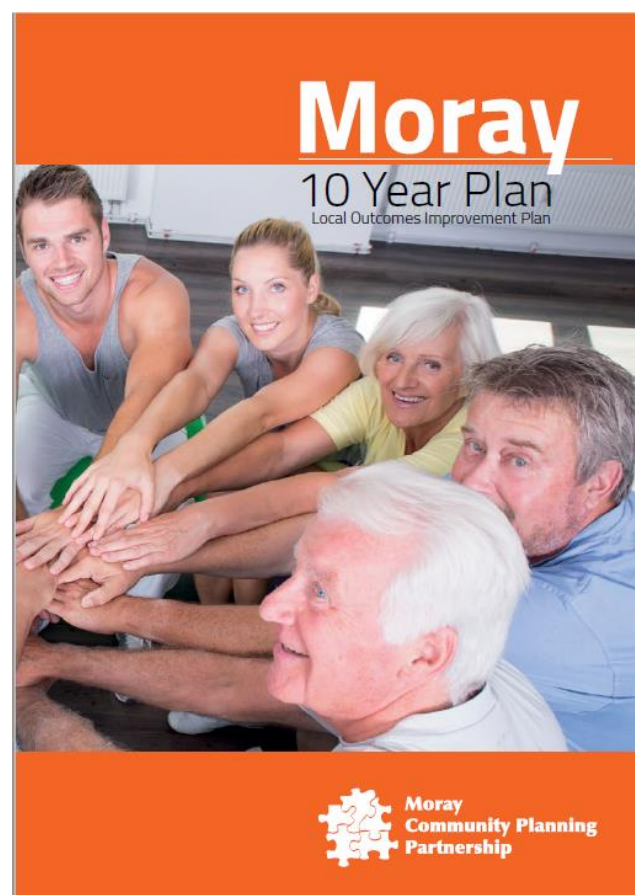


## LOIP - end of year review of progress made



A copy of the Moray 10 Year Plan (Local Outcomes Improvement Plan) which provides details of the measures agreed by each of the partners is available by following this link:

<http://www.yourmoray.org.uk/downloads/file118306.pdf>

Note that a number of measures were carried forward from the previous 10-year plan (**Moray 2026: a plan for the future**). The charts for these measures are included in the appropriate LOIP measure for completeness.

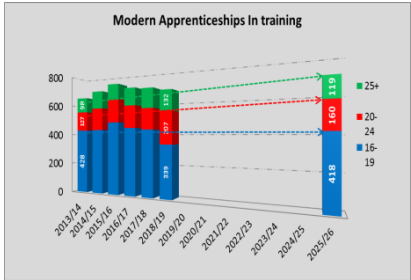
**Raising Aspirations** *Moray provides an enabling environment where residents can achieve expanded choices,*

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
Develop Poverty Strategy	Strategic framework including a model of delivery and robust action plan which is part of the wider CPP prevention agenda are developed	<ol style="list-style-type: none"> <li>1. Identification of local partners</li> <li>2. Identification and assessment of poverty in Moray.</li> <li>3. Identification and assessment of existing actions and plans that seek to mitigate poverty in Moray</li> <li>4. Identification of new actions to reduce poverty or expansions or modifications to existing action to increase impact.</li> <li>5. Identify what is working and lessons learned</li> </ol>	<ol style="list-style-type: none"> <li>1. <a href="#">Moray Poverty Strategy Action Plan.</a><sup>i</sup> <a href="#">Approved by CPP Board in April 2019</a> and has been submitted to Scottish Government for scrutiny (June 2019)</li> </ol> <p>The plan incorporates the statutory requirements of the <a href="#">Child Poverty (Scotland) Act 2017</a><sup>ii</sup> and the local implementation of <a href="#">Every child, every chance: tackling child poverty delivery plan 2018-2022</a></p>	<p>Supporting documentation:</p> <ol style="list-style-type: none"> <li>1. Fairer Moray Forum Food Poverty <a href="#">Action Plan Centred on Lived Experience</a><sup>iii</sup></li> <li>2. <a href="#">Developing a food poverty action plan centred on lived experience</a><sup>iv</sup></li> <li>3. <a href="#">The Cost of the School Day</a><sup>v</sup></li> </ol>	<b>Moray Poverty Strategy</b>	Fairer Moray Forum	Joint Chair: Chris Littlejohn, Dept Director of Public Health, NHSG; Kathy Ross, CEO, Moray Food Plus

**Growing, diverse and sustainable economy**

*By the year 2030 Moray is a destination of choice, the area being known and recognised as an outward facing and ambitious community with a thriving and well connected base and an environment in which quality of life is valued and supported*

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
Review and map employability support services to improve outcomes in areas of greatest need	<ol style="list-style-type: none"> <li>1. Delivery Plan agreed by partners</li> <li>2. Survey and analysis of drivers and constraints for women in the workplace completed to augment existing data on other groups</li> <li>3. Detailed Skills Action Plan(SIP) for Moray including Delivery Plan completed</li> <li>4. Practise in support of Moray Skills Pathway to support 3-24 year olds with enhanced employer engagement embedded by 2021.</li> <li>5. Using the 16/17 stats as a baseline: <ul style="list-style-type: none"> <li>• 20% increase (average) across the apprenticeship family by 2021</li> <li>• 25% increase in female uptake across the apprenticeship family by 2028</li> </ul> </li> </ol>	<p>Initial workshop identifying gaps and weaknesses in current provision held.</p> <p>Employability Consortium collaborating with New Elgin LOIP working group (for which employability was specifically identified as an objective) to work together on identified locality actions to address barriers to work and in-work poverty</p> <p>Council, HIE and SDS to consider gender based symposium in Moray to augment high level stats under aegis of Moray Growth Deal working as this issue a key objective in the deal.</p>	<p>The number of economically active people in Moray is unchanged from March 2018 to 2019 and remains at 78.4%. Nationally a similar trend has been witnessed. Moray remains above the National average of 77.8%. (<a href="#">NOMIS<sup>vi</sup></a>)</p> <p>The number of economically inactive people in Moray who want a job fell from 22.4% to 11% between March 2018 and March 2019. In contrast Nationally the figure has only reduced by 1.6% from 22.9% to 21.3%.</p> <p>The gross weekly pay gap between Male and Female Full-time workers in Moray fell by £18.30 between 2017-18. Nationally the gap only reduced by £0.70 to £83.60.</p>	Next step – Review of employability strategy to reflect the skills investment plan, workshop outputs and address need.	<b>Moray Economic Strategy</b>	Moray Council	Jim Grant - Chair Employability and Skills Sub Group of MEP
<p>Begin to implement a revised SIP across the CPP</p> <p>Project Plan to embed Moray Skills Pathway framed and in implementation.</p>		<p>Employability and Skills group established under MEP to monitor and deliver SIP and complete planning in areas for which still no detailed delivery actions</p> <p>Moray Pathways Website launched allowing engagement on Moray pathway, jobs and skills and other work on track. Senior Phase Pathways work is behind schedule due to transport, curriculum and ICT issues.</p>	<p>Local Government Benchmarking Framework (LGBF) data shows that in 2017/18 93.6% of Moray school leavers entered a positive destination. This demonstrates a slight % improvement on the previous year. Moray however ranks 22<sup>nd</sup> of Scottish Local authorities and as other Local authorities have improved at greater rates Moray has slipped two places in rankings in this time.</p> <p>The percentage of the population with NVQ4 level qualification (<a href="#">NOMIS Jan-Dec 2018<sup>vii</sup></a>) or above increased to 38.5% reducing the gap with the Scottish average at 44.2% and is now close to the UK</p>		<b>Moray Skills Investment Plan (SIP) 2018</b>	Moray Council	Jim Grant - Chair Employability and Skills Sub Group of MEP

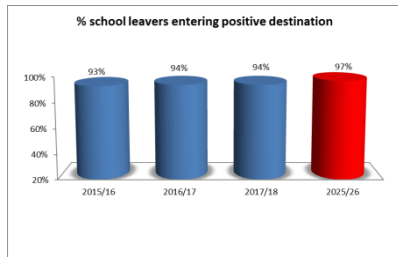
			average (39.3%)				
<p>Increased within Apprenticeships family across CPP and in Moray</p> 		<p>Scottish Apprenticeship week event took place in March to inform parents and young people of the opportunities linked to the apprenticeship family. DYW Moray social media campaigns and case studies have engaged a wider audience. Work by UHI and SDS in terms of SIP to expand apprenticeship offering and take up continues but will take time to complete and have an impact.</p>	<p>Statistics for 2018/19 show that 16-19 year olds participating has dropped significantly (potential reasons being sought via SDS) whilst 20-24 group rose significantly which overall balance each other out to produce a trend that is not increasing as we would wish. In terms of participating population and completion rates we are second quartile nationally.</p>		<p><b>Improved take-up of Apprenticeships in Moray Plan - Not known</b></p>	<p>Moray Council</p>	
<p>Creation of a physical and/or virtual Employability Hub for Moray</p>		<p>Employability Hub - Employability consortium met to agree a partnership agreement and Moray Pathways digital interface(website)is now operating</p> <p>Scottish Government review of funding arrangements for 2019 onwards directs funding via Local Authority Economic Development which assists the review process above.</p> <p>Change management plans are being developed to reinforce current joint working, potentially by changes in reporting arrangements and including Moray Training.</p>	<p>Virtual Hub and website complete</p> <p>Mid-year estimates 2017-18 show that both the 16-29 and 16-64 age groups are declining.</p> <p><u>16-29 population</u></p> <p>From 2017 to 2018 in Moray the population shrunk by 2.2% (<a href="#">NRS</a>). Over the same period both nationally and our comparator authority average populations also shrunk but to a lesser extent than witnessed in Moray (1.2% &amp; 1.0% respectively).</p> <p><u>16-64 population</u></p> <p>Similar to the 16-29 age group the population has declined between 2017 and 2018 (<a href="#">NRS</a>). The decrease is not as marked however with Moray witnessing a 0.74% reduction within this age group. Numbers have also dropped Nationally and within our comparators. Nationally the</p>	<p>Next step – Review Council working arrangements for employability functions to create a more efficient and effective service – collaboration/consolidation of services under central point of strategic coordination per SG expectations.</p>	<p><b>Moray Growth Deal</b></p>	<p>Moray Council</p>	<p>Rhona Gunn</p>

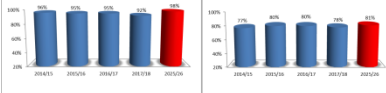
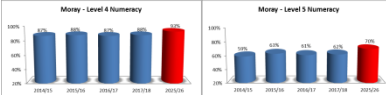


			<p>population has shrunk by 0.07% and our comparator average shows a 0.18% decrease.</p> <p>Between 2017 and 2018 Moray had a positive net migration of 50 people. Of the three components of migration both migration within Scotland and overseas were negative, the third component (within the UK) saw an increase of 210. After a few years of steady migratory population growth (2011-16) inward migration has slowed significantly since with a net increase of 50 from 2016-18. Inward migration from the rest of the UK (Excluding Scotland) has consistently been the highest source of migration over the past 10 years.</p>				
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## Building a better future for our children & young people in Moray

*Moray will be:*

*a place where children and young people thrive; a place where they have a voice, have opportunities to learn and get around; a place where they have a home, feel secure healthy and nurtured; and a place where they are able to reach their full potential.*

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer																																								
<p>Work in partnership to deliver support to schools and their local communities in order to improve outcomes and close the attainment gap</p>  <table><caption>% school leavers entering positive destination</caption><thead><tr><th>Year</th><th>Percentage</th></tr></thead><tbody><tr><td>2015/16</td><td>92%</td></tr><tr><td>2016/17</td><td>94%</td></tr><tr><td>2017/18</td><td>94%</td></tr><tr><td>2025/26</td><td>97%</td></tr></tbody></table>	Year	Percentage	2015/16	92%	2016/17	94%	2017/18	94%	2025/26	97%	<p>We will close the attainment gap for our children and young people</p>	<p>For session 2018/19, there have been a number of actions in place mainly as a result of the restructured secondary school week. These include:</p> <ul style="list-style-type: none"><li>Additional literacy and numeracy periods in place in all secondary schools for pupils in S1-3 which is in addition to English and Maths allocations</li><li>Literacy and numeracy as a bespoke focus in the senior phase with additional time given to boost literacy and numeracy for learners</li><li>In S5/6, young people</li></ul>	<p>Senior phase data for session 2017/18 is the most recent information available for the key measures.</p> <p><u>All School Leavers</u></p> <table><thead><tr><th colspan="3">Literacy and Numeracy</th></tr><tr><th></th><th><u>Level 4</u></th><th><u>Level 5</u></th></tr></thead><tbody><tr><td><u>Moray</u></td><td>84.9%</td><td>60.5%</td></tr><tr><td><u>Comparator</u></td><td>88.4%</td><td>63.5%</td></tr><tr><th colspan="3"><u>Literacy</u></th></tr><tr><td><u>Moray</u></td><td>92.2%</td><td>78.4%</td></tr><tr><td><u>Comparator</u></td><td>93.9%</td><td>78.5%</td></tr><tr><th colspan="3"><u>Numeracy</u></th></tr><tr><td><u>Moray</u></td><td>87.5%</td><td>62.4%</td></tr><tr><td><u>Comparator</u></td><td>90.4%</td><td>66.3%</td></tr></tbody></table> <p>In comparison to 2016/17 the data</p>	Literacy and Numeracy				<u>Level 4</u>	<u>Level 5</u>	<u>Moray</u>	84.9%	60.5%	<u>Comparator</u>	88.4%	63.5%	<u>Literacy</u>			<u>Moray</u>	92.2%	78.4%	<u>Comparator</u>	93.9%	78.5%	<u>Numeracy</u>			<u>Moray</u>	87.5%	62.4%	<u>Comparator</u>	90.4%	66.3%		<p><b><i>Moray Children's Service Plan</i></b></p> <p><b><i>Education and Social Care: Schools and Curriculum Development: Schools and Curriculum Development - Improvement Plan: Session 2018-19</i></b></p>	<p><i>Moray Council</i></p>	<p>Karen Lees</p> <p>Quality Improvement Officer Education and Social Care</p>
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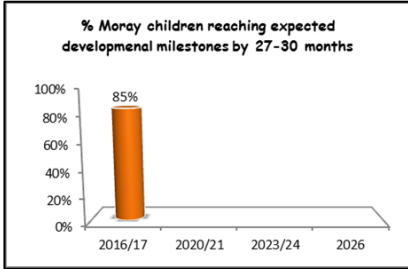
LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer																		
<div><div><div>Moray - Level 4 Literacy</div></div><div><div>Moray - Level 5 Literacy</div></div><div><div>Moray - Level 4 Numeracy</div></div><div><div>Moray - Level 5 Numeracy</div></div></div>		<p>have a timetabled to ensure they have opportunity to improve their literacy and numeracy levels prior to point of exit</p> <ul style="list-style-type: none"><li>This has been further developed at a strategic level with SQA Coordinators and Timetablers in the senior phase and at moderation approaches and QAMSO input in the BGE</li><li>Pupil Equity Funding approaches to support raising attainment in literacy and numeracy, with some schools providing this through wellbeing approaches</li><li>Ongoing focus on assessment and moderation, extending to collegiate practice</li></ul>	<p>shows that Moray has improved in three areas (L4 Numeracy +0.4%, L5 Literacy &amp; Numeracy +1.1% and L5 Numeracy +1.6%). Over the same period with the exception of L4 Numeracy, which has remained static, all other virtual comparator benchmarking performance data has declined allowing Moray to close the gap slightly. However Moray remains below our virtual comparator across all areas.</p> <p><u>Average Tariff Scores</u></p> <table><tr><th colspan="2"><u>Lowest 20%</u></th></tr><tr><td><u>Moray</u></td><td><u>120</u></td></tr><tr><td><u>Comparator</u></td><td><u>148</u></td></tr><tr><th colspan="2"><u>Middle 60%</u></th></tr><tr><td><u>Moray</u></td><td><u>755</u></td></tr><tr><td><u>Comparator</u></td><td><u>778</u></td></tr><tr><th colspan="2"><u>Highest 20%</u></th></tr><tr><td><u>Moray</u></td><td><u>1738</u></td></tr><tr><td><u>Comparator</u></td><td><u>1812</u></td></tr></table> <p>Moray lags behind our virtual comparator in all three cohorts. Where Moray has lost the most ground to our comparator is within the lowest 20% having been at 163 in 2015/16. Performance in both the middle and highest cohorts has improved since 2015/16. When LGBF overall average total tariff scores are compared nationally Moray is placed 29<sup>th</sup> out of the 32 Scottish local authorities.</p>	<u>Lowest 20%</u>		<u>Moray</u>	<u>120</u>	<u>Comparator</u>	<u>148</u>	<u>Middle 60%</u>		<u>Moray</u>	<u>755</u>	<u>Comparator</u>	<u>778</u>	<u>Highest 20%</u>		<u>Moray</u>	<u>1738</u>	<u>Comparator</u>	<u>1812</u>				
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We will deliver an appropriate curriculum and intervene early for those who are disengaging from education and provide support to children, young people and their families	Ambitious and confident children: To improve the life chances of children especially the most vulnerable by supporting them and their families at the earliest stages	<p>Moray school exclusion policy rewritten and published: <i>“Included Engaged and Involved – A Positive Approach to Managing School Exclusions”</i>.</p> <p>Guidance and processes were completely revised.</p>	<p><b><u>LGBF 2016/17</u></b></p> <p>Overall school exclusion rates/1,000 of pupils (33.1) rank Moray as 24<sup>th</sup> out of the 32 Scottish local authorities (1 least – 32 highest exclusion rate). Since 2012/13 Moray’s ranking has shown only a small movement from 26 to 24.</p> <p>Exclusion rates for Looked after children (LAC) fare much better. With</p>	Nationally benchmarked Data only recorded biennially. Latest data is 2016/17. Local data for the end of school term will be available July 2019	<b><i>Moray Children's Service Plan Exclusions</i></b>	<i>Moray Council</i>	Iain MacDonald Children's Wellbeing Service Manager, Education & Social Care																		



LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
			<p>a rate of 51.2 (per 1,000 pupils) Moray is ranked 6<sup>th</sup> best in Scotland and has shown significant improvement since 2012/13 when the rate was 212.7/1,000 and a ranking of 14<sup>th</sup></p> <p>Latest Local Data 2018/19</p> <ul style="list-style-type: none"> <li>13% decrease in primary school pupils excluded and a 13.6% reduction in the incidences of exclusion in comparison to 2017/18</li> <li>13.6% decrease in secondary school pupils excluded and a 3.6% reduction in the incidences of exclusion in comparison to 2017/18</li> <li>17 LAC were excluded from Moray schools, amounting to a 13.3% rise from 2017/18.</li> <li>There were 38 incidences which led to exclusion an increase of 40.7% from 2017/18.</li> </ul> <p>A reduction in LAC exclusions and incidences will be a priority area for the forthcoming academic year (2019/20)</p>				
All eligible pregnant women will be able to access Family Nurse partnership	We will improve health supports and outcomes for children before they are born	1. Continued delivery of FNP service 2. Family Nurse Partnership – extended eligibility criteria introduced.	Awaiting annual report  33 prospective parents currently engaging with Moray service.		<b>Moray Children's Service Plan/Early Learning and Childcare Delivery Plan</b>	NHS - Moray IJB	Family Nurse Partnership
Expectant mothers are provided with all relevant health care advice on conception/pregnancy		Current Position 1. A pathway is in place for pregnant smokers, including Carbon monoxide monitoring, midwives are able to identify and support pregnant smokers access smoking cessation support. 2. To increase reach/access the healthpoint and Smoking Advice Service	Smoking identified at booking. Recorded as three year aggregated data. <a href="#">ScotPHO Profiles Tool<sup>viii</sup></a> <ul style="list-style-type: none"> <li>Between 2014/15 – 2016/17 and 2015/16 – 2017/18 in Moray the rate reduced from 18.2% to 16.5%. Over the same period Scotland has also witnessed a reduction from 16.3% to 15.4%. Although Moray has seen a larger reduction it remains above the national rate.</li> </ul>		<b>Moray Children's Service Plan</b>	NHS - Moray IJB	Public Health

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
		<p>(SAS) have merged to provide a holistic support/signposting service; within Dr Grays Hospital and community venues.</p> <p>3. A dedicated healthpoint/SAS advisor is available within ward 3 Dr Grays Hospital.</p>	<p>Postpartum (Following Childbirth). Recorded as three year aggregated data.</p> <ul style="list-style-type: none"> <li>Between 2014/15 - 2016/17 and 2015/16 - 2017/18 in Moray the rate reduced from 18.8% to 17.8%.Over the same period the National rate has risen slightly from 15.8% to 16.4%. Shows Morays performance is improving whilst declining performance is being witnessed nationally.</li> </ul> <p>SAS Referrals: 2017 17 2018 19</p> <p>Quit Dates: 2017 11 2018 10</p> <p>12 Week Quits: 2017 1 2018 3</p>				
	We will improve health supports and outcomes for children before they are born	<p>Baby Steps Programmes delivered: 2017 - 3 (June – Dec) 2018 - 6 2019 - 2</p>	<p>The impact of the programme is measured via the wellbeing wheel in week 1, 4, 8 and in the postnatal period. Data demonstrates that 100% of women attending the programme reported:</p> <ul style="list-style-type: none"> <li>An increased awareness of the risks of having a BMI <math>\geq 30</math> and how to reduce these risks.</li> <li>An increase in the knowledge and confidence in how to take steps to improve health and wellbeing.</li> <li>Feeling healthier and more active.</li> <li>A clearer understanding of how to interpret food labels.</li> <li>An increase in awareness of support available in the community.</li> </ul> <p>The benefits continue in the postnatal period; with all women reporting a sustained improvement to their health and wellbeing.</p>				Maternity Services



LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
			Baby Steps won the Children and Young People’s Improvement Collaborative 2018 award for excellence in the Early Years				
<div>Intervene early and provide support to children identified as having developmental concerns at 27-30 mths child health review</div> <div></div>	We will improve health supports and outcomes for children before they are born	<div>New Universal Health Visiting Pathway</div> <div>The Universal Health Visiting Pathway is implemented on an incremental basis, at present NHSG is up to the 27-30 month child health review. The 4 year old assessment will be implemented in 2020.</div>	<div>Local Government Benchmarking Framework (LGBF) data shows that Moray compares well nationally for children meeting their development milestones. In 2017/18 80.7% of children met their development milestones; nationally the figure was much lower at 57.1%. Both locally and nationally performance has deteriorated slightly.</div> <div>An audit of parent/carer experience of the NHSG health visiting service was completed in February 2019, this follows on from the 2015 survey to elicit the views of parents involved with the health visiting service and reflects NHSG’s commitment to caring, listening and improving services. Results include:</div> <div><ul style="list-style-type: none"><li>85.6% of parents/carers were aware the Health Visitor was the named person for their child;</li><li>96.9% would contact their Health Visitor for advice and 83.1% of parents/carers indicated a preference for the same number of contacts with their Health Visitor;</li><li>96.6% felt Health Visitors provided a supportive service and the majority were in favour of a universal service, as only 19.3% felt Health Visitors should only visit parents who are having problems with their children and 22.1% that Health Visitors should only visit parents who have asked for help;</li><li>Parents/carers provided positive comments about their Health Visitor.</li></ul></div>		<b>Moray Children's Service Plan</b> (p44)	NHS - Moray IJB	

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
		Universal Pathway Quality Improvement Collaborative (UpQIC) Test of Change	A number of health visitors in Moray are participating in the national UpQIC programme which has a focus on the 27-30 ASQ; using activity tools as an intervention when there is a communication score <35. To date, they have completed the quality improvement component; produced a storyboard which was displayed at the national children's and young people's improvement collaborative (CYPIC) learning session in November 2018; and are in the process of 'spreading' the improvement programme across all Health Visiting and School Nursing Teams in Moray				
We will work in partnership to educate children, young people and their families regarding online safety and the risks of child sexual exploitation	We will protect children from child sexual exploitation and harm online				<b><i>Moray Local Policing Plan 2017 - 2020</i></b>  <b><i>2026 Policing strategy - Serving a Changing Scotland</i></b>	Police Scotland	Responsible Person: Paul McCruden Inspector Kenny McGeough
We will carry out analysis on CSE crimes in Moray and make key recommendations for improvement					<b><i>2026 Policing strategy - Serving a Changing Scotland</i></b>	Police Scotland	Responsible Person: Paul McCruden Inspector Kenny McGeough
Rate of Domestic Abuse Crimes per 10,000 population					<b><i>Moray Community Justice Outcomes Improvement Plan (p21)</i></b>  <b><i>Moray Local Policing Plan 2017 - 2020</i></b>  <b><i>2026 Policing strategy - Serving a Changing Scotland</i></b>	Police Scotland	Responsible Person: Paul McCruden Inspector Kenny McGeough

**Empowering & connecting communities**

*A thriving and well connected place, where more people live well in their communities.  
Confident, skilled and self-reliant communities where expectations and aspirations are raised, and achieved*

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
Gain a better understanding of people's needs and aspirations. Tailor and promote learning opportunities accordingly	More people participating in Learning opportunities				<b>CLD Plan</b>	Moray Council	Graham Jarvis
Promote and support community-led activity; develop indicators to enable us to assess progress	More people participate in community activity				<b>CLD Plan</b>	Moray Council	Graham Jarvis
Communities in New Elgin East and Buckie Central East participate in the development and implementation of their Locality Plan.	More people who experience the poorest outcomes take part or join the conversation.	<ul style="list-style-type: none"> <li>New Elgin East and Buckie Central East identified as Locality Plan Pilot Areas</li> <li>Co-ordinating group created consisting of CPP staff</li> <li>Co-ordinating Group mapped current partnership agency locality involvement and updated statistical data.</li> <li>10 Step Engagement Plan produced and approved</li> </ul>	<ul style="list-style-type: none"> <li>Community Planning Partnership (CPP) has a better understanding of local needs</li> <li>Local perspective on CPP priorities recognised</li> </ul>		<b>Locality plan engagement process</b>	Moray Council	Denise Whitworth
Refocus of staff work load and Implementation of exit strategies for current workload as appropriate. Partnership protocols and resources agreed and action plans in place. Measure and evaluate against identified outcomes.		<ul style="list-style-type: none"> <li>Additional Community Support Officer post secured to support locality planning work.</li> <li>Support in place from across CPP partners for additional staff involvement</li> <li>Scottish Community Development Centre's Place Based Support Programme support secured for this new area of work.</li> <li>Work progressed with community to build their confidence and capacity to take on the overseeing role for the Locality Plans going forward.</li> <li>Locality action plans produced</li> </ul>	<ul style="list-style-type: none"> <li>Draft locality plan produced for each of 2 areas</li> <li>Some resources reconfigured to times better suited to the community</li> <li>Discussion with the local community has led to some shifting or reconfiguring of CP Partner priorities.</li> </ul> <p>(e.g. Changes to policing in new Elgin to respond to concerns. Change to buses in Buckie Change to DWP training times)</p>				

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
		<p>which identify lead partners for relevant actions and appropriate resources will be deployed.</p> <ul style="list-style-type: none"> <li>• Work on clear “smart” outcomes will continue as the plans mature and develop.</li> <li>• Community Planning Board will review widening locality planning initiative after monitoring the outcomes of the 2 pilot initiatives in 12 months’ time.</li> </ul>					
Prioritise and deliver locality based work in pilot Areas using appropriate mapping engagement tools.	Our communities’ ability to address their own needs and aspirations is improved.	<ul style="list-style-type: none"> <li>• CPP agreed priority areas as part of LOIP preparation. Work taken place with local communities to develop pilot plans.</li> <li>• Co-ordinating group identified local activists to help form an initial Working Group to lead the initiative locally.</li> <li>• Working Group members produced a questionnaire, identified target areas and groups to engage with in the community</li> <li>• A wide-ranging engagement exercise took place over approx. five months and 1600+ conversations with local community members, ascertaining local people’s priorities.</li> <li>• Two draft Locality Plans in Buckie and New Elgin put together by the Co-ordinating Groups informed by the focus groups during March / April 2019.</li> <li>• Appropriate monitoring framework and outcome indicators being developed by the focus groups</li> </ul>	<ul style="list-style-type: none"> <li>• Two Draft locality plans prepared that reflect issues identified and prioritised by communities. Accepted by Moray Community Planning Partnership in June 2019. Ready for final consultation.</li> <li>• Awareness of community involvement and community empowerment has been raised.</li> <li>• Through involvement with the Co-ordinating Groups and focus groups, community members have developed confidence, learnt new skills and increased their knowledge and understanding of community planning.</li> </ul>		Locality plan engagement process	Moray Council	Denise Whitworth

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
Communities in New Elgin East and Buckie Central East take a leading role in the Delivery of appropriate actions within the context of their locality Plan.	Our communities' ability to address their own needs and aspirations is improved.	<ul style="list-style-type: none"> <li>• Regular meetings and support in place to support communities to address the areas identified in the plan</li> <li>• Support to the Co-ordinating Groups and subsequent priority focus groups were provided by Community Support Officers.</li> <li>• Overarching support, including training for local FG members by SCDC.</li> <li>• Training for community members of the Groups in identifying priorities, assessing risk and formulating actions provided by Community Support Officers.</li> </ul>	<p>Examples: New Elgin group working on seagull nuisance.</p> <ul style="list-style-type: none"> <li>• A Community Oversight Group is in place in each of Buckie Central East and New Elgin East recognised by the Community Planning Partnership as taking identified priority outcomes forward.</li> </ul>		Locality plan engagement process	Moray Council	Denise Whitworth

## Changing our relationship with alcohol

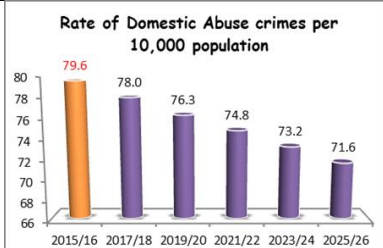

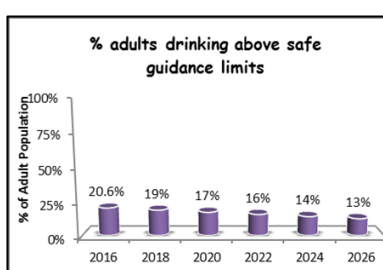
*People are healthier and experience fewer harms as a result of alcohol use*

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
Details of those charged with drunk driving will be shared by the police with the Moray Community Safety Hub, to inform potential support	Reduction in future service demand due to harmful alcohol consumption	As part of the custody process, Police engage with the accused in relation to alcohol issues and signpost accordingly to support services in the area, ensuring they are aware of the help available.		Number of Drink Driving offences monitored via the CS Hub however details of those charged have not been shared by Police. Issues exist around GDPR and data sharing as this would require consent from those involved.	<b>Operation CEDAR (Challenge, Educate, Detect and Reduce)</b>  <b>Moray Local Policing Plan 2017 - 2020.</b>  <b>2026 Policing strategy - Serving a Changing Scotland</b>	Police Scotland / Community Safety hub	Responsible Person: Paul McCruden Inspector Kenny McGeough
Mapping of current work, evidence and strategies where alcohol affects outcomes		A 2018/21 Delivery plan has been produced and is currently being reviewed.			<b>Moray Community Justice Plan</b>  <b>Moray Alcohol and Drug Partnership - Delivery Plan 2018-21</b>	Not known	Not known
Strategic review of the MADP to ensure a shared vision, purpose and goals which recognises and utilises partner expertise and skills effectively		The MADP have reviewed its operating practice.  A 2018/21 Delivery plan has been produced and is currently being reviewed.	Examples include: Increased investment in services as part of the review and wide consultation processes which included agency staff and those with lived or living experience.		<b>Moray Alcohol and Drug Partnership - Delivery Plan 2018-21</b>	Moray Alcohol and Drug Partnership (Moray ADP)	
Implement the National Recovery Outcomes Tool in Moray across Alcohol and Drug services		The Recovery Outcomes Tool is embedded into the performance reporting framework. See attached version of the 2018/19 Q4 report, which includes information linked to the Recovery Outcomes Tool.  Note; the Recovery Outcomes Tool will cease to be supported by the Scottish Government in 2019 and will be replaced by a revised and improved tool.	The Recovery Tool is embedded into the reporting framework.  Data from the tool has supported investment decisions;		<b>Moray Alcohol and Drug Partnership - Delivery Plan 2018-21</b> (p15)	Moray ADP	

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
Enable more people at risk of alcohol harm to recover by increasing their engagement with timely and effective services by improving the reach and impact of all alcohol recovery services Improve universal services and communities ability to identify those in need and link them with available services and community support	Reduction in future service demand due to harmful alcohol consumption	See actions in 2018/21 Delivery Plan.	<p>Data taken from the Waiting Times report on the Scottish Drug Misuse Database. During quarter 4, no service users waited 3 or more weeks before starting treatment.</p> <p>The number of active clients accessing services has increased year on year from 443 in 2016/17 to 544 in 2018/19.</p> <p>Self-Referral continues to be the most common method of referral into the services with 76% of Service Users in quarter 4 stating this is how contact was made; the same proportion as in quarter 1, 2 and 3</p>		<b><i>Moray Alcohol and Drug Partnership - Delivery Plan 2018-21</i></b>	Moray ADP	
Youth offending where alcohol is a contributory factor					<b><i>Moray Local Policing Plan 2017 - 2020</i></b>  <b><i>2026 Policing strategy - Serving a Changing Scotland</i></b>	Police Scotland / Community Safety hub	Responsible Person: Paul McCruden Inspector Kenny McGeough
Driving under the influence of alcohol number of road traffic accidents recorded by the police where alcohol is a suspected contributing factor		National annual drink driving campaigns undertaken by Roads Policing (Summer and Festive period) to educate the public against this behaviour.			<b><i>Moray Local Policing Plan 2017 - 2020</i></b>  <b><i>2026 Policing strategy - Serving a Changing Scotland</i></b>	Police Scotland / Community Safety hub	Responsible Person: Paul McCruden Inspector Kenny McGeough
Details of individuals thought to be vulnerable by Police Scotland for reasons associated with alcohol misuse will be shared by the Police with the Moray Community Safety Hub, to inform potential support.	A whole population approach to prevention and reducing related harms	Details of individuals that are thought to be vulnerable are shared with support agencies by Police Scotland via their VPD system (Vulnerable Persons Database). A person's vulnerability may include alcohol misuse.			<b><i>Moray Community Justice Outcomes Improvement Plan (p21)</i></b>  <b><i>Moray Local Policing Plan 2017 - 2020</i></b>	Police Scotland / Community Safety hub	(NAME/POST: TBA)  Police Scotland Custody Division



LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
		<p>Vulnerable people can also be highlighted to partners via the CS Hub, e.g SFRS/Housing highlighting a vulnerable occupant after engaging with them in their home for other reasons.</p> <p>As direct support of the new vulnerability section of the Moray Licensing Statement of Licensing Policy, the public safety initiative 'Ask for Angela' was introduced to the Moray Licensed trade. This initiative outlines the opportunity for a person who feels uncomfortable with a person or group to remove themselves, safely and discreetly, by simply 'Asking for Angela' at the bar and the staff member will facilitate safe exit from the premises. This campaign has proved very successful across the country and is a different approach / option for people to keep themselves safe or get away from potential danger.</p>			<i><b>2026 Policing strategy - Serving a Changing Scotland</b></i>		
<p>Continue to support and engage with the Domestic Abuse services, the Community Safety Strategic Group, and the Public Protection Partnership in Moray to assist with the reduction of substance misuse related offending in the Moray area</p> <p>Carried forward from <b>Moray 2026: a plan for the future</b> (Target 38)</p>					<p><i><b>Moray Community Justice Outcomes Improvement Plan</b></i> (p21)</p> <p><i><b>Moray Local Policing Plan 2017 - 2020</b></i></p> <p><i><b>2026 Policing strategy - Serving a Changing Scotland</b></i></p>	Police Scotland	<i><b>PS Barry Riddoch?</b></i>

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer																
<div><div><div>Rate of Domestic Abuse crimes per 10,000 population</div><table><thead><tr><th>Year</th><th>Rate</th></tr></thead><tbody><tr><td>2015/16</td><td>79.6</td></tr><tr><td>2017/18</td><td>78.0</td></tr><tr><td>2019/20</td><td>76.3</td></tr><tr><td>2021/22</td><td>74.8</td></tr><tr><td>2023/24</td><td>73.2</td></tr><tr><td>2025/26</td><td>71.6</td></tr></tbody></table></div></div>	Year	Rate	2015/16	79.6	2017/18	78.0	2019/20	76.3	2021/22	74.8	2023/24	73.2	2025/26	71.6									
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<div>Community Safety Offences involving alcohol</div> <div>Carried forward from <b>Moray 2026: a plan for the future</b> (Target 40)</div> <div><div><div>% Community Safety Offences involving alcohol</div><table><thead><tr><th>Year</th><th>Percentage</th></tr></thead><tbody><tr><td>2015/16</td><td>41%</td></tr><tr><td>2016/17</td><td>35%</td></tr><tr><td>2017/18</td><td>41%</td></tr><tr><td>2019/20</td><td>42%</td></tr><tr><td>2021/22</td><td>42%</td></tr><tr><td>2023/24</td><td>43%</td></tr><tr><td>2023/25</td><td>43%</td></tr></tbody></table></div></div>	Year	Percentage	2015/16	41%	2016/17	35%	2017/18	41%	2019/20	42%	2021/22	42%	2023/24	43%	2023/25	43%					<b>Not known</b>	Not known	Not known
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<div>Partners to provide Police Scotland and Licensing Standards Officers with support to enable them to appropriately enforce the legislation on responsible sale, availability and consumption of alcohol in order to reduce alcohol related violence, other crime or harm.</div> <div><div><div>% adults drinking above safe guidance limits</div><table><thead><tr><th>Year</th><th>Percentage</th></tr></thead><tbody><tr><td>2016</td><td>20.6%</td></tr><tr><td>2018</td><td>19%</td></tr><tr><td>2020</td><td>17%</td></tr><tr><td>2022</td><td>16%</td></tr><tr><td>2024</td><td>14%</td></tr><tr><td>2026</td><td>13%</td></tr></tbody></table></div></div>	Year	Percentage	2016	20.6%	2018	19%	2020	17%	2022	16%	2024	14%	2026	13%	A whole population approach to prevention and reducing related harms.	<div>In the last year the Moray Licensing Board has:</div> <div><div><div>- Undertaken a wide consultation and published a new statement of licensing policy. Licensing Policy includes conditions linked to vulnerability and Social Responsibility.</div><div>- Undertaken a thorough research programme and a complete revision of its statement of overprovision</div><div>- Published its annual report on exercising its functions under the Licensing (S) Act 2005in particular promoting the licensing objectives</div><div>- Published its annual financial report including a review of business transacted through the year</div><div>- Participated in a licensing Matters event (March 2019) organised by the Moray ADP</div></div></div>	<div>1. Licensing Policy produced and promoted; with includes social responsibility standards and issues linked to vulnerability.</div> <div>2. Increased Licensing Standards Officer provision from 0.4FTE to 1.0FTE whilst maintaining some of the lowest annual premises licence fees in Scotland</div>		<div><b>Moray Local Policing Plan 2017 - 2020</b></div> <div><b>2026 Policing strategy - Serving a Changing Scotland</b></div>	Police Scotland  Moray ADP			
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		<p>along with Police Scotland. This event was very well attended and covered areas of discussion like vulnerability through intoxication, the new Statement of Licensing Policy, alcohol harm reduction and adult and child safety.</p> <p>See Actions linked to MADP delivery Plan.</p> <p>Moray Licensing Forum in partnership with Police Scotland and MADP launched the 'You're Asking for it' public awareness campaign to raise awareness of the proxy supply of alcohol. Posters were distributed to 'off sales' premises across Moray and associated local and social media releases carried out. Dedicated joint policing operations are to be arranged and media coverage sought to identify means to reduce the proxy supply of alcohol and associated harm, anti-social behaviour and violence.</p> <p>See workforce development briefing.</p>					
Number of crime-files where accused/suspect was “drunk” or “had been drinking” per fiscal year			<p>Data has been provide for Group 1 Crimes only for the period 1 April 2018 to 31 March 2019.</p> <p>28 alcohol-related crimes of violence were recorded during 2018/19. These occurred within a "<b>private space</b>" (Residential Locus) in Moray.</p>		<p><b><i>Moray Local Policing Plan 2017 - 2020</i></b></p> <p><b><i>2026 Policing strategy - Serving a Changing</i></b></p>	Police Scotland / Community Safety hub	<p>Responsible Person:</p> <p>Paul McCruden</p> <p>Inspector Kenny McGeough</p>

LOIP First Steps	Planned Objectives	Actions Undertaken	End of Year 1 Outcomes	Notes	Partnership Plan	Lead Partner	Lead Officer
			<p>The data is limited to those specific crimes where the accused, suspect and/or complainer had a Sobriety Status of "Drunk", "Had Been Drinking" or "Drugs".</p> <p>There were 13 alcohol-related crimes of violence recorded during 2018/19 which occurred in a "<b>public space</b>" (Non-residential Locus) in Moray.</p>		<i>Scotland</i>		

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<sup>i</sup> Moray Local Child Poverty Action Report <http://yourmoray.org.uk/downloads/file126169.pdf>

<sup>ii</sup> Child Poverty (Scotland) Act 2017 <http://www.legislation.gov.uk/asp/2017/6/contents/enacted>

<sup>iii</sup> Fairer Moray Forum Food Poverty [Action](#) Plan Centred on Lived Experience <https://morayfoodplus.org.uk/final-action-plan.pdf>

<sup>iv</sup> [Developing](#) a food poverty action plan centred on lived experience <https://morayfoodplus.org.uk/final-food-poverty-report.pdf>

<sup>v</sup> The [Cost](#) of the School Day <https://morayfoodplus.org.uk/cost-of-school-day.pdf>

<sup>vi</sup> NOMIS [https://www.nomisweb.co.uk/reports/lmp/la/1946157424/subreports/ea\\_time\\_series/report.aspx?](https://www.nomisweb.co.uk/reports/lmp/la/1946157424/subreports/ea_time_series/report.aspx?)

<sup>vii</sup> Official Labour Market Statistics <https://www.nomisweb.co.uk/>

<sup>viii</sup> Public Health Information for Scotland ScotPHO <https://www.scotpho.org.uk/comparative-health/profiles/online-profiles-tool>