

LOIP Summary of progress 2018/19

PROGRESS REPORT (to June 2019)

This summary looks at the first steps agreed by partners and shows some of the progress made in 2018/19 in relation to the overarching outcome and the four priority areas.

1. Raising Aspirations - *Moray provides an enabling environment where residents can achieve expanded choices, improved livelihood and wellbeing*

1.1. The Fairer Moray Forum led the development of the Moray Poverty Strategy Action Plan, "A strategy for preventing, mitigating and undoing poverty in Moray 2018 – 2021". The plan was approved by the Community Planning Partnership Board in April before being submitted for Scottish Government scrutiny in June 2019. The Moray plan incorporates the statutory requirements of the *Child Poverty (Scotland) Act 2017*. To enable the plan's development and gain a measure of poverty levels in Moray both national and local data was gathered and analysed. Current partnership actions and plans were explored to establish what had worked well and these were modified and expanded upon to further mitigate the difficulties of living in poverty. With this plan now approved, when embedded into practice it should ensure that Moray is in a better position to recognise and tackle issues associated with poverty.

2. 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 commercial base and as environment in which quality of life is valued and supported*

2.1. Mid-year population estimates (2018) for Moray show a slight decline in the overall population (-260). Within the 16-29 age group estimates show that there has been a significant decline of 2.2% (-325 people). When the remainder of the working age population are taken into consideration, estimates show a reduction of an additional 115 people. The population shrinkage within these age groups is disproportionate to the overall reduction showing that numbers have increased within other age ranges; the vast majority of the increase was within the 65+ age group which has risen by 369 between 2017 and 2018. After a few years of steady migratory population growth (2011-16) inward migration has slowed significantly since with only 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.

- 2.2. In collaboration the Employability Consortium and the New Elgin LOIP working group established weaknesses in current employability provision and identified the locality actions required to overcome the obstacles associated with work and in work poverty. Addressing constraints for women in the workplace is a concern throughout Scotland, in particular the gender pay gap. In Moray an analysis of the barriers was undertaken to add to information already gathered. This has provided a more complete picture of the challenges faced. The gender pay gap in Moray (Full-time employees, Nomis 2018) is significant (£97.10) and higher than the national figure of £83.60. Between 2017 and 2018 the gap in Moray has narrowed by £18.30 in comparison to Scotland (£0.70) which shows progress has been made, however it is clear that further work needs to be undertaken to reduce the gap in the years ahead.
- 2.3. School leavers entering positive destinations in 2018 (93.6%), whilst showing slight improvement from the previous year, remains significantly below the national average (94.4%). The proportion of the population qualified to NVQ4 level (HNC/HND) continues to improve in Moray (38.5%) and is closing the gap to the national figure (44.2%). The embedding of the Moray Skills Investment Plan (SIP), which will be closely managed by the recently established Employability and Skills group, will provide enhanced employer engagement by 2021. Once fully embedded it should provide better access to skills pathways for 3-24 year olds improving and enhancing opportunities for this age group.
- 2.4. The most current evidence suggests that the engagement in modern apprenticeships has significantly reduced in 2018/19, most noticeably within the 16-19 age bracket. With most modern apprenticeships being entered into from school it is worrying that the numbers within this age group have reduced for the past three years. The drop within this group has been negated to a degree by the 20-24 age group where engagement has increased. Over the past year steady progress has been made in raising awareness of modern apprenticeship schemes. In March an event was held for parents and young people highlighting the opportunities of undertaking an apprenticeship. Various media campaigns have also taken place throughout the year to engage with a wider audience. Work continues with the University of the Highlands and Islands and Skills Development Scotland to expand upon apprenticeship places to encourage a higher uptake rate. It is anticipated that it will take time to have an impact on uptake however with greater awareness and wider opportunities it is hoped that uptake will improve in future years.
- 2.5. Partnership arrangements have been agreed and the digital hub website has been implemented and is now fully operational.

3. 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.

3.1 Secondary school attainment in Moray has consistently lagged behind both our virtual comparator authorities and Scotland as a whole. Data shows that in some areas attainment has improved in Moray between 2016/17 and 2017/18. Level 5 Literacy & Numeracy and Numeracy and both Level 4 & 5 Numeracy have shown an improvement, this has allowed the attainment gap to reduce in these areas. Tariff scores are another measure of benchmarking Moray against comparators and Scotland. Overall Moray is placed at 29th out of the 32 Scottish Local Authorities which is a significant decline in comparison to 2014/15 where Moray was placed 12th. When Tariff Scores are measured in SIMD quintiles Moray performs reasonably well in quintiles 1 and 2 being placed around mid-table. Performance significantly drops off within quintiles 3-5 where Moray is placed 32nd, 31st and 30th respectively. As around 84% of Morays population reside in quintiles 3-5 it is worrying that it is these areas that perform least well.

3.2 Within the past year additional measures have been put in place to give young people more opportunities to improve on attainment. Additional literacy and numeracy sessions have been brought in for all S1-3 pupils and additional time has been allocated to senior phase pupils to allow them to improve their literacy and numeracy skills before exiting school.

3.3 The school exclusion rate is relatively high in Moray in comparison with the majority of local authorities in Scotland. Local Government Benchmarking Framework publish data on exclusions every two years, latest data from 2016-17 shows that Moray is ranked 24/32 where rank 1 has the lowest level of exclusions, Moray has ranked consistently high since 2012-13, however the rate has fallen at each measurement stage since 2012-13. Moray fares much better with Looked After Children (LAC) exclusions, whilst the rate is significantly higher the ranking places Moray 6/32. Action has been taken to address the high exclusion rate with the school exclusion policy re-written and published. New revised guidance and processes provide a more positive approach to prevent exclusion where possible. Latest local data appears to show that the new policy and processes have already had an impact on exclusion rates. In the past year there has been a 14% reduction in the incidences of exclusions within Primary and a 4% reduction in Secondary. A reduction in LAC exclusions has been identified as a priority area in the new academic year.

- 3.4 Extended eligibility criteria has been introduced for pregnant women to gain access to the Family Nurse Partnership, currently 33 prospective parents are engaging with the service. Data indicates that rates of smoking amongst pregnant women pre-birth are reducing in Moray, comparisons of the past two 3-yr aggregates show a rate drop of 1.7% to 16.5%; however the rate remains higher than the national average of 15.4%.
- 3.5 Smoking rates post-birth have also witnessed a fall with rates in Moray reducing by 1% to 17.8%, this contrasts with a rising rate nationally. The national rate however remains below that experienced in Moray. Measures are in place to support expectant mothers who smoke to access smoking cessation support through the Smoking Advice Service (SAS). Notices have been distributed to community venues and within Dr Gray's hospital to signpost pregnant smokers to services. In addition a dedicated SAS advisor is available within ward 3 of Dr Gray's.
- 3.6 The "Baby Steps Programme" which is designed to provide expectant and new mothers with a greater awareness of healthy weight, the advantages of being more active, awareness of food contents and community supports, has received excellent feedback from those attending the programme with 100% providing positive feedback. The programme was nominated and won the Young People's Improvement Collaborative award in 2018 for excellence in early year's provision.
- 3.7 Evidence suggests the Moray is performing well in providing support to children identified as having development concerns at their 27-30 month review. In comparison to other local authorities LGBF ranks Moray 4/32 showing a significant improvement from a ranking of 17/32 in 2015/16. An audit of parent/carer experience of the health visiting service was completed in February which produced a very positive feedback about the service. A number of Moray Health Visitors are undertaking the Universal Pathway Quality Improvement Collaborative programme. This 12 month programme embraces a multi-agency approach, is currently focussed at the 27-30 month child development stage and uses activity tools to intervene when certain thresholds have been exceeded. The improvement programme is in the process of being shared with all health visiting and school nursing teams across Moray.

4. 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*

- 4.1 Two "Pilot" areas (New Elgin East & Buckie Central East) were identified for the development and implementation of Locality plans. Both identified communities

have engaged and participated well in the development of locality plans for their respective areas.

4.2 Under the direction of the Co-ordinating group a mapping of current provision was carried out by partnership agencies and updated local statistical data was used to build a picture of need. This mapping process informed the development and approval of a 10 step engagement plan. Communities were an integral part of plan development and some resources were reconfigured to better meet the needs of communities and allow for more effective engagement over an intensive five month period. Local community activists were involved to inform the initial working group of issues and concerns within the localities. Support was provided by the Community Support Unit and other partners to help communities build confidence and capacity to manage their Locality plans once finalised. Draft plans have been produced reflecting the identified issues which were prioritised by the communities. The “Pilot” plans will be reviewed by the Community Planning Partnership in 12 months’ time to monitor the impact and outcomes before decisions are made regarding widening the initiative.

4.3 The communities, through involvement and engagement, feel included, believe that their views have been a valued part of plan development and with continued support are now in a position to take ownership of their plans moving forward. Positive outcomes have already been witnessed with changes to policing in New Elgin East, changes to bus timings in Buckie and changes to the DWP training times.

5. Changing our relationship with alcohol - *People are healthier and experience fewer harms as a result of alcohol use*

5.1 Moray Alcohol and Drug Partnership undertook a mapping exercise, reviewed its operating practice and a delivery plan has been produced, this plan is currently under review. The process of plan development included views from people who had “lived” or had “living” experience of substance misuse. The national Recovery Outcomes Tool has been rolled out and is now embedded into practice. However, this tool is to receive no further support from the Scottish Government from 2019 and is to be superseded by a new improved tool.

5.2 The number of drug and alcohol service users has increased by almost 25% in the past year, at the end of quarter 4 there were 544 people actively engaged with services. If the numbers continue to rise at a similar rate it is likely to place extra burden on services and service provision. Self-referral is the most common method by which service users engage with services with three quarters of referrals accessing services by this method in quarter 4 2018/19. During quarter

four of 2018/19 no clients at risk of harm through alcohol use have had to wait more than three weeks before treatment commenced.

5.3 The licensing board after undertaking a wide consultation published a new licensing statement of licensing policy which has close links with vulnerability and social responsibility. A well-attended “Licensing Matters” event organised by MADP was held in March. Main focus areas of this event were around vulnerability through intoxication, alcohol harm reduction and adult and child harm. The “Ask for Angela” initiative, which has proven successful in other parts of the country, has been introduced to the license trade in Moray. This initiative allows individuals who feel at risk of harm to approach any member of bar staff and ask for Angela as a way of receiving help and being removed discreetly from the potentially dangerous situation. In partnership Police Scotland and MADP launched a public campaign raising awareness of the penalties for the supply of alcohol to the under 18’s. The “You’re asking for it” posters were widely distributed in off sales premises throughout Moray.

5.4 Police Scotland data for 2018/19 indicates that crimes of violence involving the use of alcohol and/or drugs are twice more likely to be recorded within a residential environment than a public space. In 2018/19 there were 28 recorded incidences of a violent crime taking place in a residential environment and 13 in a public space.