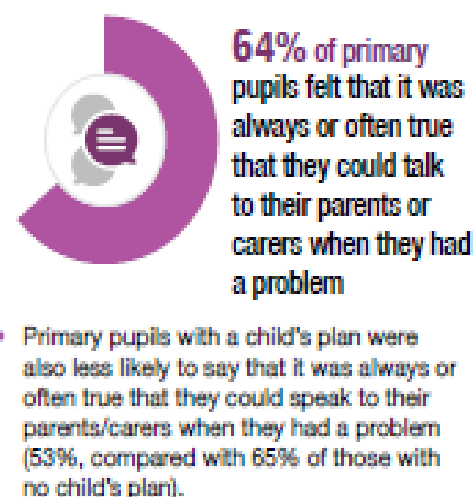
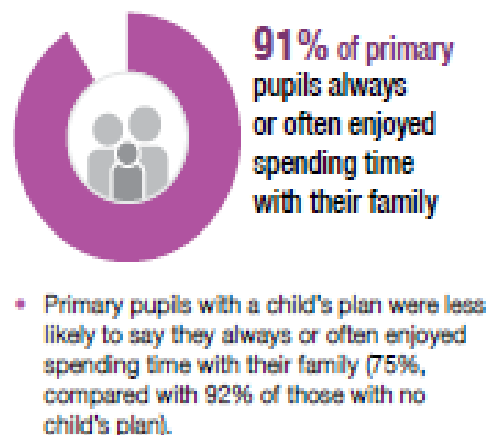
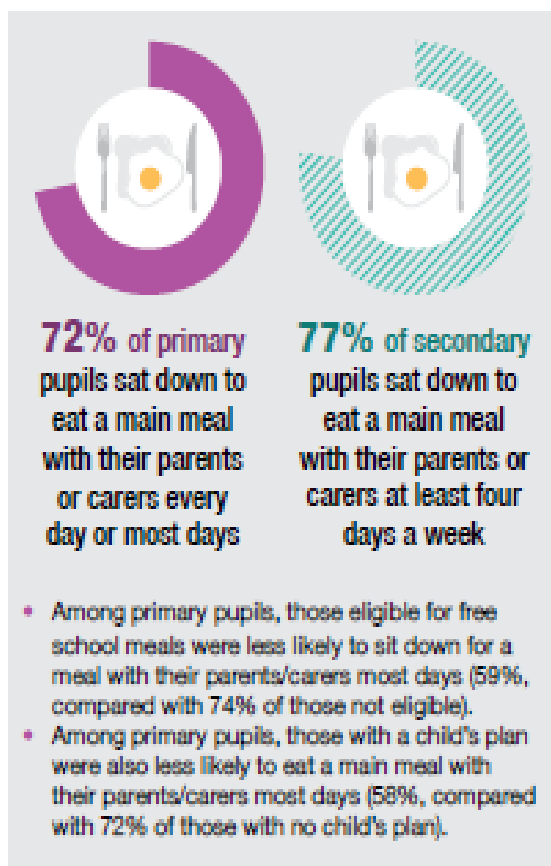


% who reported low/medium life satisfaction among secondary pupils

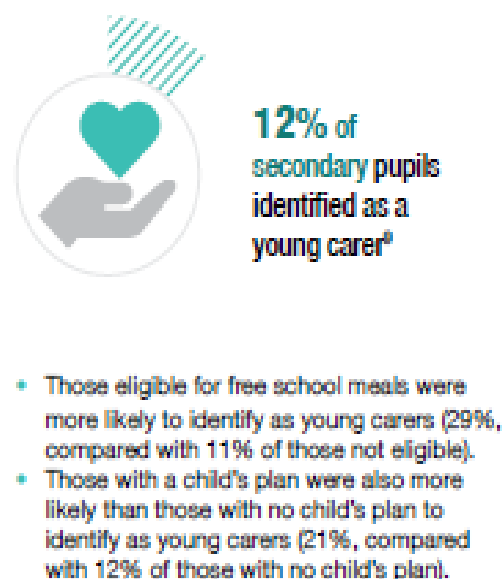


- Among secondary pupils, 70% of those with a child's plan also had higher than average social, emotional and behavioural difficulties, compared with 40% of those with no child's plan.

3. Family relationships

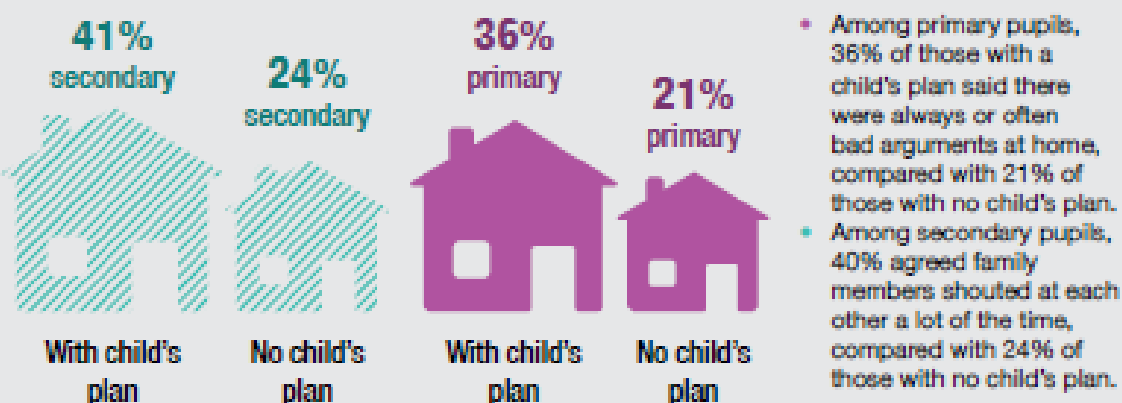


- The proportion of secondary pupils who strongly agreed they enjoyed spending time with their family decreased with age (from 65% in S1 to 44% in S4).
- This decrease applied for both boys and girls, and irrespective of eligibility for free school meals.



9. Defined as caring for or looking after someone in the home because they have a long-term illness or disability.

Across school stages, those pupils with a child's plan were more likely to report frequent bad arguments or shouting at home¹⁰



4. Peer relationships and friendships

Pupils who had at least three close friends



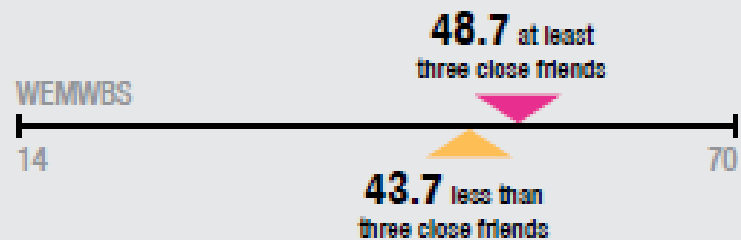
- Among primary pupils, those eligible for free school meals were less likely to have at least three close friends (61%, compared with 71% of those not eligible).
- Among secondary pupils, the youngest pupils were more likely to report having at least three close friends (86% in S1, compared with 80% in S4).

77% of secondary pupils had close friend(s) they could speak to about things that are really bothering them



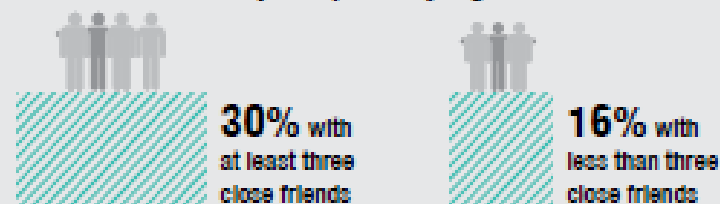
- Girls (85%) were more likely than boys (69%) to agree that they had close friend(s) they could confide in.

Among **secondary** pupils, those with at least three close friends reported better mental wellbeing



- The average mental wellbeing score (WEMWBS) among those with at least three close friends was 48.7, compared with 43.7 among those with fewer close friends.

Among **secondary** pupils those with at least three close friends were also more likely to report very high life satisfaction:



52% of primary pupils experienced some form of bullying at least once a month



- 39% reported being called names or made fun of.
- 33% reported being left out of games and chats.
- 24% reported being physically bullied or having someone pick a fight with them.
- 8% reported being picked on via email, text, or in online posts.

48% of secondary pupils were bullied in the last month



- 14% were physically bullied.
- 13% were teased or called names online or by phone, and 24% in person.
- 13% had rumours or lies spread about them and/or were excluded online or by phone, and 24% in person.

Among **primary** pupils, those with a child's plan were more likely to experience bullying at least once a month than pupils who did not have a child's plan

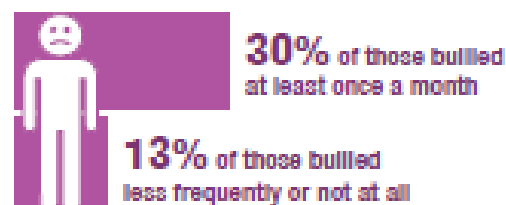
% among primary pupils who experienced some form of bullying at least once a month



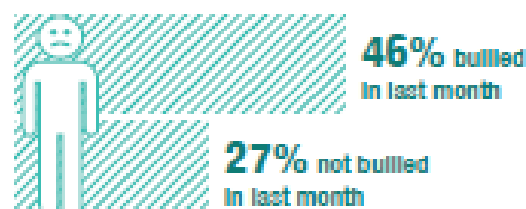
- In particular, those primary pupils with a child's plan were more likely to be teased and called names (52%, compared with 39% of those with no child's plan) and were more likely to be left out of games and chats (48%, compared with 32% of those with no child's plan).

Across **primary** and **secondary** pupils, those experiencing high levels of bullying¹¹ recorded lower levels of life satisfaction

% among **primary** pupils reporting low/medium life satisfaction



% among **secondary** pupils reporting low/medium life satisfaction



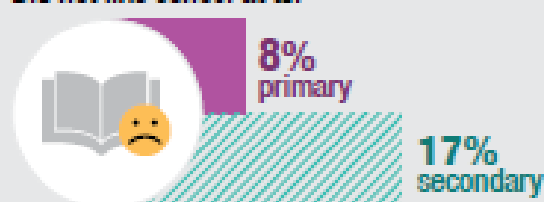
11. A 'high' level of bullying is defined as experiencing any form of bullying once a month or more among primary pupils and experiencing any form of bullying in the last month among secondary pupils (Note: questions differed for primary and secondary school pupils on this measure).

5. Learning environment

Liked school a lot



Did not like school at all



Primary pupils

- Among primary pupils, girls (36%) were more likely than boys (22%) to like school a lot. Conversely, boys (11%) were more likely than girls (4%) to say they did not like school at all.
- Those with a child's plan were more likely to like school a lot (35%, compared with 29% with no child's plan).
- Those with additional support needs were less likely to like school a lot (25%, compared with 31% of those with no additional support needs).

Secondary pupils

- Among S3/S4 pupils, girls (9%) were less likely than boys (14%) to like school a lot. Conversely, girls in S3/S4 (23%) were more likely than boys in S3/S4 (15%) to say they did not like school at all.
- Those with a child's plan were less likely to like school a lot (6%, compared with 15% with no child's plan) and twice as likely to say they did not like school at all (34%, compared with 17% of those with no child's plan).
- Those with additional support needs were a little more likely to say they did not like school at all (21%, compared with 16% of those with no additional support needs).

25% of secondary pupils strongly agreed that their teachers cared about them as a person



- The proportion who strongly agreed decreased with age (from 34% in S1 to 18% in S4).

33% of secondary pupils felt pressured by their schoolwork a lot of the time



- Girls (39%) were more likely than boys (26%) to have felt pressured by schoolwork a lot of the time.
- The proportion who felt pressured by schoolwork a lot of the time increased with age, especially among girls (from 27% of girls in S1/S2 to 51% of girls in S3/S4). This compared with 22% of boys in S1/S2 to 31% of boys in S3/S4.

86% of primary pupils always or often got along with their teachers



- Girls (91%) were more likely than boys (82%) to report always or often getting along with their teacher.
- Those with additional support needs were less likely to report always or often getting along with their teacher (83%, compared with 88% of those with no additional support needs) as were those with a child's plan (80%, compared with 86% no child's plan).

11% of primary pupils always or often got into trouble with teachers at school



- Boys (16%) were three times as likely as girls (5%) to always or often get into trouble with teachers.
- Those with a child's plan were twice as likely to always or often get into trouble with teachers (27%, compared with 10% with no child's plan).

11% of secondary pupils misbehaved all or most of the time



- 12% of boys misbehaved all or most of the time, compared with 8% of girls.
- Those with a child's plan were more than twice as likely to misbehave at school all or most of the time (27%, compared with 11% of those with no child's plan).

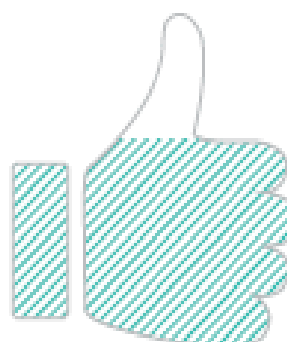
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6. Local area



88% of primary pupils liked their local area a lot or quite a lot

- Those eligible for free school meals were less likely to like their area a lot or quite a lot (81%, compared with 89% of those not eligible).
- Those with a child's plan were less likely to like their area a lot or quite a lot (70%, compared with 88% of those with no child's plan).
- Those living in urban areas were less likely to like their area a lot or quite a lot (83%, compared with 90% of those living in small towns and 91% of those living in rural areas).



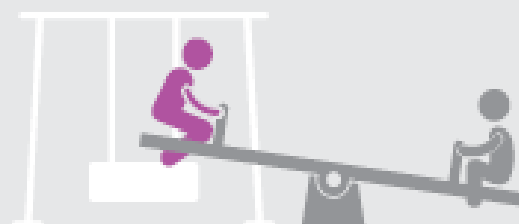
66% of secondary pupils agreed that their local area was a really good place to live

- The proportion who agreed decreased with age (from 78% in S1 to 57% in S4).
- Boys (70%) were more likely to agree than girls (63%).
- Those eligible for free school meals were less likely to agree (59%, compared with 66% of those not eligible).
- Those living in rural areas were more likely to agree (69%, compared with 62% of those living in urban areas and 63% of those living in small towns).

54% of secondary pupils spent time in natural open spaces in their local area at least once a week



- Younger secondary pupils were more likely to do so than older secondary pupils (65% of S1s compared with 46% of S4s).
- Boys (58%) were more likely to do so than girls (52%).
- 68% of those who were physically active for at least 60 minutes every day spent time in natural open spaces at least once a week, compared with 52% of those who were not physically active at least 60 minutes every day.
- No notable variations were evident by whether pupils lived in urban areas, small towns or rural areas.



54% of primary pupils reported that they had lots of places to play outdoors near to where they live

- Older primary pupils were more likely to state that this was the case than younger primary pupils (60% in P7 compared with 51% in P5).
- Those eligible for free school meals were less likely to say this was the case (49%, compared with 55% of those not eligible for free school meals).
- No notable variations were evident by whether pupils lived in urban areas, small towns or rural areas.

APPENDIX 3 – FURTHER ENGAGEMENT AND SURVEY WORK

1. ENGAGEMENT WITH PARENTS - KEY MESSAGES

➤ Parents of younger children - 105 parents completed the survey across 15 nurseries/schools

- High level of awareness amongst parents of preschool children of supports available for them as parents
- Parents want support, in particular health and behaviour related support
- The main reasons parents access support is to connect with parents experiencing similar issues , to reduce isolation, get reassurance they are doing the right thing and to get the specific advice they feel they need
- The majority of those who access support have a positive experience
- Of those who feel they need support, the key reasons they weren't accessing support were; it wasn't available or accessible, work commitments / time, they already know what to do as it's not their first child / they have other children so can't engage. Highlighted that support needed to be community based with no cost barriers
- Prefer to hear about support through word of mouth, social media, health visitors and via nursery /primary school info sources
- Those who don't access support feel they don't need it because it isn't their first child or is not relevant to them

➤ Engagement with parents of school age children - 959 respondents to online survey

Overall the same as the above re: awareness of supports, issues re: accessing support, communication method and the reason for accessing support

- Parents felt supports were targeted at those with preschool children and those they had accessed were targeted at pre-school children and families
- General lack of awareness of supports to them as parents of older children
- Parents wanted support / to be skilled up to better support their child's mental wellbeing. This demand increases as the child got older i.e. highest for those with teenage children
- Also demand for support to manage children's behaviour / support for children with ASN
- Low cost community based support required

2. ENGAGEMENT WITH CHILDREN

➤ Engagement with younger children

Face to face engagement with nursery and early Primary School age children (P1-4). This was undertaken by nursery staff, using age appropriate tools. 194 children were surveyed (75 from nursery schools and 119 from primary schools)

Key Messages

- 97% of children stated that their parent(s) keep them safe at home
- 16% of nursery school pupils and 24 % of primary school pupils reported that they have been bullied
- 23% of nursery pupils reported they never feel sad
- 30% of primary school age pupils identified issues at home made them sad
- Feeling isolated from their peers/left out was a key concern of primary school age children and the aspect of school/nursery they enjoyed the most was the socialising with peers.
- In relation to outdoor play and physical activity, 44% of nursery pupils and 36% of primary pupils reported playing outside.
- Boys reported being more physically active when inside a higher percentage of boys reported being on screens.
- When asked what makes you happy the majority of primary school children stated “ feeling cared for” and “playing with friends and feeling included”

➤ Engagement with young people

Key messages from young people – Moray Youth Matters

NB. *This engagement work was undertaken once the RCS data, stats and guidance were all reviewed and priorities identified. Young people were asked what would make a difference under each priority.*

Wellbeing (Physical)

- Single gender physical activity provision
- Reduce/remove costs to access sporting provision and increase flexibility re: timing
- Access to healthier, affordable food

Wellbeing (mental)

- Support for mental health in and out of school
- Wellbeing (social)
- Sex education delivered in a more informal way in smaller groups (school based)

- Support in school – workload related

Wellbeing (Social)

- Support to deal with social media and body image
- Community engagement/learning

Safe and free from harm

- Safe spaces in schools/safer schools
- More visible police in the community and more engagement with them
- Evening public transport/affordable public transport for those living more rurally
- Road safety precautions e.g. lollipop people and speed checks on roads around schools
- Alternatives to being on the streets

Impact of poverty is reduced

- Affordable school - uniform, trips, transport, widen access to free school meals
- Improved job opportunities during school for teenagers and post school
- Increased support to pay bills, access food.
- Better use of community resources - Identified the potential of intergenerational linkages, better use of community facilities

Scottish School Adolescent Lifestyle and Substance Use Survey (SALSUS) 2018

The latest results from a national series of surveys of smoking, drinking and drug use among secondary school children. A selected sample of S2 –S4 pupils across all eight secondary schools; 498 of 662 (75%) of pupils aged 13 and 15 years completed the SALSUS questionnaire. Some key findings below -

Smoking prevalence and attitudes to trying smoking

	Base: 265 13 year old / 216 15 year olds	Change from 2013	Difference from Scotland 2018
83%	of 13 year olds reported they have never smoked	-4%	-4%
4%	of 13 year olds were occasional smokers (less than one per week)	+3%	+3%
2%	of 13 year olds were regular smokers (one or more per week)	-1%	0%
25%	of 13 year olds felt it was 'ok' for someone their age to 'try smoking to see what it's like'	+10%	+7%
60%	of 15 year olds reported they have never smoked	-1%	-10%
8%	of 15 year olds were occasional smokers (less than one per week)	+1%	+2%
12%	of 15 year olds were regular smokers (one or more per week)	+2%	+5%
48%	of 15 year olds felt it was 'ok' for someone their age to 'try smoking to see what it's like'	-7%	+3%

Changing what is culturally acceptable may improve the percentage of 13 and specifically 15 year olds making better choices around feeling it 'ok' to 'try smoking', impacting on those becoming occasional or regular smokers.

Alcohol prevalence and attitudes to trying alcohol

	Unless stated otherwise base:avg 260 13 year old / 218 15 year olds	Change from 2013	Difference from Scotland 2018
46%	of 13 year olds reported they had had an alcoholic drink (not just a sip)	+10%	+10%
8%	of 13 year olds said they had drank alcohol in the week prior to the survey	+3%	+2%
64%	of 13 year olds thought it was 'ok' for someone their age to 'try drinking alcohol to see what it's like'	+39%	+13%
53%	of 13 year olds said they had ever been drunk (base 113)	+10%	0%
7%	of 13 year olds said they had been drunk more than 10 times (base 113)	+4%	-2%
74%	of 15 year olds reported they had had an alcoholic drink (not just a sip)	-4%	+3%
25%	of 15 year olds said they had drank alcohol in the week prior to the survey	+1%	+6%
77%	of 15 year olds thought it was 'ok' for someone their age to 'try drinking alcohol to see what it's like'	-7%	-2%
24%	of 15 year olds said they had been drunk more than 10 times (base 155)	+6%	-2%

Compared to 2013 results, the percentage of 13 year olds feeling it was 'ok to try drinking' significantly increased to nearly two thirds of those responding, moreover 77% of 15 year olds take the same view, again suggesting there is work around changing opinions positively impacting on the percentage choosing to drink alcohol.

Alcohol prevalence and attitudes to trying alcohol

	Unless stated otherwise base:255 13 year old / 210 15 year olds	Change from 2013	Difference from Scotland 2018
94%	of 13 year olds had never tried drugs	-3%	0%
6%	of 13 year olds reported having used drugs, even if only once	+3%	0%
2%	of 13 year olds reported using drugs in the last month	-1%	-2%
4%	of 13 year olds reported that they had used drugs in the last year	+1%	-1%
26%	of 13 year olds reported that it would be 'very' or 'fairly' easy to get illegal drugs if they wanted to	+16%	+3%
81%	of 15 year olds had never tried drugs	-2%	+2%
19%	of 15 year olds reported having used drugs, even if only once	+2%	-2%
10%	of 15 year olds reported using drugs in the last month	+2%	-2%
16%	of 15 year olds reported that they had used drugs in the last year	+1%	-1%
52%	of 15 year olds reported that it would be 'very' or 'fairly' easy to get illegal drugs if they wanted to	+14%	+3%

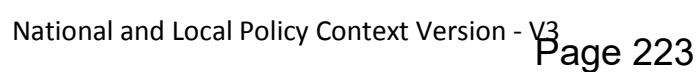
Encouragingly, a significant proportion of 13 and 15 year olds have never tried drugs. The percentage that have either used or report it would be easy to get hold of drugs should they wish to take significantly increases between those aged 13 year and those aged 15 years.

3. ENGAGEMENT WITH FRONT LINE PRACTITIONERS

57 Frontline practitioners attended one of two workshops .

Key messages

- Focus on support for parents to develop their confidence and ability to support their child, especially in relation to addressing early signs of poor mental wellbeing.
- Need for lower level / early intervention, easily accessible mental wellbeing supports for young people experiencing poor mental wellbeing. It needs to be accessible weekends, evenings etc. need and not exclusively Elgin focused.
- Coordinated and focused support to families experiencing poverty. Recognition that the issue is working poor so need to consider how this is done.
- Need for professionals to support the development of community based wellbeing supports - not all service led. More coordinated approach between children, young people, families, communities and service providers to co-design and deliver the required community based supports.
- Address the need to have a centralised and accessible source of information/supports which are currently available to children, young people and families.
- Better communication of what's available and what's working to avoid duplication. Use methods which work for children, young people and families.



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Introduction

All planning processes are designed to facilitate the delivery of improved outcomes for Scotland's population. Set out across various parliamentary acts and regulations, the duties emphasise the importance of consultation and accountability, and of collaboration and joint working. They embed a common focus on the challenge of tackling disadvantage and inequality, and encourage public bodies and practitioners to attend to this task through a coordinated and evidence-led use of their resources.

This document highlights the main documents nationally and locally which are important drivers to our children's Services Plan 2020-23

National Context

A number of National documents have influenced this Children's Services Plan:

The Christie Commission on the Future Delivery of Public Services (2011)

recommended radical changes to the way public services are designed and delivered if they are to be sustainable and capable of meeting the needs and expectations of individuals and communities. It sets out four objectives which must shape a programme of reform;

- Public services are built around people and communities, their needs, aspirations, capabilities and skills and work to build up their autonomy and resilience;
- Public service organisations work together effectively to achieve outcomes;
- Public service organisations prioritise prevention, reduce inequalities and promoting equality; and
- All public services constantly seek to improve performance and reduce costs and are open, transparent and accountable.

Getting It Right for Every Child, (GIRFEC) Getting it right for every child (GIRFEC) supports families by making sure children and young people can receive the right help, at the right time, from the right people. The aim is to help them to grow up feeling loved, safe and respected so that they can realise their full potential.

Most children and young people get all the help and support they need from their parent(s), wider family and community but sometimes, perhaps unexpectedly, they may need a bit of extra help.

The GIRFEC approach is based on [values and principles](#) which support children's and parents' rights. It was developed by people who work with children and young people and reflects feedback from families.

It has been used and tested across Scotland since 2006. It includes all children and young people because it is impossible to predict when or if they might need help.

Children and Young People (Scotland) Act 2014

This legislation is a key part of the Scottish Government's strategy for making Scotland the best place to grow up. By facilitating a shift in public services towards the early years of a child's life, and towards early intervention whenever a family or child needs help, the legislation encourages preventative measures, rather than crisis responses. The Act strengthens the rights of children and young people and has created new systems to support early intervention. Coupled with the legal framework contained within the Act, **Getting It Right for Every Child, (GIRFEC)**, is the policy vehicle through which the ambitions of the Act will be realised

Children and Young People (Scotland) Act 2014: Statutory Guidance on Part 3: Children's Services Planning – Second Edition 2020

Part 3 of the Act sets out a legal framework for children's services planning, including its scope and aims. It seeks to improve outcomes for all children and young people in Scotland by ensuring that local planning and delivery of services is integrated, focused on securing quality and value through preventative approaches, and dedicated to safeguarding, supporting and promoting child wellbeing. It aims to ensure that any action to meet need is taken at the earliest appropriate time and that, where appropriate, this is taken to prevent need arising.

Underpinned by the Scottish Government's commitment to **the United Nations Convention on the Rights of the Child 1989** (UNCRC), and the national children's services improvement programme, **Getting it right for every child**, the Act also established a new legal framework within which services are to work together in support of children, young people and families.

It clearly states that while the overall responsibility for children's services planning clearly rests with a local authority and its relevant health board, it is expected that they will work collaboratively with other members of the Community Planning Partnership (CPP), as well as with children, young people and their families at various stages of the plan's development and review.

Continuing Care was introduced through Part 11 of the Children and Young People (Scotland) Act 2014 and should be considered one component of a wider range of support providing a consistent approach which reflects individual needs and aspirations of young people leaving care. Community Planning Partners and the strategic group they task with leading on children's services planning should agree priorities based on a joint local needs assessment and related improvement activities likely to make the most positive difference to the wellbeing and life chances of children and young people in the area they serve. It is expected that all actions, activity and initiatives are aligned with, and seek to deliver the ambitions contained in the **National Performance Framework (NPF)**.

The National Performance Framework articulates the vision of creating a more successful country. It sets out the purpose of ensuring opportunities for all people in Scotland to flourish through increased wellbeing and sustainable, inclusive economic growth (focused on reducing inequalities and giving equal importance to economic, environmental and social progress). Driving progress on the vision set out in the National Performance Framework is crucial to ensuring Scotland is the best place to grow up, and in turn ensuring our youngest citizens have the best start is crucial to ensuring the future success of our country.

All public bodies carrying out public or targeted consultations should refer to the **National Standards for Community Engagement**, and take the necessary steps to ensure that the process is accessible to the widest number of respondents possible.

In their response to the **Christie Commission's** final report, the Scottish Government identified four pillars of public service reform:

- a decisive shift towards prevention;
- greater integration of public services at a local level driven by better partnerships, collaboration and effective local delivery;
- greater investment in the people who deliver services through enhanced workforce development and effective leadership; and

- a sharp focus on improving performance, through greater transparency, innovation and use of digital technology.

These are the pillars on which the various planning duties are built. They represent the thread which ties distinct processes together into a broader strategic agenda, empowering communities by ensuring that the planning and delivery of public services is open and inclusive, informed by a detailed Scottish Government (September 2011) ***Renewing Scotland's Public Services***, understanding of the population's needs, and local knowledge about what works to improve outcomes.

The Children and Young People (Information Sharing) (Scotland) Bill aims to bring a clear and consistent way to share information for the named person service and child's plan. Its objective is to give families, practitioners and the wider public greater confidence that information sharing must comply with other laws including human rights, data protection and confidentiality.

Transformational Change

Planning alone will not, of course, bring about the transformational change needed in the design and delivery of public services in Scotland. As the **Commission on the Future Delivery of Public Services** ("the Christie Commission") noted, that requires an investment in people and the empowerment of communities too. But joined-up, evidence-based, strategic planning is the catalyst; without it, effective and sustainable public services will remain always the ambition, and not the reality.

Education

Curriculum for Excellence is designed to achieve a transformation in education in Scotland by providing a coherent, more flexible and enriched curriculum from 3 to 18. Learning in health and wellbeing ensures that children and young people develop the knowledge and understanding, skills, capabilities and attributes which they need for mental, emotional, social and physical wellbeing now and in the future. Pupils can expect to develop a variety of strategies to manage their health and wellbeing utilising skills for learning, life and work.

The **Self-directed Support Implementation Plan 2019-2021** sets out agreed national actions to drive forward the changes necessary to make self-directed support a reality everywhere

The Carers (Scotland) Act 2016 (“the Carers Act”) puts in place a system of carers’ rights designed to listen to carers; improve consistency of support; and prevent problems – helping sustain caring relationships and protect carers’ health and wellbeing. For young carers, one aim of the Carers Act is to protect them from undertaking caring responsibilities and tasks which are inappropriate, having regards to their age and maturity.

Equally Safe

Scotland’s strategy for the prevention and eradication of violence against women and girls, sets out a vision of a strong and flourishing Scotland where all individuals are equally safe and protected, and where women and girls live free from violence and abuse and the attitudes that help to perpetuate it. In order to realise this vision, the **Equally Safe delivery plan** sets out various actions to ensure that women and children have access to relevant, effective and integrated services and that these services can competently identify violence against women and girls and respond effectively.

The Independent Care Review 2020 final reports

The Independent Care Review’s aims to identify and deliver lasting change in Scotland’s “care system” and leave a legacy that will transform the wellbeing of infants, children and young people. It began its work in February 2017 with a three year timescale.

A review of Scotland’s ‘care system’ was carried out on a large scale ensuring the lived experience and wisdom of people are at the very heart of the Care Review. Actively listening to the voices of children and young people in care, care leavers – young and old – and families and carers. The Care Review has produced five main reports:

- **The Promise** (and a Pinky Promise for younger readers) reflects what over 5,500 care experienced children and adults, families and the paid and unpaid workforce told the Care Review in the hope that Scotland is listening. It tells

Scotland what it must do to make sure its most vulnerable children feel loved and have the childhood they deserve.

- **The Plan** explains how this change must happen.
- **The Money** and **Follow the Money** explain how Scotland can invest better in its children and families.
- **The Rules** demonstrate the current legislative framework and how it must change to achieve The Promise.

Moray are committed to delivering the “promise”

The **Health and Social Care Standards** set out what everyone should expect when using health, social care or social work services in Scotland. They seek to provide better outcomes for everyone; to ensure that individuals are treated with respect and dignity, and that the basic human rights we are all entitled to be upheld. The objectives of the Standards are to drive improvement, promote flexibility and encourage innovation in how people are cared for and supported.

The standards cover five key principles: dignity and respect; compassion; be included; responsive care and support; and wellbeing.

Children and Young People’s Mental Health

In its final recommendations to the Scottish Government and the Convention of Scottish Local Authorities (COSLA) in July 2019, the Children and Young People’s Mental Health Taskforce emphasised the importance of local partnerships demonstrating their commitment to driving reform of Scotland’s approach to children and young people’s mental health. They should make it a visible priority, not least within children’s services plans.

Support for children’s mental health straddles the work of services across different bodies and services and requires a joined-up strategic and operational planning approach to ensure GIRFEC principles address the mental and emotional wellbeing needs of children at the earliest point.

Children’s services planning should explicitly set out the local needs of children and young people in their area through their strategic needs assessment, and the steps to be taken to improve individual services and joint planning across different

organisations. Planning should make clear how different services should work together to achieve this common strategic goal, taking into account the development of any new services, such as community wellbeing services, and the particular needs of any groups of children requiring specific action.

Youth Justice

The national youth justice strategy “**Preventing Offending: Getting it Right for Children and Young People**”, published in June 2015, builds on the considerable progress that has been made in reducing offending involving children and young people in Scotland since 2008, when a more preventative approach was adopted. This focus on early intervention laid the foundations for a whole system approach to offending by young people, which was rolled out across Scotland in 2011.

The importance of sustaining a preventative approach to offending, which recognises the level of complexity and risk associated with a small number of children, should not be underestimated. Planning for services to address needs and risks, can include intensive interventions up to and including secure care.

Health and Social Care Integration

The **Public Bodies (Joint Working) (Scotland) Act 2014**, which came into effect in 2016, legislated for the integration of health and social care services across Scotland. The Act requires local authorities and health boards to set up an Integration Authority and to jointly prepare an integration scheme which sets out how they will plan, provide and monitor all adult social care, primary and community healthcare and some specific hospital services, such as accident and emergency and general medicine in their local area.

A Health and Social Care Partnership is the operational and delivery aspect of integration, bringing together staff from the relevant health board and local authority. The Act also permits local authorities and health boards to integrate other services, such as children’s services, homelessness and criminal justice, if they wish to do so – and some services (such as Accident and Emergency, primary care and general dental

services) are not population specific, therefore relate to services used by adults and children.

Under the Public Bodies Act, every Integration Authority must prepare and publish a **Strategic Plan**, setting out how they will plan and deliver services for their area over the medium-term using the integrated budgets under their control and setting out how these will meet the National Health and Wellbeing Outcomes set by Scottish Ministers.

The Strategic Plan must be prepared with regard to the “integration delivery principles”, as detailed in section 31 of the Public Bodies Act, and must be reviewed at least every three years. The Public Bodies (Joint Working) (National Health and Wellbeing Outcomes) (Scotland) Regulations 2014 underpin this work
<http://www.legislation.gov.uk/ssi/2014/343/contents/made>

As the children’s services planning requirements encompass a wider range of services than health and social care, a local authority and the relevant health board could employ the approach of the health and social care Strategic Plan, to the extent that it relates to children’s services, as potentially feeding into the broader Children’s Services Plan. The integration delivery principles which underpin a Strategic Plan would be consistent with the aims underpinning children’s services planning. The National Health and Wellbeing Outcomes are based on similar principles to the Health and Social Care Standards which inform the self-assessment and inspection of all children’s health and social care services.

The precise nature of the relationship between these two planning requirements will in large part be contingent on whether (and which) children’s health and social care services have been included in the integration scheme. No matter how functions are delegated at a local level, there will always need to be communication between these two planning domains in order to support the whole family approach.

From the perspective of children’s services planning, the adult health and social care context is important because most children live in families with adults. Adult family members’ access to, and the quality of, health and social care services, is likely to have an effect on the wellbeing of children and young people. Similarly, for the providers of

adult health and social care services, children and young people represent future service users. As part of their longer term planning strategy, integration authorities will need to work with the relevant local authority and health board to monitor the health and wellbeing of the child population in the area, understanding needs, identifying potential issues and, with partners, putting in place appropriate preventative actions.

In order to achieve the statutory aims prescribed for both a Strategic Plan and a Children's Services Plan, consideration may usefully be given (by integration authorities, local authorities and relevant health boards) to the transitions between children's services and adult services. These transitions have been identified as points where service support for individuals can be at risk of inadequate coordination, leading to a negative impact on wellbeing.

Children's rights

Part 1 of the Children and Young People (Scotland) Act 2014 places duties on Scottish Ministers aimed at furthering the effect of the UNCRC in Scotland.

These include: keeping under consideration whether there are any steps which they could take which would or might secure better or further effect in Scotland of the UNCRC and, if appropriate, taking steps identified by that consideration; taking such account as Ministers consider appropriate of any relevant views of children; and promoting public awareness and understanding of children's rights, including amongst children. These duties also require Ministers to report to the Parliament every 3 years on relevant progress and their plans for the subsequent 3 year period.

The Child Poverty (Scotland) Act 2017 places new requirements on local authorities and Health Boards to jointly produce annual Local Child Poverty Action Reports (LCPARs), aligning to the reporting cycle for Children's Services Plans. **'Every Child, Every Chance'**, the Scottish Government's first Tackling Child Poverty Delivery Plan, outlines the three key drivers of child poverty which are:

- Employment - Income from parents' work and earnings is insufficient to lift them from poverty;
- Household costs - The costs of living that households have to cover are too high; and

- Social Security - Income from social security has been cut back significantly by the UK Government, particularly for families with children, and is now inadequate to lift families from poverty.

The Plan also sets out action to improve the life chances of children living in poverty now.

Corporate parenting

Part 9 of the Children and Young People (Scotland) Act 2014 designates certain public bodies (including all local authorities and territorial health boards) as corporate parents, and places them under a range of duties designed to safeguard and promote the wellbeing of looked after children and care leavers.

Each corporate parent is required to prepare a plan about how they propose to exercise their corporate parenting duties, and they must keep the plan under review. Before preparing or revising this plan, a corporate parent must consult with other corporate parents and such other persons as they consider appropriate. (Statutory guidance makes clear that consultation should include looked after children and care leavers.) Corporate parents must publish their plan in such a manner as they consider appropriate; this could include incorporating it into another plan, or publishing it jointly with other corporate parents. Neither the Act nor statutory guidance prescribes a time period to which plans must apply. The Moray Corporate parenting Action Plan has been incorporated into this Children's Services Plan

Child protection

Legislation places a variety of duties and responsibilities on services and organisations in respect to child protection in Scotland. These relate, primarily, to the investigation and response required in cases of (actual or potential) child abuse and/or neglect. However, at the time of this guidance's publication, the specific structures of collaboration and service-level planning for child protection (such as Child Protection Committees) are not prescribed in legislation. These structures and processes are instead set out in detailed national guidance. **National Guidance for Child Protection in Scotland 2014**

The roles, responsibilities and accountability of Chief Officers and Child Protection Committees were reviewed in 2018. They are outlined in the document entitled **Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities (Scottish Government, 2019)**.

Community justice

The Community Justice (Scotland) Act 2016 which was implemented on 1 April 2017, established a new model for community justice services, with local delivery, partnerships and collaboration at their heart, and arrangements to provide national leadership and assurance.

The Act places responsibility for local planning and monitoring of community justice services with a defined set of Community Justice Partners (including local authorities, health boards and others). These partners have a duty to collaborate in preparing a strategic plan, and are accountable for delivering it.

The community justice services to be delivered under this plan will be mainly focused on adults, but there is likely to be an impact on children too, particularly where the recipient of a community justice service is a parent.

Realigning Children's Services

The **Realigning Children's Services programme** is run by the Scottish Government in partnership with Community Planning Partnerships (CPPs). It seeks to improve outcomes for children by supporting local improvement in joint strategic commissioning, focusing on evidence collection and analysis, service mapping and strengthening partnership working across children's services. Scottish Government webpages on Realigning Children's Services are available at <http://www.gov.scot/Topics/People/Young-People/realigning-childrens-services>

National Trauma Training Programme

The Scottish Government have committed to developing an adversity and trauma-informed workforce across Scotland with the ambition to make a positive change in how people who have had adverse childhood experiences (ACES) and traumatic experiences in adulthood, are supported.

To support this, a National Trauma Training Programme, led by NHS Education for Scotland (NES) has been established and is consistent with the 2017 publication: **‘Transforming Psychological Trauma: A Knowledge and Skills Framework for The Scottish Workforce’**. This framework lays out the essential and core knowledge and skills needed by all tiers of the Scottish workforce to ensure that the needs of children and adults who are affected by trauma are recognised, understood and responded to in a way which recognises individual strengths, acknowledges rights and ensures timely access to effective care, support and interventions for those who need it. <https://www.nes.scot.nhs.uk/education-and-training/by-discipline/psychology/multiprofessionalpsychology/national-trauma-training-framework.aspx>

Fairer Scotland Duty

The public sector duty regarding socio-economic inequalities is set out in legislation in section 1 of the **Equality Act 2010**, however it is known as the **Fairer Scotland Duty**. The duty came into force in Scotland from April 2018. It places a legal responsibility on particular public bodies in Scotland to have due regard to how they can reduce inequalities of outcome caused by socio- economic disadvantage, when making strategic decisions. Local authorities and Health Boards are covered by the duty.

Local Context

The Moray 10 Year Plan: Local Outcomes Improvement Plan - Has four main priority areas:

1. Growing, diverse and sustainable economy;
2. Building a better future for our children and young people in Moray;
3. Empowering and Connecting Communities;
4. Changing our relationship with alcohol.

One of the priorities - 'Building a better future for our children and young people in Moray relates directly to children's services. It seeks to inform the following outcome where Moray is a place where children and young people thrive; a place where they have a voice, have opportunities to learn and get around; a place where they have a home, feel secure, healthy and nurtured; and a place where they are able to reach their full potential. <http://yourmoray.org.uk/downloads/file118306.pdf>

Moray Early Years Strategy 2016-2026 - Describes how the aims of the early years framework and collaborative will be delivered in Moray.

Understanding Poverty in Moray Feb 2018 - Describes the pockets of inequality, deprivation and poverty which are experienced in some small areas in Moray.

Food Poverty Action Plan Fairer Moray Forum - This Children's Services Plan also impacts on the following adult joint strategies in Moray.

Physical & Sensory Disability Strategy 2015 – 2025

Priorities:

- Healthier living
- Independent living
- Inclusion and positive contribution in community Information, communication and advocacy
- Supporting people with disabilities to improve their economic wellbeing
- Carers
- Improve leadership, training and development in the workforce

Mental Health & Well Being Strategy (& Action Plan) 2015 – 2025

Priorities:

- Promoting & sustaining good mental health and well being
- Improve the quality of life of those experiencing mental health problems via a strong recovery orientated mental health system
- Develop strengthen and maintain supporting relationships
- Increase social inclusion and decrease inequality, stigma and discrimination
- Increase financial security, maximise employment/employability opportunities and increase access to housing
- Reduce suicide, suicidal behaviour and self-harm
- Support a professional workforce which includes robust staff training
- Embed the principles and values of recovery in policy and practice
- Provide a greater focus and commitment to recovery and principles within local policy and service planning, commissioning and change areas such as self-directed support and health and social care integration
- Address the challenges of operating within a remote and rural context to service delivery and the engagement of communities and individuals
- Take a more strategic approach to recovery policy and practice that is planned, joined up and coordinated
- Ensure that professionals' roles in mental health services are more closely aligned with recovery principles and practice

Carers Strategy (“Caring Together”) strategic Priorities:

- Identifying carers - Support unpaid carers to identify themselves as a carer
- Health & Wellbeing - Support carers to look after their own health and wellbeing
- Information - Delivery of consistent info to unpaid carers
- A Voice - Involve carers at strategic level/service design
- Respite/Short Breaks - Access to appropriate respite that meets their needs
- Training - Carers have relevant skills and knowledge to be confident in caring role
- Employment - Supported to seek employment

Moray Autism Strategy 2014 – 2024 Strategic Priorities:

- Partners work together (local authority, NHS and partners) to develop services
- Clear diagnosis process
- People with autism and families understand the condition
- People with autism and families feel supported
- Wider community supports people with autism
- Wider community knows about and understands the condition
- People with autism are supported to make full use of the opportunities and services available

Learning Disability Strategy (“Our lives, Our Way”) 2013 – 2023 Strategic Priorities:

- Choice & control • Independent living
- Opportunities to be more involved in local communities
- A range of housing opportunities
- Make the most of health and well being
- Range of employment, training and learning opportunities
- Feel safe and secure
- Support to meet additional needs
- Staff have the right understanding, skills and training
- Support family carers

Other Related Local Documents

- Moray Additional Support Needs Strategy for Schools 2017-27
- Moray Locality Outcome Improvement Plan
- Economic Development Strategy
- Adult Support and Protection Strategy
- Criminal Justice Strategy
- Joint Mental Health Strategy
- Community Safety Strategy
- Domestic Violence Strategic Framework
- NHS Grampian Clinical Strategy

Other Related National Documents

- Public Health Priorities for Scotland 2018
- Rights, Respect & Recovery: Scotland's Strategy to improve health by preventing and reducing alcohol and drug use, harm and related deaths.
- Alcohol Framework 2018: Preventing Harm
- Scottish Prison Service Corporate Plan
- Police Scotland Strategy
- Parenting Strategy
- Joint Working Act
- Early Years framework
- Care Leavers Covenant
- National Strategy for Community Justice
- Mental Health Strategy 2017 – 27
- Every Life Matters 2018 (Scotland Suicide prevention Action plan)
- Justice in Scotland: Vision and Priorities 2017
- Community Empowerment Act 2014
- National Youth Work Strategy 2014-2019