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## Moray Council Emergency Cabinet

Thursday, 14 May 2020

**NOTICE IS HEREBY GIVEN** that a Meeting of the **Moray Council Emergency Cabinet** is to be held at **Council Chambers, Council Office, High Street, Elgin, IV30 1BX** on **Thursday, 14 May 2020** at **11:00**.

### BUSINESS

**1. Sederunt**

**Chair**

**Suspension of Standing Orders**

**Welcome**

**Declaration of Group Decisions and Members Interests**

**Question Time**

**2. Declaration of Group Decisions and Members Interests \***

**3. Minute of meeting on 23 April 2020** **5 - 8**

**4. Developer Obligations Supplementary Guidance Report** **9 - 198**

**5. Devolved School Management Report** **199 - 268**

Report by the Depute Chief Executive (Education, Communities and Organisational Development)

**6. Question Time \*\*\***

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

**Any person attending the meeting who requires access assistance should contact customer services on 01343 563217 in advance of the meeting.**

## GUIDANCE NOTES

\* **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:

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# **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:

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**Minute of Meeting of the Moray Council Emergency Cabinet**

**Thursday, 23 April 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

**IN ATTENDANCE**

Also in attendance at the above meeting were chief Executive, Depute Chief Executive (Education, Communities and Organisational Development), Depute Chief Executive (Economy, Environment and Finance), Head of Governance, Strategy and Performance, Head of Economic Growth and Development, Legal Services Manager and Tracey Sutherland, Committee Services Officer.

**1. Chair**

The meeting was chaired by Councillor Shona Morrison.

The meeting was held by audio conference.

**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 11.00am instead of 9.30am.

**3. Declaration of Group Decisions and Members Interests \***

In terms of Standing Order 20 and the Councillors' Code of Conduct, Councillor Eagle confirmed that the Conservative Group had discussed Item 4 on the agenda at length but no whip had been given.

There were no other declarations from Group Leaders or Spokespersons in regard to any prior decisions taken n 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.

**4. Minute of Meeting dated 25 March 2020**

The minute of the special meeting of Moray Council on 25 March 2020 was submitted and approved.

**5. Scheme of Delegation - Development Management**

A report by the Depute Chief Executive (Economy, Environment and Finance) sought the Emergency Cabinet to review the procedures for determining planning

applications currently carried out in accordance with the Council's approved scheme of delegation to ensure that the Council's statutory function as a Planning Authority can continue to operate during the Coronavirus (COVID-19) outbreak, whilst the Planning and Regulatory Services Committee has been temporarily suspended.

Councillor Leadbitter, sought a list of contacts from the Head of Economic Growth and Development for Members to get in touch with if they had any queries surrounding the individual planning applications.

In response the Head of Economic Growth and Development advised that all Planning Staff are contactable via email and that any queries should be directed to either himself or Beverly Smith, Development Management and Building Standards Manager, who would pass the query to the appropriate member of staff.

Councillor Leadbitter, seconded by Councillor Morrison, moved the recommendations as printed in the report.

Councillor Eagle, indicated that his group felt that normal Committee business should be resumed as soon as possible and that as a review of the role of the Emergency Cabinet was due in mid June, there was no need or merit in delegation to Officers being granted as sought, for the low level of business which would have to be considered in the interim. Councillor Eagle, seconded by Councillor Gatt, proposed an amendment that:

- i) the Emergency Cabinet reject the paper in full noting the emergency cabinet set up on 25 March 2020 already allows for the determination of planning applications;
- ii) the Emergency Cabinet agree planning matters will come to the Emergency Cabinet separate from other papers and where possible groups will substitute in members of the Planning Committee for these meetings; and
- iii) all Proposal of Application Notices (PoANs) received will be circulated to all Members of the Council for comment through email, and any comments received will be fed back to the applicant and consultees.

Councillor Alexander asked that wherever possible 7 members of the Emergency Cabinet should sit when planning applications are being considered.

In response, the Head of Strategy, Governance and Performance confirmed that this would always be the intention as Cabinet members can be substituted with other members of their group, and that wording could be put in the minute that ideally 7 but a minimum of 5 members would be required to discuss planning applications.

On the division there voted:

For the Motion (4) Councillors Leadbitter, Morrison, Alexander and Divers.

For the Amendment (3) Councillors Eagle, Gatt and Ross

Abstentions (0)

Accordingly the motion became the finding of the meeting and the Emergency Cabinet agreed:

- i) a temporary change to the Council's Scheme of Delegation for Development Management Section 43 Town & County Planning (Scotland) Act 1997 (as approved by the Planning and Regulatory Services Committee on 29 January 2019 and by Scottish Ministers on 12 February 2019 – Appendix 1), set out in Appendix 2 to delegate determination of local applications to the Appointed Officer; and seek the approval of the Scottish Ministers for the amended scheme;
- ii) under Section 56 of the Local Government Act 1973 the Council's Scheme of Delegation be amended for the Appointed Officer to determine major planning applications as defined in the Town and Country Planning (Hierarchy of Development) (Scotland) Regulations 2009;
- iii) that ideally 7, but a minimum of 5 Cabinet members must be in attendance to determine a planning application;
- iv) that prior to determination a copy of the report and recommendation on all major planning applications and those that would have previously been determined by the Planning & Regulatory Services Committee (Appendix 1) be circulated to the Emergency Cabinet members who would have the right to call them in for determination;
- v) to note that all Proposal of Application Notices (PoANs) received will be circulated to all Members of the Council for comment through email, and any comments received will be fed back to the applicant and consultees; and
- vi) to review the position once a decision has been made on or before 17 June 2020 in terms of the re-establishment of all committees.







**REPORT TO: MORAY COUNCIL EMERGENCY CABINET ON  
MAY 2020**

**SUBJECT: DEVELOPER OBLIGATIONS SUPPLEMENTARY GUIDANCE**

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

**1. REASON FOR REPORT**

- 1.1 This report summarises the representations received to the consultation on the updated Developer Obligations Supplementary Guidance and asks the Emergency Cabinet to approve the responses provided to these and to delegate authority to the Head of Economic Growth & Development to finalise the Guidance for submission to the Scottish Government.
- 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 draft minute refers).

**2. RECOMMENDATION**

**2.1 It is recommended that the Emergency Cabinet:**

- (i) notes the representations received to the updated Developer Obligations Supplementary Guidance consultation;**
- (ii) agrees the responses provided to the representations, as set out in Appendix 1;**
- (iii) agrees the updated Supplementary Guidance as set out in Appendix 2;**
- (iv) notes the tested pupil product ratios and evidence base for NHS Grampian provided in Appendix 3 and 4;**
- (v) delegates authority to the Head of Economic Growth & Development to finalise the Supplementary Guidance in accordance with Section 4 and responses in Appendix 1, taking account of any decisions of the Emergency Cabinet; and**

- (vi) agrees 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.

### 3. **BACKGROUND**

- 3.1 The MLDP 2020 Policy PP3 Infrastructure and Services sets out a commitment to prepare Supplementary Guidance on Developer Obligations. Developer Obligations must meet all of the five tests set out in the Scottish Government Circular 3/2012:
- **Necessary** to make the proposed development acceptable in planning terms;
  - **Serve a planning purpose** and, where it is possible to identify infrastructure provision requirements in advance, should be relevant to development plans;
  - **Relate to the proposed development** either as a direct consequence of the development or arising from the cumulative impact of development in the area;
  - **Fairly and reasonably relate in scale and kind** to the proposed development; and,
  - **Be reasonable** in all other respects.
- 3.2 Developer Obligations have been dealt with in-house by the Strategic Planning and Development Team since 1 March 2017 when the Council's Service Level Agreement with Aberdeenshire Council to provide the service ended. This has ensured that a robust, consistent and transparent service is provided by the Council and reinforced the need for a strong evidence base to be in place in order to secure developer obligations.
- 3.3 The current adopted Supplementary Guidance (SG) on Developer Obligations was approved by the Planning and Regulatory Services Committee on 5 December 2017 (para 9 of minute refers) and then by the Scottish Government, coming into effect on 1 March 2018. The document sets out the methodology, rates for calculating developer obligations and an agreed action to review the cap.
- 3.4 At its meeting on 10 December 2019 the Planning and Regulatory Services Committee agreed the updated Supplementary Guidance for public consultation (para 12 of the minute refers).
- 3.5 The SG has been in place since 2016 following a significant 2 x 12-week public consultation and has subsequently undergone 2 reviews. The purpose of this current consultation was primarily to update figures and methodology rather than revisiting the principles of infrastructure that developer obligations are sought for.
- 3.6 A 6-week consultation period on the updated Developer Obligations Supplementary Guidance commenced on 6 January and ended on 14 February 2020. The public consultation was advertised in local newspapers, on the Council's website and via social media. Letters/emails were issued to all Community Councils, Associations and Groups, Charities and Trusts,

Developers and Agents, Housing Associations and Key Agencies. Despite offering to attend the Homes for Scotland Northern Region Meeting which was convened to discuss Developer Obligations, no one from the Council was invited to attend. This is contrary to previous versions of the Guidance where officers have been invited to a meeting with developers to discuss the proposed updates.

- 3.7 Twelve representations were received from the Archaeology Service, sportscotland, Barratt North Scotland, Cairn Housing Association, Homes for Scotland, NHS Grampian, Robertson, Savills (for Pitgaveny Farms), Scotia Homes Ltd, Scottish Government, Scottish Environment Protection Agency (SEPA) and Springfield Properties PLC. A summary of these and the proposed Council response is provided in **Appendix 1**. Full consultation responses are available for members on the Councillors Document Section of CMIS.

#### **4. REVISIONS TO SUPPLEMENTARY GUIDANCE**

- 4.1 The main issues raised by the representations are summarised below along with proposed changes to the Guidance and other amendments identified in **Appendix 1**.

##### **Evidence base**

- 4.2 The respondents suggested that insufficient links have been made between developer obligations and the use of contributions; and whether the Council's approach meets the tests set out in the Scottish Government Circular 3/2012. The SG is considered to be detailed Guidance with a robust evidence base, meeting the tests of the Circular and linked with the Proposed Plan. Further examples and clarifications have been included within the SG and this Committee Report to demonstrate the links.
- 4.3 Consultation responses objected to the perceived newly added requirements for dental chairs and pharmacy; and queried the evidence base for the technological and transport solutions. Developer obligations are already being sought towards dental chairs and pharmacy requirements, the only change has been made was to recalculate the rates for these requirements based on the floorspace requirements and patient numbers; which resulted in a lower contribution rate than in the current adopted Guidance. The use of technological and transport solutions will play a big part in the future provision of healthcare within new and emerging communities, however it is considered that due to lack of evidence from NHS Grampian at this time developer obligations will not be sought towards these methods.

##### **Education**

- 4.4 The current pupil product ratio (PPR) of 0.3 for primary schools and 0.15 for secondary schools have been questioned by the respondents. These figures have previously been tested in Moray and proven to be reasonable. A further 6 sites have since been tested with the lowest PPR for primary schools at 0.22 and highest at 0.54; lowest PPR for secondary schools at 0.09 and highest at 0.44. Based on the recent testing of 6 sites across Moray, the average PPR for primary schools is 0.34 and for secondary schools is 0.21. The detailed outcome of this test is set out in **Appendix 3** to this Committee Report. No changes are proposed to the PPRs as set out in the Guidance.

### **Healthcare**

- 4.5 The respondents raised concerns that the healthcare facilities are not presented with a robust audit for examination of existing facilities. A spreadsheet has been developed, and been in existence for several years, by NHS Grampian with the support of Council officers, which identifies the direct link between new developments and healthcare facilities by looking at all allocated sites within the Local Development Plan (LDP), setting out how many patients these sites will generate, what impact that will have on the healthcare facilities, what mitigation measure is required to mitigate this impact and this is updated annually using the Council's housing land audit. An extract of this spreadsheet can be found in **Appendix 4** to this Committee Report.

### **Transportation**

- 4.6 Developers suggested a lack of detail on the delivery of transportation improvements identified and apportionment of costs between each contributing site. Developer obligations are only sought for transport improvements where there is a cumulative impact. As set out in the updated guidance at this time obligations will be sought for developments in Elgin. In Forres developer obligations for interventions on the A940 Grantown Road corridor will continue to be sought, as has been the case since 2008, using proportions based on the number of housing units for each site. The methods for ascertaining the proportional impact of developments in Elgin will continue to be through the use of the Elgin Traffic Model at the time of the planning application. The capacities of sites identified in the Local Development Plan are indicative and developers often come forward with denser developments. Therefore, defining proportions at this stage would not be accurate. Developer obligations form part of the funding of transport network improvements where there is a need to accommodate movement associated with new development and the Council has no influence on the timing of developments coming forward. Therefore, no change has been proposed to the Council's approach.
- 4.7 Transport Scotland raised concerns that the SG only considers transport for the local network. It is acknowledged that there is a need to provide additional information relating to the cumulative impact of development on the Trunk Road network. This work is currently being progressed and detailed information will be shared with Transport Scotland when available. Additional assessments of key junctions, based on the previously agreed capacity modelling parameters, will be undertaken and overall mitigation measures further developed for the cumulative impact of developments. Additional wording has been added to the Guidance to reflect this.

### **Affordable Housing**

- 4.8 Respondents suggested that developer obligations should not be sought or should be reduced towards affordable housing as this is an obligation in itself and it is to meet wider Government objectives; and whether there is any merit of being a Registered Social Landlord (RSL) developer in Moray in light of the contribution expectations. Affordable housing is a policy requirement, not a developer obligation and the need for it is set out in the Scottish Planning Policy. When providing affordable housing, it has to be ensured that developer obligations are considered when having sites valued and developer

obligations should be reflected in land values. Moray Council Housing Service follows this practice and all the affordable housing developments provided by the Council take account of developer obligations when purchasing land.

### **Governance**

- 4.9 Respondents objected to the 15 year timescale for spending developer obligations and requested clear criteria of how unspent developer obligations are being refunded to developers. Moray is considered to have a slower build-out rate and therefore the 15 year timescale is deemed to be reasonable to allow adequate time for the Council and NHS Grampian to be able to spend funds given the timeframe required to construct larger infrastructure items. The 15 year timescale is considered to be reasonable in comparison to other local authorities` timescales for spending. The process for refunding unspent developer obligations is set out on Page 10 of the Guidance.

### **Cap/Viability**

- 4.10 Respondents objected to the removal of the cap and requested that the cap removal should form part of the consultation. The consultation responses suggested that no evidence was provided for this change in the Council`s position from the one set out in the current adopted Guidance. The reason for the introduction of the cap was to allow time for land values to adjust to the level of developer obligations required and provide a transition period for developers and landowners, however since the introduction of the cap in 2017, there has been no evidence to suggest that the land values have adjusted. By continuing to maintain an artificial CAP, the Council is bridging an even larger funding gap in infrastructure due to the cap, which is no longer sustainable due to the budgetary pressures the Council is facing. Where there are viability issues the Council will negotiate an appropriate level of developer obligations to ensure the continuing growth of Moray. The removal of the cap was a Committee decision and therefore did not form part of the consultation. Additional wording has been added to the SG to provide explanation for the removal of the cap.
- 4.11 Concerns were raised as the viability of the allocated sites within the Proposed Plan were all based on the cap, and the removal of the cap will have an impact on the deliverability of the Proposed Plan and on effectiveness of sites. Developer obligations and policy requirements at the time of the application must be met; and should be taken account of when purchasing land. The review of the cap at the end of 2019 was clearly articulated to developers through the current SG.

### **Viability Assessments/Process**

- 4.12 The respondents were concerned about the viability assessments becoming a standard part of the planning process causing delays and adding to development costs. A more efficient process for viability claims and a template approach have been suggested by Homes for Scotland. The process of dealing with viability assessments has been reviewed and amended as set out in **Appendix 5** of the Guidance. The viability assessments previously received had been submitted in different formats and did not include all the necessary information, which added to the period of time for their scrutiny and determination of planning applications. It is considered that the level of details included within **Appendix 5** and the list of information required to be submitted with a viability assessment, will provide clear guidance to the

developers as to what needs to be included within a viability claim. Receiving all this information upfront will also reduce lengthy discussions and allow Council officers and the District Valuer (DV) to review and scrutinise the viability assessments quicker and more efficiently, reducing any unnecessary delays in the planning process. The Applicant Viability Data (AVD) form as set out in **Appendix 5** could also be used as a template for those who are unsure how to set out the information required. The AVD form and guidance notes were prepared by the Council in conjunction with the DV based on recent viability experience and policy guidance.

- 4.13 Comments queried the reason and the legislative provision of the introduction of a set fee to cover officer time spent scrutinising viability assessments. The poor quality of some viability assessments received have taken up a significant amount of officer time to scrutinise these, which is additional to the workload of the officers, and therefore it was proposed in the draft version of the guidance that this cost should be reimbursed by developers. However, as per Scottish Government advice, dealing with viability assessments is considered to be one of the statutory functions of developer obligations, which should be covered by the planning fees. Therefore, it is proposed to remove this fee from the Guidance. However, developers will still have to cover the cost for the District Valuer to scrutinise viability assessments.
- 4.14 Head of Economic Growth & Development has delegated authority to negotiate a variation in developer obligations up to the value of £50,000. Planning applications, where the variation in developer obligations value due to viability assessment exceeds £50,000, will be reported to the Planning and Regulatory Services Committee for their consideration. This process will be kept under review.

## 5. **Next steps**

- 5.1 If the proposed changes arising from the responses in **Appendix 1** are agreed, officers will make the required changes and submit the final version of the Guidance set out in **Appendix 2** to the Scottish Government for a period of 28 days for their consideration before it is adopted by the Council on the same day as the MLDP 2020 and forms part of the statutory MLDP 2020.

## 6. **SUMMARY OF IMPLICATIONS**

- (a) **Moray 2026: A Plan for the Future and Moray Corporate Plan 2015 – 2017**  
Developer Obligations will assist in delivering the Council's priorities, such as developing a sustainable economy, creating ambitious and confident young people and safer communities.
- (b) **Policy and Legal**  
The Developer Obligations Supplementary Guidance will form part of the statutory MLDP 2020.

**(c) Financial Implications**

The Council may need to provide for any adverse impact on existing infrastructure and facilities resulting from new development should developer obligations not be sought or the level sought does not cover the costs following viability appraisals.

Mechanisms such as forward funding of infrastructure projects carry an inherent risk associated with the pace and scale of future development and the timescales over which obligations will be achieved.

**(d) Risk Implications**

The Council should aim to provide certainty to developers over the level of developer obligations required. Excessive demands for obligations could constrain development in Moray and failure to achieve sufficient obligations for infrastructure requirements resulting from a development will place an additional strain on public services. Under the current financial pressures, it is not financially sustainable for the Council to continue to bridge the funding gap to the current extent and as an option; developers could submit viability assessments if they consider the level of developer obligations render their development unviable.

Complaints and objections to the level of developer obligations could cause delays to the development management process and could affect the performance standards for both Development Management and Strategic Planning & Development.

The Council may need to be more proactive in acquiring land, the use of CPO and developing sites if the housing market were to stall due to land values being lower.

**(e) Staffing Implications**

The removal of the cap is likely to increase the amount of viability appraisals received, which will require significant officer time to scrutinise and verify these via the District Valuer.

Officer time from Strategic Planning & Development will be required to organise and run awareness raising workshops/events targeting the public and local solicitors. The removal of the discount for small scale developments and affordable housing requirement are likely to increase the time in dealing with complaints and the workload of the Local Review Body could significantly increase.

Officer time from Education, Housing and Transportation Services is required in the preparation of the review of the Supplementary Guidance as well as with the ongoing developer obligations work.

Adequate staffing at Legal Services is required to support developer obligations officers to spend secured developer obligations and to draft s75 legal agreements to avoid unnecessary delays in the process. This is currently an issue within Legal Services as a result of pressure from competing priorities. As a result of this pressure, the officer time at

Strategic Planning & Development has increased in dealing with legal agreements to ensure consistency.

**(f) Property**

The level of developer obligations must be taken into account when purchasing and selling land. Higher developer obligations should be reflected in the land value.

**(g) Equalities**

The Equalities Officer has previously advised that an Equalities Impact Assessment for the Developer Obligations Supplementary Guidance will not be required. Equality Impact Assessments will be needed for individual developments identified in the Table of Infrastructure Requirements set out in **Appendix 6** of the updated Supplementary Guidance in order to ascertain what mitigating actions are required for the various protected groups.

**(h) Consultations**

Depute Chief Executive (Economy, Environment & Finance), Head of Economic Growth & Development, Chief Financial Officer, Douglas McLaren (Accountant), Paul Connor (Principal Accountant), Legal Services Manager, Transportation Manager, Senior Engineer (Transport Development), Development Management and Building Standards Manager, Housing Strategy and Development Manager, Environmental Protection Manager, Estates Manager, Head of Education, Equal Opportunities Officer and Lissa Rowan (Committee Services Officer) have been consulted and comments incorporated into this report.

**7. CONCLUSION**

**7.1 The updated Developer Obligations Supplementary Guidance was approved for a 6-week public consultation in December 2019. Twelve responses were received raising concerns on evidence base, removal of the cap, viability of sites and the process on dealing with viability assessments. Responses to these are set out in Appendix 1 to this Committee Report.**

**7.2 This report asks the Emergency Cabinet to approve responses to the representations made and that the final version of the Guidance is submitted to the Scottish Government for 28 days for approval prior to adoption as part of the statutory Moray LDP 2020.**

Author of Report: Hilda Puskas, Senior Infrastructure Growth/Obligations Officer

Background Papers:

Ref:



Topic	Contributor	Summary	Responses
<b>General</b>			
Typography	SEPA	Highlight a typographical error on page 10 under Governance “receiving a written notice <i>form</i> the developer requiring” instead of “from”.	Noted and amended.
General	Archaeology Service	Thanks given for the opportunity to comment. Support the proposed revisions.	Noted.
	Homes for Scotland	Welcomes the opportunity to comment on the draft SG and have prepared their response in consultation with members of Homes for Scotland’s Highland & Moray Home Builders’ Committee.	
	Scotia Homes	Welcomes the opportunity to comment on the SG and trusts that the comments made are positive in support of securing the agreed final SG. Scotia Homes remain committed to the delivery of their sites in Moray and wish to work with Moray Council on the delivery of their sites and shared interests.  Agrees that new development should not place a burden on existing infrastructure and wish to work with the Council to ensure the deliverability of service provision.	
	Savills (for Pitgaveny Farms)/ Cairn Housing Association/Barratt	Welcomes the opportunity to respond to the draft Developer Obligations Guidance.	
	Robertson/Homes for Scotland	Welcomes the opportunity to provide comment on the revised SG and accepts the need for developer obligations where these are directly linked to requirements arising from specific developments and where these meet the tests of the Scottish Government Circular 3/2012 Planning Obligations and Good Neighbour Agreement.	

	NHS Grampian	<p>Welcomes the opportunity to submit representations on Moray's updated Developer Obligations Supplementary Guidance.</p> <p>Welcomes the inclusion of Health within the Developer Obligations Supplementary Guidance.</p>	Support noted.
Proposed Plan/Policy	Homes for Scotland	<p>Statutory guidance can only make provision for development obligations which are specifically heralded in the Local Development Plan. The SG is intended to be linked to the emerging Local Development Plan.</p> <p>When commenting on policy and guidance on developer obligations we seek to ensure the parameters set out in national guidance and in case law are being adhered to, that home builders can forecast what is going to be asked of them, and the development remains viable.</p>	Agree and the Moray Council Developer Obligations SG is linked to the emerging Local Development Plan setting out further details to support Policy PP3 Infrastructure and Services as set out on Page 32 of the Moray Local Development Plan 2020, Proposed Plan, Volume 1.
Increase in contributions	Homes for Scotland/ Robertson/ Barratt	Observed an increase in the use of developer obligations and inclusion of further burdens to extract contributions from home builders and landowners towards the funding of the infrastructure needed to support growing communities. Objection to the increase in obligations where no or insufficient justification provided.	<p>The rates within the SG have been index-linked to the BCPI Q4, 2019 for the Moray Council infrastructure and TPI Q4, 2019 for NHS Grampian infrastructure to reflect current costs.</p> <p>It is considered that all rates and mitigation measures identified in the SG have a sufficient evidence base and meet the tests. Some mitigation measures, such as technological and transport solutions for Healthcare, included within the updated Guidance, have been reviewed to acknowledge this concern and developer obligations will not be sought towards these at this point of time.</p>

Development Benefit	Homes for Scotland/ Scotia Homes/ Robertson	Highlight the benefits of home building, including council tax revenue, local economy boost, and support for jobs as evidenced in Homes for Scotland's 2015 research report on the economic and social benefits of home building.	Noted. The benefits of housebuilding have been recognised and highlighted to the elected members. The need for a balanced approach to meet housing need and infrastructure requirements in this challenging economic climate has always been stressed.
Payment Timescales	Homes for Scotland	Council to be more flexible in the timescales for seeking payments. Our members advise us the Council currently seeks payments within 14 days, whereas our member companies tend to have 30-day accounts cycles.	Seeking payment within 14 days is considered to be standard practice; all invoices raised by the Council must be paid within 14 days. This has been set out in the SG since October 2016.
Scaling Development	Homes for Scotland/ Scotia	<p>The expectations to pay the full developer obligations are applied to not only major home building projects, but also to small schemes typically delivered by small and financially fragile businesses.</p> <p>We suggest developer obligations should not be sought for affordable homes or for any homes on sites delivering 12 or fewer new homes. A graduated approach should also be taken to sites of between 13 to 25 homes – with a sympathetic approach taken on the stage at which any developer obligations for these smaller sites are deemed payable. This would support the business viability of small-scale home builders and better enable re-stimulation of that part of the home building industry.</p>	<p>Developer obligations should be taken into account when purchasing land and should be reflected in the land value. Therefore, it should not be a burden for housebuilders.</p> <p>The Moray Council Strategic Housing Investment Plan (SHIP) includes a number of smaller sites and the Council is planning to undertake an awareness exercise for smaller scale builders of sites and opportunities arising through the LDP and Moray Growth Deal. The Council would be delighted to discuss this further with Homes for Scotland and to understand what actions Homes for Scotland are undertaking to support smaller scale housebuilders in Moray.</p>
Exemptions	Homes for Scotland	The cost of any exemptions should not be redistributed to the wider development community as this would breach the provisions of the Circular in respect of links to the specific development.	Developer obligations are only sought to mitigate the impact of the development and must relate to the proposed development.
Charitable Exemptions	Finderne Development Trust (FDT)	The FDT are a charitable organisation who will develop infrastructure and community serving	Page 12 of the SG sets out what infrastructure requirements developer obligations will be

		<p>projects, including establishment of centres of affordable and ecologically economic residential housing, business “hubs”, recreational facilities, etc. The FDT aims to be a “deliverer” and /or “facilitator” of community benefit to the area and does not aim to make profit.</p> <p>The FDT notes the exemptions provided in the SG. Concerned that the regenerative and community-focused developments that figure in FDT’s strategic plan, whilst they have certain resonances with the exemptions, would on current definitions fall largely out with that set of exemptions.</p> <p>The regeneration that FDT intends to deliver would not be of “town centres”, but more rural in location and would not exclusively residential. The developments of recreational facilities or rural business hubs, which are undoubtedly beneficial to the local population, do not appear to be exemptions.</p> <p>Urge the council to add further exemptions which would encompass all developments undertaken by the FDT in order to avoid penalising unfairly and inappropriately the operations of charitable developments trusts such as the FDT.</p> <p>It would not be appropriate for a volunteer-led local charity which aims to bring benefits to Finderne to be required to provide developer obligations in addition to expenditure on the infrastructure. Argue that these obligations should be borne by the</p>	<p>sought towards from various development types. It appears that most development that the FDT would undertake, such as business hubs, recreational facilities will only be required to contribute towards transportation if there are any mitigation measures necessary.</p> <p>The residential developments might need to contribute towards education, healthcare, sports &amp; recreational facilities and transportation. These contributions should be reflected in the land value. New residential developments will have an impact on local infrastructure and this will need to be mitigated via developer obligations. All planning applications are considered against the current local development plan policies and the need to provide developer obligations is a policy requirement.</p> <p>Developer obligations must meet the tests of the Scottish Government Circular 3/2012 which clearly sets out that contributions can only be sought where directly related to the development, proportionate, reasonable and necessary. Therefore, the impact that is created by a development could not be mitigated by others.</p> <p>Moray Council is happy to meet FDT and discuss the requirements and process further.</p>
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		<p>Council and wider population as a trade-off for the benefit of the development.</p> <p>As the FDT aims to be a net benefactor it would be inappropriate for the FDT to fund matters such as transport, education and healthcare provision which should be borne by the local authority who has an obligation to provide these services.</p> <p>While proposed development by the FDT would have an impact on services this should not automatically be assumed to involve an adverse impact on such services. The overall benefit of the FDT's developments will be in favour of the community.</p> <p>The fact that the development in question will inevitably be for charitable purposes and will not be for commercial profit, should lead the Council in fairness to introduce a general exemption in favour of charitable developments.</p> <p>If developer obligations applied to the FDT, the net cost of property acquisition would be increased, thus reducing the funds available to carry out charitable purchases, which is considered unreasonable.</p> <p>Happy to discuss possible projects with the Council on a confidential basis and assist the Council in the formulation and drafting an exemption to address the Trust's concerns, but not open the door to commercial developers' exploitation of potential</p>	
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		loopholes.	
<b>Evidence base</b>			
Discussion between Council Services	Homes for Scotland/ Scotia Homes/ Robertson	<p>Request that information on the discussions between Moray Council teams from Planning and Development, Legal, Finance, Transportation, Education and Housing, the NHS, Scottish Water and Transport Scotland on the review and update of Developer Obligations Supplementary Guidance be provided.</p> <p>The appropriate level of developer obligation is uncertain and not justified on a site specific basis. No information has been published to show that parties have (a) identified precisely what new infrastructure is wanted (b) costed that infrastructure and got plans in place to deliver it or (c) ascertained what portion of the new infrastructure is needed as a direct result of planned development, so that the appropriate level of developer obligation can be sought and justified.</p> <p>Request that this information is provided to comment further.</p>	<p>The Proposed Plan and the SG were both prepared in discussions and partnership with other Council Services and Community Planning Partners. There are no formal minutes available of these lengthy discussions due to the considerable staff time it would take to record these. The resources required to record all discussions would negatively impact on the efficiency of the developer obligations service provided and ultimately the timeframe for determining planning applications.</p> <p>The outcome of these discussions has been to identify the mitigation measures required to support development and this is set out in the Proposed Plan and the SG.</p> <p>The approach Moray Council takes in identifying the relevant developer obligations, which are very site specific, is the same approach taken everywhere else in Scotland. The certainty given by the cap is a very rare case, and the Council is unaware of any other local authority in Scotland that operates a cap. The Council's decision to remove the cap is merely reflecting the position taken by all other local authorities in Scotland.</p> <p>It is considered that the Council holds sufficient evidence base to justify the mitigation measures identified, however some changes have been made to the updated SG to take account of</p>

			concerns raised. Developer obligations towards technological and transport solutions for Healthcare will not be sought at this point of time.
Contribution zone	Scotia Homes	Moray Council appear to be considering a contribution zone approach to collecting funds through developer obligations, however, there appear to be insufficient proven links between the proposed obligations and uses to which they will be provide for.	Moray Council does not use a contribution zone approach.  Developer obligations are sought to mitigate the impact of a development and are calculated for each individual development taking account of what infrastructure mitigation is required to address the impact arising from that development.
	Homes for Scotland	Concerns over insufficient links made between developer contributions and uses of contributions, although a contribution zone approach is not appeared to be considered.	The Council`s approach is illustrated in the example shown in Appendix 1 and 4 of the SG. The Transportation worked example for the ETS sets out how the contributions are calculated to specifically address this issue.  The mitigation measures identified and sought contributions are monitored through the LDP Delivery Group to ensure correct spend.
Background papers	Scotia Homes	No link is drawn between the emerging guidance and other forms of infrastructure discussed in the plan including education, healthcare and transportation.  Concerns the revised SG does not appear to be based upon evidence-based information. SG is not supported by published background papers and this undermines the ability of consultees to comment on its contents and credibility/reasonableness.	The Moray Council SG is considered to be a very detailed Guidance with a robust evidence base, meeting the tests of the Circular and linked with the Proposed Plan and providing further details to support Policy PP3 Infrastructure and Services. The mitigation measures have been identified in the Proposed Plan Volume 1 and Volume 4 Action/Delivery Programme, which the developers were also consulted on. The SG also includes website links to background

	<p>Homes for Scotland</p>	<p>Moray Council has not published any background papers alongside its draft guidance, depriving consultees of the ability to fully understand whether the proposed developer obligations are reasonable.</p> <p>Concerns that the supplementary guidance provides no certainty on there being arrangements in place to deliver the services which Moray Council is seeking to part-fund through developer obligations. This is a vital component of any evidence base for a developer obligations and is a significant concern. The Council is failing to confirm it will be able to put its proposed developer obligations into productive use and fails to demonstrate that its proposed solutions to service-provision issues are reasonable and proportionate. Cannot comment on the reasonableness of developer obligations being sought if cannot see when and on what funds are being spent.</p>	<p>information such as School Roll Forecast, Housing Land Audit, Elgin Transport Strategy, etc.</p> <p>Homes for Scotland usually invite Council officers to their meetings to discuss any concerns relating to developer obligations; which was expected prior to the SG consultation deadline.</p> <p>Moray Council officers would have been happy to meet Homes for Scotland and discuss the proposals set out in the SG, and disappointed at the lack of engagement from Homes for Scotland.</p> <p>As offered previously, Moray Council is happy to share and discuss evidence bases on a site by site basis as it has been done before when requested by members of Homes for Scotland.</p>
	<p>Savills (for Pitgaveny Farms)</p>	<p>While detailed analysis is provided for the methodology of calculation contributions, there are concerns over lack of audited background information on what specific mitigation work has to be carried out to accommodate increased usage of services and infrastructure. Despite asking for audits in the initial consultation on the Guidance, calculations remain in generalised form and particular impacts could have been identified and costed in the intervening 3-4 years.</p>	<p>The rates included within the SG are based on costed interventions, recent build/project costs.</p> <p>The Council is aware of the Elswick court case but the approach taken in Moray is different. The contributions are based on Transport Assessments/Statements and therefore the developer obligations sought for each intervention are reasonable and proportionate to the relevant development.</p>
	<p>Robertson</p>	<p>Request publication of back up data evidencing each and every requirement of contribution in line with recently published Scottish Government Guidance for the Local Authorities and Government advice to</p>	



		other Councils in Scotland.	
Circular Tests	Homes for Scotland/ Scotia Homes/ Robertson	Paragraph 33 of the Circular highlights that where standard charges and formulae are applied to individual developments, they should reflect the actual impact and be proportionate to, the development and should comply with the general tests set out in the Circular.  It is not considered there to be enough information available to demonstrate that Scottish Government guidance on developer obligations set out in Planning Circular 3/2012, Planning Obligations and Good Neighbour Agreements have been met by the supplementary guidance or by the individual developer obligations for which it makes provision.	
	Savills (for Pitgaveny Farms)	Concerns that securing specifically calculated financial contributions towards impacted services challenged the statutory tests of fairness, reasonableness and proportionality.	
Proportionality test	Homes for Scotland	Moray Council would need to provide clear evidence that it understands what proportion of the services and associated infrastructure are required as a direct result of the new homes that are being built in Moray. No evidence has been presented to show whether the council has the available data to provide sufficient knowledge and understanding.	
Reasonableness	Homes for Scotland	The council has not provided an appropriate standard of information to support its supplementary guidance which has deprived the stakeholders of the opportunity to properly consider the impact and reasonableness of the proposed guidance and obligations.	

		Further guidance on the reasonable use of developer obligations can be drawn from the Elswick court case, where the planning authority lost the case as they had based its assessment on the proportion of traffic from each new development using the transport improvements and not the traffic from developments as a proportion of the total traffic using the transport improvements.	
Flexibility	Robertson	Request a guidance document with sufficient detail while maintaining flexibility to highlight likely obligations at the start of the development process and allow an appropriate level to be agreed on a site by site basis to protect development viability.	The Moray Council's Strategic Planning and Development team offer free of charge pre application developer obligations advice and preparation of draft assessments. The Council encourages developers to make early contact with the team in order to be able to advise on developer obligations requirements, which then supports the developers in land negotiations and the requirements can be taken into account when purchasing land.
Action Programme	Homes for Scotland	The Proposed Plan states that Table 4 will be updated through the Action Programme and through the Developer Obligations Supplementary Guidance as the infrastructure evidence base is reviewed over time. Concerns that this commitment is too vague and unspecific, and at odds with the approach to the Scottish Government is seeking stipulate- for example in its recent reasoning for refusing to allow the City of Edinburgh Council to adopts its new supplementary guidance.	The Action/Delivery Programme lists all mitigation measures required, sets out the costs and progress made with timescales. The mitigation measures are being monitored at the LDP Delivery Group meetings and the Action/Delivery Programme will be monitored annually.
	Homes for Scotland	Notes that Table 4 (on Page 16) relates only to schools. No link is drawn here (third paragraph of page 16) between emerging guidance and the other forms of infrastructure discussed.	The finalised Action/Delivery Programme was anticipated to be reported to the August meeting of the Planning & Regulatory Services Committee. Committees are now suspended to June and therefore timescale for this will depend on the Covid-19 stance and the decision of the Emergency Cabinet.

<p>Scottish Government role/intervention</p>	<p>Homes for Scotland</p>	<p>Highlight that the Scottish Government has a role in the preparation of the supplementary guidance and intervene from time to time or direct planning authorities not to adopt particular guidance, for example the recent case of City of Edinburgh Council. Scottish Government may be willing to intervene when:</p> <ul style="list-style-type: none"> <li>• An obligation which isn't expressly identified in a statement in the development plan as a matter which is to be dealt with in Supplementary Guidance</li> <li>• An obligation which has not been demonstrated (on the evidence presented) to <ul style="list-style-type: none"> <li>○ fairly and reasonably relate in scale and kind to the proposed development</li> <li>○ reflect the actual impacts of, and be proportionate to, the proposed development</li> </ul> </li> <li>• Guidance which does not provide sufficient certainty that contributions sought on the basis of it will always be used for the purpose for which they are gathered</li> </ul>	<p>It is considered that Moray Council acted in accordance with the Scottish Government Guidance in the preparation of the SG and all tests are being met.</p> <p>Moray Council is considered to be in a different position from City of Edinburgh Council (CEC). The Scottish Government letter to CEC highlighted a missing link between the LDP and Developer Obligations SG, where their LDP does not mention of seeking developer obligations towards healthcare, but being included within their SG.</p> <p>This is however not the case in Moray, the Moray LDP clearly states and lists all infrastructure requirements that developer obligations will be sought towards with further details being set out in the SG.</p>
<p><b>Education</b></p>			
<p>Evidence</p>	<p>Scottish Government</p>	<p>Significant difference in the scale of education contributions sought depending on the mitigation measure. Unclear which mitigation measure is likely to apply to a given development. Suggest that greater clarity of which mitigation measures for education are sought for developments are provided.</p>	<p>Noted and Appendix 6 has been amended to include the mitigation measures and developer obligations figures required towards Education for each allocated site to provide more clarity to developers and clearer link with the Local Development Plan.</p>

		Consideration should be given to update Appendix 6 to take account of the education requirements identified in the MLDP2020 and supporting evidence to provide greater certainty and help demonstrate that the guidance is rooted in the development plan.	
School Estate Strategy	Scottish Government	Appendix 6 of that document indicates that a School Estate Strategy identifying education infrastructure needs was/is in preparation and would be reported to the Council in mid-2018. The School Estate Strategy is also referred to in the Council's proposed LDP, Table 4 of which sets out the education infrastructure required to support the level of development proposed in the plan.	It is acknowledged that work on a comprehensive School Estate Strategy has been delayed due to resource issues. However the Council's Children and Young People's Services Committee meeting on 4 <sup>th</sup> March 2020 considered and agreed a report on an "Approach to Developing a Learning Estate Strategy". This sets out a new approach to developing a long term strategy for the learning estate. The Committee also agreed to additional staffing resource to prepare and deliver the longer term strategy.  The Strategy will address the need for significant investment to provide new capacity in growth areas and to bring schools up to a standard of condition and suitability that enhances the learning environment. The report sets out a proposed approach and guiding principles to be adopted in the delivery of a learning estate strategy for Moray. The guiding principles mirror those of the national strategy and the approach recognises the framework of policies and strategy that already exists to deliver leadership and the quality of educational experience aspired to.
	Homes for Scotland	The revised guidance does not appear to be based on the School Estate Review as a Council-wide assessment of school property, building conditions, capacities and strategic plans for new build and extensions, which was advised in 2016 as being imminent.	
	Scotia Homes	The School Estate Review is outstanding and request that this is provided as a background to the SG, with a rationale for contributions on a site-specific basis, having regard to the policy requirements of the Scottish Government having regard to Circular 3/2012.	
	Savills (for Pitgaveny Farms)	It is a distinct failing to not have the School Estate Review completed in time for this Guidance as it was committed before adoption of the current guidance two years ago.	
	Homes for Scotland/Robertson	Understand that the School Estate Strategy is under review and full analysis of the Council schools requires greater assessment although this was the	

		<p>same text provided within the 2018 SG.</p> <p>Home builders expected to be advised of the plans for new schools, school closures, amalgamations, replacements and extensions, through the School Estates Review prior to the update of the supplementary guidance.</p> <p>Question whether a revised strategy for school estate which may include the amalgamation of adjacent schools has been established as within the SG the size of new primary schools have increased from 232-464 pupils to a 650 school capacity within a 2.5 hectare site. No school in Moray currently operates to this scale.</p> <p>If this is the case the calculations for Developer Obligations are significantly different from those in the Supplementary Guidance, since a large element of any such new schools would constitute “replacement” – for which funding streams are different.</p> <p>Lack of clarity whether migration of pupils to new schools reducing existing schools capacity is taken into account.</p> <p>Considered appropriate to impose a moratorium on education developer obligations until the review is concluded.</p>	<p>This work will take several years to complete as it will involve staff recruitment, statutory procedures and extensive community engagement.</p> <p>In the meantime the current methodology of using annual housing land audits, school roll projections and the education mitigation measures identified in the Proposed LDP and SG for rezoning, extensions and new schools will be used.</p>
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<p>School Roll Forecast</p>	<p>Robertson</p>	<p>Unclear what role school projections have in the assessment of impact and calculation of contributions. Requires guidance on estimated pupil generation and actual impact of this on school roll projection. Requires greater clarity on the approach taken to identify impacts on school roll projections resulting from new developments and that from existing development and wider influences on rising roles. Concerns that the SG does not provide sufficient evidence to demonstrate the impact of new development on the school roll and therefore is insufficient to demonstrate that the contributions sought are proportionate to scale of impact.</p>	<p>Developer obligations will be sought towards improvements required for primary and secondary schools when the school reaches 80% physical capacity for primary schools or 90% capacity for secondary schools, and therefore calculations are based on the current School Roll Forecast (SRF).</p> <p>The SRF takes account of new developments and figures, shown under “Housing” in the SRF, are derived from the Housing Land Audit or any interim update of it. The SRF is updated every 6 month to ensure that it is accurate.</p>
<p>Sale of Redundant Properties</p>	<p>Homes for Scotland/Scotia Homes</p>	<p>Calculations for contributions for the income which the council would derive from the sale of redundant properties should be included and discounted.</p>	<p>The mitigation measures identified in the current SG do not involve any income for the sale of redundant properties. If that changes in the future then the Council will consider how that issue should be reflected in the SG.</p>
<p>Functional Capacity</p>	<p>Homes for Scotland/Robertson/Scotia Homes</p>	<p>The SG proposal that 80% capacity for Primary and 90% capacity is extremely low and not justified. For example, a 450 capacity primary school would require contributions when its roll reaches 360, the difference of 90 places equating to 300 new homes. In the context of history rates of new building in Moray, this is not justified and homebuilders would be paying for several years of space capacity.</p> <p>Request that this is increased to 90% and 95%, respectively.</p>	<p>Developer obligations are required to mitigate the impact of the new development when a primary school reaches 80% physical capacity and a secondary school reaches 90% capacity. The trigger for secondary schools remained unchanged and is considered to be reasonable given the time period required for completing the mitigation measure. The mitigation measures are needed in the towns with most development so build out rates are faster.</p> <p>In terms of primary schools, the physical capacity shows how many pupils can be accommodated in the school, whereas the functional capacity is the maximum number of</p>

			<p>pupils that the school can accommodate taking into account the organisational needs of the school and in particular the age distributions of the pupils; and this figure is reviewed annually.</p> <p>The trigger for primary schools has been changed from 90% functional capacity to 80% physical capacity, which has been tested to be roughly the same trigger point. 80% physical capacity at a primary school roughly equates to 90% functional capacity, however it depends on the size of the school. For example, when Bishopmill Primary School reached 81% physical capacity the functional capacity was 94%. In certain primary schools, the difference between the two figures could actually be higher, Newmill Primary School is shown as 92% functional capacity, when the physical capacity is only 70%.</p> <p>It is considered that the physical capacity is more reliable because there are less variables, which provides more certainty to developers.</p>
<p>Sequential test procedure</p>	<p>Homes for Scotland/ Scotia Homes</p>	<p>Suggest that the out-of-zone policy is subject to more stringent controls being applied to schools which are identified in the supplementary guidance schedule for potential obligations, together with the suggestion for the use of a sequential test procedure.</p> <p>To clarify the most reasonable and cost-effective way to mitigate impacts on schools, suggests the Council adopt a sequential test procedure:</p>	<p>The Scottish Government under the Education (Scotland) Act 1980 requires local authorities to allow out of zone placements. Similarly to other local authorities, Moray Council has also started capping the school roll for certain schools to ensure that children within the catchment area can be accommodated. For example, Elgin High School has been capped to a maximum of 180 pupils, whereas Elgin Academy was capped to a max. 210 pupils.</p>

		<ul style="list-style-type: none"> <li>• Step 1 A catchment review, to establish whether a neighbouring school(s) could assist in accommodating increasing pupil numbers</li> <li>• Step 2 An examination of the potential to extend existing facilities</li> <li>• Step 3 Identify the location and scale of any new school</li> </ul> <p>Step 4 If a new school is required, to establish if it is to include replacement of existing school</p>	<p>However, there is an appeal process, where this Council exercise could be overruled.</p> <p>The approach to mitigation measures to address the impact of new developments will be part of the Learning Estate Strategy.</p>
<p>Out-of-Catchment Placement Requests</p>	<p>Homes for Scotland/Robertson</p>	<p>Concerns were previously expressed that Moray Council continues to accept out-of-zone placements into schools that are nearing capacity, when the LDP has allocated land for immediate development within the school catchment.</p> <p>Request evidence as to how out of school catchment pupils affect the capacity of a school. Developments are adversely affected and effectively subsidising the school estate.</p> <p>Suggest that the out-of-zone policy is subject to more stringent controls being applied to schools which are identified in the supplementary guidance schedule for potential obligations. And suggest restricting or ruling out out-of-catchment placing requests when a school reaches capacity. It is understood that other Councils place a cap restriction on out of catchment placements. This requires a robust process on the actual school capacity through detailed analysis and forms that roll projections through the Housing Land Audit.</p>	



<p>Serviced school site</p>	<p>Homes for Scotland/ Robertson</p>	<p>Concerns over lack of justification and seek clarity on proposal for a developer to provide land at nil value for educational purposes, and other developers within the catchment are also required to provide a proportionate contribution towards the land. Is this reimbursed to the original developer or is there a reduction mechanism of other factors to cater for these aspects? This double counting is unjust and should be revised. No justification provided for the collection of these additional land value payments from other developers. If these proportionate payments required to equalise the financial burden of the developer having to transfer and service the school site, then these should be transferred to the them. This is not the case, and the requirement for these additional funds, prescribed use and whether or not it meets the tests is not transparent.</p> <p>Suggest that land is purchased from the developer by the Council and all developers contribute towards land and building costs.</p>	<p>A serviced school site at nil value is required from a development where the pupils generated by the development require a new school. Where this is not the case and the pupils generated by the development would not fully take up the new school, the Council pays the proportion of the land value that is not attributable to the development; and later recoups this land value paid from other developers who generate pupils that are zoned to the new school.</p> <p>Further clarification to the text on Page 13 of the SG has been added.</p>
<p>Land value payment</p>	<p>Homes for Scotland</p>	<p>Assumed that the requirement for the land value payment is intended to apply to the developer of the houses that are expected to generate new pupils, rather than the pupils themselves (as per Page 13).</p>	<p>Developer obligations will apply to the developer of the houses that are expected to generate new pupils and clarification to the text on Page 13 has been added.</p>
<p>Pupil Product Ratio</p>	<p>Homes for Scotland/ Scotia Homes</p>	<p>The pupil product ratios for secondary (0.15) and for primary (0.3) are retained in the supplementary guidance, and defined as reasonable, but lack of referenced evidence. Evidence from the Housing Land Audit and the School Roll Forecasts show that the total school population in Moray (secondary and</p>	<p>The pupil product ratio (PPR) of 0.3 for primary and 0.15 for secondary schools has been previously tested in Moray and proved to be an accurate reflection of pupils generated by new developments. A further 6 sites have since been tested with the lowest PPR for primary schools</p>

		<p>primary) has remained static at around 12,000 for the last 7 years, despite the construction of over 2000 new homes.</p> <p>Suggest that the methodology is devised to measure new-build occupancy and test the overall accuracy of the pupil product ratio figures.</p>	<p>at 0.22 and highest at 0.54; lowest PPR for secondary schools at 0.09 and highest at 0.44. Based on the recent testing of 6 sites across Moray, the average PPR for primary schools is 0.34 and for secondary schools is 0.21. Therefore, no changes have been proposed to the updated SG.</p> <p>Detailed outcomes of the testing have been added to the Committee Report as Appendix 3.</p>
<b>Healthcare</b>			
Healthcare provision	NHS Grampian	<p>Healthcare facilities are presently under pressure and will require either internal alteration, expansion or the provision of new facilities in order to mitigate the impact arising directly from new residential developments. It is therefore essential that developer contributions are secured for existing facilities and for land for the development of new facilities.</p>	Supporting comment is noted.
Evidence	Scottish Government	<p>Unclear whether the transportation and technological solutions are required as a direct result of new development rather than to resolve existing deficiencies in provision. Further evidence should be provided to justify this and demonstrate that they are reflective of, and proportionate to, the impact of new development – as required by Circular 3/2012.</p> <p>Helpful that Appendix 6 of the SG indicates the level of contributions that developers will be expected to make towards healthcare but unclear whether the rates currently specified in the draft correspond to:</p> <ul style="list-style-type: none"> <li>• The requirements for new and improved</li> </ul>	<p>A spreadsheet, that has been developed and has been in use for a number of years by NHS Grampian with the support of Council officers, identifies the direct link between new developments and healthcare facilities by looking at all allocated sites within the LDP, setting out how many patients these sites will generate, what impact that will have on the healthcare facilities, and what mitigation measure is required to mitigate the impact. The spreadsheet is updated annually to reflect the updated housing land audit figures. Extracts of this have been provided to developers on a case by case basis; and where there has been any</p>

		<p>healthcare facilities identified in Table 5 of the proposed MLDP2020.</p> <ul style="list-style-type: none"> <li>The rates associated with different mitigation measures identified in the supplementary guidance.</li> </ul> <p>Welcome reassurance regarding the extent to which there is read-across between the supplementary guidance under consultation and the proposed MLDP2020. Aberlour Health Centre will require reconfiguration according to Table 5 of the MLDP2020, but Appendix 6 of the SG guidance suggests that for LDP sites within Aberlour, a contribution of the cost of permanent accommodation will be required.</p>	<p>potential change to a mitigation measure the Council and developer has agreed a pause and review clause to be included within the s75 legal agreement.</p> <p>An extract of this spreadsheet has been added to the Committee Report as Appendix 4.</p> <p>Developer obligations do not fully cover the cost of infrastructure required to mitigate the impact of new developments and NHS Grampian applies for further funding from the Scottish Government. The process for this application is out with the control of NHS Grampian or the Council. The process is lengthy with multiple steps and no defined timescales for consideration from the Scottish Government once applying for funds towards mitigation measures.</p>
Evidence	Savills for Pitgaveny	Health Care Facilities are not presented with a robust audit for examination of existing facilities, committed extensions to facilities, with identified funding plans by either NHS Grampian or private providers.	<p>Typos in Appendix 6 of the SG have been corrected.</p>
Policy PP3	Homes for Scotland	Policy PP3 does not make specific reference to dentist chairs or community pharmacies. Suggested that Policy PP3 does not provide an appropriate level of clarity on the fact the Council intends to use developer obligations for this purpose. The policy can't be used to justify this aspect of the Guidance.	<p>Policy PP3 Infrastructure and Services sets out that developer obligations will be sought towards healthcare and that the SG will provide further details to support this policy. The SG sets out that healthcare facilities can include General Medical Services (GMS), Community Pharmacies and Dental Practices; which is exactly the same requirement as the current approved SG.</p>
Policy PP3	Homes for Scotland/Robertson	Page 18 of the guidance seeks payments towards the purchase of new technology and vehicles, and suggests for larger developments, a commercial unit may require to be made available at nil rental cost	

		for an agreed timeframe, which is an unknown factor on the requirements. These are not mentioned within the LDP.	Contributions towards Community Pharmacies and Dental Chairs are not new, additional requirements. The healthcare section of the SG has been amended to provide further details and evidence for seeking developer obligations as previously requested from developers. To provide a more transparent approach, the updated SG includes a separate section for Dental Practices and Community Pharmacies within the healthcare facilities section, which sets out the required floorspace for new premises and reduced figures to be sought towards mitigation, acknowledging that mitigation measures towards these type of facilities could cost less than extensions/reconfigurations to GP Practices or new build GP Practices.  Some GP Practices might be privately owned, however the use of developer obligations is considered to be acceptable as these facilities provide NHS services to the residents and the contributions will be used to create further capacity within the premises in order to provide NHS services. If these premises are sold, the Council and NHS Grampian will ensure that the owner of a private practice will not benefit from developer obligations used on the premises and contributions used for extension of premises will be required to be refunded to NHS Grampian.
Dental Chairs/ Pharmacy	Homes for Scotland/ Robertson/ Scotia Homes	Concerns over lack of evidence. Concerns that contributions sought towards health contributions, especially dental chairs and pharmacies will subsidise the private sector. It is not reasonable to ask home builders to pay for their provision, especially where no evidence has been provided to link the desire for additional dentist chairs in Elgin and/or Forres to the fact that new homes are being delivered in these areas. Home building brings new families to an area, increasing the business case for these services.	
Dental Chairs/ Pharmacy	Homes for Scotland	Dentistry and community pharmacies have been newly identified as intended recipients of funding.  It is not stated in the action plan that developers of sites listed as relevant to the need for new dental seats and pharmacies will be asked to contribute funds.	
Technology/Vehicle	Scottish Government	Unclear whether the costs associated with the technological or transport solutions referred to in	The Council is aware that NHS Grampian is exploring new and innovative ways for providing

		the supplementary guidance are reflected in the updated contribution rates for healthcare infrastructure.	healthcare services to overcome some of the challenges the healthcare sector is currently facing, particularly in delivering healthcare in rural areas and in addressing climate change by reducing travel and associated carbon emissions.
Technology/ Vehicle/ Commercial Unit Provision	NHS Grampian	<p>The way in which healthcare is being delivered is changing and a more flexible approach is therefore required. The use of technology and transport solutions will play a big part in the future provision of healthcare within new and emerging communities.</p> <p>Welcomes the inclusion of digital &amp; transport solutions by way of developer obligations for healthcare within the Infrastructure &amp; Facility Requirements section of the guidance as this will improve access to health facilities in rural areas and have a positive impact on travel to reduce the number of car journeys.</p>	<p>However, these proposed methods are currently in their infancy and not yet costed, therefore, these will continue to be referenced in the SG to draw attention to them as possible future uses, but no developer obligations will be sought towards these at this time.</p>
Sheltered Accommodation	NHS Grampian	<p>Concerns that Sheltered and Extra care accommodation are listed under exemptions and will not contribute to Healthcare facilities. Patients from these premises require more GP visits and appointments within NHS facilities adding pressure on practices that are already stretched and struggling.</p> <p>If nursing homes are to be seen as preventing admission then primary care teams will have to step up their input. These teams and GPs will require a base to work from to support these patients.</p> <p>Require more information on the level of care proposed at such facilities as the skill level and</p>	<p>Further evidence base will be required in order to consider seeking developer obligations towards sheltered and extra care accommodation. Therefore, no change has been proposed at this time.</p>

		experience of the care home staff can play a vital role. Consideration should be given for the inclusion of healthcare contributions for sheltered housing and extra care developments.	
Contribution Amounts	NHS Grampian	<p>NHS Grampian will require considerable investment to not only provide the physical infrastructure required but also to provide the required level of staffing to operate the facility. It is often the case that developer obligations do not fully cover mitigation measure costs.</p> <p>Consideration should be given to the inclusion of a single figure contribution per residential unit rather than the separate figures for permanent accommodation and internal reconfigure sums indicated as costs to reconfigure can be similar to new or extending facilities.</p>	It is acknowledged that developer obligations do not cover the full cost of infrastructure required to mitigate the impact of new developments, but in order to satisfy the Circular tests, developer obligations sought from developments must be proportionate to the impact that needs mitigation. Therefore, no change has been proposed to the updated SG.
<b>Transport</b>			
Apportionment of Cost	Homes for Scotland	The apportionment of costs between each contributing site and other funding sources are not given for transport projects outlined in the Elgin Transport Strategy. This lacks certainty on delivery as timescales are “dependent on available funding”, for many of these projects the action plan reports no progress.	The majority of TSPs identified in the settlement statements are directly associated with the provision of new vehicular and pedestrian/cycle infrastructure to serve a particular development site. These TSPs will be conditions of development and not subject to Developer Obligations.
Evidence	Scotia Homes	Lack of detail available on when the proposed transport improvements are intended to be delivered and insufficient link between a new development and the need for a new service.	Developer Obligations would only be sought for improvements where there is a cumulative impact of development due to a number of sites.
Timescale for Provision	Homes for Scotland	Note the lack of detail available on when the proposed transport improvements are intended to be delivered.	As set out in the updated guidance at this time obligations will be sought for developments in Elgin. In Forres developer obligations for

<p>TSPs</p>	<p>Homes for Scotland</p>	<p>The Transport Proposals (TSPs) identified in the settlement statements, but having now seen the SG it seems clear the appropriate supporting data is missing.</p>	<p>interventions on the A940 Grantown Road corridor will continue to be sought, as has been the case since 2008, using proportions based on the number of housing units for each site. Supporting data for the TSPs in other settlements is therefore not required.</p> <p>The method for ascertaining the proportional impact of developments and obligations to locations where there will be a cumulative impact on the road network will continue to be through the use of the Elgin Traffic Model at the time of the planning application. The capacities of sites in the Local Development Plan are indicative and developers will often come forward with denser developments which exceed these capacities. Defining proportions at this stage does not allow flexibility for some sites increasing the number of houses at the planning application stage by a significant proportion.</p> <p>Timescales are indicated in the Action/Delivery Programme as dependant on available funding. Developer Obligations form part of the funding of transport network improvements where there is a need to accommodate movement associated with new development. Moray Council has no influence on the timing of developments coming forward and therefore certainty on the timing of S75 payments.</p> <p>Moray Council's Medium to Long Term Plan</p>
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			<p>acknowledges that it must allow for investment in the Council’s asset base in accordance with the Local Development Plan and other Council Strategies, including transport infrastructure.</p> <p>As is the case with other significant items of capital spend it will be a matter for the Council to prioritise projects in order to achieve a sustainable level of spending.</p> <p>There has already been some progress on the interventions identified in the Elgin Transport Strategy, including the delivery of the traffic signals at Hay Street/South Street. Moray Council has the opportunity to progress with Active Travel based interventions through the Cycling Walking and Safer Streets Government Grant which has been significantly increased for the year 2020/21. This ring fenced grant is likely to remain a future source of funding as it supports the aim of the new National Transport Strategy to make sure that public transport and active travel are the preferred choice for people making short journeys.</p>
Elgin Traffic Model	Homes for Scotland/Robertson	Unaware of the publication of the Elgin Traffic Model. If there has been an update this should be published for consultation.	The Elgin Traffic Model has been updated to a 2018 base using new traffic counts, journey time data and origin-destination data. The traffic model is a tool and not supplementary guidance or a strategy. It therefore does not require consultation. The model has been constructed in line with Transport Analysis Guidance and best practice. Copies of the Local Model Validation



			Report which sets out the data used to construct the model can be made available upon request.
Dial-a-Bus	Homes for Scotland	New and unexpected use of Developer Obligations. Assume the council's intention to enable development to take place in locations that would otherwise be considered unsustainable – although funding is provided by service users.	Seeking and securing Developer Obligations towards the provision of commercial bus services has taken place in Moray over the years for a number of historic developments and will continue to do so. This is no different to Developer Obligations for commercial bus service provision where passengers are also charged to use the service. It recognises that a fixed route timetabled bus service may not be the most appropriate mode of public transport where there is lower population density.  This also ensures that new developments can be served by public transport in keeping with the aim of the National Transport Strategy to make sure that public transport and active travel options are the preferred choice for people making short journeys.
	Robertson	Request clarification why developers contribute to "dial-a-bus" services when individuals are charged for this service.	
ETS	Robertson	Note that ETS does not provide an evidence base for current capacity of the junctions and that development mitigations should only be based on the threshold level over and above the current situation. Requires a full data source to enable this to be reviewed in accordance with Scottish Government legislation.	The Development Planning and Management Transport Appraisal Guidance (DPMTAG) states that where available existing relevant quantitative evidence should be used to strengthen qualitative appraisals. Existing data which can be used as evidence for where there are capacity constraints includes traffic modelling and capacity assessments from historic Transport Assessments. Mitigation proposals should be developed where possible to address the cumulative impact of developments.

			<p>The method for ascertaining the proportional impact of developments and contributions to locations where there will be a cumulative impact on the road network will continue to be through the use of the Elgin Traffic Model at the time of the planning application.</p>
Cumulative Impact	Transport Scotland	<p>SG only considers transport for the local network. Unaware of the potential cumulative impact on the strategic road network a result of the LDP's spatial strategy, as have not seen the conclusions of the DPMTAG based appraisal, which included modelling of the Council's preferred strategy. Unaware if any mitigation measures are necessary to deliver this strategy, including funding and delivery. This information should be included within this document.</p> <p>Highlighted in the document that where any development has the potential to change the volume or nature of traffic using the Trunk Road Network further consideration will be required in discussion with the Council's Transport Development Team and with Transport Scotland and that this further consideration may result in planning conditions and/or additional mitigation requirements related to the strategic transport network. Disappointing that the LDP has not identified if there is a specific potential impact to the trunk road network and outlined if transport infrastructure is required to deliver the plan strategy.</p>	<p>The need to provide additional information relating to the cumulative impact of development on the Trunk Road network is acknowledged.</p> <p>Work is progressing in relation to providing more detailed information relating to predicted modelled traffic flows at key junctions on the Trunk Road network within Elgin which will be shared with Transport Scotland once it is available.</p> <p>In agreement with Transport Scotland, and utilising previously agreed capacity modelling parameters as requested, additional assessments of key junctions will be undertaken and overall mitigation measures further developed for the cumulative impact of developments, taking cognisance of the needs of pedestrians and cyclists as the National Transport Strategy aims to make sure that public transport and active travel options are the preferred choice for people making short journeys.</p>

		<p>Consideration of cumulative impacts should be identified in the LDP. Current approach of determining developer obligations through an agreed Transport Assessment/Transport Statement which addresses impact of individual planning applications, resulting in lack of clarity on transport implications for the development as cumulative impact is not considered, in particular requirement for any mitigation necessary prior to the implementation of the A96 upgrade. May result in planning application consultation timescales extending beyond the statutory period in order to reach agreement on appropriate measures that mitigate development impacts on the trunk road network, causing unnecessary delays in the planning process. May also result in confusion on the potential infrastructure improvements required to deliver the proposed allocations within the LDP, particularly with regard to the trunk road network.</p>	<p>Additional wording has been added to the SG to reflect this.</p>
<b>Blue-Green Infrastructure</b>			
Transparency	SEPA	<p>Note that the updated guidance aims to provide certainty and sets out a transparent and consistent approach to infrastructure and facility requirements and are supportive of this.</p>	<p>Supportive comment is noted.</p>
Policy	SEPA	<p>Proposed Local Development Plan Policy PP1 Placemaking includes as a fundamental principle “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” and under (iv) Open Spaces/Landscaping “Provide</p>	<p>Noted.</p>

		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”.	
Open Space	SEPA	Welcome addition of Open Space to the Infrastructure & Facility Requirements section on Page 11, although “Open Space” has not been added to the Sports & Recreational Facilities heading of the summary table on Page 12.	Noted and amended.
Sport pitches	Sportscotland	<p>It is positive that the SG is considering quality and quantity of pitches (since quality issues can be slightly overlooked). If there is an opportunity for other sports facility types to be considered in this way, we would welcome this approach.</p> <p>Note that Page 20 states: “The sportscotland national average for synthetic grass pitches is 0.7 pitches per 10,000 population. Moray currently meets 0.8 pitches per 10,000 population.” This may be from an older Facilities Planning Model. Based on the 2018 Facilities Planning Model; there are 0.5 pitches per 10,000 population in Moray; compared to the national average of 0.9 pitches per 10,000 population.</p>	<p>Supportive comment is noted.</p> <p>Text on page 20 has been amended to take account of the 2018 Facilities Planning Model.</p> <p>The Council is looking to build an evidence base to be able to take developer obligations towards further sports and community facilities in the future.</p>
Blue/Green Networks	SEPA	Consider developer obligations an opportunity to enhance blue-green networks. Would welcome additional bullet point to the list of Infrastructure & Facility Requirements on Page 12, or addition an	Developer Obligations will be sought towards infrastructure items with a robust evidence base. Blue and green infrastructure requirements currently have a lack of evidence

		<p>existing bullet point to relate to blue/green infrastructure, with further consideration detailed in the SG.</p>	<p>base to substantiate the need. The requirement for blue-green infrastructure is considered to be a policy requirement, not a developer obligation as it needs to be built into the development as part of good placemaking. Costs will vary depending on each development, and therefore it is difficult to attribute a cost for developer obligations. If SEPA wish the Council to consider including this requirement as a developer obligation, a robust evidence base including contribution rates and methodology for seeking developer obligations must be provided by SEPA.</p> <p>A developer has the right to appeal to the Directorate of Planning and Environmental Appeals (DPEA) if the planning authority refuses to modify or discharge an obligation within a section 75 agreement. If there is a lack of information to substantiate the need for such a facility, then it is likely that the appeal will be upheld and the Council may have costs awarded against them for acting unreasonably.</p> <p>Requirements to enhance the blue-green infrastructure are covered within the policies of the emerging Local Plan.</p>
<p>SUDS</p>	<p>SEPA</p>	<p>Wish consideration to be given to adding “Addressing infrastructure with identified surface water flooding issues by retrofitting Sustainable Drainage Systems (SUDS)” to the bulleted list under Transport on Page 14.</p>	<p>Retrofitting SUDS would not relate to new developments and therefore this would not meet the tests of the Scottish Government Circular 3/2012.</p>
<p><b>Affordable Housing</b></p>			

General	Robertson/ Scotia Homes	<p>Suggest that obligations should not be sought or be reduced for affordable homes as this is an obligation in itself and it is to meet wider Government objectives to an already existing community to whom services are being provided.</p> <p>Question whether the benchmark for affordable housing will increase to reflect the new level of developer obligations or whether this will be an increased cost for the private element of a scheme.</p>	<p>New developments have an impact on local infrastructure that requires mitigation including private and affordable housing.</p> <p>All RSLs when providing affordable housing have to ensure that developer obligations are considered when having sites valued and developer obligations are reflected in their purchase price.</p>
<b>Governance</b>			
Unspent Funds	Scotia Homes	Request criteria identifying arrangements for the event when repayment of developer obligation remain unspent and how this should be recompensed. In the absence of criteria in the SG, on how payments are returnable if funds have not been spent within specified criteria/time periods.	Page 10 of the Guidance sets out the process for refunding unspent developer obligations.
15 Year Timeframe	Homes for Scotland/ Scotia Homes/ Robertson	<p>Object to the proposed changes to rules surrounding the repayment of developer obligation funds which remain unspent.</p> <p>15 years is an unreasonably lengthy timescale for public authorities to spend on services they argue are crucial to sustainable development happening now or in the near future. The timescale should remain at 10 years from date of planning permission being granted.</p> <p>Payments should be made refundable if funds have not been spent within 10 years of being paid.</p> <p>Paragraph 24 of the Circular refers to contributions being made towards facilities required “in the near</p>	<p>Rules relating to the refund of unspent developer obligations for larger developments have not been changed, and have been recorded in legal agreements, where applicable, signed by both the Council and developers.</p> <p>For smaller applications such as a single house in the countryside the onus has been placed on the applicant to seek repayment of funds from the Council, as monitoring these types of developments is resource intensive for officers and negatively impacts on the efficiency of the developer obligation service.</p> <p>Moray has a slower build-out rate, therefore the 15 year timescale is deemed to be reasonable to</p>

		<p>future". The Council`s proposed approach doesn`t reflect that provision. A site the size of Findrassie for example could see contributions paid over a 10-year period with no compulsion for Moray Council to spend the contributions for 25 years.</p>	<p>allow adequate time for the Council and NHS Grampian to be able to spend funds given the timeframe required to construct larger infrastructure items.</p> <p>Some other local authorities operate with longer timescales for refunding unspent contributions, such as Highland Council with 20 years for developments between 1 and 49 houses; or City of Edinburgh Council, where contributions relating to education infrastructure could be spent by the Council within 30 years from the date of construction of the new school.</p>
<p><b>Viability/Cap</b></p>			
<p>Cap</p>	<p>Savills (for Pitgaveny Farms)</p>	<p>Moray is a relatively small market for housebuilding (which is by far the main contributor to Obligations) and it is understood with reluctant acceptance that the cap was an attempt to balance the viability of new development with the need to help fund services and infrastructure. It provided some financial certainty and reduced the conflict of protracted negotiations. Its removal will undermine confidence in investment.</p>	<p>The majority of developer obligations are sought from residential development as this type of development will generate an increase in population and have a direct and cumulative impact on the infrastructure identified in the SG.</p> <p>The current cap of £6,500 per residential unit applies to the financial contributions to be made towards healthcare, education, transportation and sport &amp; recreational facilities.</p>
<p>Cap</p>	<p>Homes for Scotland</p>	<p>The cap reflects the Council`s awareness of the vital need to balance the need for new homes against the desire to raise funds to cross-subsidise the delivery of infrastructure, including public services.</p> <p>The Council is clearly aware of the sensitivities surrounding significant developer obligations asks in an area with limited land options as Page 9 of the current guidance refers to the need for viability awareness. Nothing has changed in recent times to</p>	<p>The reason for the introduction of the cap was to allow time for the land values to adjust to the level of developer obligations required. Despite having a cap in place since 2017, there has been no evidence to suggest that the land values have adjusted or started adjusting, and as a result, the Council is bridging the funding gap in infrastructure. Developer obligations rarely</p>

		<p>make this anything less of a reality.</p> <p>Firm view is that the cap should remain in place.</p>	<p>cover the full cost of a mitigation measure required, but in Moray due the introduction of the cap, the funding gap is even larger and with the current budgetary pressures that the Council is facing, the Council is no longer capable of bridging the funding gap to this extent. The viability assessments undertaken suggest that the funding gap can be closed by removing the cap and increasing the level of developer obligations secured while continuing to deliver much needed housing in Moray.</p> <p>The Council's intention was to prepare a Whole Plan Viability Study for the emerging Local Development Plan to inform the review of the cap. Unfortunately, this was unsuccessful due to the size of Moray, small amount of landowners and therefore the lack of information available on land values/land deals.</p> <p>As far as Moray Council is aware none of the other local authorities in Scotland operate a cap. Since the introduction of the cap, viability assessments submitted have not been transparent and the national press has reported on record profits for some Moray based housebuilders.</p> <p>The current SG sets out that the cap applies to December 2019, and therefore the review of the cap was known to all stakeholders since August 2017.</p> <p>In addition to this, Council officers were informing developers of the cap being reviewed,</p>
Cap	Homes for Scotland/ Savills (for Pitgaveny Farms)	The cap is also misleading as it only represents contributions made towards education places, community facilities, healthcare and transport. It does not take into account the cost imposed by applicants who have to provide a serviced site for a school in addition to financial contributions.	
Cap removal	Scottish Government	<p>Adopted guidance justifies the cap on viability grounds, suggests that landowners need to adjust their land value expectations to reflect the scale of planning obligations being sought in Moray. However, it also recognises that if values are too low, landowners may not be incentivised to bring forward land for development, which may threaten the Council's planning ambitions. According to the adopted supplementary guidance, the cap reflects lands values, sales values and development costs and is based on a viability appraisal recently undertaken in Elgin. The adopted guidance indicates that a detailed Whole Plan Viability study is being carried out and this will inform a review of the cap.</p> <p>It would be useful for the supplementary guidance (under consultation) to set out the basis for the removal of the CAP.</p>	
Cap removal	Robertson	<p>Disappointed the CAP has been completely removed without consultation.</p> <p>Cap was introduced through dialogue with District Valuer, who in their report dated November 2015, provided evidence of the challenges that higher</p>	



		contributions would have on prevailing land values. Unaware of evidence provided by the DV or any other body to inform the Council on the impact of their decision to remove the cap. Concerned about the financial implications that the removal of the cap will create going forwards for development in Moray.	potentially increased or even removed when discussing larger developments and providing developer obligations advice. Developers were advised to be mindful of the review when discussing land deals and build flexibility into any agreement between them and landowners which allow an adjustment of the land deal once the review has been undertaken.
Cap removal	Homes for Scotland	Shocked by the press release issued by Moray Council on 10 December 2019, provocatively titled "Councillors scrap cap of developer obligations". The unanimous decision to remove the cap was taken by councillors in a closed session and stakeholders had been given no warning that the cap was due to be discussed, or that a consideration was being given to changing it or removing it entirely.	The developers are encouraged to make early contact with the Council so the level of developer obligations required can be advised and be taken account of when purchasing land. This service is offered free of charge by the Council to the developers to support the delivery of sites.
Cap removal	Homes for Scotland/ Scotia Homes	Request that the cap removal should form part of the draft SG to be subject to consultation given that the removal of the cap will significantly affect the viable delivery of sites, previously costed on the basis of this cap.  All preparations underway to deliver new homes on the sites Moray Council has supported in its draft LDP will have been based on the cap. Many, if not all the sites previously deemed viable will have to be reviewed in light of this stark and unilateral policy change. This will have an impact of the deliverability of the LDP and on the effectiveness of sites currently in the housing land audit.	Developer obligations should be taken into account when purchasing land and the land value should reflect this policy requirement. The Council however is taking a pragmatic approach and will enter into negotiations where viability is an issue.  Additional text within the updated SG has been included to provide justification for removing the cap.
Cap removal	Springfield	Understand the difficult position the Council is in and accept that the removal of the cap is being adopted in an effort to address some of the	Noted.

		Council's current challenges.	
Viability	Springfield	<p>Concerns over viability if the removal of the CAP applies to land holdings which are already consented, either directly or at the time of a future planning application to remix an area. This land was contracted at a value which reflects the current cap and development would become unviable should a higher charge apply. This would have implications for the continuity of housing delivery and employment in Moray.</p> <p>Sustainable growth is what both Springfield and Moray Council would like to see, therefore optimistic that the Council will take a pragmatic view to introducing the removal of the cap and not apply this on historically contracted land.</p>	The cap will apply to planning applications validated on or after the date of adoption of the Guidance. In terms of major developments with s75 legal agreements, simply remixing the area without changing the total number of houses on site will only require a modification to the legal agreement to take account of the subsequent planning applications and link them to the original permission.
Viability	Scotia Homes	Appears to be an increase in developer obligations. These potential financial increases, together with new services not included in the 2018 SG, relating to for example dentistry and community pharmacies, will all exacerbate development viability. The 2019 SG could result in allocated sites being jeopardised in terms of viability.	<p>Developer obligations should be reflected in the land value when negotiating land for developments and should not be a burden to house builders.</p> <p>The rates set out in the SG have been index-linked to reflect current costs. The only additional infrastructure item that has been added to the Guidance is a Local Authority provided bus service.</p>
	Homes for Scotland/Robertson	Concerns over financial pressure for companies who have recently concluded missives based on the provision of the cap and concerns that these transactions will now come under financial pressure unless an agreed solution can be identified and implemented.	It is presumed that all missives recently concluded relate to current planning applications already in the system, which will not be affected by the removal of the cap.
	Homes for Scotland	The announcement of the removal of the cap completely pulls the rug out from under Moray's home building sector.	
	Savills (for Pitgaveny	It has proved difficult to accommodate the burden	An additional exemption has also been

	Farms)	of obligations with the viability of the development between initial consultation, adoption of the Guidance, and operation up to 2020.	introduced within the SG to exempt town centre redevelopment of existing buildings for residential use and redevelopment of opportunity sites identified in Town Centre Masterplans adopted as a material consideration by the Council to encourage the re-use of vacant floor space and redundant buildings within the town centre.
Viability	Cairn Housing Association	Concerns that sites will become unviable unless the site qualifies as an exemption for “brownfield/town centre”. It would be considered whether there remained any merit of being an active RSL developer in Moray in light of the contribution expectations.  Strongly recommend that the Members revisit the application of the guidance to the affordable sector as Cairn Housing Association view the measures as not affordable within the public sector.	All RSLs when providing affordable housing have to ensure that developer obligations are considered when having sites valued and developer obligations are reflected in their purchase agreements. Moray Council Housing Service follows this practice and all the affordable housing developments that are provided by the Council take account of developer obligations when purchasing land. This practice has been shared and discussed at the Investment Group Meeting with all RSLs who are active in Moray.
Viability/Land Values	Savills (for Pitgaveny Farms)	Strong possibility that land for development will not be released onto the market as house builders are likely to pass on the cost of developer obligations onto the landowner than increase the selling price of houses. This will become a complex calculation against the existing value of the land and its potential for long-term productivity.  This is pertinent to Moray due to its rural nature where the housing market has limited scale but the	Developer obligations should be reflected in land values and therefore house builders are not expected to absorb the costs of developer obligations.  In cases where land would not be released at a lower land value, the Council offers a viability process and if relevant information, set out in Appendix 5, is provided and should a variation be considered acceptable, the Council will enter

		costs of infrastructure are as costly as an urban area.	into negotiations with the developer to ensure that the economic growth of Moray continues.
<b>Viability Assessments/Process</b>			
General	Springfield	Comfortable that in the future Section 75 negotiations, development viability assessments will be the failsafe mechanism by which a workable settlement is reached following the removal of the cap.	Noted.
General	Robertson/ Savills (for Pitgaveny Farms)	Concerns the removal of the cap will result in a significant increase in contentious viability assessments, adding to development costs and delay or discourage projects.	<p>Agree that the current process is time consuming as the required information is not all submitted up front, and the DV needs to make assumptions in order to be able to review the development viability.</p> <p>With the removal of the cap, it is likely that more viability assessments will be submitted to the Council as part of the planning process. Therefore, the process in dealing with viability assessments has been streamlined to avoid delays in the planning process.</p> <p>The Applicant Viability Data (AVD) form and guidance notes listing all information required have been included within Appendix 5 of the SG and have been developed in conjunction with the DV based on recent viability assessments and policy guidance for preparing and reviewing viability assessments. Some flexibility has been left in the process to allow developers submitting a viability assessment in their preferred format as a hardcopy and “live spreadsheet” with working formulas alongside the AVD form, which contains all the necessary</p>
	Homes for Scotland	<p>Because of the cap, home builders only very occasionally had to use the viability process. Improvements require to be made to the process as it will become more commonly used. Developers recently undergone the process suggest that improvements will need to be made.</p> <p>The Council will need to have a fair, accessible method in place of dealing quickly and efficiently with viability claims. Current arrangements are not fit for purpose.</p>	
Process	Savills (for Pitgaveny Farms)	Request a commitment to a more efficient viability assessments procedure before the change is effected. A procedure will have to be introduced which includes impact on the price of the land, and allow a reasonableness test to be extended to the owner and the potential developer through independent arbitration.	
Template	Robertson/ Homes for Scotland/ Barratt	Request that a standard form of viability assessment is introduced, which is partially noted within Appendix 5 through could vary drastically and more	

		<p>details should be provided to ensure that all parties are working from the same base line. It would be encouraged that the Council discuss a solution with Homes for Scotland to enable an industry wide formulae.</p> <p>Suggested that Moray Council works collaboratively with the home building industry to design and implement new arrangements for reviewing viability assessments. A template approach is suggested to be a sensible option. These arrangements should be in place and tested in advance of the new LPD being adopted.</p> <p>Proposed 30 April 2020 as a deadline for the Council to work with Homes for Scotland towards the production of a template for viability assessments. May wish to comment in more detail on Appendix 5 as this is progressed.</p>	<p>information that the DV will require to enter into the ARGUS software used to review viability assessments efficiently and promptly. Alternatively, for those who are unsure what format to use, the AVD form could be used as a template and submitted as a hardcopy and “live spreadsheet” with working formulas.</p> <p>Some recent viability assessments received lacked important information, calculations were not accurate, were provided in a confusing format and it took lengthy discussions to understand the data provided, which took up significant time from both the DV and Council officers.</p> <p>It is considered that Appendix 5 provides a clear guidance to developers when preparing viability assessments and the onus is on developers to provide clear information to avoid lengthy discussions and ensure this process is not time consuming and does not add delays to the planning process.</p> <p>The opportunity was given as part of the consultation to test and comment on the Applicant Viability Data (AVD) form and Guidance notes, but no comments directly related to these or request for further discussion during the 6 week consultation to influence Appendix 5 have been received. Therefore, no changes are proposed to this section of the SG.</p>
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Fee	Scottish Government	Would be useful to set out what this “set fee” payable to the Council is for. It should be considered by the Council whether there is legislative provision of this charge.	<p>The viability assessments are reviewed by the District Valuer and Council officers to scrutinise them. This recently has taken up a significant amount of officer time due to the poor quality of the viability assessments received, which is an additional task to the workload of the officers. It is considered that this additional task should be reimbursed by the developers. However, as per Scottish Government advice, dealing with viability assessments is considered to be one of the statutory functions of developer obligations, which should be covered by the planning fees. Therefore, this fee has been removed from the updated Guidance.</p> <p>Developers are still required to pay the DV fee for an independent review of the viability assessment. The fee for the DV service is identified on a case by case basis as this depends on the size of the development and complexity of the case. The DV works on an hourly basis and therefore time required to be spent on a viability assessments could only be judged once seeing the viability assessment.</p>
	Homes for Scotland	The cost of the viability appraisal service should be reviewed as the Council is knowingly pushing more developments along this route. Clarification is sought as to the statutory power under which the Council is charging a fee for viability assessments on top of the DV charge, and justification for the level of charge should be provided.	
	Robertson	Note that Moray Council will charge a fee on top of planning application fee to administer the viability assessment. Propose that fees should be agreed for all types of application, currently the fee for District Valuer’s service is on a case by case basis.	
Appeals	Homes for Scotland	An increase in section 75a appeals is another foreseeable consequence of the removal of the cap.	Developer obligations should be reflected in land values and if a development is considered to be unviable, the developers can submit a viability assessment to the Council. A legal agreement should not be entered into if the developer obligations set out are considered to be unviable as this results in abortive work that is time consuming for both the developer and the Council.

Delegated authority	Homes for Scotland	Suggest that (if parameters for delegation are pursued) parameters should not be based on a blanket 'up to £50,000' rule, but on an amount per plot.	Council officers have delegated authority to negotiate developer obligations up to £50,000; and planning application with value exceeding £50,000 will be reported to the meeting of the Planning and Regulatory Services Committee for consideration. This process will however be kept under review.
Land Values	Homes for Scotland/ Robertson	Essential that the viability assessments reflect the reasonable expectations of landowners to ensure that they are rewarded with a reasonable return or they will not sell and the Housing Demand will not be met with consequential impacts on the economy.	The Council acknowledges the need to balance the developer obligations requirements with the continuing development in Moray to support economic growth. Therefore, need for housing and the reasonable expectations of landowners will be taken into account when reviewing viability assessments.
Land Values	Homes for Scotland	Would be helpful to agree an approach to costs (for District Valuer calculation purposes), and to establishing residual land values. It would reduce conflict and frustrations of home builders so they can recognise and agree the outcome of DV reviews; and if different parties were in agreement on what residual land values were likely to support the release of land for home building.	
Proof of land deal	Homes for Scotland/ Barratt	Object to the requirement on page 38, under Guidance Notes and Checklist for Planning Applicants to supply proof of the land deal e.g. missives and disposition where land has already been purchased. This is in addition to the requirement for a Policy Compliant Financial Viability Appraisal, however if the FVA is policy compliant, this should be sufficient. This is not a requirement of the RICS guidance note.	The RICS Guidance Note sets out that "Site value should equate to the market value subject to the following assumption: that the value has regard to development plan policies and all other material planning considerations and disregards that which is contrary to the development plan".  The Guidance Note also sets out that "A viability appraisal is taken at a point in time, taking account of costs and values at that date. A site may be purchased some time before the viability assessment takes place and circumstances might

			<p>change. This is part of the developer`s risk. A developer may make unreasonable/over optimistic assumptions, which means that it has overpaid for the site. “</p> <p>If a developer argues that they should not pay developer obligations, which is the current policy requirement, because the land was purchased historically, it is considered to be reasonable to see evidence of the land purchased. It is however for the DV and Council officers when reviewing the viability assessment in accord with the RICS Guidance Note to consider the relevance of the actual purchase price and whether any weight should be attached to it.</p>
Guidance on viability	Barratt	<p>Template for viability assessments should be included within the draft SG, produced in tandem with the development industry and based on RICS guidance and good practice from elsewhere in the UK. Note that Appendix C of RICS GN 94/2012 is used as a guide to the contents of a viability assessment; whilst this note has subsequently been updated Financial viability in planning: conduct and reporting (May 2019) the current note does not contain this appendix.</p> <p>Barratt append the Home Builders Federation HBF Local Plan Viability Guide Version 1.2 (September 2019). Similar to the RICS Guidance referenced in the draft SG, the principles contained are relevant to assessment of development viability on both sides of the border.</p>	<p>RICS Guidance Note GN 94/2012 is currently being reviewed to reflect the changes in the National Planning Policy Framework (NPPF) 2018 as updated in February 2019 and Planning Policy Guidance (PPG) 2018 as updated in May 2019. The RICS Professional Statement Financial Viability in planning: conduct and reporting (May 2019), which has also been referenced in Appendix 5, focuses on reporting and process requirements, whilst more explicit detail on development viability in planning and providing greater clarity on reporting will be dealt with in the forthcoming second edition of the RICS Guidance Note Financial viability in planning. In the meantime, until the publication of the second edition, GN 94/2012 will be used.</p>



			The referenced document prepared by the Home Builders Federation relates to local plan viability, which is testing the viability of the sites within the Local Plan. The Council's viability process and Appendix 5 refer to a site specific viability issue, when a development is deemed to be unviable due to the level of developer obligations required.
Confidentiality	Homes for Scotland/ Barratt	Page 8 of the draft SG refers to viability claims being brought to the attention of the Council, which is assumed to mean councillors. Information contained in a viability assessment is highly confidential and commercially sensitive, object to any process whereby this information would be referred to anyone other than the necessary and suitably qualified and experienced officers for professional review, including elected members.	The confidentiality of the viability assessments received are respected and assessments are only shared with the DV and 3 Council officers, who are directly involved in the scrutiny of them.



# SUPPLEMENTARY GUIDANCE



# DEVELOPER OBLIGATIONS





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# 1 Introduction

The sustainable economic growth of Moray requires the provision of infrastructure and facilities to deliver new development. Local authorities and other infrastructure providers across Scotland are struggling to provide infrastructure and facilities that will enable new development to happen without putting a strain on existing resources. Therefore, developers are required to contribute to the infrastructure and facilities to mitigate any adverse impact their development has on the existing network. However, developer obligations must be balanced carefully with development costs, sales values, land values and other policy requirements to ensure development remains viable and can continue to deliver the Council's aspirations for Moray's economic growth.

This guidance focuses on developer obligations that vary according to the location and scale of development rather than those whose policy requirements will be applied uniformly across Moray (i.e. affordable housing, accessible housing, open space and compensatory planting). Failure to provide for policy requirements will render a development proposal contrary to the Moray Local Development Plan 2020 (LDP). This guidance should be read in conjunction with the LDP, the Council's Open Space Strategy and any other relevant guidance.

The aim of this guidance is to set out a transparent and consistent approach to the likely infrastructure and facility requirements that will be sought for different types of development, the assessment methodologies that will be used to calculate the level of contribution required, and the rates applicable.

This guidance applies to proposals within the area covered by the Moray LDP. Within the Cairngorms National Park Authority (CNPA) proposals will be considered against the CNPA Local Development Plan (CNPA LDP) and Supplementary Guidance on Developer Contributions, which can be viewed at <https://cairngorms.co.uk/planning-development/>. Where there is a lack of detail on developer obligations within the CNPA LDP and Supplementary Guidance then the Moray Council Supplementary Guidance on Developer Obligations will be used.

## **Purpose**

The purpose of the document is to provide clear guidance on the:

- Developer obligations process;
- Infrastructure and facility requirements;
- Assessment methodology; and,
- Governance.

This guidance will help the development industry factor into viability appraisals the potential financial implications of likely infrastructure and facility requirements at an early stage of the development process to influence land values and provide greater certainty to communities of what the likely infrastructure and facility requirements of a development will be. The Council will work with its Community Planning Partners and key agencies to assess the likely infrastructure and facility requirements and ensure these are fair and proportionate to the impact of the development proposal.

**Status**

This guidance forms part of the statutory Moray LDP and will apply to all applications validated on or after the date of adoption of this guidance. Applications validated before the date of adoption of this guidance will be determined against the March 2018 version.

*Planning applications with no Section 75 legal agreement*

Section 75 legal agreements will not be used in cases, mostly relating to smaller development sites, where the level of developer obligation required is disproportionate to the legal costs to set up an agreement. In these instances, the developer obligation assessment reports will be reviewed where there are delays in developing a site and where requirements no longer reflect infrastructure impact, costs or policy. Multiple applications to extend timescale of these developments can result in obligations which do not reflect the impact of a development. An application for the whole or part of a site that already has consent will be subject to this Guidance.

*Planning applications with Section 75 legal agreement*

Section 75 legal agreements are likely to be used for larger developments, particularly where there is phasing of payments and infrastructure. Section 75 agreements will be prepared in accordance with the Town & Country Planning (Scotland) Act 1997 and Scottish Government Circular 3/2012. An application may be made to modify an existing Section 75 agreement under Section 75A of the Act 1997 and this may result in the amendment of particular obligations either up or down, or may include obligations that were previously not sought at the time of the original application. Where an application proposes a net increase in the number of units from the original planning consent, a new assessment will be undertaken for these units and the obligations necessary will be reflected in the clauses of the Section 75 legal agreement relating to the development.

The Council will maintain and work to the most up-to-date information on school rolls and Housing Land Audit. An up-to-date evidence base will be kept by the Council to inform developer obligation assessments. This Guidance will be reviewed every second year.

## 2 Context

### Developer Obligations

Developer obligations are contributions sought from developers to mitigate the impact of their development on the community. When a development takes place there is a need for infrastructure and facilities to accompany it. This can include a wide range of infrastructure and facilities (e.g. schools, roads, public transport) depending on the scale and location of the development. Developer obligations are intended to ensure that developers make appropriate provision for any pressure on existing infrastructure and facilities, or supply additional infrastructure and facilities to negate the impact of the development on the local community. Developer obligations are agreed before work on a development starts and are between the Council and the developer. Contributions primarily relate to capital costs and will be sought towards projects identified in the Council's Capital Programme, NHS Grampian's Asset Management Plan, and other relevant plans and strategies. The Council's Capital Programme can be viewed at <http://www.moray.gov.uk/downloads/file132467.pdf> and NHS Grampian's Asset Management Plan can be viewed at <http://foi.nhsgrampian.org/globalassets/foidocument/dispublicdocuments---all-documents/ApprovedAMP2016.pdf>

### Planning Policy

The Scottish Government Circular 3/2012: Planning Obligations and Good Neighbour Agreements sets out the circumstances in which planning obligations and good neighbour agreements can be used and how they can be concluded efficiently. **Planning obligations (formerly planning agreements) or other legal agreements will only be used where issues cannot be resolved in another way such as attaching a condition to a planning consent.** For example a planning obligation/legal agreement will be required for phased contributions to infrastructure provision as each successor in title needs to be bound by the planning obligation/legal agreement. The Circular sets out 5 tests to be applied when planning obligations made under Section 75 of the Town and Country Planning (Scotland) Act 1997 (as amended) are sought.

All of these tests must be met. These are set out below:

- Necessary to make the proposed development acceptable in planning terms;
- Serve a planning purpose and, where it is possible to identify infrastructure provision requirements in advance, should relate to development plans;
- Relate to the proposed development either as a direct consequence of the development or arising from the cumulative impact of development in the area;
- Fairly and reasonably relate in scale and kind to the proposed development; and,
- Be reasonable in all other respects.



National policy and guidance on developer obligations including the 5 tests set out above are reflected in the adopted LDP2020 at policy PP3 Infrastructure & Services, which states:

“Developer obligations will be sought to mitigate any measurable adverse impact of a development proposal on local infrastructure, including education, healthcare, transport, sports and recreational facilities and access routes. Obligations will be sought to reduce, eliminate or compensate for this impact.

Where necessary obligations that can be secured satisfactorily by means of a planning condition attached to planning permission will be done this way. Where this cannot be achieved, the required obligation will be secured through a planning agreement in accordance with Circular 3/2012 on Planning Obligations.

Developer obligations will be sought in accordance with the Council’s Supplementary Guidance on Developer Obligations. This sets out the anticipated infrastructure requirements, including methodology and rates.”

**The LDP and Supplementary Guidance sets out circumstances where infrastructure and facility requirements will be sought. It is unrealistic to expect the Council to anticipate every situation where the need for developer obligations will arise, and decisions will be taken based on the adopted LDP, the proposed development and its impact on existing infrastructure and facilities, and the tests set out in Circular 3/2012 as set out above.**

#### **Modification or Discharge of Developer Obligations**

A developer can apply to the Council to modify or discharge an obligation within a Section 75 legal agreement and has a subsequent right of appeal to the Directorate of Planning and Environmental Appeals (DPEA) if the authority refuses the application. These applications are assessed against the relevant development plan policies and five tests set out in Circular 3/2012.

#### **Community Benefits**

Developer obligations differ from community benefits in that they are required to address the impact of any development rather than voluntary contributions, which do not form any part of the planning consideration. The Moray Council’s guidance on benefits for renewable energy developments can be viewed at <http://www.moray.gov.uk/downloads/file99070.pdf>

### 3 Process

An LDP Delivery Group has been set up by the Council to facilitate the alignment of investment plans and maintain an up-to-date evidence base to inform developer obligation assessments. The Group is led by Strategic Planning and Development and includes representatives from Transportation Services, Education Services, Housing Services, NHS Grampian and Scottish Water with scope to involve others as and when required.

The group identifies the infrastructure needed to support the growth associated with allocated sites within the Local Development Plan. This includes consideration of cumulative impact and the timing of infrastructure delivery to support growth. The provision of infrastructure to support growth will often be provided before development occurs and before planning applications are received, as part of the Council’s infrastructure first approach advocated through the Planning (Scotland) Act 2019. The Council will continue to seek developer obligations for this infrastructure once it is completed from sites that will utilise the additional capacity created in recognition that the infrastructure was provided to enable that growth in the local area and is identified within the supplementary guidance and associated methodology.

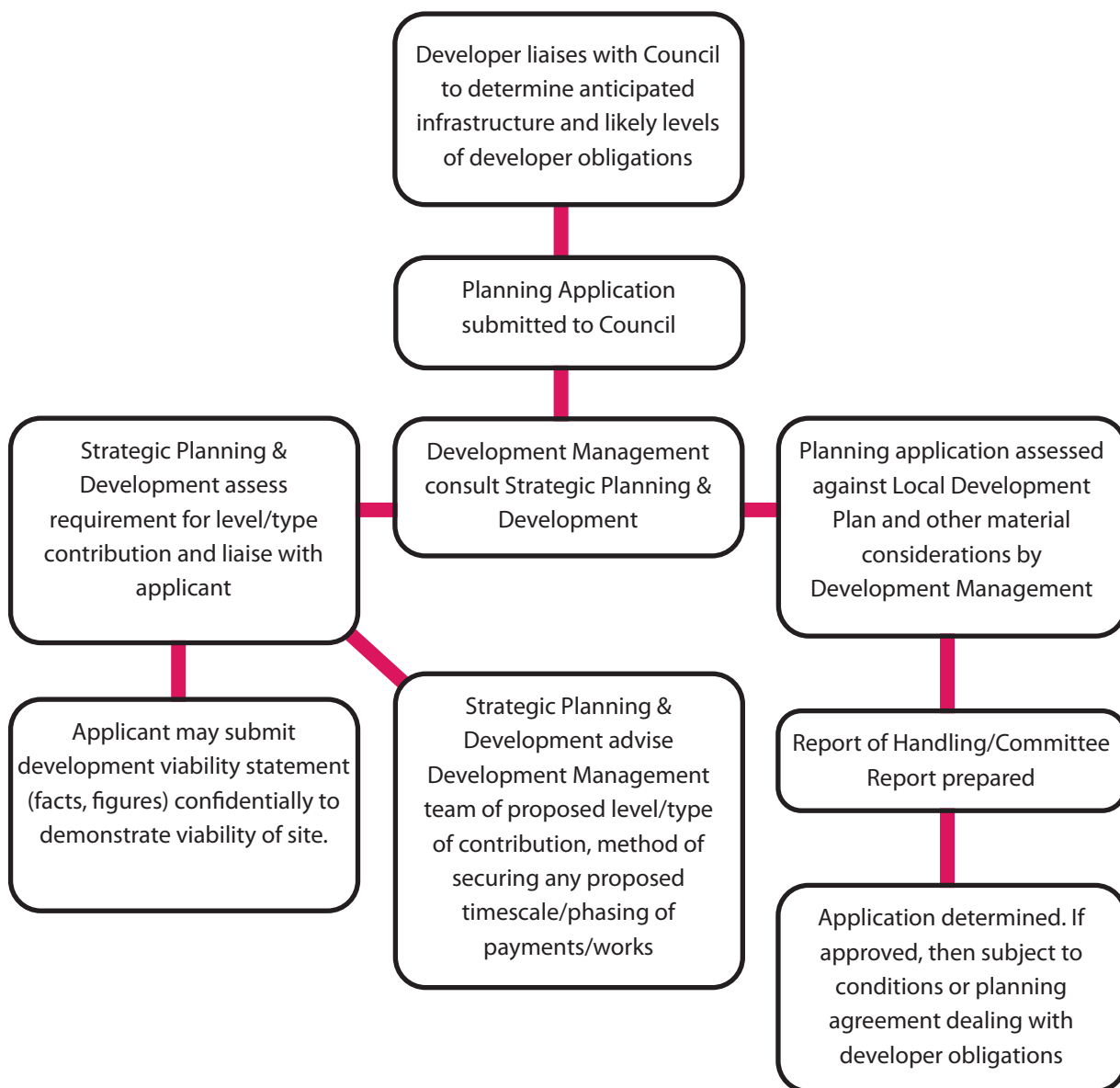


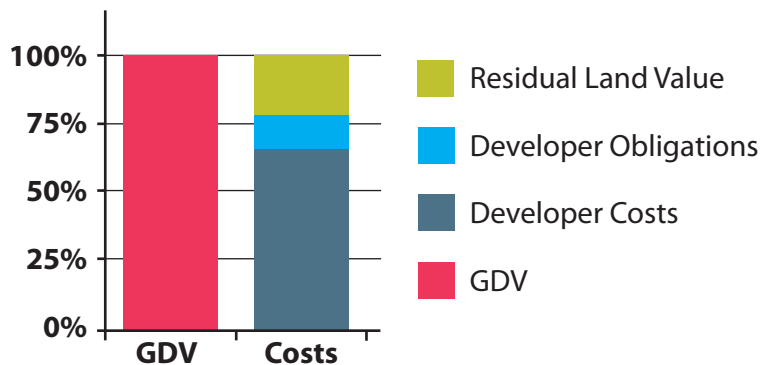
Diagram 1: Process Flow Chart

Dialogue on developer obligations can take place at any time with the Council. However, developers are encouraged to contact the Council as early as possible in the development process to ascertain the likely contributions that will be sought and their anticipated level so that these can be factored into early site development appraisal calculations and the extent to which these impact on the total development cost and the residual land value. This service is provided free of charge by the Strategic Planning & Development Team at the Council. **The cost of meeting developer contributions and any other policy requirements must feature in any land valuations that determine residual land value.**

When a planning application is submitted, the Council assesses what developer requirements are necessary to mitigate any infrastructure and/or facility deficiencies that are a direct result of the proposed development. These requirements are based on an assessment of existing facilities and infrastructure (taking into account any planning and funded improvements) to identify any infrastructure and facility capacity issues in absorbing new development. An assessment is provided to the developer by the Council setting out the contributions, methodology as to how these contributions have been calculated, and the justification for securing these. An example of a developer obligation assessment report is shown in Appendix 1.

The developer can reasonably expect to provide, pay for, or otherwise contribute towards the provision of infrastructure and facilities that would not have been necessary but for the development. Where a developer wishes to provide the infrastructure or facility in full, then this must be in agreement and to the satisfaction of the Local Authority. The basic premise is that the proposed development must not detract from the amenity of existing residents in terms of additional pressure the proposal would generate. In assessing developer obligations, the Council may take account of the cumulative impact of a number of proposed developments that gives rise to the need for mitigation. In these circumstances, the developer obligations sought will be on a pro-rata basis.

**Gross Development Value GDV**  
(total sales income from the development)  
*minus*  
**Total Development Costs**  
(construction costs, professional fees, developers profit, finance charges, developer obligations)  
*equals*  
**Residual Land Value**  
(amount to be paid to the landowner)



As the system of developer obligations in Moray has now been established for some time, and the supplementary guidance provides a transparent process for calculating developer obligations for sites identified in the LDP, developers who have purchased land without considering an appropriate level of developer obligations will be considered to have acted unreasonably and without due diligence.

A checklist setting out the actions developers will be expected to undertake and those that the Council will carry out in the identification, negotiation and agreement of developer obligations is set out in Appendix 2.

### **Planning Obligations/Legal Agreements**

Developer obligations may be secured through upfront payments under Section 69 of the Local Government (Scotland) Act 1973, Section 48 of the Roads (Scotland) Act 1984 or Section 75 of the Town and Country Planning (Scotland) Act 1997. A legally binding Section 75 agreement (also referred to as a Planning Obligation) is likely to be required for larger developer obligations to secure through phased payments and in perpetuity with each successor in title. Therefore, if the developer sells the site the new owner takes on the responsibility of meeting the developer obligations.

Legal agreements are signed off by all parties with an interest in the land and the Council before planning consent is issued and contain the payment structure for developer obligations as well as any other obligations required on the part of the developer or the Council.

A Planning Obligation or other legal agreement will only be used where developer obligations cannot be secured as conditions of planning consent. For example, a condition rather than a planning obligation may be used where there is an appropriate trigger such as prior to the commencement or completion of the house. This is normally the case for developer obligations the applicant is delivering such as a passing place which is usually sought prior to the commencement of development.

The need for a legal agreement may be removed where financial contributions are to be paid as an upfront financial payment prior to planning consent being issued. This is often the case where the legal costs to set up an agreement is disproportionate to the level of developer obligation required.

Where a developer anticipates the need for a Legal Agreement they should prepare for this and include the time required to seek all land owners agreement within the project plan for the development.

### **Viability**

Developer obligations must be carefully balanced with development costs, sales values and land values to ensure development remains viable and can continue to deliver the Council's aspirations for Moray's economic growth and the delivery of affordable housing. This is substantiated in Circular 3/2012 which advises that the economic viability of proposals should be taken into consideration when applying developer obligations.

Whilst the Council previously operated a cap of £6,500 per residential unit, this was a temporary measure and given the Council's budgetary position maintaining this stance is no longer sustainable. Where there are viability issues the Council will enter into discussion with the developer to negotiate an appropriate level of developer obligations following the submission of a viability assessment based on Appendix 5.

### *Viability Assessments*

Where a developer considers that the level of developer obligations being applied renders their commercially viable proposal commercially unviable then they must bring this to the attention of the Council setting out the issues they consider to materially affect the viability of their proposal.

In these circumstances, a viability assessment and `open-book accounting` must be provided by the developer which Moray Council, via the District Valuer, will verify. For this service, the developer is required to pay the District Valuer's fee, which will be determined by the District Valuer on a case by case basis.

The information required by the applicant in order for the Council to undertake the review of the viability assessment is shown in Appendix 5. **The Council will not consider the viability assessment until all the information required is submitted and to the satisfaction of the Council.** Further advice is also available on the Royal Institute of Chartered Surveyors (RICS) website at [www.rics.org.uk](http://www.rics.org.uk)

Should a variation be considered acceptable an assessment report will be issued setting out what developer obligations have been agreed and the reasons for any change to the policy requirements. Officers have delegated authority to negotiate a variation in developer obligations up to the value of £50,000. Planning applications where the negotiated value is a variation exceeding £50,000 will be reported to a meeting of the Planning and Regulatory Services Committee for their consideration/approval.

### *Freedom of Information*

The Council may disclose information where it is obliged to do so, including where it is subject to request under the Freedom of Information (Scotland) Act 2002 (FOI) or the Environmental Information (Scotland) Regulations 2004. In such circumstances, the Council will seek the views of the developer and take them into account when considering and responding to any request. Where appropriate, developers are advised to obtain their own legal advice on this matter.

### **Phased Payments**

The Council will consider phasing the payment of contributions to help facilitate the delivery of development. This will be based upon the phasing of the development and completions. The phased delivery of developer obligations will be set out in a Planning Obligation and/or other legal agreement. The exact payment terms will be a matter of agreement between the Council and the applicant. There may be delays relating to the clearance of funds depending on the method of payment chosen. Funds will not be deposited until planning permission is issued. Developer Obligations towards Moray Council infrastructure will be index linked to the General Building Cost Price Index (BCPI) as published by the Building Cost Information Service of the Royal Institute of Chartered Surveyors (RICS) and obligations towards NHS Grampian infrastructure will be index linked to All in Tender Price Index (TPI) as published by Royal Institute of Chartered Surveyors (RICS). Contributions will be index-linked from the first anniversary of the execution of the relevant legal agreement.

### **Exemptions**

Exemptions either in whole or in part will be at the discretion of the Council. The Council are amenable to the following exemptions:

- **Student Accommodation.** As this development will not generate resident children and place an additional burden on the existing schools, they will not be expected to contribute to Education facilities. A proposal to change these types of accommodation into mainstream housing will require planning permission, and an education contribution will be sought at this time (if necessary);
- **Sheltered, Extra Care, Serviced and Holiday Accommodation.** These developments will not be expected to contribute to Education, Healthcare and Sport and Recreational facilities;
- **Replacement Houses** will be exempt from developer obligations;

- **Town Centre Redevelopment** of existing buildings for residential use and redevelopment opportunity sites identified in Town Centre Masterplans adopted as a material consideration by the Council will be exempt from developer obligations. This is to encourage the re-use of vacant floor space and redundant buildings to help town centres become more vibrant and add to their vitality;
- **Amendment of previously permitted planning application of 4 or more residential units results in a net increase of 1 SRUE or less than 1 SRUE;**
- **Granny Annexe where conditioned to be ancillary to the main property;**
- **Approval of Matters Specified in Conditions (AMC) planning application;**
- **Residential unit above garage where conditioned to be ancillary to the main property;**
- **Temporary caravan; and**
- **Commercial Development where the floor space is less than 1,000m<sup>2</sup> or the site area is less than 1 hectare.**

#### **Governance**

The Council and NHS Grampian will endeavour to spend the funds received on appropriate infrastructure and facilities within 15 years of the date when planning permission is implemented (evidenced through the notice of initiation of development) or for those applications where phased payments are received (through a section 75 agreement) within 15 years of the date of final payment, unless otherwise agreed. Contributions not spent by the end of the relevant period will be refunded to the developer with any interest accrued within 21 days of receiving a written notice from the developer requiring to do so, unless otherwise stated in the legal agreement. Where applicable, net of any additional administrative costs directly attributable to the particular contribution to be refunded.

For small scale developments, where planning consent lapses as development has not commenced on the site within the period of the consent or a smaller dwelling built, developer obligations will be refunded to the applicant within 21 days of receiving a written notice from the applicant requiring it to do so, with any interest accrued.

Interest of 5% per annum above the Bank of England base rate will be charged on the late payment of developer contributions from 14 days after the date the developer obligations fall due until payment.

For residential developments, the Council will not expect the individual purchasers of the completed residential plots to have liability for any of the financial contributions.

## 4 Infrastructure & Facility Requirements

### Types of Development

Developer obligations will be sought for the following types of development:

- **Residential Development:** All proposals which involve the creation of a new residential unit.
- **Commercial Development:** All proposals where the floor space is 1,000m<sup>2</sup> and above, or the site area is more than 1 hectare.
- **Other** applications where the Council or NHS Grampian considers the proposal to be of a scale or type of development appropriate to merit consideration of developer obligations.

### Methodology

Developer obligations will be sought on a per-residential unit equivalent (unless otherwise stated). A three bedroomed residential unit will be taken as a 'standard sized residential unit' (SRUE). The figures below show how the obligation is calculated:

Size of Residential Unit	1 bed	2 bed	3 bed	4 bed	5 bed	6 bed
Contribution	0.6	0.8	1.0	1.2	1.4	1.6

Where a planning permission in principle application is received and the precise mix of units is not available then the assessment will be based on 1 SRUE (3-bed unit) for each of the units proposed.

The rates set out for mitigation measures will be index linked to BCPI Q4, 2019 for Moray Council infrastructure and TPI Q4, 2019 for NHS Grampian infrastructure, unless otherwise stated.

### Infrastructure & Facility Requirements

Developer obligations will be sought for the following infrastructure and facilities:

- Education;
- Transport;
- Healthcare;
- Open Space, Sports & Recreational Facilities; and,
- Access Improvements.

Obligations will be sought through delivery on-site, off-site or financial contributions. A list of the policy and anticipated infrastructure requirements for each settlement is set out in Appendix 6.

A summary of the general range of developer obligations for different types of development is set out below:

Infrastructure Requirement				
Type of Development	Education	Transport	Healthcare	Open Space, Sports & Recreational Facilities
Residential	√	√	√	√
Business/Tourism	X	√	X	X
Retail	X	√	X	X
Industrial	X	√	X	X

### Education

Contributions will be sought towards meeting the cost of improvements for primary and secondary infrastructure that is necessary as a direct consequence of the development. Information on current school rolls can be found on the Council's website at <http://www.moray.gov.uk/downloads/file100126.pdf>

#### Primary Education

Contributions are sought where a primary school is operating, or is forecast to be operating following completion of the proposed development and extant planning permission(s) at 80% and above its planning (physical) capacity. The Scottish Government Guidance on Determining Primary School Capacity (2014) sets out that the planning capacity is a physical, theoretical measure of the total number of pupils the school can accommodate based on the number of classrooms, size of the classrooms and maximum class sizes. The planning capacity should be used for broad strategic issues relating to school provision, such as forward planning for the school estate.

#### Secondary Education

Secondary school capacity is calculated using a formula that takes account of maximum class sizes, pupil age, subject choice and time tabling. The formula used to measure capacity has been approved by the Council and has been in use for many years. Contributions are sought where a secondary school is operating, or is forecast to be operating following completion of the proposed development and extant planning permission(s) at 90% and above its capacity.

#### Pupil Product Ratio (PPR)

The number of pupils generated per residential unit (often referred to as the 'pupil product ratio') is set out below:

	Pupil Product Ratio (PPR)
Primary Education	0.3
Secondary Education	0.15

This PPR has been tested and proven to be reasonable in Moray.



### Mitigation Measures

Where there is a capacity issue, the situation will be addressed by considering the following mitigation measures with the rates applicable to each set out below:

Mitigation Measure	Cost per SRUE (unless otherwise stated)	
	Primary School	Secondary School
Reconfiguration	£1,729*	£1,729*
Permanent Extension	£4,324 per m <sup>2</sup>	£3,101 per m <sup>2</sup>
New School	£8,858 (650 capacity) <i>plus proportional land value</i>	£4,876 (800-1200 capacity) <i>plus proportional land value</i>
Rezoning	£1,276	£638

(\* The rate provided for reconfiguration is indicative as these may vary depending on the nature of the project proposed).

The rate per pupil is based on the Pupil Product Ratio, Scottish Futures Trust (SFT) space metric and average cost per m<sup>2</sup> (based on recent Moray school projects).

For primary schools, contributions will be used to create capacity for the relevant catchment area. As set out in the Education (Scotland) Act 1980 the Scottish Government require Local Authorities to allow out of zone placements and as such, capacity may be created at an alternative local school to reduce demand in the relevant catchment.

### New Schools

In larger developments, where the development as a whole or as a part of the masterplanned area generates the need for a new school the developer will be required to provide an appropriate sized area of land for the school: 2.5 hectares for a primary school (based on a 650 capacity). This figure is based on a provision of a modern school and associated facilities such as playing fields and SUDS. The land provided should be an appropriate shape, reasonably flat, accessible, transferred at nil cost to the Council, and serviced at the developer's expense. Where the development does not fully require a new school, the Council will pay for the part of the land that is attributable to pupils generated by other developments. Other developments generating pupils that are zoned to the new school will then be required to provide a proportionate contribution towards the land value element, that the Council has front funded, in addition to the contribution to building costs. A per pupil rate for the land value element will be based on the total land value cost which will require an independent valuation to be undertaken.

### Learning Estate Strategy

The Learning Estate Strategy considering the long term education asset needs for Moray is currently being prepared. This work will take several years to complete as it will involve staff recruitment, statutory procedures and extensive community engagement.

In the meantime the current methodology of using annual housing land audits, school roll projections and the education mitigation measures identified in the Moray Local Development Plan 2020 and Appendix 6 of this Guidance for rezoning, extensions and new schools will be used.

**Transport**

A developer will be required to undertake mitigation measures to ensure there is no adverse impact on the transport network as a direct result of their development or arising from the cumulative impact of development in the area. Transport interventions that are expected to be provided as part of a new development should be reflected in associated planning applications. The developer will be expected to deliver the infrastructure and measures at their cost and for cumulative impact through a proportionate contribution towards transportation interventions identified in the Elgin Transport Strategy or other location specific transport plans which may be agreed by the Council.

**Transport infrastructure requirements and costs will vary from site to site. Developers are encouraged to contact the Council’s Transport Development Team as early as possible in the development process to ascertain the likely transport infrastructure requirements that will be sought in order that these can be factored into early site development viability calculations.**

A mitigation measure to the transport network that can be carried out by the developer will generally be secured via planning condition and where this is not possible a financial contribution will be sought through a legal agreement. Examples of modifications to the transport network and provision of sustainable travel secured through s75 can include:

- Funding of bus services to serve the development during early phases;
- Provision of or funding of public transport priority measures (e.g. bus gates);
- Installation of traffic signals, controlled pedestrian crossings and/or upgrading/refurbishment of existing traffic signal infrastructure;
- Provision or upgrading of roads, bridges and other infrastructure (e.g. new footways);
- Alterations to existing roads.

Examples of modifications to the transport network and provision of sustainable travel secured through conditions attached to a planning consent can include:

- Infrastructure to support Active Travel, in particular Routes to School;
- Travel plans to incentivise use of active travel infrastructure and public transport;
- Installation/upgrading of street lighting;
- Infrastructure to support Traffic Regulation Orders/Stopping-Up Orders;
- Passing places.

Examples of standard costs associated with sustainable travel and transport network improvements include:

- New bus shelter (Moray Council is required to deliver infrastructure within the existing public road): £4,000;
- Processing of Road Traffic Regulation Order (e.g. extend speed limit, waiting restrictions) excluding cost of signage and markings: £1,437.

*Local Authority provided public transport*

Developer obligations will be sought from developments within rural and urban areas, where no public transport connection is available and will contribute to public transport provided by Moray Council to serve the additional residents generated by the new developments.

Mitigation Measure	Cost per SRUE
Moray Council provided bus service	£302.60

### *Transport Assessments/Statements*

For developments of 50 or more dwellings the final need for transportation developer obligations will be determined by a Transport Assessment (TA) which should be carried out by the developer.

For developments of 49 dwellings or below, a Transport Statement will be required and this will identify the existing transport infrastructure, travel characteristics associated with the site and the proposed measures to improve the infrastructure and services to encourage sustainable travel to the site. Detailed accessibility analysis and assessment of the traffic impacts would not normally be required.

The information required for a Transport Assessment/Statement can be found in Appendix 3. Developer obligations will be sought towards transport interventions at locations where there is a material increase in traffic. For example in Elgin at the A941 New Elgin rail crossing point and adjacent Edgar Road and Laichmoray junctions a material increase is anything in excess of 1% as these already operate above capacity during the peak periods, for all other locations in Elgin a material increase would be in excess of 5%. For all other locations in Moray the material impact will be considered to be 5% where there are currently operational issues and 10% elsewhere.

High quality design which prioritises active travel and the use of public transport and results in an identifiable reduction in the use of private cars evidenced through the Transport Assessment may be reflected in the final need for transportation developer obligations. The use of target mode shares will require justification and strong evidence of interventions to support active travel and public transport, and will only be considered where there is an agreed monitoring programme and clause within a S75 agreement which would secure an additional developer obligation towards public transport or active travel mitigation if targets were not met. If additional public transport or active travel measures cannot be provided then additional developer obligations will be sought towards mitigating the impact of additional vehicles on the transport network.

### *Cumulative Impact of Development on the Wider Transport Network*

Development of a number of sites will have an effect on the operational performance of the transport network. When these sites are considered together this may require different mitigation measures than when considered individually. Additional assessments of key junctions on the trunk road network, utilising previously agreed capacity modelling parameters with Transport Scotland, will be undertaken and overall mitigation measures further developed for the cumulative impact of developments, taking cognisance of the needs of pedestrians and cyclists as the National Transport Strategy aims to make sure that public transport and active travel options are the preferred choice for people making short journeys.

### *Elgin*

Elgin Transport Strategy (ETS) addresses the cumulative impact of development allocated in the Moray Local Development Plan 2020 up to 2030. The ETS sets out a series of transport interventions which seek to improve pedestrian and cycle access, develop public transport, ease congestion and make travel around Elgin more predictable and consistent. The ETS can be viewed on the Council's website at [www.moray.gov.uk/downloads/file109528.pdf](http://www.moray.gov.uk/downloads/file109528.pdf)

The transport elements considered within this developer obligations guidance only apply to the local road network. Where any development has the potential to change the volume or nature of traffic using the Trunk Road Network (A95 and A96) further consideration will be required in discussion with the Council's Transport Development Team and with Transport Scotland. This further consideration may result in planning conditions and/or additional mitigation requirements related to the strategic transport network.

The final need for developer obligations will be determined through an agreed TA/TS. However in order to provide an indication of the likely developer obligations required to address the cumulative impact of development in Elgin in advance of the undertaking of the TA/TS, a methodology has been developed through the ETS. Contributions towards the transport interventions identified in the ETS will be sought from all residential development including windfall sites.

Transport interventions in the ETS are split into:

- **Core:** address both existing network constraints where development will have an adverse impact as this will exacerbate an existing situation and to provide for the additional demand for travel associated with new development;
- **Directly related to development:** interventions directly related to the development of a LDP site (e.g. replacement of bridge to enable two-way traffic);
- **Council:** specific improvements led and delivered by Moray Council (e.g. Moray Council Travel Plan). Contributions will not be sought towards transport interventions attributed solely to the public sector.

As noted previously, the transport elements considered within this developer obligations guidance only apply to the local road network and further discussions will be required where there is a potential impact on the Trunk Road. While indicative improvements to the A96 are included within the wider Elgin Transport Strategy the Council acknowledges that further and more detailed engagement on rationale for specific interventions, consideration of trunk road safety, impact on strategic traffic movements and design in accordance with Scottish Transport Appraisal Guidance and Design Manual for Roads and Bridges.

Elgin is split into five areas as shown on Plan A in Appendix 4. The indicative transportation need for a development is calculated on the basis of where the development is located and where trips from the development would likely be passing through, and is calculated using peak period car trips based on trip generation rates from TRICS which are the same as used in the Elgin Traffic Model. Information pertaining to TRICS and the Elgin Traffic Model is provided in Appendix 3.

Developments are required to proportionately contribute towards interventions within their respective areas and interventions within the central and commercial area given that the central and commercial area will attract trips from all residential developments within Elgin. Where an intervention is on or crosses boundaries contributions will be sought from developments in both areas.

A developer will be issued with an indicative transportation need based on new development traffic travelling through an intervention. However, given the ETS interventions are multi-modal the demand for travel by all modes of transport needs to be taken into consideration. Therefore, the indicative transportation need and associated level of developer obligations could be revised once a Transport Assessment/Statement has been provided by the developer and agreed with Moray Council. The revised transportation need will be informed by the percentage increase in development traffic at the points of the transport network where ETS interventions are proposed, including Active Travel interventions particularly where increases in traffic would lead to community severance.

Where the TA/TS identifies a development impact of less than 1%, no developer obligation would be sought for that intervention. Where the TA/TS identifies that an improvement is required at one of the ETS interventions which is more onerous than that included in the ETS, then the developer will be required to develop and deliver mitigation measures at that location.

In order to assist developers when they are undertaking an early stage development appraisal an initial indication of transportation developer obligations can be provided setting out the cost of transport interventions based on a split 50% for developer and 50% for the public sector. The initial indication could change following consideration of an agreed TA/TS undertaken by the developer.

During the initial consideration of a planning application, a draft developer obligation assessment will be issued based on a 50/50 split to provide an indication of contributions that may be sought to mitigate the impact of the proposed development on the transport interventions set out in the ETS. Following consideration by the Council of an agreed TA/TS provided by the developer, a final developer obligation assessment will be issued setting out the actual impact of the proposed development on the transport interventions in the ETS and associated contributions.

High level costs for each transport intervention have been supplied by the Council's transport consultants, Jacobs. These costs include an outline allowance for land purchase and utilities diversions. A table setting out the ETS transport interventions and associated costs are shown in Appendix 4.

Should the actual cost of a transport intervention following construction and operation be lower than that estimated through the ETS, then an appropriately apportioned refund will be provided where a developer has provided the full developer obligation for the transport intervention.

#### *Other settlements*

For all other settlements and in rural areas, each planning application will be assessed on its own merits. Developers will be expected to meet in full the cost of all external works identified in the Transport Assessment and/or through the planning process and undertake these works. The developer may also be required to make an appropriate contribution towards mitigation measures on the wider transportation network, in particular active travel provision and public transport.

The Council may agree transport plans for other locations (e.g. Forres) from time to time where the predicted growth from a range of sites indicates the need to set out a single approach to transport infrastructure improvements to mitigate the impacts of those developments. Any requirement to contribute to the delivery of one of these plans will be consulted and set out as an appendix to this Supplementary Guidance.

## Healthcare

Healthcare facilities can include General Medical Services (GMS), Community Pharmacies and Dental Practices. Scottish Health Planning Notes provide national guidance on standards and specification for healthcare facilities.

### *General Medical Services*

The recommended number of patients is 1,500 per General Practitioner (GP). The Scottish Health Planning Notes identify a floor space requirement per GP of 271m<sup>2</sup>. Primary healthcare provision also includes a number of Health and Social Care Partnership and link worker services located within the same facility. Additional floor space is therefore identified for this purpose.

Contributions will be sought where the capacity of existing facilities is exceeded as a result of the proposed development and will be directed towards healthcare facilities serving the residents from the development. Contributions may be sought for a new build facility, permanent extension or reconfiguration of internal space to provide additional capacity.

The way in which healthcare is being delivered is changing and a more flexible approach is required. The use of technology and transport solutions will play a big part in the future provision of healthcare within new and emerging communities. However, at this time contributions will not be sought towards these mitigation measures.

Site specific requirements (as provided by NHS Grampian) are identified in the Settlement Policy and Infrastructure Requirements set out in Appendix 6.

On this basis, the following contribution per residential unit equivalent will be sought for each mitigation measure:

Mitigation Measure	Permanent Accommodation	Internal Reconfiguration
Contribution per SRUE	£1,523	£896

On larger residential development sites, where development as a whole or part of a masterplan generates a requirement for healthcare facilities there may be a need to provide these on-site. Similar to education facilities, a proportional land value contribution will also be required. This may be in the form of serviced land at nil value cost or a financial contribution, which will be additional to the mitigation measure.

On larger residential development sites there may also be a requirement for an interim solution to be provided to ensure the residents can access a Healthcare Facility at the early stages of the development. This may be in the form of a commercial unit at nil rental cost for an agreed timeframe.

### *Dental Practices*

The recommended number of patients is 1,500 per dental chair. The Scottish Health Planning Notes set out typical accommodation requirements. Based on a 2 chair Dental Practice a floor space of 276m<sup>2</sup> is required.

Contributions will be sought where the capacity of existing facilities is exceeded as a result of the proposed development and will be directed towards healthcare facilities serving the residents from the development. Contributions may be sought for a new build facility, permanent extension or reconfiguration of internal space to provide additional capacity.

The way in which healthcare is being delivered is changing and a more flexible approach is required. The use of technology and transport solutions will play a big part in the future provision of healthcare within new and emerging communities. However, at this time contributions will not be sought towards these mitigation measures.

Site specific requirements (as provided by NHS Grampian) are identified in the Settlement Policy and Infrastructure Requirements set out in Appendix 6.

On this basis, the following contribution per residential unit equivalent will be sought for each mitigation measure:

Mitigation Measure	Permanent Accommodation	Internal Reconfiguration
Contribution per SRUE	£517	£304

On larger residential development sites, where development as a whole or part of a masterplan generates a requirement for healthcare facilities there may be a need to provide these on-site. Similar to education facilities, a proportional land value contribution will also be required. This may be in the form of serviced land at nil value cost or a financial contribution.

### *Community Pharmacies*

The recommended number of patients is 4,000 per Community Pharmacy. To meet the needs of today's patients it is recommended that a minimum floor space requirement for a new pharmacy of 183m<sup>2</sup> is required.

Contributions will be sought where the capacity of existing facilities is exceeded as a result of the proposed development and will be directed towards healthcare facilities serving the residents from the development. Contributions may also be sought for a new build facility, permanent extension or reconfiguration of internal space to provide additional capacity.

Site specific requirements (as provided by NHS Grampian) are identified in the Settlement Policy and Infrastructure Requirements set out in Appendix 6.

On this basis, the following contribution per residential unit equivalent will be sought for each mitigation measure:

Mitigation Measure	Permanent Accommodation	Internal Reconfiguration
Contribution per SRUE	£386	£227

### Open Space, Sports & Recreational Facilities

New sports and recreation facilities such as sports pitches, parks and children's play areas will be required to meet the Council's Open Space requirements set out in Policy EP5 Open Spaces of the LDP and Open Space Strategy, which in summary, sets out the following standards:

Type of Development	Open Space Requirement			
	Landscaping	Minimum 15%	Minimum 20%	Minimum 30%
Residential:				
1-9 units	√			
10-50 units		√		
51-200 units			√	
201+ units				√
Industrial		√		
Business Park				√

The Review of Sport, Leisure and Recreational Provision in Moray, April 2014, identified that grass pitches in Moray are heavily used but are restricted by poor weather, lack of floodlighting, use of other activities and maintenance issues. Some pitches are not open to the public or have restricted access times. The Review identified that the Scottish climate and vast amount of football that takes place on natural grass pitches are incompatible and unsuitable. With the ever improving developments of synthetic turf technology, the flexibility offered by the surface in terms of game size and the capacity for repeated play without detrimental effect is further evidence of the preference for synthetic grass pitches.

#### *Enclosed, floodlit synthetic turf (3G) Pitch*

The sportsScotland national average for synthetic grass pitches is 0.9 pitches per 10,000 population. The Facilities Planning Model 2018 sets out that Moray currently meets 0.5 pitches per 10,000 population. This means Moray's provision is significantly lower at 20,000 residents per 3G pitch than the national average of 10,000 residents per 3G pitch.

The Moray Council aims to provide every secondary school with convenient/adjacent access to a 3G pitch. Current pitch provision in Forres falls below national standards in terms of both quality and quantity, therefore contributions will be sought towards a provision of an enclosed, floodlit synthetic turf (3G) pitch in Forres to mitigate the adverse impact of proposed development on recreational sport facilities.

<b>Mitigation Measure</b>	3G Pitch (1.0ha)
<b>Contribution per SRUE</b>	£203

#### **Access Improvements**

Access Improvements will be sought from residential, commercial and industrial development where they will be used by residents, employees and customers of a new development in its entirety (e.g. core paths through new development or from the new development to an existing core path). This will normally be achieved by planning conditions, but where core paths align with the Active Travel network (in Elgin and secondary growth area) delivery may be facilitated as part of developer obligations towards the transportation network.



# Appendix 1

## Developer Obligations Assessment Report



*Please note that this assessment is hypothetical and demonstrates the methodology applied.*

**As set out below, a total developer obligation of £269,988.99 (£13,499.45 per unit) is required to mitigate the negative impact that this development proposal has on local education, transport and healthcare infrastructure.**

**Date:**

**Application Reference:** 20/00000/APP

**Description:** Residential development of 20 dwellinghouses and associated infrastructure at Hamilton Drive, Elgin, Moray

**To:** Development Management

**Applicant:**

I refer to the above mentioned planning application under consideration by Moray Council.

This assessment is carried out in relation to policies contained within the Moray Local Development Plan (LDP), specifically policy DP2 Housing and PP3 Infrastructure & Services.

Copies of these policies can be found on the Council website at [www.moray.gov.uk/downloads/file123059.pdf](http://www.moray.gov.uk/downloads/file123059.pdf)



*This assessment report will set out the basis for any agreement you enter into with Moray Council.*



*Your application will be unable to be determined (in terms of delegated powers/reported to committee) until we have reached agreement in writing on the terms as set out in the assessment report.*

## Summary of Obligations

Infrastructure	Level of Contribution
Primary Education <i>Moray Primary School</i>	£115,453.99
Secondary Education <i>Moray Secondary School</i>	£Nil
Healthcare <i>Reconfiguration of Moray Health Centre and 1 Additional Dental Chair</i>	£32,640.00
Transportation	£121,895.00
<b>Total Developer Obligations</b>	<b>£269,988.99</b>

### Breakdown of Calculation of Obligations

*This section of the report sets out how the obligations outlined above have been calculated.*

### Calculation of Standard Residential Unit Equivalents (SRUE)

Applications are assessed on the basis of standard house unit equivalents (SRUE). This application is considered to comprise of the following:

5 x 1 bed (0.6 SRUE) = 3 SRUE

10 x 2 bed (0.8 SRUE) = 8 SRUE

5 x 3 bed (1.0 SRUE) = 5 SRUE

This assessment is therefore base on 16 standard residential unit equivalents (SRUE).

Please note the 5 x 1 bed units (3 SRUE) will not be included within any calculations for education infrastructure mitigation as 1 bed units are assumed not to generate any pupils.

## INFRASTRUCTURE

### Primary Education

The impact of the proposal on education infrastructure is assessed on 13 SRUE (16 SRUE – 3 SRUE) as 1-bed units are not assumed to generate any pupils. Therefore, the proposal will generate 3.9 pupils (13 SRUE x 0.3 pupils per SRUE).

Pupils from this development are zoned to Moray Primary School which is currently operating at 81% planning (physical) capacity. The development has been factored into the School Roll Forecast 2019 (SRF) on the following assumed phasing: 3 units in 2020, 6 units in 2021, 6 units in 2022 and 5 units in 2023. The school roll forecast will continue to exceed 80% planning (physical) capacity year on year as a result of the proposed development.

Given there is no scope for expansion or increasing capacity, Education Services has confirmed that pupils from this development will attend a new Primary School. Therefore, contributions are sought on the following basis:

$$13 \text{ SRUE} \times \text{£}8,858 = \text{£}115,154$$

A serviced site for the new primary school is to be acquired by the Council. Contributions are sought towards the cost of acquiring this land for the proportion of pupils attributable to this development. Based on a land value of £50,000 for a serviced 2.5 ha site for a 650 pupil primary school, the value proportioned to this development is:

$$\text{£}50,000 / 650 \text{ pupils} = \text{£}76.92 \text{ per pupil}$$

$$3.9 \text{ pupils} \times \text{£}76.92 = \text{£}299.99$$

**Contribution towards Primary Education = £115,453.99**

### Secondary Education

Moray Secondary School has sufficient capacity to accommodate the additional households therefore no contribution will be required in this instance.

**Contribution towards Secondary Education = £Nil**

### Transportation

Based on the interventions identified within the Elgin Transport Strategy (ETS), the Moray Council Transportation Service has confirmed that contributions will be sought to mitigate the impact of the proposed development on the transport network as detailed in Appendix 4. The average contribution per unit is £6,094.75 and the following will be sought:

$$\text{£}6,094.75 \times 20 \text{ units} = \text{£}121,895$$

**Contribution towards Transportation = £121,895**

### Healthcare

Healthcare facilities include General Medical Services (GMS), community pharmacies and dental practices. Scottish Health Planning Notes provide national guidance on standards and specification for healthcare facilities.

The recommended number of patients is 1500 per General Practitioner (GP) and floorspace requirement per GP is 271m<sup>2</sup>.

The recommended number of patients is 1500 per Dental Chair and the typical floorspace requirement is 276m<sup>2</sup>.

The recommended number of patients is 4000 per Community Pharmacy and the minimum floorspace requirement is 183m<sup>2</sup>.

Healthcare infrastructure requirements have been calculated with NHS Grampian on the basis of national standards and specifications for healthcare facilities and estimating the likely number of new patients generated by the development (based on the average household size of 2.19 persons\*).

NHS Grampian has confirmed that the existing health centre is operating at capacity and contributions will be required to increase capacity at the Health Centre and provide 5 Additional Dental Chairs to accommodate the additional patients as a direct result of this development. Therefore the following contribution will be sought:

Increase capacity at the Health Centre: 16 SRUE x £1,523 per SRUE = £24,368.00

Dental Chairs: 16 SRUE x £517 per SRUE = £8,272.00

\* *Census 2011*

**Contribution towards Healthcare = £32,640.00**

## Appendix 2

### Checklist for Developers and the Council in the Developer Obligations Process



#### Developers will be expected to:

- Check the Supplementary Guidance on Developer Obligations for potential requirements along with any other relevant Supplementary Guidance. Reflect all policy requirements set out in the Moray Local Development Plan and any site-specific requirements stipulated in the LDP Settlement Statements, Action Programme, Masterplans and Development Briefs and, undertake a TA/TS to an agreed scope.
- Contact the Council as early as possible in the development process to ascertain the likely obligations that will be sought and their anticipated level.
- Factor any developer obligations or other policy requirement/site specific requirement into development appraisal calculations. Reflect developer obligations in the development appraisal and in the value of the land.
- Establish and agree their preferred phasing of developer obligation payments and delivery of developer obligations, which will be included in a Section 75 or other appropriate legal agreement.
- Conclude any agreement timeously.



#### The Council will:

- Meet with developers early in the development process and issue an interim assessment setting out the anticipated level of developer obligations that will likely be sought.
- Prepare developer obligations assessment at pre-application and application stage when required.
- Negotiate and deal with the assessment of developer obligations and any planning obligations in a timely manner.
- Suggest the use of particular types of legal agreements, planning conditions, etc., appropriate to the circumstances.
- Only use planning obligations where they meet the tests set out in Circular 3/2012.
- Consider all relevant factors which may impact on the financial viability of the development scheme.
- Issue planning consent only when the Section 75 agreement or other appropriate legal agreement has been signed by all parties and (if required) the agreement has been recorded in the Register of Sasines or registered in Land Register of Scotland.
- Monitor contributions, seek payments when due and notify applicants of any change in circumstances that may affect the concluded obligation.

## Appendix 3

### Transportation

#### Information required for Transport Assessment (TA)/Transport Statement (TS)

The onus will be on the developer to provide a TA/TS which follows the Transport Scotland Transport Assessment Guidance 2012 and, where required use the Elgin Traffic Model.

Where developments are expected to create an increase in traffic, a completed **Transport Assessment Form** [www.moray.gov.uk/downloads/file87671.pdf](http://www.moray.gov.uk/downloads/file87671.pdf) must be submitted by the developer to allow officers to consider the requirement or otherwise for further assessment. Developers are urged to carry out early consultation with Transportation prior to the submission of development proposals. If a Transport Statement/Transport Assessment is required the scope should be agreed with Transport Development prior to the submission. A TA must provide:

- An assessment of travel characteristics\*;
- A description of the measures which are being adopted to influence travel to/from the site\*;
- A description of the transport impacts of the development in a dynamic network and how these will be addressed e.g. proportionate contribution towards intervention identified by the Elgin Transport Strategy.

And, include:

- Forecast of person trips generated by the development\*;
- Forecast of person trips generated by mode of transport\*;
- Appraisal of the routes from development to end destinations (schools, employment, local services) by foot, cycle, public transport and vehicle.

\* *Minimum requirement for Transport Statement.*

#### *Elgin Traffic Model*

The Elgin Traffic Model is a macrosimulation model, the extents of which cover the whole of the Elgin road network. The model provides the facility to review the performance of the collective traffic system to check for changes in network performance and to determine the areas of the network where there would be an increase in traffic as a result of a development.

When use of the Elgin Traffic Model is required, developers and their consultants must first agree the scope of the assessment to be undertaken with the Transport Development Team and then complete an Elgin Traffic Model Access Form

**[www.moray.gov.uk/downloads/file114455.doc](http://www.moray.gov.uk/downloads/file114455.doc)**

The model is operated by the Council's transport consultant who will undertake any necessary changes to the model and run the testing scenarios. Output from the model runs will be provided as a report with model output data in the form of shape files (if required). There is a fee associated with accessing the model which will depend on complexity of any changes required to the base model and the number of scenarios tested through model runs. The payment of invoices will be through the Moray Council (data will not be released until payment has been received).

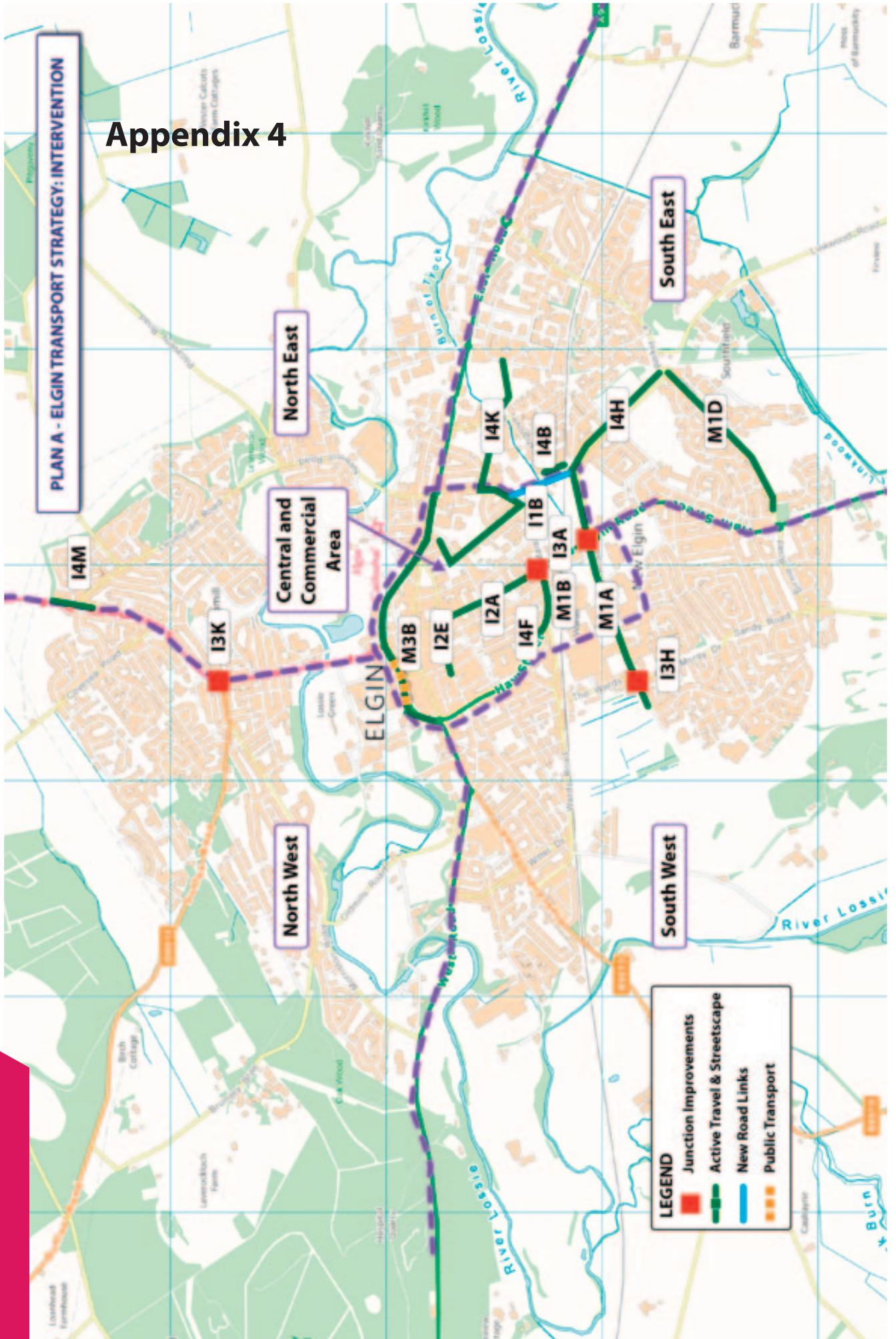
**TRICS**

The Vehicle Trip Generation rates used in the Elgin Traffic Model have been derived using TRICS. TRICS is the national standard system of trip generation and analysis in the UK and Ireland, and is used as an integral and essential part of the Transport Assessment process. The system allows its users to establish potential levels of trip generation for a wide range of development and location scenarios and is widely used as part of the planning application process by both developer consultants and local authorities.

**Table 1- Trip Generation Rates**

Residential Trip Generation Rates	Vehicle Trips Per Dwelling		
	Arrivals	Departures	Total
AM Peak	0.168	0.532	0.700
PM Peak	0.596	0.297	0.893

# Appendix 4





**Table 2 – Elgin Transport Strategy Interventions**

Indicative costs for each measure have been provided by our consultant Jacobs. They have been calculated by quantity surveyors based on available information and make an initial allowance for utility diversions and land costs.

Reference	Intervention	Cost
<b>Central</b>		
I1B	New north/south rail bridge: Ashgrove/Linkwood Road to Masondieu Road- two way arrangement with signals	£10,909,587
I2A	Moss Street – convert to one-way (northbound) & widen footways/cycle lanes	£708,752
I2E	South Street – pedestrianise between Commerce Street and Batchen Street	£1,090,386
I3A	New Elgin Road- improve performance/replace junctions North/South of railway	£2,845,909
I4B	New cycle/pedestrian north/south rail bridge: Ashgrove Road	£4,969,437
I4F	Station Road cycle lanes	£87,231
M1A	Edgar Road pedestrian crossing improvements	£70,875
M1B	Station Road/Maisondieu Road pedestrian crossing improvements	£245,337
M3B	Elgin Bus Station redesign/improve operation	£2,725,966
<b>South-East</b>		
I4H	Linkwood Road cycle lanes	£109,039
I4K	Pinefield to East End Primary School Active Travel Route	£231,282
M1D	Thornhill Road pedestrian crossing improvements	£245,337
<b>North-West</b>		
I3K	North Street/Morrison Road junction improvements	£27,259
I4M	A941/Lesmurdie Road: improvements to pedestrian/ cycle provision and crossing	£122,668
<b>South-West</b>		
I3H	Edgar Road/The Wards junction improvements	£327,116
<b>Total</b>		<b>£24,716,181</b>

**Note:** this list does not include interventions which would be undertaken either solely by the public sector or interventions attached to a specific development.

Full details of all of the interventions within the Elgin Transport Strategy can be found at: [www.moray.gov.uk/downloads/file109528.pdf](http://www.moray.gov.uk/downloads/file109528.pdf)

## Transportation Worked Example

### Indicative Calculation for Developer Obligations to address Cumulative Impact of Development Traffic in Elgin

**This is an indicative calculation prior to submission of a Transport Assessment, and will be revised once an agreed Transport Assessment has been provided by the developer.**

Worked example is for R9 Hamilton Drive site which has an indicative capacity of 20 dwellings.

The methodology is based on the number of trips for a residential development as a proportion of the whole number of trips associated with unconsented residential development from the MLDP 2020, using the vehicle trip generation rates shown in Table 1 in Appendix 3. Table 3 below shows the current unconsented MLDP residential sites, their indicative capacity and the peak period vehicle trip generation.

**Table 3**

Site	Total dwellings	AM Peak		PM Peak	
		Arrivals	Departures	Arrivals	Departures
R2 Edgar Road	75	13	40	45	22
R3 Bilbohall South	105	18	56	63	31
R4 South West High School	107	18	57	64	32
R5 Bilbohall West	50	8	27	30	15
R6 Knockmasting wood	85	14	45	51	25
R7 The Firs	10	2	5	6	3
R8 Alba Place	6	1	3	4	2
R9 Hamilton Drive	20	3	11	12	6
R11 Findrassie/Myreside	1000	168	532	596	297
R12 Lossiemouth Rd North East	150	25	80	89	45
R13 Lesmurdie Fields	70	12	37	42	21
R14 South Lesmurdie	15	3	8	9	4
R16 Barmuckity	190	32	101	113	56
R21 Palmers Cross	20	3	11	12	6
R22 Spynie Hospital	50	8	27	30	15
Windfall Sites <sup>1</sup>	240	40	128	143	71
<b>Total</b>	<b>2193</b>	<b>368</b>	<b>1168</b>	<b>1309</b>	<b>651</b>

<sup>1</sup> Windfall sites - supplied by Strategic Planning & Development team

The R9 Hamilton Drive site is located in the north-west quadrant of Elgin, see Plan A. The indicative calculation would therefore be based on the Elgin Transport Strategy interventions within that Quadrant and the Central and Commercial Area. Table 4 indicates the relevant interventions with a '1'. A '0' indicates that the intervention would not be included in the indicative calculation. However should a subsequent TA identify a material impact at a given intervention where a '0' is shown then a developer obligation will be sought towards the mitigation of cumulative impact on the transportation network.

Table 4 Interventions to be included in indicative calculation

	Cost	R9 Hamilton Drive	Total vehicles from all residential developments
Cars - vehicles / Peak Periods		32	3111
Cars - vehicles / Peak Periods		1.02%	100%
<b>Central and Commercial Area</b>			
I1B New north/south rail bridge: Ashgrove/ Linkwood Road to Masiondieu Road- two way arrangement with signals	£10,909,587	1	3111
I2A Moss Street convert to one-way (northbound) & widen footways/ cycle lanes	£708,752	1	3111
I2E South Street - pedestrianise between Commerce Street and Batchen Street	£1,090,386	1	3111
I3A New Elgin Road- improve performance/ replace junctions North/South of railway	£2,845,909	1	3111
I4B New cycle/pedestrian north/south rail bridge: Ashgrove Road	£4,969,437	1	3111
I4F Station Road cycle lanes	£87,231	1	3111
M1A Edgar Road pedestrian crossing improvements	£70,875	0	720
M1B Station Road / Masiondieu Road pedestrian crossing improvements	£245,337	1	3111
M3B Elgin Bus Station redesign/improve operation	£2,725,966	1	3111
<b>South-East Quadrant</b>			
I4H Linkwood Road Cycle Lanes	£109,039	0	303
I4K Pinefield to East End Primary School Active Travel Route	£231,282	0	0
M1D Thornhill Road pedestrian crossing improvements	£245,337	0	303
<b>North-West Quadrant</b>			
I3K North Street/Morrison Road junction improvements	£27,259	1	2088
I4M A941/Lesmurdie Road: improvements to pedestrian/cycle provision and crossing	£122,668	1	2088
<b>South-West Quadrant</b>			
I3H Edgar Road / The Wards junction improvements	£327,116	0	720
	<b>£24,716,181</b>		

Table 4 also shows the current estimated cost of each intervention, the total number of vehicle trips from all of the development sites and number of vehicle trips from Hamilton Drive, which at this time is the 1.02% of the total trips (across all development sites). Within the North-West quadrant the number of vehicle trips from Hamilton Drive is 1.64% (across the development sites which would pass through the relevant interventions, R9 Hamilton Drive, R11 Findrassie, R12 Lossiemouth Road North East, R13 Lesmurdie Fields, R14 South Lesmurdie and R22 Spynie Hospital).

Where there is a split between the public sector and developer obligations, e.g. a scheme addresses an existing constraint/background growth and future travel demand associated with development the cost is reduced to 50%. It should be noted that interventions attributable solely to the public sector or to a particular development have been omitted from the calculation.

The costs for each intervention are apportioned to each of the developments which are within the same area as the intervention, using the proportion of development peak period vehicle trips.

For interventions within the central and commercial area, the costs are apportioned across all development sites.

Table 5 shows the indicative Transportation obligations sought towards the interventions within the area (north-west) and the central and commercial area. The contribution rate per dwelling is also shown.

**Table 5- R9 Hamilton Drive Draft Transportation Developer Obligations**

<b>R9 Hamilton Drive Summary</b> Intervention	<b>Developer Obligation</b>
<b>Central and Commercial Area (1.02%)</b>	
I1B Ashgrove Road to Maisondieu Road new road link	£55,861
I2A Moss Street convert to one-way (northbound), widen footways, provide cycle lanes	£3,629
I2E South Street – pedestrianise between Commerce Street and Batchen Street	£5,583
I3A New Elgin Road/Edgar Road and Laichmoray junction improvements	£14,572
I4B Ashgrove Road cycle bridge	£25,445
I4F Station Road cycle lanes	£447
M1A Edgar Road pedestrian crossing improvements	£0
M1B Station Road / Maisondieu Road pedestrian crossing improvements	£1,256
M3B Bus station redesign / improve operation	£13,958
<b>South-East Quadrant (0%)</b>	
M1D Thornhill Road pedestrian crossing improvements	£0
I4H Linkwood Road Cycle Lanes	£0
I4K Pinefield to East End Primary School Active Travel Route	£0
<b>North-West Quadrant (1.64%)</b>	
I4M A941/Lesmurdie Road junction improve pedestrian and cycle provision	£936
I3K North Street/Morrison Road junction improvements	£208
<b>South-West Quadrant (0%)</b>	
I3H Edgar Road / The Wards junction improvements	£0
<b>Total</b>	<b>£121,895</b>
<b>Rate per Dwelling</b>	<b>£6,094.75</b>

## Appendix 5

### Information Requirements for Development Viability Assessment

The Applicant (who may, or may not be the end developer) is required to submit the following information to enable the Independent DSV and Council review of development viability:

- Financial Viability Appraisal as a hardcopy and as a `live spreadsheet` in Microsoft Excel with working formulas; and
- Applicant Viability Data (AVD) form.

**Please note that the Council will not consider the viability assessment until all the information required is submitted and to the satisfaction of the Council.**

<b>Applicant Viability Data (AVD) Form</b>
<b>1) Initial Details</b>
<b>A) Planning Application Reference Number</b> (As listed on Council's public records- e.g. Council website): -
<b>B) Brief description of the proposed Development/Redevelopment:</b> -
<b>C) Full postal address of the subject development site:</b> -
<b>D) Please provide a plan which highlights the location of the subject development site</b>
<b>E) Please provide a site plan which highlights the boundaries to the subject development site</b>
<b>F) Please advise what the GROSS site area is (in hectares &amp; acres)</b>
<b>G) Please advise what the NET development area is (in hectares &amp; acres)</b>
<b>H) Please detail site density</b> (number of houses per hectare & acre on a gross and net area basis)
<b>I) Please advise of the TOTAL Gross Internal Area</b> (Calculated in accordance with the RICS code of measuring practice) <b>to the new buildings to be built/converted/refurbished</b> (in square metres & square feet)
<b>J) Please include a hardcopy and an electronic copy (in Microsoft Excel with working formulas) of a policy compliant Financial Viability Assessment (FVA) including Developer Obligations and Affordable Housing Contributions</b>
<b>K) Please confirm the land sales price expected to be paid or price paid</b>
<b>L) Please provide an overview of the factors which are restricting full delivery of the Council's Developer Obligations and/or Affordable Housing Contributions</b>

### 2) Development periods (for finance calculations)

Description of item:	Assumed start date	Total length of period (months)	Distribution pattern (e.g. straight-line, S-Curve, Weighted etc)
A) Total development period			
B) Construction period (Private Housing)			
C) Construction period (Affordable Housing)			
D) Construction period (Commercial Development)			
E) Sales period (Private Housing)			
F) Sales period (Affordable Housing)			
G) Sales period (Commercial Development)			
H) Other (please specify)			

### 3) Gross development value (GDV)

A) Brief description of item being built (e.g. name of house type)	Type of item being built (e.g. private dwelling, affordable dwelling, office suite, etc)	Number of bedrooms	Gross Internal Area (GIA) of item (sqm)	Number of each item	Value (£s) per item	Total value (£s) of item
<b>TOTAL</b>						
B) Brief description of additions to GDV	Area of item (sqm)		Value (£s) per item			
Ground Rents	NA					
Service charges	NA					
Other (please specify)						
<b>TOTAL</b>						
<b>TOTAL GDV</b>						

<b>4) Development Costs</b>			
<b>Note: Please indicate if costs are inclusive or exclusive of VAT, the rate at which VAT is charged and whether VAT can be claimed back.</b>			
<b>A) Development costs</b>			
<b>Rate (if applicable):</b>	<b>Total cost (£s):</b>	<b>Description of cost:</b>	<b>VAT</b>
<b>TOTAL</b>			
<b>B) Exceptional (Abnormal) Development costs (Where applicable)</b>			
<b>Rate (if applicable):</b>	<b>Total cost (£s):</b>	<b>Description of cost:</b>	<b>VAT</b>
<b>TOTAL</b>			
<b>C) Developer Obligations and Affordable Housing Contribution</b>			
<b>Rate (if applicable):</b>	<b>Total cost (£s):</b>	<b>Description of cost:</b>	
<b>TOTAL</b>			
<b>TOTAL Development Costs</b>			

<b>5) Development fees &amp; charges:</b>				
<b>Note: Please indicate if costs are inclusive or exclusive of VAT, the rate at which VAT is charged and whether VAT can be claimed back.</b>				
<b>Description of item:</b>	<b>% Rate:</b>	<b>% of:</b>	<b>Total cost:</b>	<b>VAT</b>
<b>A)</b> Professional fees		Base build cost		
<b>B)</b> Agency & Marketing (Private Housing)		GDV		
<b>C)</b> Agency & Marketing (Affordable Housing)		GDV		
<b>D)</b> Agency & Marketing (Commercial Development)		GDV		
<b>E)</b> Legal costs associated with disposals		% of GDV or £s per unit		
<b>F)</b> Finance- Debit interest		Borrowing		
<b>G)</b> Finance- Credit interest		Any development surplus		
<b>H)</b> Developer's return (profit) for Private Housing		GDV or cost		
<b>I)</b> Developer's return (profit) for Affordable Housing		GDV or cost		
<b>J)</b> Developer's return (profit) for Commercial Development		GDV or cost		
<b>K)</b> Site Acquisition costs				
<b>L)</b> Other (please specify)				
<b>TOTAL Development fees &amp; charges</b>				
<b>TOTAL COSTS</b>				

<b>Residual land value (TOTAL GDV - TOTAL COSTS)</b>	
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## Guidance Notes and Checklist for Planning Applicants

**Guidance notes for completing the AVD form and details of any relevant data/ supporting documentation to be provided.**

1) Initial Details			
Item	Description	Notes	Check
<b>A</b>	Planning Application Ref. Number	<p>Provide planning application details including reference number as listed on the Council website.</p> <p>If a planning application has not been submitted or if there are any documents not available on the website, or if revisions have been made that are not available on the website please provide copies (e.g. plans, design and access statements, pre-application supporting documents etc.).</p>	<input type="checkbox"/>
<b>I</b>	Total Gross Internal Area	<p>Measurements should be stated in accordance with the RICS Professional Statement '<b>RICS Property Measurement' (2nd Edition)</b> and, where relevant, the <b>RICS Code of Measuring Practice (6th Edition)</b>.</p> <p>Measurement basis should be clearly stated and use a traditional measurement basis (e.g. NIA or GIA).</p>	<input type="checkbox"/>
<b>J</b>	Policy Compliant Financial Viability Assessment (FVA)	<p>Provide a hardcopy and electronic copy in Microsoft Excel with working formulas.</p> <p>RICS Professional Statement: Financial Viability in Planning: conduct and reporting sets out what should be included in FVAs and how they must be carried out. Appendix C of RICS Guidance Note 94/2012 is an indicative outline of what to include in a viability assessment (please note RICS are currently reviewing the 2012 guidance note and both the above mentioned documents refer to England however they are considered relevant to the process in Scotland). RICS guidance note, Valuation of development property, 1st edition, October 2019 will also be a relevant document.</p>	<input type="checkbox"/>
		The viability appraisal to include a cash flow as an Excel document showing how values have been assessed.	<input type="checkbox"/>
		The viability assessment to factor in the Council's stated policy requirements in respect of Developer Obligations and Affordable Housing Contributions.	<input type="checkbox"/>

<b>K</b>	Land Value	Include the land sales price expected to be paid. Supply copy of an option or conditional agreement.	<input type="checkbox"/>
		Supply proof of the land deal e.g. missives and disposition if already purchased.	<input type="checkbox"/>
		The cost of meeting Developer Obligations and any other policy requirements must be taken into account when purchasing land.	
<b>2) Development Periods (for finance calculations)</b>			
<b>A-H</b>		Detail the development programme showing the anticipated period involved in development including pre-build, build period and marketing period.	<input type="checkbox"/>
		Include details for future phases, expected sales and rental growth, expected cost inflation and credit rates.	<input type="checkbox"/>
<b>3) Gross Development Value (GDV)</b>			
<b>A</b>	Description of item being built	Include name of house types as appearing on planning documents and as advertised. Detail number of bedrooms.	<input type="checkbox"/>
		Show the split between private housing, affordable housing and any commercial elements.	<input type="checkbox"/>
		Include estimates of sales values for residential properties, including supporting market evidence to support the estimated sales/lettings values.	<input type="checkbox"/>
		Detail the anticipated value of the affordable housing with supporting evidence of how these have been valued and the assumptions adopted. Include likely levels of rent and government grant received, details of any 'Design & Build' contracts entered into with Moray Council or a RSL (Registered Social Landlord).	<input type="checkbox"/>
		For the commercial elements of the scheme (if applicable) detail yields, including supporting evidence and any deductions for incentives, rent free periods, voids.	<input type="checkbox"/>
		Note the basis of measurement for each element (GIA-Gross Internal Area, NIA-Net Internal Area, NSA-Net Sales Area).	<input type="checkbox"/>

<b>B</b>	Additions to GDV	Detail any existing income or any additional funds that will continue to be received over the development period.	<input type="checkbox"/>
<b>4) Development Costs</b>			
<b>A</b>	Development costs	<p>Provide a QS cost schedule:</p> <ul style="list-style-type: none"> <li>● full build cost estimate, not a summary</li> <li>● showing how the costs have been estimated and including specifications, drawings and quotes where available</li> </ul> <p>If a full cost schedule is not available, please provide an explanation (e.g. 'cost based on previous tender/ completed development' etc) of the assumed costs for all cost items included under sections 4A-4C (or shown within the appropriate sections of your submitted FVA) and reasons for providing assumed costs.</p>	<input type="checkbox"/>
		Detail separately the costs for the private housing, the costs for the affordable housing and the costs for commercial (if any).	<input type="checkbox"/>
		<p>The costs to be per square metre based on GIA.</p> <p>The development costs to include the following:</p> <ul style="list-style-type: none"> <li>● prelims</li> <li>● demolition costs</li> <li>● site preparation costs</li> <li>● externals</li> <li>● site works</li> <li>● infrastructure including internal access roads, drainage, hard and soft landscaping</li> <li>● substructure and superstructure</li> <li>● internal finishes</li> <li>● any other development costs</li> </ul> <p>Each item to be detailed individually.</p>	<input type="checkbox"/>
		State whether costs are inclusive or exclusive of a contingency and state what the contingency is (% of build cost).	<input type="checkbox"/>
		Indicate if costs are inclusive or exclusive of VAT, the rate at which VAT is charged and whether VAT can be claimed back.	<input type="checkbox"/>

<b>B</b>	Exceptional (Abnormal) development costs (where applicable)	<p>Detail any exceptional or 'abnormal' development costs. Include supporting reports for site abnormalities etc. and full cost estimates and build-up of how these costs have been assessed (state professional fees and contingencies separately).</p> <p>The following information will be required:</p> <p>Earthworks- a copy of the cut and fill model with existing and design levels and drawings plus any calculations by the Engineer/QS.</p> <p>Below ground obstructions- a copy of the site investigation report plus any calculations by the Engineer/QS.</p> <p>Retaining walls- drawings and specs indicating founds type, retaining wall details, sections, Rebar schedules and wall layouts with height. Plus any calculations by the Engineer/QS.</p> <p>Gas Protection measures- site investigation report confirming the presence of gas, specification and GIA of GF slabs that are affected.</p> <p>Foundations- design details, specification, lengths and pile cap or ring beam details of the piles required and to which plots.</p> <p>Quotations for any of the works.</p>	<input type="checkbox"/>
<b>C</b>	Developer Obligations and Affordable Housing Contribution	Detail any estimated Developer Obligations and Affordable Housing commuted payments (where applicable) as determined by The Moray Council.	<input type="checkbox"/>
<b>5) Development Fees and Charges</b>			
<b>A</b>	Professional Fees	<p>Detail separately the following professional fees:</p> <ul style="list-style-type: none"> <li>● architects</li> <li>● Quantity Surveyor</li> <li>● engineers</li> <li>● planning consultant</li> <li>● project manager</li> <li>● any other professional fees.</li> </ul>	<input type="checkbox"/>

		Provide an explanation of assumed costs included under sections 5A- 5L (e.g. 'cost based on previous tender/ completed development) and reasons for providing assumed costs.	<input type="checkbox"/>
		Indicate if fees are inclusive or exclusive of VAT, the rate at which VAT is charged and whether VAT can be claimed back.	<input type="checkbox"/>
<b>B-D</b>	Agency and Marketing	This would include: <ul style="list-style-type: none"> <li>● show houses</li> <li>● sales personnel</li> <li>● running costs</li> <li>● any other cost associated with agency and marketing</li> </ul>	<input type="checkbox"/>
<b>F-G</b>	Finance	It is assumed that projects are fully funded by borrowing.  Detail assumed interest rates for credit and debit.	<input type="checkbox"/>
<b>H-J</b>	Developer's return	Distinguish the level of return expected from the private housing, affordable housing and commercial development (if applicable).  Detail whether the profit is a % of GDV or cost.  Developer's return can comprise 'Profit' and what is sometimes termed 'Overheads'. Indicate whether the return includes Profit only or Profit and Overheads; and provide an itemised breakdown.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<b>K</b>	Site Acquisition costs	State separately any additional acquisition costs: <ul style="list-style-type: none"> <li>● Land and Buildings Transaction Tax (LBTT)</li> <li>● VAT</li> <li>● surveyor's fee</li> <li>● legal costs</li> <li>● any other site acquisition costs</li> </ul>	<input type="checkbox"/>
<b>L</b>	Other	Include any development costs or fees not captured elsewhere (e.g. planning costs such as building warrant, NHBB, etc)	<input type="checkbox"/>
<b>6) Other Information</b>			
		Include any other data or supporting documentation you consider relevant to enable an independent review of development viability.	<input type="checkbox"/>

The Applicant Viability Data form and Guidance notes have been developed by the District Valuer Service and finalised by Moray Council to ensure a transparent and consistent approach in dealing with viability assessments.

## Appendix 6

### Settlement Policy & Infrastructure Requirements

A list of policy and anticipated infrastructure requirements has been prepared for each settlement in the Local Development Plan (LDP). This list is not exhaustive as it is unrealistic to expect the Council to anticipate every situation where the need for a developer obligation may arise. A further assessment of infrastructure requirements that need to be mitigated against as a direct result of the proposed development will be undertaken on submission of a planning application, or earlier should the developer contact the Council at the initial stages of a development viability appraisal. An assessment report setting out the likely necessary infrastructure requirements will be issued at that time.

All sites allocated in the LDP will be expected to contribute to the infrastructure identified. Obligations will be sought from other development sites (e.g. windfall sites, rural development, additional development permitted on previously consented sites and proposals considered to be an acceptable departure from the LDP). The table includes sites that have planning consent but are not yet under construction.

Development will be expected to contribute to infrastructure requirements where the thresholds identified in this SG are met (i.e. where the number of pupils generated by a proposed development exceeds the capacity of a secondary school, at 90% or above).

Transport Proposals (TSP) are identified in the LDP for each site. These transport requirements are not exhaustive, and do not pre-empt anything that might result from a Transport Assessment/Transportation Statement. Developers are encouraged to contact the Council's Transport Development Team early in the development appraisal process.







Development (MLPD 2015)	Postcodes	Number of Units	Number of Primary School Pupils	PPR for Primary Schools	Number of Secondary School Pupils	PPR for Secondary Schools
<b>R7 Buckie Barhill Road (E)</b>	AB56 1FQ AB56 1FT AB56 1FW AB56 1FX AB56 1FZ AB56 1GA AB56 1GB	147	52	0.35	19	0.13
<b>R8 Buckie Barhill Road (W)</b>	AB56 1GD AB56 1GE AB56 1GF AB56 1GG AB56 1GH AB56 1GJ AB56 1GL AB56 1GN AB56 1GP	180	97	0.54	79	0.44
<b>Elgin R9 Driving Range</b>	IV30 8AH IV30 8AJ IV30 8AL IV30 8AN IV30 8AP IV30 8SB	105	23	0.22	16	0.15

Development (MLPD 2015)	Postcodes	Number of Units	Number of Primary School Pupils	PPR for Primary Schools	Number of Secondary School Pupils	PPR for Secondary Schools
<b>R5 Elgin Spynie Hospital North</b>	IV30 5AA IV30 5AB IV30 5AD IV30 5NA IV30 5NB IV30 5ND IV30 5NE IV30 5NF IV30 5NX IV30 5PA IV30 5PB IV30 5PD IV30 5PW IV30 5PY IV30 5QF IV30 5QT IV30 5ZH	374	147	0.39	90	0.24
<b>R10 Elgin Linkwood Steading</b>	IV30 8AA IV30 8AB IV30 8AD IV30 8AE IV30 8AF	109	25	0.23	10	0.09

Development (MLPD 2015)	Postcodes	Number of Units	Number of Primary School Pupils	PPR for Primary Schools	Number of Secondary School Pupils	PPR for Secondary Schools
<b>R3 Forres Ferrylea</b>	IV36 2PA IV36 2PB IV36 2PD IV36 2PE IV36 2PF IV36 2PH IV36 2PJ IV36 2PL IV36 2PN IV36 2PP IV36 2PQ IV36 2PR IV36 2PS IV36 2PU IV36 2PW IV36 2PX IV36 2PY IV36 2PZ	216	66	0.31	45	0.21



<b>Applicant Viability Data</b>
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<b>1) Initial Details</b>
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**A) Planning Application Reference Number** (As listed on Council's public records)

**B) Brief description of the proposed Development/Redevelopment:** -

**C) Full postal address of the subject development site:** -

**D) Please provide a plan which highlights the location of the subject development**

**E) Please provide a site plan which highlights the boundaries to the subject development**

**F) Please advise what the GROSS site area is (in hectares & acres)**

**G) Please advise what the NET development area is (in hectares & acres)**

**H) Please detail site density** (number of houses per hectare & acre on a gross basis)

**I) Please advise of the TOTAL Gross Internal Area** (Calculated in accordance with the Building Regulations) **to be built/converted/refurbished** (in square metres & square feet)

**J) Please include a hardcopy and an electronic copy (in Microsoft Excel with the following columns: Description, Assumed start date, Total length of period (months), and Total cost of development)** **Assessment (FVA) including Developer Obligations and Affordable Housing Contributions**

**K) Please confirm the land sales price expected to be paid or price paid**

**L) Please provide an overview of the factors which are restricting full delivery of the development and the amount of Affordable Housing Contributions**

<b>2) Development periods (for finance calculations)</b>
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Description of item:	Assumed start date	Total length of period (months)
<b>A) Total development period</b>		
<b>B) Construction period (Private Housing)</b>		
<b>C) Construction period (Affordable Housing)</b>		
<b>D) Construction period (Commercial Development)</b>		
<b>E) Sales period (Private Housing)</b>		
<b>F) Sales period (Affordable Housing)</b>		
<b>G) Sales period (Commercial Development)</b>		

H) Other (please specify)		
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<b>3) Gross development value (GDV)</b>		
<b>A) Brief description of item being built (e.g. name of house type)</b>	<b>Type of item being built (e.g. private dwelling, affordable dwelling, office suite, etc)</b>	<b>Number of bedrooms</b>
<b>TOTAL</b>		
<b>B) Brief description of additions to GDV</b>	<b>Area of item (sqm)</b>	<b>Value (£s)</b>
Ground Rents	NA	
Service charges	NA	
Other (please specify)		
<b>TOTAL</b>		
<b>TOTAL GDV</b>		

<b>4) Development Costs</b>		
<b>Note:</b> Please indicate if costs are inclusive or exclusive of VAT, the rate at which VAT is charged and whether VAT can be claimed back.		
<b>A) Development costs</b>		
<b>Rate (if applicable):</b>	<b>Total cost (£s):</b>	<b>Description of cost:</b>
<b>TOTAL</b>		
<b>B) Exceptional (Abnormal) Development costs (Where applicable)</b>		
<b>Rate (if applicable):</b>	<b>Total Cost (£s):</b>	<b>Description of cost:</b>

<b>TOTAL</b>		
<b>C) Developer Obligations and Affordable Housing Contribution</b>		
<b>Rate (if applicable):</b>	<b>Total cost (£s):</b>	<b>Description of cost:</b>
<b>TOTAL</b>		
<b>TOTAL Development Costs</b>		

<b>5) Development fees &amp; charges:</b>		
<b>Note: Please indicate if costs are inclusive or exclusive of VAT, the rate at which VAT can be claimed back.</b>		
<b>Description of item:</b>	<b>% Rate:</b>	<b>% of:</b>
<b>A) Professional fees</b>		Base Build Cost
<b>B) Agency &amp; Marketing (Private Housing)</b>		GDV
<b>C) Agency &amp; Marketing (Affordable Housing)</b>		GDV
<b>D) Agency &amp; Marketing (Commercial Development)</b>		GDV
<b>E) Legal costs associated with disposals</b>		% of GDV or £s per unit
<b>F) Finance- Debit interest</b>		Borrowing
<b>G) Finance- Credit interest</b>		Any development surplus
<b>H) Developer's return (profit) for Private Housing</b>		GDV or cost
<b>I) Developer's return (profit) for Affordable Housing</b>		GDV or cost
<b>J) Developer's return (profit) for Commercial Development</b>		GDV or cost
<b>K) Site Acquisition costs</b>		
<b>L) Other (please specify)</b>		
<b>TOTAL Development fees &amp; charges</b>		
<b>TOTAL COSTS</b>		

<b>Residual land value (TOTAL GDV- TOTAL COSTS)</b>	
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**ta (AVD) Form**

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with the RICS code of measuring practice) **to the new buildings to**

**th working formulas) of a policy compliant Financial Viability  
g Contributions**

**ery of the Council's Developer Obligations and/or Affordable**

**Distribution pattern  
(e.g. straight-line,  
S-Curve, Weighted etc)**

--

Gross Internal Area (GIA) of item (sqm)	Number of each item	Value (£s) per item	Total value (£s) of item

which VAT is charged
<b>VAT</b>
<b>VAT</b>


**which VAT is charged and whether VAT can**

Total cost:	VAT













**APPENDIX 6: DEVELOPER OBLIGATIONS POLICY & INFRASTRUCTURE REQUIREMENTS**

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Aberlour	R1 Tombain Farm 12 houses	3 houses	1 house		<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.</p> <p>1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£1,413</b> per SRUE required.</p>		15% open space Including play space.
	R2 Speyview 60 houses	15 houses	5 houses		<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.</p> <p>1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.</p>		<p>20% open space Including Pocket Park in early phase(s) and Neighbourhood Park or a Pocket Park in later phase(s).</p> <p>A network of accessible footpath/cycle path connections required.</p>

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Aberlour					Total Contribution of <b>£1,413</b> per SRUE required.		
	OPP1 Mary Avenue	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.  1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£1,413</b> per SRUE required.		
Alves	Long Alves North	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.  A sports pitch	A linear park incorporating a play area.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
					<p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>		
Archiestown	R1 East End 15 houses	4 houses	2 house		<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.</p> <p>1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£1,413</b> per SRUE required.</p>		15% open space.
	R2 South Lane 4 houses	1 house			<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.</p>		Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Archiestown					1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£1,413</b> per SRUE required.		
	R3 West End 6 houses	2 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.  1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£1,413</b> per SRUE required.		Landscaping.
	R4 South of Viewmount 10 houses	3 houses	1 House		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.  1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.		15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
					Total Contribution of <b>£1,413</b> per SRUE required.		
<b>Buckie</b>	R1 Burnbank 20 houses	5 houses	2 houses	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.
	R2 Archibald Grove 10 houses	3 houses	1 house	Developer Obligations will be required towards extension at Secondary School.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie				Developer Obligation of <b>£5,114.09</b> per SRUE required.			
	R3 Rathburn(N) 60 houses	15 houses	5 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space. Including a Neighbourhood Park with play space and a pitch between R3 and R4.
	R4 Rathburn (S) 60 houses	15 houses	5 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space. Including a Neighbourhood Park with play space and a pitch between R3 and R4  Links into path network within the Rathven Burn must be provided.
	R5 High Street (E) 170 houses	43 houses	13 houses	Developer Obligations will be required towards extension at Secondary School. Developer	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer		20% open space. Including a Neighbourhood Park , Landscaping and an open space

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie				Obligation of <b>£5,114.09</b> per SRUE required.	Obligation of <b>£1,523</b> per SRUE required.		corridor with tree planting is required.
	R6 Barhill Road (S) 110 houses	28 houses	9 houses	Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£13,972.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£896</b> per SRUE required.		20% open space Including a Pocket Park.
	R7 Land at Muirton 140 houses	35 houses	11 houses	Developer Obligations will be required towards	Existing Health Centre working beyond design capacity and contributions will be required to increase		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie				<p>New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	capacity. Developer Obligation of <b>£896</b> per SRUE required.		20% open space Including a Pocket Park.
	R8 Land at Barhill Road 250 units	63 houses	19 houses	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at</p>	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£896</b> per SRUE required.		<p>30% open space including a Neighbourhood Park.</p> <p>Landscaping.</p>



Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie				<p>Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>			
	R9 Site at Ardach Health Centre 5 units	2 houses		<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie	R10 Site at Station Road, Portessie 5 houses	2 houses		Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.
	LONG1 Land to South West of Buckie	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£13,972.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£896</b> per SRUE required.	A Sports Pitch	Open space Including a Pocket Park.  Landscaping and recreational footpaths.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie	MU HIGH STREET	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		<p>Open space including a Pocket Park.</p> <p>Landscaping.</p> <p>Connecting Paths.</p>
	OPP1 Highland Yards	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.</p>	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie	OPP2 Blairdaff Street	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
	OPP3 Barron Street	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p>	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie				<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>			
	OPP4 Bank Street	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of</p>	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie				£13,972.09 per SRUE required.			
	OPP5 Former Jones Shipyard	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.		
	OPP6 Former Grampian Country Park	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Buckie				Total Contribution of <b>£13,972.09</b> per SRUE required.			
	OPP7 Former Millbank Garage Site	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
	OPP8 Site at March Road West	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer		A direct link to core path is required.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Buckie</b>				Developer Obligation of <b>£5,114.09</b> per SRUE required.	Obligation of <b>£1,523</b> per SRUE required.		
<b>Burghead</b>	R1 North Quay	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
	R2 Clarkly Hill 60 houses	15 houses	5 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space.
	LONG Clarkly Hill	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Pocket Park .



Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Burghead</b>	OPP1 West Foreshore	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
<b>Craigellachie</b>	R1 Edward Avenue 5 houses	2 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.  1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£1,413</b> per SRUE required.		Landscaping.
	R2 Site of Former Brewery 5 houses	2 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required.		Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Craigellachie					1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£1,413</b> per SRUE required.		
	R3 Brickfield 12 houses	3 houses	1 house		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £896 per SRUE required. 1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£1,413</b> per SRUE required.		15% open space.
Cullen	R1 Seafield Road 55 units	14 houses	5 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£896</b> per SRUE required.		20% open space Including a Pocket Park.  Landscaping .

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Cullen	OPP1 Blantyre Street	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£896</b> per SRUE required.		
	OPP2 Port Long Road	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£896</b> per SRUE required.		An upgrade Core Path CU07 and the adjacent footpath.
Cummingston	R1 Seaview Road 4 houses	1 house			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Dallas	R1 Dallas School West 6 houses	2 houses		Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	Landscaping.
	R2 Dallas School East 1 house			Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Dallas					<p>Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>		
	R3 Former Filling Station 4 houses	1 house		<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Dufftown	R1 Hillside Farm 100 houses	25 houses	8 houses		<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£2,040</b> per SRUE required.</p>		<p>20% open space Including a Pocket Park with playspace and kickabout area.</p> <p>Footpaths from development to existing paths between Westburn Road and Kininvie Court and Hillside Avenue.</p>
	OPP1 Auction Mart, Hill Street	25% Affordable Housing	10% Accessible Housing		<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£2,040</b> per SRUE required.</p>		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Dufftown	OPP2 Hill Street Indicative capacity of 2 houses	25% Affordable Housing	10% Accessible Housing		<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£2,040</b> per SRUE required.</p>		
	OPP3 Balvenie Street	25% Affordable Housing	10% Accessible Housing		<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>1 Additional Dental Chair required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£2,040</b> per SRUE required.</p>		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Dyke	R1 North Darklass Road 12 houses	3 houses	1 house	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required. 2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	15% open space.
	R2 South Darklass Road 5 houses	1 house		Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	Landscaping.



Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Dyke					<p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>		
	R3 Fir Park Road 3 houses			<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>		Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin	R1 Bibohall North 20 houses	5 houses	2 houses	Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required. Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£13,972.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.		15% open space.
	R2 Edgar Road 75 houses	19 houses	6 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.		20% open space Including a Neighbourhood Park.  Provision of path network enhancements including upgrade to Core Path from Wards Road to Elgin Golf Club.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin					<p>1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.</p> <p>Total Contribution of <b>£2,426</b> per SRUE required.</p>		
	R3 Bilbohall South 105 houses	27 houses	8 houses	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.</p> <p>Total Contribution of <b>£2,426</b> per SRUE required.</p>		<p>20% open space.</p> <p>Enhancement of facilities at existing Bilbohall playspace to form a Neighbourhood Park and provision of path network enhancements including upgrade to Core Path from Wards Road TO Elgin Golf Club.</p> <p>Landscaping.</p>

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin	R4 South West of Elgin High School 107 houses	27 houses	8 houses	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.</p> <p>Total Contribution of <b>£2,426</b> per SRUE required.</p>		<p>20% open space including a Pocket Park.</p> <p>Enhancement of facilities at existing Bilbohall play space to form a Neighbourhood Park required.</p> <p>Provision of path network enhancements including upgrade to Core Path from Wards Road to Elgin Golf Club.</p>
	R5 Bilbohall West 50 houses	13 houses	4 houses	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs required. Developer</p>		<p>15% open space including Landscaping.</p> <p>Enhancement of facilities at existing Bilbohall playspace to form a Neighbourhood Park.</p>

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin				required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£13,972.09</b> per SRUE required.	Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.		Provision of path network enhancements including upgrade to Core Path from Wards Road to Elgin Golf Club.
	R6 Knockmasting Wood 85 houses	22 houses	7 houses	Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£13,972.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.		20% open space.  Enhancement of facilities at existing Bilbohall plays pace to form a Neighbourhood Park required.  Network enhancements including upgrade to Core Path from Wards Road to Elgin Golf Club.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin	R7 The Firs 10 houses	3 houses	1 house	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.</p> <p>Total Contribution of <b>£2,426</b> per SRUE required.</p>		<p>15% open space.</p> <p>Enhancement of facilities at existing Bilbohall plays pace to form a Neighbourhood Park required.</p> <p>Network enhancements including upgrade to Core Path from Wards Road to Elgin Golf Club.</p>
	R8 Alba Place 6 houses	2 houses		<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs</p>		Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin					required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		
	R9 Hamilton Drive 20 houses	5 houses	2 houses	Developer Obligations will be required towards extension at Primary School. Developer Obligations of £10,712.61 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£15,826.70</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin	R10 Spynie Hospital North 435 houses	109 houses	33 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		30% open space.
	R11 Findrassie 1500 houses	375 houses	113 houses	Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		Provision of open and green spaces must be provided in compliance with the Masterplan.



Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin				<p>£5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>			
	R12 Lossiemouth Road North East 150 houses	38 houses	12 houses	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£2,040</b> per SRUE required.</p>		<p>20% open space Including a Pocket Park.</p> <p>Landscaping.</p>

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin	R13 Lesmurdie Fields 70 houses	18 houses	6 houses	<p>Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£15,826.70</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£2,040</b> per SRUE required.</p>		20% open space Including a Pocket Park.
	R14 South Lesmurdie 15 houses	4 houses	2 houses	<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p>		<p>15% open space including a Pocket Park as a replacement for existing play area.</p> <p>Landscaping.</p>

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin					5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		Enhanced green corridors and path networks.
	R15 Pinegrove 36 houses	9 houses	3 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.		15% open space.
	R16 Barmuckity 190 houses	48 houses	15 houses	Developer Obligations will be required towards extension at Secondary School. Developer	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer		20% open space Including a Pocket Park.  Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin				Obligation of <b>£5,114.09</b> per SRUE required.	Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.		Footpath and cycle connection must be provided.
	R17 Driving Range Site 132 houses	33 houses	10 houses	Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer		20% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin				£5,114.09 per SRUE required.  Total Contribution of <b>£13,972.09</b> per SRUE required.	Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.		
	R18 Linkwood Steading 111 houses	28 houses	9 houses	Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£13,972.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	20% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin	R19 Easter Linkwood and Linkwood 675 houses	169 houses	51 houses	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.</p> <p>Total Contribution of <b>£2,426</b> per SRUE required.</p>		30% open space including play areas.
	R20 Glassgreen, Elgin South 195 houses	49 houses	15 houses	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p>		20% open space including play areas.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin				Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£13,972.09</b> per SRUE required.	5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.		
	R21 Palmers Cross 20 houses	5 houses	2 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin	R22 Spynie Hospital 50 houses	13 houses	4 houses	<p>Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£15,826.70</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£2,040</b> per SRUE required.</p>		<p>15% open space Including a Pocket Park.</p> <p>Provision of footpath and cycle links from Duffus Crescent to Duffus Road.</p> <p>Links to Core Path to south of site.</p>
	LONG 1 A/B North East	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p>		



Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin					<p>5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Total Contribution of <b>£2,040</b> per SRUE required.</p>		
	LONG 2 Elgin South	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.</p> <p>Total Contribution of <b>£2,426</b> per SRUE required.</p>		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin	MU1 Riverview	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		Pocket Park.  Landscaping.
	MU2 Lossiemouth Road (NE)	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin				Total Contribution of <b>£15,826.70</b> per SRUE required.			
	OPP1 Flemings Sawmill, Linkwood Road	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.		Improvements to pedestrian/cycle access on Linkwood Road.
	OPP2 Hill Street/Ladyhill	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin				£5,114.09 per SRUE required.	5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		
	OPP3 Wards Road	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Total Contribution of <b>£2,040</b> per SRUE required.		
	OPP4 Ashgrove Road	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Elgin					Total Contribution of <b>£2,040</b> per SRUE required.		
	OPP5 Auction Mart, Linkwood Road	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  5 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  1 Additional Pharmacy required. Developer Obligation of £386 per SRUE required.  Total Contribution of <b>£2,426</b> per SRUE required.		Landscaping.  Improvements to pedestrian/cycle access on Linkwood Road.
Findhorn	R1 Heathneuk 6 houses	2 houses		Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Findhorn				<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£15,826.70</b> per SRUE required.</p>	<p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>		
	R2 Dunelands			<p>Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Findhorn</b>				Total Contribution of <b>£15,826.70</b> per SRUE required.	Total Contribution of <b>£2,267</b> per SRUE required.		
<b>Findochty</b>	R1 Morven Crescent 35 houses	9 houses	3 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.
	R2 West of Primary School 20 houses	5 houses	2 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space. Landscaping.
	OPP1 North Beach	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Findochty</b>				Obligation of <b>£5,114.09</b> per SRUE required.			
<b>Fochabers</b>	R1 Ordiquish Road 50 houses	13 houses	4 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space Including a Pocket Park.  Landscaping.
	R2 Ordiquish Road West 50 houses	13 houses	4 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.  Landscaping.
	R3 East of Duncan Avenue 42 houses	11 houses	4 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.



Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Fochabers	R4 Ordiquish Road East 50 houses	13 houses	4 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.
	LONG Ordiquish Road East Indicative capacity of 35 houses	9 houses	3 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.
	OPP1 Institution Road	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
	OPP2 Lennox Crescent	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Footway and Cycleway connections to the existing network and School.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres	R1 Knockomie 100 houses	25 houses	8 houses	<p>Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£15,826.70</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	<p>20% open space Including a Pocket Park with playspace and kickabout area.</p> <p>Provision of pedestrian and cycle connections into the wider network.</p>
	R2 Ferrylea 380 houses	95 houses	29 houses	<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	<p>30% open space Including Pocket Park.</p> <p>Landscaping.</p> <p>Provision of path.</p>

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres					<p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>		Links to the woodland.
	R3 Lochyhill 850 houses	213 houses	64 houses	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p> <p>Floodlit Multi-use Games Area (MUGA).</p>	<p>30% open space Including a Pocket Park in relation to Neighbourhood Park.</p> <p>Landscaping.</p> <p>Path links to the Wood.</p>

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres				Total Contribution of <b>£13,972.09</b> per SRUE required.			
	R4 Mannachie 40 houses	10 houses	3 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	15% open space.
	R5 Balnageith 12 houses	3 houses	1 house	Developer Obligations will be required towards extension at Primary School. Developer Obligation of	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres				<p>£10,712.61 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£15,826.70</b> per SRUE required.</p>	<p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>		
	R6 Dallas Dhu 136 houses	34 houses	11 houses	<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	<p>20% open space Including Play provision.</p> <p>Extension of existing pedestrian/ cycle network.</p>

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres					Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.		
	R7 Pilmuir Road West 40 houses	10 houses	3 houses	Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.  Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£15,826.70</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	15% open space Including Play space.  Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres	LONG1 Lochyhill	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards New Primary School. Developer Obligation of £8,858 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£13,972.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>	<p>Enclosed Sports Pitch</p> <p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	Neighbourhood Park.
	OPP1 Caroline Street	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	<p>Improvements to footpaths and crossings.</p> <p>Landscaped boundary.</p>

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres					of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required. Total Contribution of <b>£2,267</b> per SRUE required.		
	OPP2 Bus Depot	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	



Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres	OPP3 Castlehill Hall	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	
	OPP4 Auction Mart, Tytler Street	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres					pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.		
	OPP5 Edgehill Road	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Forres	OPP6 Leancoil Hospital	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	
	OPP7 Whiterow	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.  Developer Obligations will be required towards	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Forres</b>				extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.  Total Contribution of <b>£15,826.70</b> per SRUE required.	pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.		
<b>Garmouth</b>	R1 South of Innes Road 10 houses	3 houses	1 house		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.  Landscaping.
<b>Hopeman</b>	R1 Manse Road 75 houses	19 houses	6 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space Including a play area.  Pedestrian path  Connection to Core Path.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Hopeman</b>	R2 Hopeman Golf Club 8 houses	2 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.
	R3 Forsyth Street 22 houses	6 houses	2 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.
<b>Keith</b>	R1 Nelson Terrace 5 houses	2 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.
	R2 Dunnyduff Road 40 houses	10 houses	3 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Keith	R3 Balloch Road 6 houses	2 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.
	R4 Banff Road North 90 houses	23 houses	7 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space Including a Pocket Park.  Landscaping.
	R5 Edindiach Road (West) 55 houses	14 houses	4 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space.
	R6 Former Caravan Site , Dunnyduff Road 20 houses	5 houses	2 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Keith	R7 Jessieman's Brae 6 houses	2 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.
	R8 Denwell Road	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
	R9 Edindiach Road (East) 40 houses	10 houses	3 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space. Landscaping.
	LONG 1 Nursery Field 70 houses	18 houses	5 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space including Play area.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Keith	MU Banff Road South	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
	OPP1 The Tannery	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
	OPP2 Former Primary School Church Road	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
	OPP3 Newmill South Road	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		



Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Kinloss	R1 West of Seapark House 6 houses	2 houses		<p>Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£15,826.70</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	Landscaping.
	R2 Findhorn Road West 6 houses	2 houses		<p>Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Kinloss				<p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£15,826.70</b> per SRUE required.</p>	<p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>		
	R3 Damhead 25 houses	7 houses	2 houses	<p>Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Kinloss				Total Contribution of <b>£15,826.70</b> per SRUE required.	Total Contribution of <b>£2,267</b> per SRUE required.		
	RC Seapark Residential Caravan Park	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£15,826.70</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Kinloss</b>	OPP2 Kinloss Land at Former Abbeylands School	25% Affordable Housing	10% Accessible Housing	<p>Developer Obligations will be required towards extension at Primary School. Developer Obligation of £10,712.61 per SRUE required.</p> <p>Developer Obligations will be required towards extension at Secondary School. Developer Obligation of £5,114.09 per SRUE required.</p> <p>Total Contribution of <b>£15,826.70</b> per SRUE required.</p>	<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.</p> <p>2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.</p> <p>Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.</p> <p>Total Contribution of <b>£2,267</b> per SRUE required.</p>	<p>Enclosed, floodlit synthetic turf (3G) pitch</p> <p>Developer Obligation of <b>£203</b> per SRUE required.</p>	
<b>Lhanbryde</b>	R1 West of St Andrews Road 65 Houses	17 houses	5 houses		<p>Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.</p>		20% open space Including a Pocket Park.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Lhanbryde</b>	R2 Garmouth Road 35 houses	9 houses	3 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space including a Pocket Park.  Connections to the Core Path.  Landscaping.
<b>Lossiemouth</b>	R1 Sunbank/ Kinneddar 261 houses	66 houses	20 houses	Developer Obligations will be required towards extension at Primary School. Developer Obligation of <b>£10,712.61</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		30% open space Including Pocket Park and a Neighbourhood Park or Civic area.  Landscaping.  Path network.
	R2 Stotfield Road 5 houses	2 houses		Developer Obligations will be required towards extension at Primary School. Developer Obligation of <b>£10,712.61</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Lossiemouth</b>	R3 Inchbroom 67 houses	17 houses	5 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space.
<b>Mosstodloch</b>	R1 Stynie Road 60 houses	15 houses	5 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space Including a Pocket Park.  Landscaping.  Provision of pedestrian/cycle way.
	R2 Garmouth Road 60 houses	15 houses	5 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		20% open space Including a Pocket Park.  Links to the Core Path to the South.  Landscaping.
	R3 Balnacoul 10 houses	3 houses	1 house		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Mosstodloch</b>	MU LONG1 South of A96	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Neighbourhood Park and new cycle path provision required.
<b>Newmill</b>	R1 Isla Road 6-10 houses	2-3 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.
	R2 Gap Sites/Sub Divisions	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		
	OPP1 The Square	25% Affordable Housing	10% Accessible Housing		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Portgordon</b>	R1 West of Reid Terrace 40 houses	10 houses	3 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£896</b> per SRUE required.		15% open space.  Long term Landscaping.
<b>Portknockie</b>	R1 Seabraes 50 houses	13 houses	4 houses	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.  Including Footpath links to coastal path and playing fields.
	OPP1 Patrol Road	25% Affordable Housing	10% Accessible Housing	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		



Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Rafford</b>	R1 Brochloch 12 houses	3 houses	1 house	Developer Obligations will be required towards extension at Secondary School. Developer Obligation of <b>£5,114.09</b> per SRUE required.	Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of £1,523 per SRUE required.  2 Additional Dental Chairs required. Developer Obligation of £517 per SRUE required.  Reconfiguration of existing pharmacy outlets required. Developer Obligation of £227 per SRUE required.  Total Contribution of <b>£2,267</b> per SRUE required.	Enclosed, floodlit synthetic turf (3G) pitch  Developer Obligation of <b>£203</b> per SRUE required.	15% open space.
<b>Roths</b>	R1 Spey Street 30 houses	8 houses	3 houses		1 Additional Dental Chair required. Developer Obligation of <b>£517</b> per SRUE required.		15% open space.  Landscaping.
	R2 Green Street 40 houses	10 houses	3 houses		1 Additional Dental Chair required. Developer Obligation of <b>£517</b> per SRUE required.		15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
<b>Roths</b>	OPP1 North Street	25% Affordable Housing	10% Accessible Housing		1 Additional Dental Chair required. Developer Obligation of <b>£517</b> per SRUE required.		
<b>Rothiemay</b>	R1 Castle Terrace 15 houses	4 houses	2 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.
	R2 Anderson Drive 5 houses	2 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping.
	R3 Deveronside Road 10 houses	3 houses	1 house		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.

Settlement	LDP Site	POLICY AND INFRASTRUCTURE REQUIREMENTS					
		Affordable Housing (25% of total units)	Accessible Housing (10% of private sector units)	Education	Healthcare	Sports & Recreation	Open Space/ Paths
Urquhart	R1 Meft Road 10 houses	3 houses	1 house		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space.
	R2 Station Road 8 houses	2 houses			Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		Landscaping .
	LONG 1 Meft Road Indicative capacity of 10 houses	3 houses	1 house		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space. Landscaping.
	LONG2 Station Road Indicative capacity of 25 houses	7 houses	2 houses		Existing Health Centre working beyond design capacity and contributions will be required to increase capacity. Developer Obligation of <b>£1,523</b> per SRUE required.		15% open space. Including a Pocket Park. Landscaping.



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**REPORT TO: MORAY COUNCIL EMERGENCY CABINET ON 14 MAY 2020**

**SUBJECT: SCHEME OF DEVOLVED SCHOOL MANAGEMENT**

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

### **1. REASON FOR REPORT**

- 1.1 To update Cabinet on changes to the local Devolved School Management (DSM) scheme to date.
- 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 draft minute refers).

### **2. RECOMMENDATION**

- 2.1 It is recommended that Emergency Cabinet:
  - (i) **acknowledge the DSM scheme has been updated to reflect budgetary decisions from 2014;**
  - (ii) **agree the new primary school management formulae for**
    - (a) **schools with no enhanced provision**
    - (b) **schools with an enhanced provision**
  - (iii) **acknowledge that the primary school management formulae for paired schools remains unchanged; and**
  - (iv) **instruct officers to implement the changes from August 2020**

### **3. BACKGROUND**

- 3.1 The Devolved School Management (DSM) Scheme, first implemented by Grampian Regional Council in 1993, was adopted by Moray Council at reorganisation in 1996. The Scottish Government (SG) published guidelines on DSM in 2006, revised guidelines in 2012 and provided a further update in 2019 under Education Reform. It is an underlying principle of these guidelines that financial management is most effective when spending power is aligned with responsibility for outcomes and for budget management. The assumption held is that distributed power and responsibility leads to more

effective service delivery for children and young people.

#### **4. KEY PRINCIPLES OF DEVOLVED SCHOOL MANAGEMENT**

4.1 The updated DSM principles (2019) building on and enhancing the foundations and principles of the 2012 guidance are:

- Subsidiarity and Empowerment
- Collaboration
- Accountability and Responsibility
- Clarity and Equity

4.2 These principles reflect the National Improvement Framework aims of excellence through raising attainment and achieving equity, to:

- Support excellence and equity – ensuring every child and young person has the same opportunity to succeed
- Be fair – placing the needs of all children and young people at the centre
- Be simple, transparent and predictable – ensuring the costs of delivering education can be easily understood and explained and that schools are able to manage and plan ahead with certainty
- Deliver value for money – ensuring that every penny spent is used effectively

#### **5. DEVOLVED SCHOOL MANAGEMENT IN MORAY**

5.1 Moray Council is committed to promoting an empowered school system and recognise devolving budgets as a key vehicle for empowerment.

5.2 The current Moray Council DSM scheme was formally updated in 2014. On an annual basis adjustments have been made to the scheme due to budgetary decisions taken by the Council. The current scheme does not reflect all of these decisions.

5.3 The proposed scheme (**Appendix 1**) has been updated to take account of the budgetary decisions as well as new formulae for Primary School Leadership and Management posts.

#### **6. RATIONALE FOR CHANGE TO PRIMARY LEADERSHIP AND MANAGEMENT FORMULAE**

6.1 The current DSM has 2 linear formulae for Leadership and Management arrangements in Primary schools. Leadership and Management roles are Head Teacher (HT), Depute Head Teacher (DHT) and Principal Teacher (PT). HTs are class committed until the roll reaches 145. DHTs have 0.4 management time and 0.6 class commitment. PTs do not have management time however HTs can use their devolved budgets to provide this if they so wish. The current formulae are based on school roll are:



Primary Schools

1-144	HT
144-179	HT, PT
180-279	HT, DHT, PT
280-379	HT, 2 DHT, PT
380-479	HT, 3 DHT, PT
480 upwards	HT, 4 DHT, PT

Paired Primary Schools (combined roll)

1-179	HT, 2 PTs
180-279	HT, DHT, 2 PTs
280-379	HT, 2 DHTs, 2 PTs
380-479	HT, 3 DHTs, 2 PTs
480 upwards	HT, 4 DHTs, 2 PTs

- 6.2 In the two models above, the nursery capacity is combined with primary rolls for allocations from the linear formula. This is consistent with the job sizing toolkit. The expansion of hours in Early Learning and Childcare to 1140 hours has meant that the management of nurseries is moving to a new model and so the nursery roll can no longer be used in the linear formula for management positions in primary schools. PTs of Additional Support Needs (PT ASN) are allocated separately through the ASN Budget and so are not included in the formulae above.
- 6.3 The Headteacher's role is changing due to Education Reform which includes greater empowerment around staffing. There is greater demand on schools to increase parental involvement and learner voice in school improvement. Promoted staff can only undertake certain duties when they are not class committed and therefore management time is essential for promoted postholders across our Primary schools. Pressures on management time increase due to child's planning processes and named person service expectations. This is particularly evident across those schools that have enhanced provisions. The need for change takes account of this and provides a new management formula for those schools with enhanced provisions to increase leadership capacity with associated management time.
- 6.4 Any changes to the formulae had to be cost neutral so that there is no budget pressure to the Council at this time.
- 6.5 The rationale to implement change were derived through quality assurance visits to schools, feedback at headteacher meetings and through discussions with individual leaders and officers. There are many barriers to school improvement and maintaining and enhancing leadership capacity at a time of great change in Education is seen as a priority for Moray at this time. The proposed changes to the DSM scheme are intended to:
- Recognise the need for leadership positions to support school improvement by maintaining current levels of leadership posts across our primary schools
  - Support effective leadership for change and raising attainment and achievement

- Support succession planning by maintaining a clear promotion ladder across our schools so that our future school leaders can be supported and developed
- Increase leadership and management capacity in schools with enhanced provisions in recognition of the time and resource required to support an effective child's planning process
- To ensure that the correct schools are identified as primary enhanced provision schools based on the number of children with identified needs and as a result that there are appropriate leadership and management posts
- To make adjustments for Aberlour Primary as an enhanced provision but with a smaller school roll

## **7. NEW LINEAR FORMULAE FOR PRIMARY SCHOOL MANAGEMENT**

7.1 It is proposed to have 3 linear formulae for Primary School Management as follows:

### Primary Schools without an enhanced provision (Appendix 2)

1-119	HT
120-159	HT, PT
160-279	HT, DHT, PT
280-379	HT, 2 DHT, PT
380 upwards	HT, 3 DHT, PT

### Primary Schools with an enhanced provision (Appendix 3)

1-99	HT
100-144	HT, PT
145-249	HT, DHT
250-379	HT, 2 DHT
380 upwards	HT, 3 DHT

### Paired Primary Schools (combined roll) (Appendix 4)

1-179	HT, 2 PTs
180-279	HT, DHT, 2 PTs
280-379	HT, 2 DHTs, 2 PTs
380 upwards	HT, 3 DHTs, 2 PTs

7.2 DHTs will have 0.4 management time and 0.6 class commitment in a non enhanced provision school. In an enhanced provision school child's planning arrangements place an additional management burden on these schools and so to support this the DHTs will have 0.6 management time and 0.4 class commitment. In order to provide budget for this, PT post allocation will be reduced in an enhanced provision, however they will still be allocated a PT ASN via the ASN budget.

7.3 The number of enhanced provision schools will increase with Linkwood Primary (new build) and New Elgin Primary being included. Any requirement for further enhanced provisions in new build Primary Schools will be considered during the planning stages in line with the review of ASN provision and based on need at that time and projected need in the future.

- 7.4 Four out of the 8 current enhanced provisions will have an excess PT as a result of the 0.2 management time change for their DHTs. The excess posts will be dealt with under SNCT arrangements.

8. **SUMMARY OF IMPLICATIONS.**

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

This report relates the priority 'Provide a sustainable education service aiming for excellence' from the Corporate Plan and to 'Building a better future for our children and young people in Moray' from the LOIP.

(b) **Policy and Legal**

Raising attainment is a key priority of the Scottish Government as part of the National Improvement Framework. Moray Council has a duty each year to report on progress to meet national priorities and to provide evaluative evidence of improvement which informs the National Improvement Framework annual report. Leadership is a priority in this and in school inspections and the capacity for school to improve.

(c) **Financial implications**

There are no financial implications in this review of DSM within Moray as the proposals are cost neutral to the Council.

(d) **Risk implications**

The risks of not maintaining current leadership arrangements across our schools would reflect badly on our ability to provide leadership at this time of change in Education. It would affect our ability to recruit to HT posts in future and it would reduce our ability to grow future leaders. If we do not provide additional leadership across our enhanced provision schools we will have increased absence due to stress and we may be unable to recruit to vacant promoted posts.

(e) **Staffing implications**

Almost all schools will maintain current arrangements however due to roll decreases a few schools will lose the requirement for a promoted post and this will be dealt with under SNCT arrangements.

(f) **Property**

There are no property issues arising directly from this report.

(g) **Equalities**

None arising directly from this report

(h) **Consultations**

Depute Chief Executive (Education, Communities and Organisational Development), Quality Improvement Managers, Lindsey Stanley, Business Support Team Manager, Grant Cruickshank, Senior HR Adviser, Paul Connor, Principal Accountant, Tracey Sutherland, Committee Services Officer and the Equal Opportunities Officer have

been consulted and are in agreement with the contents of this report as regards their respective responsibilities.

## **9. CONCLUSION**

- 9.1 The new DSM scheme has been updated to take cognisance of budgetary decisions from 2014 onwards and also taking into consideration the impact of removal of nursery roll in the linear formulae for leadership and management positions as well as taking into consideration increased demands on leaders within Education and the desire to maintain senior leadership roles.**

Author of Report: Vivienne Cross (Head of Education, Chief Education Officer)

Background Papers:





**EDUCATION, COMMUNITIES & ORGANISATIONAL  
DEVELOPMENT**

**SCHEME OF  
DEVOLVED SCHOOL MANAGEMENT**

**MARCH 2020 REVISION**

**PART A**  
**THE SCHEME**



## REVISED SCHEME OF DEVOLVED SCHOOL MANAGEMENT

### PART A

#### 1. Introduction

- 1.1 Moray Council is committed to providing a high quality education to all pupils attending local authority schools in Moray.
- 1.2 The Council holds the view that within the policy parameters set by Moray Council, decisions about the management of schools will, wherever possible, be taken at school level.
- 1.3 Devolved School Management is seen as an opportunity for individual schools to target resources more precisely in seeking to achieve agreed objectives within the overall context of Moray Council's Best Value strategy. Devolved budgets provide the core funds which schools will use to address current and relevant national and local priorities.
- 1.4 It is recognised that if a scheme of Devolved Management is to continue to provide the basis for the successful operation of schools then it will have to change and adapt to changing circumstances and to new information.
- 1.5 This scheme of Devolved Management will, therefore, be reviewed regularly, not less than once every 3 years, and amended in the light of experience and changing circumstances. This review to be undertaken by a group representative of all stakeholders.

#### 2. Basic Principles

- 2.1 Devolved School Management will be applied in a manner which meets the needs and suits the circumstances of the Moray community and will be firmly based upon the aims for Education, Communities & Organisational Development endorsed by Moray Council.
- 2.2 It is recognised that increasingly, the key decisions for the promotion and enhancement of the quality of learning and teaching are taken at school level. In recognition of this, Moray Council will endeavour to maximise the devolution of funding to schools.
- 2.3 The responsibility for securing the adequate and efficient provision of education and for raising standards in the quality of education within Moray lies with the Authority. Head Teachers, as line managers, are therefore directly accountable to the Authority in their task of managing their schools and should exercise their devolved management responsibilities in a manner consistent with the Authority's responsibilities. The monitoring of Devolved School Management (DSM) will be a central element of the quality improvement mechanisms employed by Education, Communities & Organisational Development.

- 2.4 In relation to the above, the major roles for the central Education, Communities & Organisational Development Team will be strategic planning, resource management, quality improvement and co-ordination of support.
- 2.5 In line with the broad strategy of Moray Council, appropriate weighting will be identified within the scheme where need cannot be readily responded to on a formula basis.
- 2.6 The determination by Moray Council to maximise decision making at school level is reinforced by the recognition that financial planning by schools is an integral part of meaningful improvement planning.
- 2.7 Within the scheme of devolution, schools must adhere to national and local agreements in such areas as class sizes, staff structures, length of school day, etc.
- 2.8 The integrity of financial recording by each establishment is central to DSM and any breach will be investigated by Internal Audit.

### **3. General**

- 3.1 Budgets and resources will be allocated by methods which are clearly stated both centrally and at establishment level.
- 3.2 Pupil numbers will be the major factor in determining budget allocations. Account will also be taken of individual circumstances which may not be capable of adequate determination by a simple roll-based formula.
- 3.3 Schools can use resources outwith the financial year for which they were initially allocated. Establishments may carry forward an underspend up to a maximum of 2.5% of the devolved budget. In addition, an overspend of up to 2.5% of the devolved budget can also be carried forward. (see Financial Regulations).
- 3.4 Monitoring statements will be provided to schools by Financial Services on a monthly basis. Head Teachers are expected to scrutinise these statements closely and monitor them in line with their actual school position at any given time. Head Teachers are also expected to undertake regular accurate spending projections to ensure compliance with the 2.5% annual limit for over/underspends.
- 3.5 Should any monitoring processes identify concerns regarding the school budget position, then supportive measures will be put in place by the Head of Education (Chief Education Officer) in partnership with Financial Services, to ensure that the budget is managed appropriately. This may, in certain circumstances, mean that approval for the Head Teacher to incur expenditure is restricted by the Head of Education (Chief Education Officer) for a period of time until both he/she and Financial Services are confident that appropriate budget/spending plans and controls are in place to ensure compliance within the parameters of the scheme.
- 3.6 There will be minimal restrictions on virement permitted between budget allocations. (See Financial Regulations).

- 3.7 The Head of Education (Chief Education Officer) will give due consideration to providing financial support to Schools faced with exceptional staffing circumstances.
- 3.8 Responsibility for decision making is devolved to the Head Teacher. Planning and consultation are critical features of decision making and Head Teachers are expected to engage in appropriate consultation with staff and the Parent Council, where one exists. Schools will be required to produce a School Improvement Plan which will inform spending priorities and decisions.
- 3.9 Head Teachers should seek advice and support from Financial Services as necessary. Quality Improvement Officers may also undertake further monitoring and evaluation of the use of budgets as appropriate.
- 3.10 The operation of the scheme is intended to generate the minimum possible administrative demands on schools and the Council.

#### **4. School Level Expenditure**

4.1 In the construction of a scheme of Devolved School Management, it is necessary to define:

- Which areas of budget are to be excluded from the scheme;
- Which areas of the budget form the School Level Expenditure.

4.2 The total Moray Council Education budget includes items which are specifically not devolved to schools in the original Scottish Office (SOEID) guidelines, and parts of the service which are not related to statutory school provision. These items are excluded from the School Level Expenditure, eg pre-school.

#### **4.3 Areas of Budget Excluded from the Scheme**

- Capital Programme/PPP/PFI Costs
- Capital charges and depreciation arising from Revenue Budget
- School meals
- Cleaning contract
- Clothing and footwear grants
- Sanitary Products
- Home to school transport
- Premature retirement costs
- Most redundancy costs\*
- Psychological services
- Major elements of Additional Support Needs (eg Staffing – teaching and Support Staff; Central Support Services including Hearing Impaired, Visually Impaired, Early Years Language Support etc.)
- Grounds Maintenance
- Expenditure supported by Central Government

\*Head Teachers should consult with the Business Support Unit in relation to their potential liability for any posts created through change management procedures.

#### 4.4 **School Level Expenditure not Devolved**

Within the School Level Expenditure, certain elements of expenditure are more appropriately retained and administered centrally by the Authority rather than devolved to schools.

These elements are summarised below:

- Long-term supply cover for teaching staff sickness
- Supply cover for teaching staff maternity leave
- Supply cover – other (JPs, Trade Union duties etc)
- Repairs and maintenance – landlord responsibilities
- Property Insurance
- Elements of Health and Safety
- Education, Communities & Organisational Development Central Services
- Music Instruction Service
- Janitorial travel and uniforms
- Parent Council Expenditure (devolved to Parent Councils)
- Examination Fees

#### 4.5 **School Level Expenditure Devolved to Head Teachers**

The following areas of budget are devolved to Head Teachers:

- **Employee Costs** including:  
Teachers, supply cover (for under 145 primary schools the first 15 days of sickness cover are funded by the school, all other primary and secondary schools fund the first 20 days), clerical staff, technicians, janitorial staff (excluding PPP schools) and school support staff
- **Property Costs** including:  
Tenant repairs and maintenance (excluding PPP schools), energy costs and cleaning materials
- **Administrative Costs** including:  
Telephones, postage, travel, staff and curriculum development and school resources.

#### 5. **Financial Regulations**

See Part B.

#### 6. **Detailed Formulae for Budget Allocation**

See Part C.

#### 7. **Property Service Level Agreement**

Copies available in all establishments.

**8. Breaches of the regulations.**

Any Head Teacher who breaches the Scheme's regulations may have devolved management responsibilities and facilities removed. In these circumstances the budget will be managed centrally by the Head of Education (Chief Education Officer) or his/her representative until such time as the situation is resolved to the satisfaction of the Head of Education (Chief Education Officer), Accountancy and, if necessary, Internal Audit.

## **PART B**

# **FINANCIAL REGULATIONS (Copies in all establishments)**

**PART C**

**DETAILED FORMULAE FOR  
BUDGET ALLOCATION**

## Primary Devolved School Budget

### Employee Costs - Teaching

See Appendix I for Schools with no ASN Base  
 See Appendix II for Schools with an ASN Base  
 See Appendix III for Paired Schools

Probationary funding = Probationary funding fte x unpromoted minimum basic scale

Supply Teachers = 1.125% of core fte x Maximum Basic Scale

### Employee Costs – Non Teaching

#### **SJC**

#### **Admin Support:**

$APTC = 0.275 \times \text{Grade 5 (47 weeks)} + (Y \text{ hrs} \times \text{core fte} \times \text{Grade 5 hourly rate}) + (Z \text{ hrs} \times \text{Roll (incl. ESF count)} \times \text{Grade 5 Hrly Rate})$

Where Y = 14.4

Where Z = 5.245

#### **Lunchtime/Playground Supervisors:**

Supervisors – Allocation based on school roll for 45.88 weeks at Grade 2.

Roll	Playground supervisor hours	Lunchtime supervisor hours	Total Hours
0-70	7	7.5	14.5
71-100	7	10	17
101-200	7	17.5	24.5
201-350	7	25	32
351-450	7	30	37
451+	7	35	42



**Classroom Assistants** – Allocation based on school roll as seen on the table below where 1fte = 25 hours per week for 45.88 weeks at Grade 2.

Roll	Classroom Assistants
1-19	1
20-144	0.5
145-198	1
199-279	1
280-387	1.5
388 +	2

### **SJC Technicians**

Janitors - Budget per agreed staffing level

### **Employee Cost Super/NI**

Employee Cost Super/NI	No carry forward
Superannuation	% of salary costs
National Insurance	% of salary costs
Teaching Superannuation	% of salary costs
Teaching National Insurance	% of salary costs

### **Property Costs Devolved**

#### **Rents and Rates:**

Based on actual costs – No carry forward

#### **Repairs and Maintenance:**

Allocated a fixed basic amount plus additional allocation based on roll numbers and area of the school:

$$\text{Budget} = \text{£J} + \text{£KX} + \text{£LY}$$

Where	J	250
	K	2
	L	1.1
	X	roll number
	Y	area of school

#### **Energy Costs:**

Based on an average of 3 years actual expenditure

#### **Cleaning Materials:**

$$\text{Budget} = \text{£M} + (\text{£N} \times \text{roll (Primary + Nursery)})$$

Where:	M = 51.25
	N = 2.35

## **Supplies and Services**

### **Equipment and furniture:**

Budget = £P + (£Q x primary roll)

Where: P = 211.00

Q = 1.50

## **Travel and Plant – Devolved**

### **Travel:**

Weighted amount per school + (E x core fte)

Where: E = 20.0

## **Administrative Costs – devolved**

### **Telephones:**

Basic allocation contributed towards line rental and alarm costs plus an amount per pupil to cover call charges and maintenance contracts

Budget = £A + (£B x Roll (Primary + Nursery))

Where: A = 360

B = 2.29

### **Postages:**

Basic allocation plus an amount per pupil

Budget = £C + (£D x primary roll)

Where: C = 90

D = 0.35

### **Curriculum and staff development:**

Budget = F (fixed amount per school) + (G x core FTE)

Where: F = 200

G = 90

### **School Resources:**

Basic allocation plus an amount per school

Budget = £I + (£H x Primary roll)

Where: H = 27.54

I = 1059.43

### **ASN Per Capita:**

Budget = £J x ASN Teaching FTE

Where: J = 310

## Secondary Devolved School Budget

### Employee Costs Teaching:

Total Staff Points calculation by formula

$$1235.2 + (6.1062 * \text{roll}) * \text{pay award \% applied each year}$$

**NB Changes in school roll will directly impact the total staff points available.**

Staff points converted to salary applicable to scale points utilised.

### **Promoted Staff:**

Points utilised based on fte and grade of promoted staff in post

### **Unpromoted Staff:**

$$\text{fte} = (\text{Total staff points} - \text{staff points utilised for promoted staff}) / 100$$

**NB If, as a result of job sizing, changes are made to promoted staff grades, this will have a direct impact on the unpromoted staff budget available.**

Unpromoted salary budget = fte x Maximum Basic Scale

***Subject to adjustment to reflect actual salaries of staff in post***

Unpromoted Teachers

Salary Scale Point	Staffing Point
All	100

Principal Teachers

Salary Scale Point	Staffing Point
1	109
2	114
3	118
4	123
5	127
6	132
7	136
8	141

Depute and Head Teachers

Salary Scale Point	Staffing Point
1	124
2	127
3	132
4	136
5	140
6	144
7	149
8	153
9	157
10	161
11	168
12	175
13	182
14	189
15	199
16	210
17	220
18	231
19	241

**Probationary Teachers:**

Budget = Probationary funding fte x Probationer teacher salary

**Supply Teachers:**

Budget = 1.5% of core fte x Maximum Basic Scale (MBS)

**Employee Costs SJC**

**Admin Support:**

Budget = 1 Grade 8 + 1 Grade 4 + X hrs x (Roll + ESF count) x Grade 3 hourly rate

Where X = 7.94

**SJC Technical:**

Janitors - Budget based on agreed staff complement

Technicians – If roll >599, (3 x Gd6) + (1.44 hrs x Gd 3 hourly rate x roll)  
 ≤599, (2 x Gd 6) + (3 hrs x Gd 3 hourly rate x roll)

Librarians – If roll >599, 0.6 fte at Gd 8  
 ≤599, 0.4 fte at Gd 8

**Employee Costs Super/NI**

Employee Cost Super/NI	No carry forward
Superannuation	% of salary costs
National Insurance	% of salary costs
Teaching Superannuation	% of salary costs
Teaching National Insurance	% of salary costs

## **Property Costs Devolved**

### **Rents and Rates:**

Based on actual costs – No carry forward

### **Repairs and Maintenance:**

Allocated a fixed basic amount plus additional allocation based on roll numbers and area of the school:

Budget = £A + £BX + £CY

Where           A = 1250  
                  B = 4.0  
                  C = 1.1  
                  X = roll number  
                  Y = area of school

### **Energy Costs:**

Based on an average of 3 years actual expenditure

### **Cleaning Materials:**

Basic Allocation per school plus an amount per pupil.

School with Community Facilities have been allocated a fixed amount in addition of £200

Budget = £A + (£B x Roll)

Where:           A = 50  
                  B = 0.96

## **Supplies and Services**

### **Equipment and furniture:**

Budget = £A x Roll

Where:           A = 8.70

## **Travel and Plant – Devolved**

### **Travel:**

Budget = £A + £B x FTE

Where:           A = Fixed weight amount per school  
                  B = 30

## **Administrative Costs – devolved**

### **Printing:**

Budget = £A + (£B x Roll)

Where:           A = 220  
                  B = 0.3

### **Stationery:**

Budget = £A + (£B x Roll)

Where:           A = 220  
                  B = 0.3

**Telephones:**

Basic allocation to be contributed towards line rental and alarm costs plus an amount per pupil to cover call charges and maintenance contracts

Budget = £A + (£B x Roll)

Where:       A = 660  
              B = 6.05

**Postages:**

Budget = £A + (£B x Roll)

Where:       A = 500  
              B = 1.35

**Curriculum and staff development:**

Budget = £A x FTE

Where:       A = 200

**School Resources:**

Budget = £A x Pupil Roll

Where:       A = 51.464

**ASN Per Capita:**

Budget = £A x ASN Teaching FTE

Where:       A = 310

School Roll	Head Teacher	Total Promoted			Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE		
0	-	-	-	-	-	-	-	0		0		0.00
1	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
2	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
3	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
4	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
5	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
6	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
7	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
8	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
9	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
10	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
11	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
12	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
13	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
14	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
15	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
16	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
17	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
18	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
19	1	-	-	-	-	1	-	0.46	0.14	1.60	1	1.60
20	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
21	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
22	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
23	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
24	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
25	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
26	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
27	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
28	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
29	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
30	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
31	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
32	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72
33	1	-	-	-	-	1	1	0.46	0.26	2.72	2	2.72

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted		McCrone		Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3		FTE	FTE	HTR	FTE	FTE	Classes			
34	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
35	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
36	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
37	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
38	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
39	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
40	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
41	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
42	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
43	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
44	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
45	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
46	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
47	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
48	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
49	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
50	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
51	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
52	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
53	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
54	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
55	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
56	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
57	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
58	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
59	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
60	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
61	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
62	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
63	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
64	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
65	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
66	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
67	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	



School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted		McCrone		Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3		FTE	FTE	HTR	FTE	FTE	Classes			
68	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
69	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
70	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
71	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80	
72	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
73	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
74	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
75	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
76	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
77	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
78	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
79	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
80	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
81	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
82	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
83	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
84	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
85	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
86	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
87	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
88	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
89	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
90	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
91	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
92	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
93	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
94	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
95	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
96	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00	
97	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00	
98	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00	
99	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00	
100	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
101	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3		FTE	FTE	HTR	McCrone FTE	FTE	Classes			
102	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
103	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
104	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
105	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
106	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
107	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
108	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
109	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
110	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
111	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
112	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
113	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
114	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
115	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
116	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
117	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
118	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
119	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
120	1	-	-	-	1	2	3	1	0.54	6.54	5	-	6.54	
121	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
122	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
123	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
124	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
125	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
126	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
127	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
128	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
129	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
130	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
131	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
132	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
133	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
134	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	
135	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74	

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted			Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
136	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74
137	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74
138	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74
139	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74
140	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74
141	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74
142	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74
143	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74
144	1	-	-	-	1	2	4	1	0.74	7.74	6	-	7.74
145	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
146	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
147	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
148	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
149	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
150	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
151	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
152	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
153	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
154	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
155	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
156	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
157	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
158	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
159	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
160	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
161	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
162	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
163	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
164	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
165	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
166	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
167	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
168	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40
169	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40

School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
170	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
171	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
172	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
173	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
174	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
175	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
176	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
177	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
178	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
179	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
180	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
181	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
182	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
183	1	1	-	-	-	2	6	0	0.8	8.80	7	0.60	9.40	
184	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
185	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
186	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
187	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
188	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
189	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
190	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
191	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
192	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
193	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
194	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
195	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
196	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
197	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
198	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
199	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
200	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
201	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
202	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
203	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	

School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
204	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
205	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
206	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
207	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
208	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
209	1	1	-	-	-	2	7	0	1	10.00	8	0.60	10.60	
210	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
211	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
212	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
213	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
214	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
215	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
216	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
217	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
218	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
219	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
220	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
221	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
222	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
223	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
224	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
225	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
226	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
227	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
228	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
229	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
230	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
231	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
232	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
233	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
234	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
235	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
236	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	
237	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60	

School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes		
238	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60
239	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60
240	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60
241	1	1	-	-	-	2	8	0	1	11.00	9	0.60	11.60
242	1	1	-	-	-	2	9	0	1.2	12.20	10	0.60	12.80
243	1	1	-	-	-	2	9	0	1.2	12.20	10	0.60	12.80
244	1	1	-	-	-	2	9	0	1.2	12.20	10	0.60	12.80
245	1	1	-	-	-	2	9	0	1.2	12.20	10	0.60	12.80
246	1	1	-	-	-	2	9	0	1.2	12.20	10	0.60	12.80
247	1	1	-	-	-	2	9	0	1.2	12.20	10	0.60	12.80
248	1	1	-	-	-	2	9	0	1.2	12.20	10	0.60	12.80
249	1	1	-	-	-	2	9	0	1.2	12.20	10	0.60	12.80
250	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
251	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
252	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
253	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
254	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
255	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
256	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
257	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
258	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
259	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
260	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
261	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
262	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
263	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
264	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
265	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
266	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
267	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
268	1	1	1	-	-	3	8	0	1.2	12.20	10	1.20	13.40
269	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
270	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
271	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40

School Roll	Head Teacher	Total Promoted				Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes		
272	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
273	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
274	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
275	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
276	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
277	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
278	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
279	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
280	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
281	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
282	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
283	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
284	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
285	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
286	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
287	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
288	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
289	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
290	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
291	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
292	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
293	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
294	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
295	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
296	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
297	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
298	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
299	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
300	1	1	1	-	-	3	9	0	1.2	13.20	11	1.20	14.40
301	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
302	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
303	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
304	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
305	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60

School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes		
306	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
307	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
308	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
309	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
310	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
311	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
312	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
313	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
314	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
315	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
316	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
317	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
318	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
319	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
320	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
321	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
322	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
323	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
324	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
325	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
326	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
327	1	1	1	-	-	3	10	0	1.4	14.40	12	1.20	15.60
328	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
329	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
330	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
331	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
332	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
333	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
334	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
335	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
336	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
337	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
338	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60
339	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60



School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
340	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
341	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
342	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
343	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
344	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
345	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
346	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
347	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
348	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
349	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
350	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
351	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
352	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
353	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
354	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
355	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
356	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
357	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
358	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
359	1	1	1	-	-	3	11	0	1.4	15.40	13	1.20	16.60	
360	1	1	1	-	-	3	12	0	1.4	16.40	14	1.20	17.60	
361	1	1	1	-	-	3	12	0	1.4	16.40	14	1.20	17.60	
362	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
363	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
364	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
365	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
366	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
367	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
368	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
369	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
370	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
371	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
372	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	
373	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80	

School Roll	Head Teacher	Total Promoted				Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes		
374	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80
375	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80
376	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80
377	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80
378	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80
379	1	1	1	-	-	3	12	0	1.6	16.60	14	1.20	17.80
380	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
381	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
382	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
383	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
384	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
385	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
386	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
387	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
388	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
389	1	1	1	1	-	4	11	0	1.6	16.60	14	1.80	18.40
390	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
391	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
392	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
393	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
394	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
395	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
396	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
397	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
398	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
399	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
400	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
401	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
402	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
403	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
404	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
405	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
406	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
407	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted			Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3		FTE	FTE	HTR	McCrone FTE	FTE	Classes		
408	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
409	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
410	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
411	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
412	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
413	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
414	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
415	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
416	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
417	1	1	1	1	-	4	12	0	1.6	17.60	15	1.80	19.40
418	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
419	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
420	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
421	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
422	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
423	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
424	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
425	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
426	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
427	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
428	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
429	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
430	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
431	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
432	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
433	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
434	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
435	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
436	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
437	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
438	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
439	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
440	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60
441	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60

School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
442	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60	
443	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60	
444	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60	
445	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60	
446	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60	
447	1	1	1	1	-	4	13	0	1.8	18.80	16	1.80	20.60	
448	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
449	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
450	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
451	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
452	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
453	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
454	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
455	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
456	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
457	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
458	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
459	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
460	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
461	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
462	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
463	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
464	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
465	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
466	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
467	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
468	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
469	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
470	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
471	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
472	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
473	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
474	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	
475	1	1	1	1	-	4	14	0	2	20.00	17	1.80	21.80	

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted			Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3		FTE	FTE	HTR	McCrone FTE	FTE	Classes		
476	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
477	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
478	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
479	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
480	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
481	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
482	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
483	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
484	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
485	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
486	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
487	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
488	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
489	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
490	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
491	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
492	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
493	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
494	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
495	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
496	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
497	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
498	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
499	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
500	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
501	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
502	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
503	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
504	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
505	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
506	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
507	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
508	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80
509	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted		McCrone		Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3		FTE	FTE	HTR	FTE	FTE	Classes			
510	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80	
511	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80	
512	1	1	1	1	-	4	15	0	2	21.00	18	1.80	22.80	
513	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
514	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
515	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
516	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
517	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
518	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
519	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
520	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
521	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
522	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
523	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
524	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
525	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
526	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
527	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
528	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
529	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
530	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
531	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
532	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
533	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
534	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
535	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
536	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
537	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
538	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
539	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
540	1	1	1	1	-	4	16	0	2.2	22.20	19	1.80	24.00	
541	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00	
542	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00	
543	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00	

School Roll	Head Teacher	Total Promoted				Unpromoted			Total Teaching		DHT Time	Total FTE	
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE			Classes
544	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
545	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
546	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
547	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
548	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
549	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
550	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
551	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
552	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
553	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
554	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
555	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
556	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
557	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
558	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
559	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
560	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
561	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
562	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
563	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
564	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
565	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
566	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
567	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
568	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
569	1	1	1	1	-	4	17	0	2.2	23.20	20	1.80	25.00
570	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
571	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
572	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
573	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
574	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
575	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
576	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
577	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted			Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3		FTE	FTE	HTR	McCrone FTE	FTE	Classes		
578	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
579	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
580	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
581	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
582	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
583	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
584	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
585	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
586	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
587	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
588	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
589	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
590	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
591	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
592	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
593	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
594	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
595	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
596	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
597	1	1	1	1	-	4	18	0	2.4	24.40	21	1.80	26.20
598	1	1	1	1	-	4	19	0	2.4	25.40	22	1.80	27.20
599	1	1	1	1	-	4	19	0	2.4	25.40	22	1.80	27.20
600	1	1	1	1	-	4	19	0	2.4	25.40	22	1.80	27.20



School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted		McCrone		Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	FTE	FTE	HTR	FTE	FTE	Classes	FTE	Classes	FTE	FTE
0	-	-	-	-	-	-	0	-	-	0	0	-	-	0.00
1	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
2	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
3	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
4	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
5	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
6	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
7	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
8	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
9	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
10	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
11	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
12	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
13	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
14	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
15	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
16	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
17	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
18	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
19	1	-	-	-	-	1	-	0.46	0.14	1.60	1	-	1.60	
20	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
21	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
22	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
23	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
24	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
25	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
26	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
27	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
28	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
29	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
30	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
31	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
32	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	
33	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72	

School Roll	Head Teacher	Total Promoted			Unpromoted		Total Teaching			DHT Time	Total FTE		
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE			FTE	Classes
34	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
35	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
36	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
37	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
38	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
39	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
40	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
41	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
42	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
43	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
44	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
45	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
46	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
47	1	-	-	-	-	1	1	0.46	0.26	2.72	2	-	2.72
48	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
49	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
50	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
51	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
52	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
53	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
54	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
55	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
56	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
57	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
58	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
59	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
60	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
61	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
62	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
63	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
64	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
65	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
66	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
67	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted	McCrone		Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	FTE	FTE	HTR	FTE	FTE	Classes			
68	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
69	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
70	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
71	1	-	-	-	-	1	2	0.46	0.34	3.80	3	-	3.80
72	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
73	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
74	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
75	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
76	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
77	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
78	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
79	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
80	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
81	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
82	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
83	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
84	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
85	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
86	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
87	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
88	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
89	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
90	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
91	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
92	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
93	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
94	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
95	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
96	1	-	-	-	-	1	3	0.46	0.54	5.00	4	-	5.00
97	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
98	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
99	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
100	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
101	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00

School Roll	Head Teacher	Total Promoted					Unpromoted		Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes		
102	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
103	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
104	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
105	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
106	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
107	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
108	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
109	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
110	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
111	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
112	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
113	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
114	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
115	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
116	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
117	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
118	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
119	1	-	-	-	-	1	4	0.46	0.54	6.00	5	-	6.00
120	1	-	-	-	1	2	3	0.46	0.54	6.00	5	-	6.00
121	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
122	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
123	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
124	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
125	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
126	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
127	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
128	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
129	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
130	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
131	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
132	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
133	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
134	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
135	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20

School Roll	Head Teacher	Total Promoted			Unpromoted			Total Teaching			DHT Time	Total FTE	
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE			Classes
136	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
137	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
138	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
139	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
140	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
141	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
142	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
143	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
144	1	-	-	-	1	2	4	0.46	0.74	7.20	6	-	7.20
145	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
146	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
147	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
148	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
149	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
150	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
151	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
152	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
153	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
154	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
155	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
156	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
157	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
158	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
159	1	-	-	-	1	2	6	0	0.8	8.80	7	-	8.80
160	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20
161	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20
162	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20
163	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20
164	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20
165	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20
166	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20
167	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20
168	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20
169	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3		FTE	FTE	HTR	McCrone FTE	FTE	Classes			
170	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
171	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
172	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
173	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
174	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
175	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
176	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
177	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
178	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
179	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
180	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
181	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
182	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
183	1	1	-	-	1	3	5	0	0.8	8.80	7	0.40	9.20	
184	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
185	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
186	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
187	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
188	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
189	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
190	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
191	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
192	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
193	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
194	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
195	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
196	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
197	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
198	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
199	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
200	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
201	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
202	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	
203	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40	

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted	McCrone		Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	FTE	FTE	HTR	FTE	FTE	Classes			
204	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40
205	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40
206	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40
207	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40
208	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40
209	1	1	-	-	1	3	6	0	1	10.00	8	0.40	10.40
210	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
211	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
212	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
213	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
214	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
215	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
216	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
217	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
218	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
219	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
220	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
221	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
222	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
223	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
224	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
225	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
226	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
227	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
228	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
229	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
230	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
231	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
232	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
233	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
234	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
235	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
236	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40
237	1	1	-	-	1	3	7	0	1	11.00	9	0.40	11.40

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	FTE	FTE	HTR	McCrone FTE	FTE	Classes	FTE			
238	1	1	-	-	1	3	7	0	1	9	11.00	9	0.40	11.40
239	1	1	-	-	1	3	7	0	1	9	11.00	9	0.40	11.40
240	1	1	-	-	1	3	7	0	1	9	11.00	9	0.40	11.40
241	1	1	-	-	1	3	7	0	1	9	11.00	9	0.40	11.40
242	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
243	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
244	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
245	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
246	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
247	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
248	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
249	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
250	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
251	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
252	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
253	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
254	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
255	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
256	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
257	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
258	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
259	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
260	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
261	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
262	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
263	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
264	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
265	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
266	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
267	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
268	1	1	-	-	1	3	8	0	1.2	10	12.20	10	0.40	12.60
269	1	1	-	-	1	3	9	0	1.2	11	13.20	11	0.40	13.60
270	1	1	-	-	1	3	9	0	1.2	11	13.20	11	0.40	13.60
271	1	1	-	-	1	3	9	0	1.2	11	13.20	11	0.40	13.60



School Roll	Head Teacher	Total Promoted				Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes		
272	1	1	-	-	1	3	9	0	1.2	13.20	11	0.40	13.60
273	1	1	-	-	1	3	9	0	1.2	13.20	11	0.40	13.60
274	1	1	-	-	1	3	9	0	1.2	13.20	11	0.40	13.60
275	1	1	-	-	1	3	9	0	1.2	13.20	11	0.40	13.60
276	1	1	-	-	1	3	9	0	1.2	13.20	11	0.40	13.60
277	1	1	-	-	1	3	9	0	1.2	13.20	11	0.40	13.60
278	1	1	-	-	1	3	9	0	1.2	13.20	11	0.40	13.60
279	1	1	-	-	1	3	9	0	1.2	13.20	11	0.40	13.60
280	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
281	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
282	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
283	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
284	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
285	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
286	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
287	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
288	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
289	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
290	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
291	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
292	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
293	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
294	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
295	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
296	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
297	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
298	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
299	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
300	1	1	1	-	1	4	8	0	1.2	13.20	11	0.80	14.00
301	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20
302	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20
303	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20
304	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20
305	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20

School Roll	Head Teacher	Principal				Total Promoted	Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	FTE	FTE	HTR	McCrone FTE	FTE	Classes				
306	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
307	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
308	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
309	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
310	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
311	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
312	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
313	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
314	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
315	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
316	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
317	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
318	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
319	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
320	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
321	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
322	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
323	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
324	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
325	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
326	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
327	1	1	1	-	1	4	9	0	1.4	14.40	12	0.80	15.20	
328	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
329	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
330	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
331	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
332	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
333	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
334	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
335	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
336	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
337	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
338	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	
339	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20	

School Roll	Head Teacher	Total Promoted				Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes		
340	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
341	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
342	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
343	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
344	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
345	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
346	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
347	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
348	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
349	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
350	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
351	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
352	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
353	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
354	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
355	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
356	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
357	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
358	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
359	1	1	1	-	1	4	10	0	1.4	15.40	13	0.80	16.20
360	1	1	1	-	1	4	11	0	1.4	16.40	14	0.80	17.20
361	1	1	1	-	1	4	11	0	1.4	16.40	14	0.80	17.20
362	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
363	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
364	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
365	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
366	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
367	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
368	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
369	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
370	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
371	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
372	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40
373	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40

School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
374	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40	
375	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40	
376	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40	
377	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40	
378	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40	
379	1	1	1	-	1	4	11	0	1.6	16.60	14	0.80	17.40	
380	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
381	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
382	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
383	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
384	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
385	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
386	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
387	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
388	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
389	1	1	1	1	1	5	10	0	1.6	16.60	14	1.20	17.80	
390	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
391	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
392	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
393	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
394	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
395	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
396	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
397	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
398	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
399	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
400	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
401	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
402	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
403	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
404	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
405	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
406	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
407	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	

School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
408	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
409	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
410	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
411	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
412	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
413	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
414	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
415	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
416	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
417	1	1	1	1	1	5	11	0	1.6	17.60	15	1.20	18.80	
418	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
419	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
420	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
421	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
422	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
423	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
424	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
425	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
426	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
427	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
428	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
429	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
430	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
431	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
432	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
433	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
434	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
435	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
436	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
437	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
438	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
439	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
440	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
441	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	

School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
442	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
443	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
444	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
445	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
446	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
447	1	1	1	1	1	5	12	0	1.8	18.80	16	1.20	20.00	
448	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
449	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
450	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
451	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
452	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
453	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
454	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
455	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
456	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
457	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
458	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
459	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
460	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
461	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
462	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
463	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
464	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
465	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
466	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
467	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
468	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
469	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
470	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
471	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
472	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
473	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
474	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	
475	1	1	1	1	1	5	13	0	2	20.00	17	1.20	21.20	

School Roll	Head Teacher	Total Promoted					Unpromoted			Total Teaching			DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
476	1	1	1	1	1	1	5	14	0	2	21.00	18	1.20	22.20
477	1	1	1	1	1	1	5	14	0	2	21.00	18	1.20	22.20
478	1	1	1	1	1	1	5	14	0	2	21.00	18	1.20	22.20
479	1	1	1	1	1	1	5	14	0	2	21.00	18	1.20	22.20
480	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
481	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
482	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
483	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
484	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
485	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
486	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
487	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
488	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
489	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
490	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
491	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
492	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
493	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
494	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
495	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
496	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
497	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
498	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
499	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
500	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
501	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
502	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
503	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
504	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
505	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
506	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
507	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
508	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
509	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20

School Roll	Head Teacher	Total Promoted					Unpromoted		Total Teaching			DHT Time	Total FTE	
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE	Classes			
510	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
511	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
512	1	1	1	1	1	1	5	13	0	2	20.00	18	1.20	21.20
513	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
514	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
515	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
516	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
517	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
518	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
519	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
520	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
521	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
522	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
523	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
524	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
525	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
526	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
527	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
528	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
529	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
530	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
531	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
532	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
533	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
534	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
535	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
536	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
537	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
538	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
539	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
540	1	1	1	1	1	1	5	14	0	2.2	21.20	19	1.20	22.40
541	1	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
542	1	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
543	1	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40



School Roll	Head Teacher	Total Promoted				Unpromoted		Total Teaching			DHT Time	Total FTE	
	FTE	DHT 1	DHT 2	DHT 3	Principal Teacher	FTE	FTE	HTR	McCrone FTE	FTE			Classes
544	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
545	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
546	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
547	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
548	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
549	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
550	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
551	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
552	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
553	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
554	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
555	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
556	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
557	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
558	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
559	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
560	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
561	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
562	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
563	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
564	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
565	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
566	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
567	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
568	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
569	1	1	1	1	1	5	15	0	2.2	22.20	20	1.20	23.40
570	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
571	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
572	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
573	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
574	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
575	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
576	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
577	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60

School Roll	Head Teacher	DHT			Principal Teacher	Total Promoted	Unpromoted	McCrone		Total Teaching		DHT Time	Total FTE
	FTE	DHT 1	DHT 2	DHT 3	FTE	FTE	HTR	FTE	FTE	Classes			
578	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
579	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
580	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
581	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
582	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
583	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
584	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
585	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
586	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
587	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
588	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
589	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
590	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
591	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
592	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
593	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
594	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
595	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
596	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
597	1	1	1	1	1	5	16	0	2.4	23.40	21	1.20	24.60
598	1	1	1	1	1	5	17	0	2.4	24.40	22	1.20	25.60
599	1	1	1	1	1	5	17	0	2.4	24.40	22	1.20	25.60
600	1	1	1	1	1	5	17	0	2.4	24.40	22	1.20	25.60

Appendix III

Paired schools

School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE
0	-	-	-	-	-	-			0.00
1	0.5	-	1	1.5	-	1.5	1	0.12	1.62
2	0.5	-	1	1.5	-	1.5	1	0.12	1.62
3	0.5	-	1	1.5	-	1.5	1	0.12	1.62
4	0.5	-	1	1.5	-	1.5	1	0.12	1.62
5	0.5	-	1	1.5	-	1.5	1	0.12	1.62
6	0.5	-	1	1.5	-	1.5	Item 5.	0.12	1.62
7	0.5	-	1	1.5	-	1.5	1	0.12	1.62
8	0.5	-	1	1.5	-	1.5	1	0.12	1.62
9	0.5	-	1	1.5	-	1.5	1	0.12	1.62
10	0.5	-	1	1.5	-	1.5	1	0.12	1.62
11	0.5	-	1	1.5	-	1.5	1	0.12	1.62
12	0.5	-	1	1.5	-	1.5	1	0.12	1.62
13	0.5	-	1	1.5	-	1.5	1	0.12	1.62
14	0.5	-	1	1.5	-	1.5	1	0.12	1.62
15	0.5	-	1	1.5	-	1.5	1	0.12	1.62
16	0.5	-	1	1.5	-	1.5	1	0.12	1.62
17	0.5	-	1	1.5	-	1.5	1	0.12	1.62
18	0.5	-	1	1.5	-	1.5	1	0.12	1.62
19	0.5	-	1	1.5	-	1.5	1	0.12	1.62
20	0.5	-	1	1.5	1	2.5	2	0.28	2.78
21	0.5	-	1	1.5	1	2.5	2	0.28	2.78
22	0.5	-	1	1.5	1	2.5	2	0.28	2.78
23	0.5	-	1	1.5	1	2.5	2	0.28	2.78
24	0.5	-	1	1.5	1	2.5	2	0.28	2.78
25	0.5	-	1	1.5	1	2.5	2	0.28	2.78
26	0.5	-	1	1.5	1	2.5	2	0.28	2.78
27	0.5	-	1	1.5	1	2.5	2	0.28	2.78
28	0.5	-	1	1.5	1	2.5	2	0.28	2.78
29	0.5	-	1	1.5	1	2.5	2	0.28	2.78
30	0.5	-	1	1.5	1	2.5	2	0.28	2.78
31	0.5	-	1	1.5	1	2.5	2	0.28	2.78
32	0.5	-	1	1.5	1	2.5	2	0.28	2.78
33	0.5	-	1	1.5	1	2.5	2	0.28	2.78
34	0.5	-	1	1.5	1	2.5	2	0.28	2.78
35	0.5	-	1	1.5	1	2.5	2	0.28	2.78
36	0.5	-	1	1.5	1	2.5	2	0.28	2.78
37	0.5	-	1	1.5	1	2.5	2	0.28	2.78
38	0.5	-	1	1.5	1	2.5	2	0.28	2.78
39	0.5	-	1	1.5	1	2.5	2	0.28	2.78
40	0.5	-	1	1.5	1	2.5	2	0.28	2.78
41	0.5	-	1	1.5	1	2.5	2	0.28	2.78
42	0.5	-	1	1.5	1	2.5	2	0.28	2.78
43	0.5	-	1	1.5	1	2.5	2	0.28	2.78
44	0.5	-	1	1.5	1	2.5	2	0.28	2.78
45	0.5	-	1	1.5	1	2.5	2	0.28	2.78
46	0.5	-	1	1.5	1	2.5	2	0.28	2.78
47	0.5	-	1	1.5	1	2.5	2	0.28	2.78
48	0.5	-	1	1.5	2	3.5	3	0.4	3.90
49	0.5	-	1	1.5	2	3.5	3	0.4	3.90
50	0.5	-	1	1.5	2	3.5	3	0.4	3.90
51	0.5	-	1	1.5	2	3.5	3	0.4	3.90
52	0.5	-	1	1.5	2	3.5	3	0.4	3.90
53	0.5	-	1	1.5	2	3.5	3	0.4	3.90
54	0.5	-	1	1.5	2	3.5	3	0.4	3.90
55	0.5	-	1	1.5	2	3.5	3	0.4	3.90
56	0.5	-	1	1.5	2	3.5	3	0.4	3.90
57	0.5	-	1	1.5	2	3.5	3	0.4	3.90
58	0.5	-	1	1.5	2	3.5	3	0.4	3.90

School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE
59	0.5	-	1	1.5	2	3.5	3	0.4	3.90
60	0.5	-	1	1.5	2	3.5	3	0.4	3.90
61	0.5	-	1	1.5	2	3.5	3	0.4	3.90
62	0.5	-	1	1.5	2	3.5	3	0.4	3.90
63	0.5	-	1	1.5	2	3.5	3	0.4	3.90
64	0.5	-	1	1.5	2	3.5	3	0.4	3.90
65	0.5	-	1	1.5	2	3.5	3	0.4	3.90
66	0.5	-	1	1.5	2	3.5	3	0.4	3.90
67	0.5	-	1	1.5	2	3.5	3	0.4	3.90
68	0.5	-	1	1.5	2	3.5	3	0.4	3.90
69	0.5	-	1	1.5	2	3.5	3	0.4	3.90
70	0.5	-	1	1.5	2	3.5	3	0.4	3.90
71	0.5	-	1	1.5	2	3.5	3	0.4	3.90
72	0.5	-	1	1.5	3	4.5	4	0.48	4.98
73	0.5	-	1	1.5	3	4.5	4	0.48	4.98
74	0.5	-	1	1.5	3	4.5	4	0.48	4.98
75	0.5	-	1	1.5	3	4.5	4	0.48	4.98
76	0.5	-	1	1.5	3	4.5	4	0.48	4.98
77	0.5	-	1	1.5	3	4.5	4	0.48	4.98
78	0.5	-	1	1.5	3	4.5	4	0.48	4.98
79	0.5	-	1	1.5	3	4.5	4	0.48	4.98
80	0.5	-	1	1.5	3	4.5	4	0.48	4.98
81	0.5	-	1	1.5	3	4.5	4	0.48	4.98
82	0.5	-	1	1.5	3	4.5	4	0.48	4.98
83	0.5	-	1	1.5	3	4.5	4	0.48	4.98
84	0.5	-	1	1.5	3	4.5	4	0.48	4.98
85	0.5	-	1	1.5	3	4.5	4	0.48	4.98
86	0.5	-	1	1.5	3	4.5	4	0.48	4.98
87	0.5	-	1	1.5	3	4.5	4	0.48	4.98
88	0.5	-	1	1.5	3	4.5	4	0.48	4.98
89	0.5	-	1	1.5	3	4.5	4	0.48	4.98
90	0.5	-	1	1.5	3	4.5	4	0.48	4.98
91	0.5	-	1	1.5	3	4.5	4	0.48	4.98
92	0.5	-	1	1.5	3	4.5	4	0.48	4.98
93	0.5	-	1	1.5	3	4.5	4	0.48	4.98
94	0.5	-	1	1.5	3	4.5	4	0.48	4.98
95	0.5	-	1	1.5	3	4.5	4	0.48	4.98
96	0.5	-	1	1.5	3	4.5	4	0.48	4.98
97	0.5	-	1	1.5	4	5.5	5	0.6	6.10
98	0.5	-	1	1.5	4	5.5	5	0.6	6.10
99	0.5	-	1	1.5	4	5.5	5	0.6	6.10
100	0.5	-	1	1.5	4	5.5	5	0.6	6.10
101	0.5	-	1	1.5	4	5.5	5	0.6	6.10
102	0.5	-	1	1.5	4	5.5	5	0.6	6.10
103	0.5	-	1	1.5	4	5.5	5	0.6	6.10
104	0.5	-	1	1.5	4	5.5	5	0.6	6.10
105	0.5	-	1	1.5	4	5.5	5	0.6	6.10
106	0.5	-	1	1.5	4	5.5	5	0.6	6.10
107	0.5	-	1	1.5	4	5.5	5	0.6	6.10
108	0.5	-	1	1.5	4	5.5	5	0.6	6.10
109	0.5	-	1	1.5	4	5.5	5	0.6	6.10
110	0.5	-	1	1.5	4	5.5	5	0.6	6.10
111	0.5	-	1	1.5	4	5.5	5	0.6	6.10
112	0.5	-	1	1.5	4	5.5	5	0.6	6.10
113	0.5	-	1	1.5	4	5.5	5	0.6	6.10
114	0.5	-	1	1.5	4	5.5	5	0.6	6.10
115	0.5	-	1	1.5	4	5.5	5	0.6	6.10
116	0.5	-	1	1.5	4	5.5	5	0.6	6.10
117	0.5	-	1	1.5	4	5.5	5	0.6	6.10
118	0.5	-	1	1.5	4	5.5	5	0.6	6.10
119	0.5	-	1	1.5	4	5.5	5	0.6	6.10
120	0.5	-	1	1.5	4	5.5	5	0.6	6.10
121	0.5	-	1	1.5	5	6.5	6	0.68	7.18

School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE
122	0.5	-	1	1.5	5	6.5	6	0.68	7.18
123	0.5	-	1	1.5	5	6.5	6	0.68	7.18
124	0.5	-	1	1.5	5	6.5	6	0.68	7.18
125	0.5	-	1	1.5	5	6.5	6	0.68	7.18
126	0.5	-	1	1.5	5	6.5	6	0.68	7.18
127	0.5	-	1	1.5	5	6.5	6	0.68	7.18
128	0.5	-	1	1.5	5	6.5	6	0.68	7.18
129	0.5	-	1	1.5	5	6.5	6	0.68	7.18
130	0.5	-	1	1.5	5	6.5	6	0.68	7.18
131	0.5	-	1	1.5	5	6.5	6	0.68	7.18
132	0.5	-	1	1.5	5	6.5	6	0.68	7.18
133	0.5	-	1	1.5	5	6.5	6	0.68	7.18
134	0.5	-	1	1.5	5	6.5	6	0.68	7.18
135	0.5	-	1	1.5	5	6.5	6	0.68	7.18
136	0.5	-	1	1.5	5	6.5	6	0.68	7.18
137	0.5	-	1	1.5	5	6.5	6	0.68	7.18
138	0.5	-	1	1.5	5	6.5	6	0.68	7.18
139	0.5	-	1	1.5	5	6.5	6	0.68	7.18
140	0.5	-	1	1.5	5	6.5	6	0.68	7.18
141	0.5	-	1	1.5	5	6.5	6	0.68	7.18
142	0.5	-	1	1.5	5	6.5	6	0.68	7.18
143	0.5	-	1	1.5	5	6.5	6	0.68	7.18
144	0.5	-	1	1.5	5	6.5	6	0.68	7.18

School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE
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School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE
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School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE
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School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE
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School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE
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School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE
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School Roll	Head Teacher FTE	Depute Head FTE	Principal Teacher	Total Promoted FTE	Unpromoted FTE	Total Teaching FTE	Classes	McCrone FTE	Total FTE