

Community Planning Board

Wednesday, 17 November 2021

NOTICE IS HEREBY GIVEN that a Meeting of the **Community Planning Board** is to be held at **remote locations via video conference**, on **Wednesday, 17 November 2021 at 14:00**.

BUSINESS

1. **Welcome and Apologies**
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3. **Afghanistan Resettlement Scheme - Progress Update** 11 - 40
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Monitoring Reports
Report by Depute Chief Executive (Education, Communities and Organisational Development)
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8. **AOCB**

Item(s) which the Committee may wish to consider with the Press and Public excluded

9. Moray Growth Deal Business Case Approval and Update

- Information on terms proposed or to be proposed by or to the Authority;

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

THE MORAY COUNCIL
Community Planning Board

SEDERUNT

Councillor Graham Leadbitter (Chair)

Mr Stuart Black (Member)

Anne Campbell (Member)

Mr Murray Ferguson (Member)

Chief Superintendent George MacDonald (Member)

Mr Grant Moir (Member)

Mr Mike Palmer (Member)

Mr Anthony Standing (Member)

Mr Don Vass (Member)

Mrs Susan Webb (Member)

Councillor George Alexander (Member)

Councillor John Divers (Member)

Councillor Tim Eagle (Member)

Councillor Sonya Warren (Member)

Mr Roddy Burns (Member)

Bruce Farquharson (Member)

Councillor John Cowe (Outside Body Appointee)

Councillor Shona Morrison (Outside Body Appointee)

Clerk Name:	Lindsey Robinson
Clerk Telephone:	07966 120593
Clerk Email:	committee.services@moray.gov.uk

MORAY COUNCIL

Minute of Meeting of the Community Planning Board

Wednesday, 22 September 2021

remote locations via video conference,

PRESENT

Councillor George Alexander, Mr Stuart Black, Mr Roddy Burns, Anne Campbell, Councillor John Divers, Councillor Tim Eagle, Bruce Farquharson, Councillor Graham Leadbitter, Chief Superintendent George MacDonald, Councillor Shona Morrison, Mr Anthony Standing, Councillor Sonya Warren, Mrs Susan Webb

APOLOGIES

Councillor John Cowe, Mr Murray Ferguson, Mr Grant Moir, Mr Mike Palmer, Mr Don Vass

IN ATTENDANCE

Also in attendance at the above meeting were the Depute Chief Executive (Education, Communities and Organisational Development), Depute Chief Executive (Economy, Environment and Finance), Head of Governance, Strategy and Performance, Communities Service Manager, and Lindsey Robinson, Committee Services Officer, all Moray Council.

1. Chair

The meeting was chaired by Councillor Graham Leadbitter.

2. Order of Business

The meeting noted that due to other commitments the Depute Chief Executive (Economy, Environment and Finance) would require to leave the meeting early and agreed to vary the order of business and take Item 5 "Moray Growth Deal Update – Verbal Update" as the first item of business.

3. Moray Growth Deal Update - Verbal Update [Para 9]

The meeting noted a confidential update by the Depute Chief executive (Economy, Environment and Finance) on the Moray Growth Deal.

4. Minute of Meeting of 23 June 2021

The Minute of the Meeting dated 23 June 2021 was submitted and approved subject to the query raised by Susan Webb that there may have been information relating to sharing common threads of information missed from the minute being investigated by the Clerk and updated if required.

5. Economic Recovery - Verbal Update

The Depute Chief Executive (Economy, Environment and Finance) provided a verbal update on the Economic Recovery advising that this was the third update on the Economic Recovery Plan from October 2020 and included updates on industrial land in Forres and Speyside, procurement and local business consultancy, the Town Centre recovery plan, and Start up and Digital grants.

She further advised that the Economic Recovery Indicators will be reported on annually and will have 9 PIs or thematic indicators that will provide a broad picture across the board.

During discussion Anne Campbell asked if the baseline figures would be set at the pre-covid levels and what targets would be set.

In response the Depute Chief Executive (Economy, Environment and Finance) advised that the baseline figure have been set using the pre-covid figures and that targets would be set in the longer term and that the priority for the moment is forward movement.

During further discussion Stuart Black advised that HIE have introduced a graduate programme that has already attracted applications and that the programme is available to all HNC, HND and degree graduates.

He also advised that Orbex have moved into a new facility in Forres Enterprise park. Councillor Alexander queried whether the move was to a new building or to an additional building.

In response Stuart Black confirmed that it was an additional building and a good sign of expansion

Councillor Alexander asked if there was any further detail regarding the industrial land in Forres.

In response the Depute Chief Executive (Economy, Environment and Finance) stated that she had no more information to share at present.

Stuart Black advised that there is possible expansion on Forres Enterprise Park.

Thereafter the meeting agreed to note the verbal update.

Stuart Black left the meeting at this juncture.

6. Climate Change Update - Verbal Update

The Depute Chief Executive (Economy, Environment and Finance) provided a verbal update on Climate Change which included an update on recruitment, the route map to Net Zero, training for procurement staff, and the COP26 programme running in schools.

During discussion Susan Webb asked how all of the updates related to the partnership contribution to the climate change agenda.

In response the Depute Chief Executive (Economy, Environment and Finance) advised that her update was focussed on the work of the Council which

was her area of responsibility, however she recognised that work was ongoing across the Partnership and she would ask the Climate Change Principal Officer to ensure he is making links with all organisations within the Partnership and to ensure that where there is collaborative working that this will be reported on.

7. Afghan and Syrian Refugees Resettlement Scheme Update - Verbal Update

The Chief Executive provided a verbal update on the Afghan and Syrian Resettlement Scheme which included an update from the Moray Council meeting dated 15 September 2021, where it was agreed that there would be housing and support for 20 refugees.

Following discussion the Chief Executive asked for anyone, or if any Board Members who knew of anyone, who could provide assistance to the refugees to get in touch with him.

The Chair highlighted the hard work undertaken by the Moray Health and Social Care Partnership in relation to adult social work and setting up support systems.

Thereafter the meeting noted the update.

8. 2021-22 Quarter 1 (April-June) LOIP Performance Monitoring Reports

A report by the Depute Chief Executive (Education, Communities and Organisational Development) informed the Board of the performance against the Local Outcome Performance Plan (LOIP) for the period to June 2021.

Stuart Black rejoined the meeting during discussion of this item.

Councillor Warren asked if there had been any feedback from the employers using Kickstart about the challenges in filling the roles.

In response the Depute Chief Executive (Economy, Environment and Finance) advised that the information was not held by the Council but could possibly be obtained from the Chamber of Commerce or HIE.

Stuart Black confirmed that there had been challenges in getting some of the roles filled, especially in hospitality and tourism, where there had been an immediate need for staff but Kickstart was taking around 3 weeks to place someone.

Councillor Eagle questioned the need to appoint a lead officer to support multi-agency working and capacity issues as he was of the opinion that it would be better to increase the number of staff rather than priorities being changed.

In response the Depute Chief Executive (Education, Communities and Organisational Development) advised that recruitment was in progress to appoint a Senior Officer for policy and that this will help with multi agency working.

Following further discussion on the benefits of different ways of producing and presenting the information in the appendices it was considered that it would be useful to have both statistical information with a narrative alongside and the Depute Chief Executive (Education, Communities and Finance) agreed that more comments could be added to the tables in appendix 5 to reflect this.

Thereafter, the Board agreed to note the progress reported in the templates attached to the report (Appendices 1, 2, 3, 4) taking account of the impact responding to the pandemic has had on partner organisations.

9. Partnership Community Learning and Development (CLD) Plan 2021-24

A report by the Depute Chief Executive (Education, Communities and Organisational Development) updated the Board on the completion of the Partnership CLD Plan which was published in draft format on 31 August 2021, as agreed at the 24 June CPP Board meeting.

Following consideration, during which the inclusion of Local Area Forums into page 24 was agreed, the Board agreed to:

- i. note the publication of the CLD Plan in Draft format; and
- ii. formally approve the Partnership CLD Plan 2021-24

10. AOCB

Councillor Alexander asked if Scottish Water had ever been a member of the CPB. He stated that his reason for raising the question was in relation to a recent flooding event in Forres which had resulted in sewage being left on the street and in his opinion he thought that the clean up of this would be the responsibility of Scottish Water and it may therefore be useful to have them attend the Board. Following discussion it was agreed that any issues that required to be raised with Scottish Water should be through the Local Resilience Partnership or one of their working groups.

Councillor Alexander also asked if the sederunt could be updated to show the bodies being represented. This was agreed.

Anne Campbell asked if there were any plans to be able to hold the meetings face to face or to change the platform that the meetings are currently held on. In response the Chair advised that virtual meetings would continue until at least January 2022.

The Depute Chief Executive (Education, Communities and Organisational Development) further advised that the platform allows for live webcasting and the Board may wish to take this into account in the context of holding meetings in public.

Susan Webb confirmed that the guidelines are still to work remotely and that is not recommended to meet face to face yet.

Councillor Eagle thanked Susan Webb for her weekly updates and sought confirmation that he could share the information on social media. This was agreed by Susan Webb as she was of the opinion that it would send a consistent message.

Anthony Standing advised that SDS had recently published the Annual Participation measures. He advised that 3500 young people in Moray (91.8%) are currently in education, employment or training a slight drop from 92% in 2020.

Councillor Eagle left the meeting at this juncture

Councillor Warren asked if apprenticeships would be impacted by the end of the furlough scheme.

In response Stuart Black confirmed that any apprentice on furlough would be able to restart their apprenticeship.

Anthony Standing also confirmed that SDS are following up on every young person on an apprenticeship that was made redundant and providing support to them and that he could provide further information to Councillor Warren. He further advised that existing programmes such as the Adopt an Apprentice scheme were still running.



REPORT TO: COMMUNITY PLANNING BOARD ON 17 NOVEMBER 2021

SUBJECT: AFGHANISTAN RESETTLEMENT SCHEME – PROGRESS UPDATE

BY: CHIEF OFFICER, HEALTH AND SOCIAL CARE MORAY

1. REASON FOR REPORT

- 1.1. To update CPOG on the planning for the arrival of Afghanistan Citizens to Moray.

2. RECOMMENDATION

- 2.1. **Note the contents of the report**

3. BACKGROUND

- 3.1. Meeting of Moray Council on 15 September 2021 approved the recommendations from the report (appendix 1) to:
- Participate in the Afghanistan Relocation and Assistance policy (ARAP) Scheme to support Locally Employed Staff (LES) – with a maximum of supporting **10 families**
 - Participate in the National Transfer Scheme to support Unaccompanied Asylum-Seeking Children with a maximum of supporting **3 children**
 - Formation of a dedicated 2-year temporary resettlement team from funds received through the Home Office
- 3.2. The Convention of Scottish Local Authority (CoSLA) are coordinating each Local Authorities responses to the participation in the variety of refugee and resettlement schemes.
- 3.3. A strategic planning team has been established with attendance from Police Scotland, UHI Moray, NHS Grampian, Department for Working Pensions, and internal departments representing, Housing, Education, Benefits, Community Support, Employability and Adult and Children's Social Work.
- 3.4. The oversight for the strategic plan is lead by Chief Social Work Officer (CSWO) Jane Mackie with a temporary team including:
- Project Officer – Carmen Gillies
 - Development Officer – Tracey Peden
 - Trainee Social Worker – Rebecca Macintosh

- 3.5. The strategic planning team have met twice to identify opportunities and risks associated with the arrival of Afghanistan citizens, including financial resources and availability of services within the Moray area.

4. SUMMARY OF ACTIONS

- 4.1. **Recruitment of Resettlement Team** - Job descriptions have been sent for evaluation with the anticipation of recruiting a resettlement team (One Project/Resettlement Officer Grade 10 and a maximum of 3 Assistant Resettlement Officers Grade 5) week commencing 1 Nov 21
- 4.2. **Allocation of Housing** – The intention is to obtain a 2-year temporary lease for 10 MOD properties in Elgin. Moray Council (Head of Housing Edward Thomas) has received Ministerial approval to enter into a formal lease agreement. Legal are now finalising lease agreements and a new timeline will be agreed.
- 4.3. **Matching Process** – The Home Office have been struggling to match the desires of Afghan citizens with their chosen Local Authorities. As the system evolves, the matching process and the collection of accurate health and personal data is beginning to improve. This reduces the risk of families resettling in Moray with the desires to relocate to other cities and towns across the UK.
- 4.4. **Service Capacity - Education** has capacity in primary and secondary schools with the caveat of pupils attending S3, where there is no or limited spaces in the Elgin area. **Health**, specifically GP surgeries are reaching capacity, this risk can be managed by access to medical data prior to acceptance.
- 4.5. **Community Engagement and Communication** – many individuals and third sector organisations are willing to support and donate many items. To manage requests and communication, a dedicated email address has been created to direct all queries to refugeeresettlementteam@moray.gov.uk
- 4.6. **Project Plan** – The creation of a project plan has been developed in detail which can be found in Appendix 2.

5. CONCLUSION

- 5.1. Timeline from the MOD regarding the use of housing is the priority for progression. Prior to accepting Afghan Citizens the strategic planning group will meet to agree the acceptance of the families by assessing their educational and medical needs.
- 5.2. It is anticipated that this report will require updating due to the rapid change and developments of this subject matter.

Author of Report: Carmen Gillies, Senior Project Officer HSCM

Background Papers:

Ref: SPMAN-957343068-1955



REPORT TO: MEETING OF MORAY COUNCIL ON 15 SEPTEMBER 2021

SUBJECT: RESETTLEMENT AND RELOCATION SCHEMES

BY: CHIEF SOCIAL WORK OFFICER, MORAY HEALTH & SOCIAL CARE

1. REASON FOR REPORT

1.1 To obtain approval to participate in the following Resettlement and Relocation Schemes and to subsequently advise the Convention of Scottish Local Authorities (CoSLA) of Moray Council's commitment towards:

- Afghanistan Relocation and Assistance Policy (ARAP) Scheme (Emergency Response) to support Afghan Locally Employed Staff (LES).
- National Transfer Scheme to support Unaccompanied Asylum Seeking Children.

1.2 This report is submitted to Council in terms of Section III (B) (36) of the Council's Scheme of Administration relating to exercise the statutory power of the Council to advance well-being under the Local Government in Scotland Act 2003.

2. RECOMMENDATION

2.1. It is recommended that The Council:

- i) Agrees to participate in the Afghan Relocation Scheme.**
- ii) Agrees to participate in the National Transfer Scheme for Unaccompanied Asylum Seeking Children.**

- iii) **Note the Councils positions in respect of the current and future Resettlement Schemes**
- iv) **Agrees to allocate funding for a dedicated resettlement team.**
- v) **Delegates authority to the Head of Housing and Property to negotiate and agree terms for the lease of Ministry of Defence (MOD) housing stock; and**
- vi) **Notes the precedent for any allocations of social housing under related schemes to be made by the Housing Needs Review Group;**

3. BACKGROUND

- 3.1 The 1951 UN convention relating to the status of Refugees is the framework which underpins international refugee protections. It, along with the 1967 Protocol, clearly sets out the definition of a refugee, along with the legal protection, assistance and social rights a refugee is entitled to receive. It also highlights the obligations of refugees towards their host country.
- 3.2 Convention of Scottish Local Authorities (CoSLA) is coordinating refugee resettlement efforts between all 32 Scottish local authorities. Refugee resettlement schemes seek to resettle the most vulnerable adults and children's who have fled violence in their home country. The United National Refugee Agency (UNHCR) refers refugees to the UK Government for relocation through resettlement programmes. People who are selected by the UNHCR are some of the most vulnerable refugees in the MENA (Middle-East and North Africa) region and fall under one or more of the following vulnerability criteria; women, children and young people at risk; people in severe need of medical care; survivors of torture and violence; refugees with legal and or protection needs; refugees with medical needs or disabilities; persons at risk due to their sexual orientation or gender identity; and refugees with links in resettlement countries.

Syrian Vulnerable Persons Resettlement (SVPR) Scheme

- 3.3 In 2016, Moray Council responded to an urgent request from the UK Government and CoSLA's Strategic Migration Partnership to assist those refugees displaced from Syria. As a result, the Council committed to resettle seven families (equating to 13 adults and 14 children) with continued support over the past five years under this Scheme. Most recently six out of seven families have been supported to complete their "leave to remain" application, biometrics, which allows permanent residency in the UK.
- 3.4 This current scheme concluded in March 2020 and is replaced by the UK Resettlement Scheme (ref 3.5) that broadens the geographical schemes beyond the MENA regions with continued funding in place.

United Kingdom Resettlement Scheme (UKRS)

- 3.5 The UKRS is an open ended scheme that intends to provide sanctuary for refugees in greatest need of protection, including those requiring urgent

medical treatment, survivors of violence and torture, and women and children at risk. It is hoped 5,000 of the most vulnerable refugees can be resettled in the UK in 2021/22. Current [Home Office funding rates](#) have been retained.

- 3.6 Given Moray Councils commitment to Syrian VPR scheme, the Council have not committed to taking any families through this route at this current time.

National Transfer Scheme (NTS) - Unaccompanied Asylum-Seeking Children (UASC)

- 3.7 The National Transfer Scheme for UASC provides a statutory mechanism for unaccompanied children to be transferred between an entry local authority to another local authority in the UK, facilitating a more even distribution of responsibility across the UK.
- 3.8 The NTS has been open to Local Authorities since 2018. The Scottish Government and CoSLA are asking all local authorities to accept 0.07% of their total child population, this equates to 1 child each year in Moray. Currently it is mainly young males aged 16-18 requiring support through the scheme and as such are classified as looked after children with obligation under the Children and Young Persons (Scotland) Act 2014 and associated Corporate Parenting responsibilities.
- 3.9 [Financial support](#) is offered per night at a low and high rate of £114 to £143, which ceases when the child turns 18yrs old, unless they continue in further education. The higher rate is awarded if the number of children exceeds 0.07% of the ONS 2020 Mid-Year Child Population Estimate for the council area.

Afghanistan Relocation and Assistance Policy (ARAP) Scheme (Emergency Response)

- 3.10 [ARAP Scheme](#) launched on 1 April 2021, to support the relocation of the Locally Employed Staff (LES) to the UK, in recognition of their commitment and bravery shown by local staff who supported UK forces in Afghanistan. The situation in Afghanistan is changing dynamically and relocation is becoming more urgent as NATO withdraws by September 2021.
- 3.11 On 3 June 2021, the UK government formally wrote to all Local Authority Chief Executives and Council Leaders across the UK, seeking support for the accelerated relocation of LES who has been supporting the UK in Afghanistan. UK Government plans to relocate 3000 individuals by the end of August.
- 3.12 Funding is provided for 12 months for local authorities to provide a package of intensive support to individuals or families, following which self-sufficiency is the intended outcome. Funding package is to support accommodation set up, rent and other housing related costs, together with funding for the delivery of integration support covering a range of areas including; advice and education services for school aged children. The offer will also be enhanced through additional central government integration support, including an online welcome pack for all new arrivals and local engagement networks for participating local authorities to share information and resources.

Afghanistan Citizens Resettlement (ACR) Scheme

- 3.13 [ACR scheme](#) is the UK governments new bespoke resettlement route for Afghan refugees. Thousands of Afghans most in need, including women, girls and children will be prioritised given their particular vulnerability. The UK Government aims to deliver one of its most ambitious resettlement schemes to welcome 5000 Afghans in year one, with a total of 20,000 in the long term.
- 3.14 The UK Government is working urgently to open this route. Further details will be announced in due course.

Proposed Resettlement Team

- 3.15 The Councils previous involvement in Syrian Refugee Scheme, has allowed Officers, services and agencies to gain experience, learnings and skills to support future schemes. The principle learning is to create a dedicated resettlement team to coordinate the multiple resettlement programmes.
- 3.16 The vision for Morays resettlement programme is to place equal value and importance on capacity building of the individual refugee, family and settled community, as resettlement essentials are identified as access to housing, health, education and employment. An underpinning community development approach ensures creative solutions can be found with people and communities to support a flourish, connected community for all.
- 3.17 The resettlement team required to meet the needs of incoming refugees will need to have a wide ranging mix of professional backgrounds including housing, social work, education, community development. The team will be on Council terms and conditions and will be funded by the Home Office through resettlement funds attached to each refugee. An initial team will consist of 1FTE Resettlement Co-Ordinator and 3 FTE Support Workers. These temporary posts will initially be for 12 months, with potential to extend dependent on scheme funding.
- 3.18 Dedicated support for any unaccompanied minors received will also be required and this will be established following confirmation and establishment of needs of young people received. Seeking dedicated supported lodgings or foster care arrangements for these young people paid at existing rates is envisaged.

Housing

- 3.19 The most pressing need for housing under the ARAP scheme is for larger family properties given household size, typically three and four bedroom properties. There tends to be a lower turnover of these properties in the social sector, therefore any allocation by the Council or Registered Social Landlords (RSLs) would necessitate a reasonable lead-in time and be likely to deliver smaller property sizes (two and three bedrooms).
- 3.20 Initial contact has been made with the MOD regarding service accommodation in the area which is understood to be vacant pending a long-term decision and would meet the needs of larger families. The intention would be for the Council can lease some of these properties on behalf of families being resettled under the ARAP scheme.

- 3.21 Whilst formal agreement would need to be negotiated, this is an arrangement which has been entered into elsewhere in the UK and correspondence received from the Secretary of State for Defence indicates a strategic alignment of objectives.
- 3.22 Subject to agreement with the MOD, the Council would seek to lease the properties for a minimum period of two years in order to sublet them to families being assisted under the scheme. Funding would broadly mirror the previous scheme to assist Syrian households, with initial setup costs being met and thereafter welfare benefits entitlement assisting with rent costs as required.
- 3.23 Should households require to move within the initial term, their needs would be considered under the scheme of allocations and if requiring a move to permanent accommodation after the initial period, the Housing Needs Review Group would assign priority on a similar basis as under the Syrian scheme. We would also invite local RSLs to participate. This would also be the arrangement should accommodation be required to participate in the scheme in the event that negotiations with the MOD are unsuccessful.

4. KEY MATTERS RELEVANT TO RECOMMENDATION

- 4.1 Given the spirit of the ARAP scheme and the rapid deterioration of the situation in Afghanistan, it is proposed that the Council agrees to participate in this scheme. Taking into account the current and ongoing demands for accommodation across Moray accompanied by early negotiations with the MOD to utilise surplus military housing, it is recommended that the Council's contribution to the scheme is up to 10 properties with MOD assistance, or 5 properties if required to allocate social housing. It is noted that in the latter instance the household sizes would be smaller.
- 4.2 As of 1 Sep 21, CoSLA has written to CSWO across Scotland requesting Local Authorities to participate in the NTS for Unaccompanied Asylum-Seeking Children with children arriving to Scotland in October. Given the immediate need for placements, it is recommended that the Council contribution to National Transfer Scheme for Unaccompanied Asylum-Seeking Children is capped at 3 children within this scheme. It is noted that this may need to be reviewed as the situation in develops over time.
- 4.2 Local authorities with dedicated resettlement teams administer and support the requests, relocation and resettlement schemes. This provides a faster route to support and protect those most vulnerable.
- 4.3 The Home Office provides a funding package to the local authorities who come forward to support and welcome Afghan refugees. A financial summary of the UKRS and ARMA schemes is in **Appendix 1**

5. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP)) and Moray Integration Joint Board Strategic Plan “Moray Partners in Care 2019 – 2029”

Moray Council Corporate Plan 2020-23 outlines its ambitions to support children and families and communities. The new citizens of Moray could contribute to a growing, diverse and sustainable community.

In the interest of safer communities; it is important that community cohesion and integration is a curtail part of the approach to supporting the integration into Morays communities.

(b) Policy and Legal

Participation in the resettlement and relocation schemes are voluntary at this time of writing.

The Council has clear powers to assist refugees within Moray. There is no clear powers to assist refugees out with Moray, however section 20 of the Local Government in Scotland Act 2003 gives the Council powers to promote or improve wellbeing and could justify the support of local charitable activity, if required.

The legal team will assist the Head of Housing and Property to draft head leases for the MOD & RSLs as applicable and for appropriate sub-leases for households.

(c) Financial implications

Financial support for the dedicated resettlement team will be allocated through the Home Office financial packages. This is dependent on the number of refugees to financial cover the core costs. Property costs will also be covered by Home Office funding and via welfare benefits as applicable.

There is also the potential for costs associated with providing support for additional support needs and English as a second language within schools depending upon the needs of any school pupils who arrive. The ARAP includes integration support, including education services, so there should be some financial support for any such provision that might need to be considered.

It is noted that that Council will require to underwrite certain costs, including staffing and property in the first instance and that whilst the intention would be for income to recompense this, there may be a net cost to the Council by provision extending beyond the baseline funding arrangements. Under the circumstances it is considered appropriate to proceed without full details of the funding being confirmed and for tolerance of a contingent liability to the Council in order to meet the urgent needs of households under the ARAP scheme.

The resettlement team will be made up of:

Resettlement Coordinator Grade 10 – (£45,805) £59,748

Support Workers x3 – (£23,581) £30,166.

A total cost of **£150,246**

The costs of staffing the team of the co-ordinator and support workers will cost £12,520 per month and that remaining contingency funding would provide the funding for this for a period of four months.

(d) Risk Implications and Mitigation

The scale of this work should not be underestimated. This is resource intensive and is likely to require front load investment to ensure success. The allocation of a project officer to manage and report on the Schemes enables a clear commitment from Moray Council to supporting the refugee programmes.

However, there will be a risk of delay if appropriate staffing resource cannot be allocated for the team, not underestimating the individual pressures within department to prioritise this urgent request to support refugees in Moray.

It is likely that the NTS for Unaccompanied Asylum-Seeking Children becomes compulsory, therefore in anticipation of such decision, it is noted that CSWO and Interim Head of Children Services agrees to Moray welcoming upto 3 children as part of the scheme. This shows Moray is committed to caring for children who are in need of a safe and loving environment.

(e) Staffing Implications

The project will be managed by the Chief Social Work Officer with temporary project manager/ officer on loan to assist with the project until a dedicated temporary resettlement team can be established.

(f) Property

If agreement is reached with the MOD, otherwise vacant property would be brought back into use. Otherwise a small proportion of social housing allocations would be required to facilitate participation in the scheme.

Relevant lease agreements will be entered into with the MOD and/or RSLs and tenancy rights will be afforded to families allocated accommodation under the schemes.

(g) Equalities/Socio Economic Impact

An EIA has been completed by the Equal Opportunities Officer and is found in **Appendix 2**

(h) Consultations

Chief Executive (Moray Council), Chief Social Work Officer; Chief Financial Officer MIJB, (Moray Council); Head of Governance, Strategy and Performance (Moray Council), Head of Housing and Property (Moray Council), Committee Services (Moray Council); Chief Financial Officer (Moray Council), Chief Finance Officer (Head of Children's and Families and Justice Social Work (Moray Council) have Equal Opportunity's Officer (Moray Council), been consulted.

6. CONCLUSION

- 6.1. To support the request from the UK Government, seeking local authorities support to participate in the Afghanistan Relocation and Assistance Policy Scheme, to prove housing and other support to locally employed staff who have been supporting the UK in Afghanistan.**
- 6.2. To commit to welcoming and supporting unaccompanied asylum seeking children to Moray as their safe and supportive home**
- 6.3. The dedicated temporary Resettlement Team should be formed at speed for Moray to be ready and responsive for the coordination, support and continuity of care for those refugees who need a safe and welcoming new home in Moray.**

Author of Report: Carmen Gillies Senior Project Officer HSCM
Background Papers: With Author
Ref: SPMAN-1108985784-658

Appendix 1

Summary of Financial Packages

	UK Resettlement Scheme	Afghan Relocations and Assistance Policy (ARAP)	Unaccompanied Asylum-Seeking Children	NEW - Afghan Citizens Scheme
	(£)	(£)	(£)	(£)
TOTAL per capita *	20520	10500	114 or 143 per night	TBC
Year 1	8520	10500	41610 or 52195	TBC
Year 2	5000			
Year 3	3700			
Year 4	2300			
Year 5	1000			
Health	2600			
Education Yr. 1 (2/3yrs)	2250			
Education Yr. 1 (3-18yrs)	4500			
ESOL Yr. 1	850	850		
Information			Rates per night depend of number of UASC. Payment ceased when child is 18yrs old	Pledge 20000 refugees with 5000 in Yr. 1 to UK

*Each Scheme is awarded a financial budget per capita (including children)

For example a family of 4 (2 adults, 2 children) arriving to Moray on the ARAP scheme, awards the local authority of £42,000 plus £850 each for ESOL provision.

APPENDIX 2 - EIA

SECTION 1 - DO I NEED AN EIA?

DO I NEED AN EIA?

Name of policy/activity: Afghan Relocation Scheme

Please choose one of the following:

Is this a:

- New policy/activity? ✓
- Existing policy/activity?
- Budget proposal/change for this policy/activity?
- Pilot programme or project?

Decision

Set out the rationale for deciding whether or not to proceed to an Equality Impact Assessment (EIA)

A commitment to support the Afghan Relocation Scheme will engage Human Rights and Equality legislation on the grounds of ethnicity, religion, disability, sex, sexual orientation, gender reassignment. It is important that due regard will be given to the need to

- Eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010
- Promote equality of opportunity
- Foster good relations between groups who share a protected characteristic and those who don't.

Date of Decision:

If undertaking an EIA please continue onto the Section 2. If not, pass this signed form to the Equalities Officer.

Assessment undertaken by:

Director or Head of Service	
Lead Officer for developing the policy/activity	Carmen Gillies Senior Project Officer Health & Social Care Moray
Other people involved in the screening (this may be council staff, partners or others i.e. contractor or community)	Don Toonen, Equal Opportunities Officer, Moray Council

SECTION 2: EQUALITY IMPACT ASSESSMENT

Brief description of the affected service

1. Describe what the service does:

Respond to a request from the UK Government, seeking the local authorities' support to participate in the accelerated relocation scheme to provide housing and other support to locally employed staff, who have been supporting the UK in Afghanistan.

2. Who are your main stakeholders?

- Afghan refugees

3. What changes as a result of the proposals? Is the service reduced or removed?

This is a new service

4. How will this affect your customers?

The service is aimed at supporting Afghan families/unaccompanied children who will be very vulnerable following events in Afghanistan over the last 20 years, exacerbated by events over the last months. They may or may not speak/understand English, they are likely to have been severely traumatised and may have psychological and/or physical support needs. Given the situation, they will have few or no possessions and will have to integrate into a society and culture that may be alien to them.

In Moray they will be settling in an area with a strong military presence and will have to adapt to a dominant presence of military aircraft.

If school children are among the refugees they will need to be supported with integration into the education system, likely with additional support regarding language and emotional/cultural resilience.

5. Please indicate if these apply to any of the protected characteristics		
Protected groups	Positive impact	Negative impact
Race	√	√
Disability	√	
Carers (for elderly, disabled or minors)	√	
Sex	√	√
Pregnancy and maternity (including breastfeeding)	√	
Sexual orientation	√	√
Age (include children, young people, midlife and older people)	√	
Religion, and or belief	√	√
Gender reassignment	√	√
Inequalities arising from socio-economic differences	√	
Human Rights	Article 3 – Freedom from Torture & Inhuman or Degrading Treatment	

	<p>Article 8 - Respect for your Private & Family Life, home and correspondence</p> <p>Article 14 - Protection from Discrimination on the grounds of disability</p> <p>Article 5 – Right to Liberty & Security</p> <p>Article 6 – Right to a fair trial</p> <p>https://www.equalityhumanrights.com/en/human-rights/human-rights-act</p> <p>Whether and when human rights are engaged or breached would be decided on a case by case basis depending on the circumstances of each individual case.</p>
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6. Evidence. What information have you used to make your assessment?

Performance data	
Internal consultation	Discussions with staff involved in Syrian Resettlement.
Consultation with affected groups	
Local statistics	
National statistics	UK Government statistics stating that it concerns around 1,000 Afghan locally employed staff and their families.
Other	COSLA briefings and information session.

7. Evidence gaps

Do you need additional information in order to complete the information in the previous questions?

There is no information, as yet, about numbers that will be allocated to Moray nor details of the persons involved.

8. Mitigating action

Can the impact of the proposed policy/activity be mitigated?

Please explain

Race/religion: Experience with the Syrian Resettlement has shown that there is a small but vociferous group of people who express ill feelings towards migrants and Muslims. The publicity

around the arrival of Syrian families was an important element of containing this. FAQs were published on the Council's website. This can be adapted to the Afghan situation.

In addition, training given to the families assisted the families in integrating into their communities. The training covered child protection, equal opportunities legislation, cultural differences, access to medical services. The families were introduced to uniformed officers from Police Scotland to help them overcome their suspicions/fears of police and armed forces. A welcome pack was drawn up and translated, covering information about practical issues including access to medical services, housing, benefits, fire prevention.

Additional support is likely to be needed for those family members with limited command of English. This can be provided by face-to-face interpretation, written translation and support through the Council's EAL team.

Disability: It is likely that the arrivals will have suffered severe psychological trauma and/or physical injuries. Psychological trauma is likely to surface several months after their arrival. Support from psychological medical and social work services, educational psychology, occupational therapy might be needed.

Socio-economic inequalities: Arrivals are likely to have lost all/most of their possessions and income. If granted refugee status they will have a right to work as well as benefits but they are likely to need support in accessing these.

The support will need an integrated approach involving DWP, Fire and Rescue, Police Scotland, NHS Grampian, Education Services, Health and Social Care, Housing Services, Income Maximisation, Council Financial Services, Third Sector.

9. Justification

If nothing can be done to reduce the negative impact(s) but the proposed policy/activity must go ahead, what justification is there to continue with the change?

- The Afghan Relocation Scheme has been running since 2013, to support the relocation of locally employed staff to the UK, in recognition of the fact that they are at increased risk of intimidation/ assault, given that they have worked side by side with our armed forces and officials. The UK Government launched a new policy in April 2021 and have assessed that around 1000 Afghan locally employed staff and their families may be eligible to apply for 5 years 'Leave to enter the UK' with a pathway to resettlement thereafter. Those who qualify to relocate to the UK are not expected to return to Afghanistan. After completing 5 years limited leave, they can apply for permanent residence in the UK, ensuring they can settle here permanently and continue to build their lives and future.
- The situation in Afghanistan presents a humanitarian crisis which needs accelerated support.

SECTION 3 CONCLUDING THE EIA

Concluding the EIA

1. No negative impacts on any of the protected groups were found.	
2. Some negative impacts have been identified. The impacts relate to:	
Reducing discrimination, harassment, victimisation or other conduct prohibited under the Equality Act 2010	√
Promoting equality of opportunity	√
Fostering good relations	√
3. Negative impacts can be mitigated the proposals as outlined in question 8	√
4. The negative impacts cannot be fully mitigated but are justified as outlined in question 9.	
5. It is advised not to go ahead with the proposals.	

Decision

Set out the rationale for deciding whether or not to proceed with the proposed actions:

Date of Decision:

Sign off and authorisation:

Service	
Department	
Policy/activity subject to EIA	
We have completed the equality impact assessment for this policy/activity.	Name: Position: Date:
Authorisation by head of service or director.	Name: Position: Date:
Please return this form to the Equal Opportunities Officer, Chief Executive's Office.	

Moray ARAP – Action Plan**Resettlement Team**

Action	Who?	Details	Timescale
Advise COSLA of pledge	Resettlement Team/Lead	Committee 16/09/2021	ASAP after committee decision Participation confirmed 22/09/21
Confirm language services/interpretation required	Resettlement	GLOBAL contracted at present	TBC once families matched
Establish transport / pick up arrangements	Resettlement Team	To be arranged based on holding hotel location of allocated families. Home Office service to be considered.	TBC once families matched
Plan arrival schedule	Resettlement Team/Nabil* Support Worker	Timeline of arrival, meeting from transport *TBC – may be able to provide cultural input	TBC once families matched
Prepare Induction materials	Resettlement Team	Official welcome pack available + Moray specific information	Information currently being collated.
Community Liaison Officer to consult with MOD families near properties	Resettlement Team /MOD	MOD police to be involved also	Carmen Gillies POC

Food starter pack arrangements and stock fridges	Resettlement Team/3 rd sector Support Worker	Amount required, dietary needs TBC (Check allergies/child or baby requirements)	TBC once families matched
Prepare standby / emergency response for any unforeseen issues	Resettlement Team/OOHs	Brief to be passed to out of hours, contingency (support worker on call for first 48* hours)	TBC once families matched
Identify bank, prepare comfort letter and arrange initial meetings	Resettlement Team	Confirm documentation required (things lost?)	TBC once families matched
Gain consent to share for any relevant partners	Resettlement Team		At initial signing of tenancy agreements etc.
Design and prepare wider 'cultural' induction to life in Scotland	Resettlement		Plans ongoing, to be finalised once families matched
Biometrics	Resettlement	TBC once we know applications required	
Devices and internet connection	Resettlement/Employability Team	Via Employability Team	
DVLA/Driving in the UK session	Resettlement		TBC once families matched
Third Sector Meeting	Resettlement	To confirm input/roles/arrangements	Ongoing conversations with TSi, last w/c 11/10
Exit Strategy	Resettlement	12 month plan from the offset	TBC once families matched
Grampian wide approach	Resettlement	Ongoing joint working with other LAs for best practice and to build communities	Regular meetings planned

Housing

<u>Action</u>	<u>Who?</u>	Comments/ Further Details	Timescale
Allocate properties to the scheme	Edward Thomas (Housing)/MOD	Awaiting ministerial approval	Decision imminent
Visit properties	Housing/Resettlement	To assess any work required	ASAP after MOD approval
Allocate families to properties	Housing/Resettlement	To be arranged once family sizes and any special requirements known	TBC once families matched
Arrange all works to be completed on housing, to include painting where needed	Edward Thomas (Housing)/MOD	Agreement on responsibility TBC after lease agreed.	TBC once families matched
Provide list of furniture and flooring required + create inventory	Area Housing Officer	MOD may be able to provide?	TBC once families matched
Arrange utility connections / Account set up Gas & electric meters	Area Housing Officer		TBC once families matched
Consider any adaptation requirements	TBC (OT)	Properties to be assessed once aware of individual's needs. Unable to take complex disability cases?	TBC once families matched
Fire safety visit	Housing	Liaising with MOD/Housing to confirm	ASAP after MOD approval
Marker (police/fire service) to be placed on properties	Housing/Resettlement		TBC once families matched
Consider broadband connection	Housing/Resettlement	Highland may be able to advise their process	TBC once families matched

Property Inspection	Area Housing Officer		ASAP after MOD approval
Heating on before arrival	Housing		TBC once families matched
Tenancy sign up + welcome packs	Area Housing Officer	Resettlement Team to attend TBC	TBC once families matched

Income Maximisation

Action	Who?	Details	Timescale
Initial contact from income maximisation/benefits Team	Benefit Team - Resettlement team to liaise		TBC once families matched
UC registration/income maximisation	Benefit Team		TBC once families matched
Apply for NI numbers	Benefits Team, if families have not already received during resettlement process	Process TBC - usually in place as part of scheme	TBC once families matched
Child Benefit Application	Benefits Team		TBC once families matched
Apply for relevant grants (depending on age of children)	Benefits Team/Resettlement Team		TBC once families matched

Police Scotland & Fire Service

Action	Who?	Details	Timescale
Police information session	Police Scotland (Resettlement to liaise and plan)	Details on who to call and when	TBC once families matched

Support Worker Action Plan (Initial plan – still to be confirmed)

Action	Who?	Details	Timescale
Produce a short term support plan for each family Review short term plan - identifying ongoing support needs Use this to form Integration Plan and set review date	Resettlement Team	Recruitment/planning underway	TBC once families matched
Register with GP's and other health services	Resettlement Team	Recruitment/planning underway	TBC once families matched
Attend appointment with Families to open bank accounts	Resettlement Team	Recruitment/planning underway	TBC once families matched
Distribute Weekly cash allowance	Resettlement Team	Recruitment/planning underway	TBC once families matched
Attend appointments with Families at Job Centre Plus to register for Universal Credit.	Resettlement Team	Recruitment/planning underway	TBC once families matched
Support to access mainstream services. Signpost families to other	Resettlement Team	Recruitment/planning underway	TBC once families matched

support, services or facilities – supporting families to access these.			
Maintain and sustain a tenancy	Resettlement Team	Recruitment/planning underway	TBC once families matched
Liaise with other organisations as required	Resettlement Team	Recruitment/planning underway	TBC once families matched
Facilitate briefing sessions	Resettlement Team	Recruitment/planning underway	TBC once families matched
Help with access and use of public transport	Resettlement Team	Recruitment/planning underway	TBC once families matched
Budgeting skills	Resettlement Team	Recruitment/planning underway	TBC once families matched

Third Sector Interface (TSI) Moray

Action	Who?	Details	Timescale
Facilitate donations and offers of help	TBC	TSi Moray approached and in conversation	Ongoing discussions
Liaise with 3 rd sector organisations (Moray Baby Bank, Fine Craft, Moray Food Plus etc.)	Referral to be made once families allocated	Confirm if donations for babies/found children needed 3 rd Sector meeting to be arranged	TBC once families matched

Employability

Action	Who?	Details	Timescale
Employability / Training Opportunities	Amy Cruickshank/Key Workers	Team ready to support	TBC once families matched

Education

Action	Who?	Details	Timescale
School and Early Learning Childcare placements sourced	Education/Vivienne Cross	Placements available for primary age S3 placement very limited	TBC once families matched
Identify support needed for schools, EAL / ASN requirements	Education/Nabil Ramzy		TBC once families matched
Introduction visits timetabled and organised	Education/Nabil		TBC once families matched
School uniforms to be arranged	3 rd Sector support if req		TBC once families matched

Health

Action	Who?	Details	Timescale
Briefing for all Health professionals	Claire Power		TBC once families matched
Translated health advice and prescription support given to all professionals and chemists	Claire Power		TBC once families matched
Registration with health services – see Resettlement list above			
Immunisation plan and delivery	Susan Duthie (TB Nurse)	TB/COVID19 vaccines	TBC once families matched
Identify mental health needs and trauma support	TBC		TBC once families matched

ESOL

Action	Who?	Details	Timescale
Assessment of all adults 18+	TBC based on provider Moray College UHI current provider	Online options to be considered if devices sourced	TBC once families matched
Give each learner their assessed level and a plan for ESOL classes	By chosen provider (TBC)		TBC once families matched
Provision of formal/informal ESOL	Chosen provider TBC	Formal classes and conversational ESOL	TBC once families matched
Allocated ESOL funding	Funding held by Moray Council to be allocated accordingly	Arrangements to be confirmed based on funding level (£850/adult in Y1) and services required	TBC once families matched

Communication Plan

Action	Who	Details	Timescale
Prepare communications plan	Corp Comms/Sharon Dunbar	Webpage live - http://www.moray.gov.uk/moray_standard/page_138847.html Email address live: refugeeresettlementteam@moray.gov.uk	Ongoing
Internal information sharing	Project Officer (Carmen Gillies)	Distribution of relevant information to relevant people	Strategic meetings ongoing
Media press release	Corp Comms/Sharon Dunbar	Press release completed	Completed/updates ongoing
Monitoring social media and fielding requests	Corp Comms/Social Media Team	**Partners to be asked to monitor their networks and forward any untoward messages to Corporate Comms. Direct anything that could be considered Hate Crime to the police.**	Ongoing

COSLA/Home Office/Other LAs

Action	Who	Details	Timescale
Notify of pledge	See Resettlement section above		
Maintain communication with COSLA/Home Office	Resettlement	Ongoing meetings, updates and calls	Ongoing
Maintain communication with other LAs	Resettlement	Sharing best practice and experiences	Ongoing

Finance

Action	Who	Details	Timescale
Identify Lead for Finance/claims	Finance Dept		Discussions ongoing at strategic meetings
Apply for funding	Finance Lead	(Budget holder – Jane Mackie) Cost centre/coding created 0101.92RE	TBC once families matched
Monitor additional funding available	Finance/Resettlement	e.g. ESOL childcare grants	TBC once families matched



REPORT TO: COMMUNITY PLANNING BOARD ON 17 NOVEMBER 2021

SUBJECT: CHILDREN'S SERVICES PLAN ANNUAL REPORT

**BY: CHIEF OFFICER, HEALTH AND SOCIAL CARE MORAY,
CHAIR OF THE GIRFEC LEADERSHIP GROUP**

1. REASON FOR REPORT

- 1.1 To ask the Board to approve the Children's Services Plan Annual Report 2020-21

2. RECOMMENDATION

- 2.1. **The Board formally approves the report and its publication on the Community Planning Partnership website**

3. BACKGROUND

Statutory responsibilities

- 3.1 Section 15 of the Children and Young People Act 2014 (The Act) provides that local authorities and health boards, working in partnership with other public bodies and organisations must produce a Children's Services Plan (CSP) which is reported to Scottish Government.
- 3.2 Section 13 of The Act provides that CSP's must be reported upon annually. Annual Reports must provide a clear summary of progress made in the previous year, measured against the CSP priorities.
- 3.3 The 2020 – 2023 CSP was completed in April 2020, however due to restrictions caused by the COVID-19 pandemic and the introduction of The Promise, the Scottish Government requested that a revised version be submitted by 31st October 2020.
- 3.4 The GIRFEC Leadership Group have responsibility for the production and implementation of the Children's Services in Moray.

Production of the annual report

- 3.5 The annual report was produced by a multi- agency group chaired by the QA and Localities Manager and comprising of members of the strategic groups which have oversight responsibility for each of the priorities within the Children's Services Plan, Public Protection Lead Officer and representatives from Police Scotland and TsiMORAY.
- 3.6 In line with the Promise, the language of the report has been carefully considered. Moray Youth Matters, a diverse group of young people from across Moray co-produced the Children's Services Plan and have reviewed and amended the annual report.
- 3.7 The final draft of the report was approved by the GIRFEC Leadership Group at their meeting of 10 August 2021.
- 3.8 The plan will be presented to the Local Authority Education, Children's Services and Leisure Committee on 24 November for noting.

4. SUMMARY OF IMPLICATIONS

- 4.1. There is a statutory duty to report on the progress of the 3 year Children's Services Plan and to both submit the report to the Scottish Government and publish it on the Community Planning website. The deadline for publication is 31 December 2021. There is a risk of reputational damage if this deadline is not met.

5. CONCLUSION

- 5.1. The Board are requested to note the co-production approach adopted to produce the annual report and formally approve it, prior to submission to Scottish Government.

Author of Report: Susan Leonard, Quality Assurance and Locality Manager

Background Papers: CSP Annual Report 2020-21

Ref: SPMAN-957343068-1959



MORAY CHILDREN'S SERVICES PLAN

ANNUAL REPORT
2020/21

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



**Moray
Community Planning
Partnership**

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EXECUTIVE FORWARD

We are pleased to present the first Annual Report for Moray's Children's Services Plan 2020-2023. This report highlights our key achievements this year and our journey to further improve the lives of children, young people and their families in Moray.

This year has challenged us all like no other and in response we have witnessed some outstanding joint work between our communities, 3rd sector organisations and our statutory services.

The past year has been about reacting to the pandemic. In the year ahead, our focus will be on recovery. It is inescapable that the Covid-19 pandemic will have a lasting impact on our children, young people and their families, in terms of their financial position, health and wellbeing and many other aspects of everyday life.

Our partnership and service delivery will continue to flex and adapt as we learn about the impact of the pandemic in the short, medium and long term. Our ability to make progress against the priorities in our plan is more crucial now than ever before. We will remain agile and responsive in our work to #KeepThePromise, and continue in our commitment to hear the voices of children, young people and their families in Moray.

2021 is the year in which children's rights, as set out in UNCRC, become directly incorporated into law in Scotland and children or their representatives will be able to go to court to enforce their rights. This is exciting and important for our children and young people, and for everyone who cares about them. It means that children and young people will enjoy the same rights as adults, their views will be listened to and they will be recognised for the contribution they make to their communities. We will make sure that children and young people in Moray understand their rights, that they are supported to claim them and that they are upheld.

We remain committed as a partnership to working together to realise our vision for Moray's children. Throughout these uncertain and challenging times the determination of our third sector, voluntary and paid workforce across Children's services has remained resilient and steadfast. In particular we would like to recognise the phenomenal response from our community, it has been truly inspirational and we thank you all.

It is with this inherent passion, that we will continue to endeavour to cut across organisational and service boundaries, working together to achieve meaningful change for the children, young people and families of Moray.


Signatures:



Sandy Bond
Moray Youth Matters Representative




Simon Bokor-Ingram
GIRFEC Leadership Group



Roddy Burns
Moray Council



Caroline Hiscox
NHS Grampian



George MacDonald
Police Scotland

16,145

Children in
Moray

12,114

School Pupils

4,702

with
additional
support
needs

3,778

living in
poverty

1,930

registered in
early learning
childcare

1,639

eligible for free
school meals

107

supported as
young carers

CHILDREN AND YOUNG PEOPLE IN MORAY 2020/21

177

living within
the care
system

26

at risk of
significant
harm

CHILDREN'S SERVICES PLAN PRIORITIES AND GOVERNANCE ARRANGEMENTS

The GIRFEC Leadership Group is made up the senior managers from the key organisations which make up the Children's Services Partnership including;

Social Work, Education, Police Scotland, Health and the 3rd sector. On behalf of the Community Planning Partnership, they are responsible for developing, implementing, and reporting on the progress of the Children's Services Plan.

The work of the strategic groups is further supported and delivered through a substructure of operational groups. In addition, key thematic groups actively contribute to the delivery and performance of the Children's Services Plan priorities, these include the Young Carers Statement Working Group and the Children's Rights and Participation Working Group.

Our vision and priorities were developed with children, young people, and families.

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

- Improving the wellbeing of children, young people and their families.
- Children and young people feel safe and free from harm.
- The impact of poverty on children, young people and their families is mitigated.
- Improved outcomes for looked after and care experienced young people

Four key groups within the Children's Services governance structure have overarching responsibility for each of these priorities.



IMPACT OF COVID-19

“We cannot underestimate the long-term effects that this pandemic will have, especially on the mental health and wellbeing of children and young people”

– Paul Farmer, Chief Executive of Mind

Covid-19 Timeline



Throughout this year, the Children's Services Partnership have worked together to deliver tailored supports to mitigate the worst effects of the pandemic.

From the very beginning of the initial lockdown phase, there were concerns about the negative effects of increased isolation on the wellbeing of children and young people and it was recognised that there was a much deeper impact on children and young people in care or on the edge of care.

Hidden Harm

Following the initial lockdown, Moray's children's services experienced a decrease in child protection referrals and investigation activity. Whilst this drop in activity reflected a national trend, it did little to alleviate fears that children and young people were in fact at an increased risk of harm during the pandemic. Great efforts were made by professionals to work together and support those children assessed to be more vulnerable, however the ability to recognise increasing support needs for children in the wider community was more limited due to the restrictions to services and overall reduction in contact between children and their network of support. At the same time alcohol sales rose, major domestic abuse charities reported increased calls, and The Royal College of Psychiatrists raised concerns about declining parental mental health.

In addition to increasing pressures facing families, the increased time spent by children and young people online during lockdown created an environment of increased vulnerability to a number of online offences, including sexual abuse and exploitation. National data indicates that during the lockdown there was an increase in activity on known child sex abuse forums online, and since the pandemic there has been an increase in contacts to NSPCC with concerns for children experiencing online sexual abuse, alongside an increase in online child sexual abuse crimes recorded by Police Scotland.



Evidence

A review of the available national evidence on the impact of lockdown and Covid-19 showed increased pressure and significant negative impact across family finances, children's education, family health and wellbeing, safety and security and children's rights.

Following the initial lockdown, two large scale surveys were undertaken with children, young people and families in Moray to assess the impact of Covid-19 on poverty and wellbeing matters.

- Poverty in Moray – 'Impact of Covid-19 since lockdown Sept 2020'.
- The Cost of the School Day 'Lockdown Learning in Moray survey of both parents and pupils'.

In total, 150 young people, 496 parents and 28 families responded to these surveys. 24% of all respondents identified as being in receipt of benefits, or in the application process for benefits.

In addition, a survey was undertaken community organisations and the front line services who provide support to families experiencing financial hardship. They were asked to give provide feedback on the impact of Covid-19 on the families they are currently supporting. 28 community organisations who collectively support over 12,000 families responded.



Summary of the key findings:

Financial Hardships

- Job losses and difficulty accessing Universal Credit.
- Self-employed workers reported struggling businesses during lockdown.
- Families unable to work when their school age children are home.
- Significant delays or barriers to accessing grants and universal credit.
- Gaps in income as a result of the furlough scheme – Relying on the missing 20% income.
- Rise in costs and additional costs – food, fuel and other bills.
- Worry about the ability to pay bills, impact of unexpected bills.
- Embarrassment at needing to ask for help.
- Extra costs of children being at home, increased food costs and equipment required for home schooling.

Family/Individual Challenges

- Families just about coping (on the edge of poverty) but not meeting criteria for accessing services.
- Impact of schools being closed – ability to motivate children, keep them entertained and focused on learning.
- Childcare difficulties – unable to access support from family members.
- Impact of being together in cramped conditions.
- Parents of children with additional needs concerned about lack of support.
- Parents of very young children feel isolated.

Food Challenges

- Early supply issues in shops meant people were having to buy higher cost brands.
- Those shielding experienced challenges with getting deliveries of essentials.
- School meal vouchers offered support but the cost of travelling to specific shops was prohibitive.
- Parents reluctant to admit they are struggling and need to access the Food Bank.
- Lack of transport to bulk buy, meant local shopping which was more expensive.

Technology Challenges

- Internet or broadband infrastructure problems across Moray – poor connectivity.
- Home schooling without proper equipment and knowing how to use it.
- Ability to pay for internet connection.

Children, Young People and Family Wellbeing

- Difficulties in accessing health care services as measures to prevent the spread of Covid-19 meant that only essential face-to-face care services could be delivered.
- General increase in anxiety and stress, particularly in relation to fear of Covid-19 and the associated impacts.
- Increased anxiety about returning to school – concerns about the lack of transition support.
- Increase in harmful behaviours such as alcohol and drug misuse and self-harm.
- Increase in eating disorder presentations.
- Children, young people and families feeling more vulnerable having been isolated from their usual support network.
- Strain on family relationships due to Covid-19 restrictions.
- Deterioration in children's sleep patterns and behaviour concerns for the future.

OUR RESPONSE TO COVID-19

The Children's Services Partnership has worked incredibly hard with the people of Moray to protect and support our children, young people, families and communities whilst also limiting the impact of Covid-19 on health, economic and social wellbeing.

Community Volunteer Response

It is important to recognise and acknowledge the vital role that both the formal and informal voluntary community response to Covid-19 played, particularly, but not solely, at the outset of the pandemic. Communities mobilised swiftly, adapting to address needs stemming from gaps in services and restrictions on people's ability to access everyday essentials.

A partnership Community Resilience Team was formed to coordinate and support the community response. Within localities community champions were identified, providing a single point of contact for each group.

A wide range of support was provided:

- Direct support for volunteer groups e.g., provision of PPE for volunteers, production of leaflets with information on where to get additional support, information on sources of funding etc.
- Funding for children, young people, and families.
- The Community Food Fund provided funding for meals for vulnerable individuals and families.
- The Connecting Scotland IT funding provided devices to support home schooling and those isolated from their families and friends.
- In addition, community groups were successful in raising funds independently through donations and grants to provide meals, food vouchers, IT, activity packs and local initiatives such as food larders.
- Third Sector Interface (TSI) Moray rapidly produced a central repository of supports available to communities. This was made accessible to all, including providing support to children and families in Moray.

tsiMORAY have further developed this work and produced a Community Map. The map will enable families and practitioners to identify supports and services by locality and/or thematically and will be a central point of knowledge across Moray



Practical Support for Families

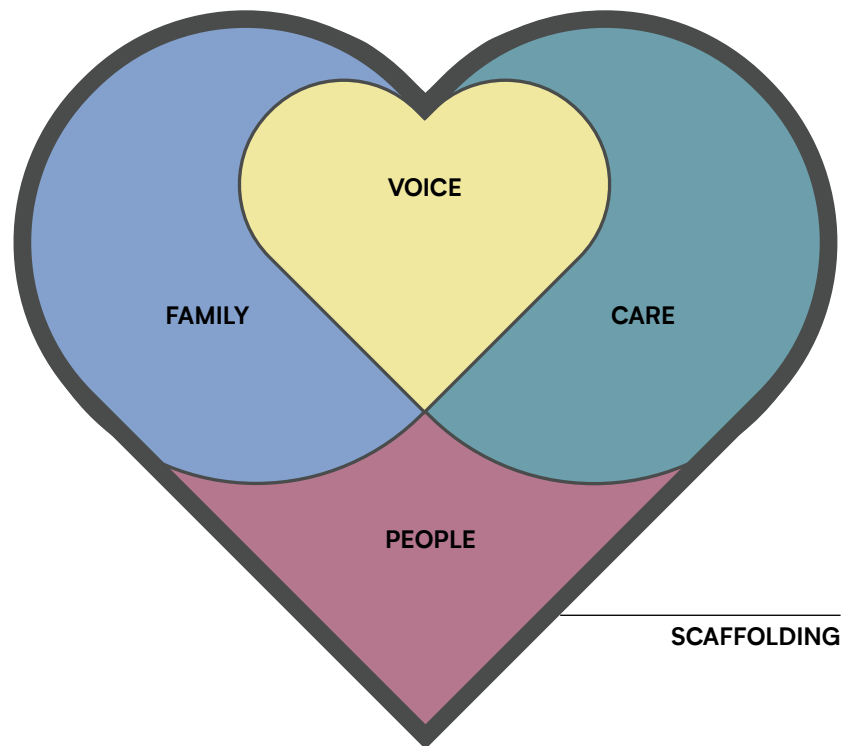
The table below outlines the nature and sheer volume of supports delivered to families and individuals throughout Moray. These needs were met by a range of services, with significant voluntary effort from both formal and informal community groups and organisations.

Support need	What was required	Number provided
Food	Food parcels, food vouchers, meals on wheels, hot meals, cooking zoom calls, baking kits	8,091
Money (fuel/ electricity costs, debt, clothing)	Fuel top ups, application to Moray Emergency Relief Fund, support applying for Universal Credit and other funding streams, signposting to financial supports, support and advice	1,456
Wellbeing (mental health, loneliness, befriending etc.)	Virtual meetings, telephone conversations, support networks, wellbeing walks	748
Technology (digital access, IT, smartphones, tablets etc.)	Access and support to enable home schooling for those that had no devices/Wi-Fi	898
Other	Community care packages containing basic staple items to give support to isolated and vulnerable families including baking kits and stationery packs	3,244

TRANSFORMATIONAL CHANGE

Moray is committed to #KeepthePromise

In February 2020, the Independent Care Review called for radical overhaul of Scotland's Care System. They published 7 reports called 'The Promise' narrating a vision based on 5 foundations for change, to transform how Scotland cares for children and families as well as the paid and unpaid workforce.



Working together with children and families, the Children's Services Partnership in Moray will:

- Actively listen to and hear from children – **Voice**
- Hear what support families say they need to stay together – **Family**
- Ensure that when children need to be cared for out of their family, brothers and sisters are supported to be together – **Care**
- Focus on developing and sustaining positive relationships – **People**
- Support the workforce to be accountable and to provide responsive support – **Scaffolding**

We recognise that 'The Promise' is fundamental to how we work with all children, young people and their families. The Promise requires us to deliver responsive flexible services shaped by what families tell us will make a difference to them.

A snapshot of how we have started to #keepthepromise in Moray

Voice

A range of engagement activities with children, young people and families to hear their voice and use it to shape policy and practise.

Staff workshops outlining the importance of partnering with families to produce solutions and young people presenting their views on how systems need to change.

Independent advocates for care experienced young people.

Family

Increase in provision of multi-agency wellbeing support.

Specific support for parents to feel confident and able to have discussions with young people about harmful behaviours.

Different approaches to enabling parents to identify their own support needs.

A wide range family-based activities which were sustained virtually and outdoors during lockdown.

Signposting to financial support and assistance to apply.

Care

Increased focus on supporting children to remain in their own family, including increased use of Kinship care.

Development of family group decision making to find the best solutions and keep families together.

A specific focus on brothers and sisters remaining together or being supported to have time together if they are not living together.

People

Activities and walks with young people to encourage relationships with peers.

Online engagement activities to maintain staff and peer relationships.

Specialist mental health support.

Increase in safe and welcoming places for young people, families and the people who support them to meet.

Scaffolding

Feedback from practitioners, children, young people and families has been analysed to help us to identify gaps in support provision.

Development of a community map, so that families can more easily see where local support is available.

Development sessions with staff about the Promise and the UNCRC.

Supporting staff to remain connected through the pandemic to explore and address the need for change in practice.

PROGRESS THIS YEAR

PRIORITY 1 — IMPROVE THE WELLBEING OF CHILDREN AND FAMILIES

Through listening to children and families and by looking carefully at local multi-agency data, we know that many families in Moray have experienced significant challenges in maintaining their wellbeing over the past year.

In response, our priority for 2020-21 has been to increase the provision of universal and early intervention mental wellbeing services and supports for children and families in Moray.

£741k has been allocated by the Scottish Government to enhance the range of early intervention mental wellbeing supports available.

We have used this funding to commission two key services:

- **Counselling in Schools**

The Exchange has been established to deliver psychological support to primary and secondary school aged children throughout Moray, both virtually and face to face

- **Family Wellbeing Service**

Action for Children have been commissioned to deliver an early intervention family wellbeing support services for families throughout Moray.

Whilst the commissioning process has been underway, we funded our third sector partners to deliver a range of creative wellbeing supports for children and families.

- **Moray Wellbeing Hub**

Peer support for young people and families, with a clear focus on prevention. This included the establishment of a parent's group which has 23 members and is now parent run. 5 young people's Champions have been recruited and trained to deliver peer support. New partnerships have been established with Developing the Young Workforce Team, Children 1st and the Employability Team through which young people have been developed to deliver peer support.

- **Aberlour Youth Point**

A range of supports for young people in distress as well as parenting support and access to funding to overcome difficulties which impact on mental wellbeing.

Intensive support was provided to 9 young people and their families who reported improved wellbeing.

- **Re-evolution for Good**

Life Coaching for young people on a one to one basis to address the issues they want to change and adopt strategies to manage emotional distress.

15 young people undertook a programme of coaching sessions both online and face to face. Improved wellbeing was evidenced



- **Children 1st**

A range of interventions which focus on building and sustaining family bonds. This included one-to-one family therapy sessions, group support sessions and access to a range of further supports and funding. 32 families were supported and reported improved outcomes.

Locality Networks have undertaken a mapping exercise of existing community mental health and wellbeing services and collated feedback from frontline practitioners on services and supports they regularly access. Work is underway to ensure this information is kept updated and is accessible to children, young people, families and those who support them.

- **Mental Wellbeing Improvement Programme**

In early 2021, Moray made a successful application to Scottish Government's Children and Young people's Improvement Collaborative and Health Care Improvement Scotland to participate in the national Mental Wellbeing Improvement Programme. It aims to support Community Planning Partnerships to:

- Develop the knowledge and skills to apply both service design and Quality Improvement methods to identify, design and test system changes that transform the way we support the mental wellbeing of children and young people.
- Collaboratively develop and implement approaches to ensure the voices of children, young people and their families are meaningfully informing the design and implementation of new models of support.

Locality Planning

At the onset of the pandemic a partnership approach, based on the GIRFEC staged intervention process, was rapidly developed to respond to the escalating individual wellbeing needs of children and families in Moray.

Four multi-agency CONNECT Teams were set up. They comprised of frontline managers from key agencies, as well as a Community Learning and Development Worker who acted as the link with 3rd sector and community based voluntary organisations. The role of the CONNECT Teams was to:

- consider the needs of the children, young people and families referred to them by the Team Around the Child
- help connect children and families with the services and community-based supports best placed to meet their needs

In situations where their needs were more complex, similar support was provided by the Moray-wide Multi Agency Support Hub (MASH), which is made up of managers from across all agencies who have the authority to direct their resources within communities. 113 children, young people and families received support from MASH between April and June 2020.

During the school summer holiday period, locality planning partners came together to provide a range of wellbeing supports for individual children, young people and families. 32 children and young people were provided with individual, tailored packages of support.

A robust evaluation of the local locality planning model and learning from national best practice, has helped to shape a streamlined model which will be piloted and evaluated over the next year.

In addition a number of partnership initiatives undertaken to improve the physical and social wellbeing of children, young people and families.

Active Girls Day Initiative

As identified through extensive survey work with children and young people in Moray, teenage girls are most likely to be physically inactive. Delivered by Active Schools in partnership with Sport Scotland, this initiative focused on offering activities specifically for teenage girls to participate in. Following a range of taster sessions, they have been signposted to different community clubs/sessions.

Milne's High School (walk & talk)

This is a partnership between Active Schools and Moray Walk Co-ordinator. The aims of the project are for S1 pupils to:

- Make new friends (transition to High School)
- see the village and its facilities (especially sports venues)
- get outdoors and active
- have a safe place to talk to friends
- get to know senior pupils or staff and to create buddies for next year's S1 group

This initiative is being evaluated and the opportunity to scale and spread throughout Moray will be explored.

Foundation Apprentices are currently supporting Active Schools and Walk Moray develop a promotional film to promote Walking for Health at School, as a means of increasing physical activity amongst young people.



PRIORITY 2 — CHILDREN AND YOUNG PEOPLE ARE SAFE AND FREE FROM HARM

The partners responsible for delivering child protection services met more frequently in Moray to identify the risks of the restrictions and put measures in place that made sure the delivery of services that protect children would not be impacted. For children that were known to be at risk of harm, partners kept checking on their needs and did more home visits so that they could see them face to face and check on their safety and wellbeing. Partners made services that protect children a priority and managers supported their teams to do this.

We are pleased to say that all children in Moray supported through a child protection plan have been visited fortnightly by a social worker. Children at risk of harm had lots more contact and support which was provided by telephone call or by 'virtual' meetings online. Some children were also supported by attending the Childcare Hubs.

Beyond this, social work, and the partners around them worked hard to identify and support families early who were chiefly unknown or at increased risk as a result of the restrictions.



Public awareness and understanding of child protection with a focus on the pandemic

During the initial lockdown, and the different levels of restriction that followed, the Moray Child Protection Committee increased the promotion of key child protection messages to the public through press releases and social media messaging. The aim was to encourage individuals in communities to get help if they were worried about a child.

The social media content came from a suite of materials developed by Child Protection Committee Scotland and designed to be used locally and nationally to raise public awareness of the impact of the pandemic on children and families and potential for children to suffer harm when at home. Moray participated locally with the following campaigns:

- Eyes and Ears Open – April 2020
- Back at School – August 2020
- Keeping Kids Safe at Christmas, return to lockdown – December 2020 – February 2021
- Online Safety – March 2021

As part of our efforts to increase public knowledge of child protection, we published a survey in October 2020 to better understand the level of awareness and confidence in sharing concerns. Community members across Moray reported that:





"Get the message out that Moray has its issues too, and have a clear single point of contact for child safety posted in places where children are likely to be"

– survey response

We wanted to understand any reservations members of the public might have about contacting child protection services. 57% respondents identified reasons that would prevent them from making that call, these include not wanting to make assumptions without having all the facts, worries about the consequences of services becoming involved, and concerns about maintaining anonymity. This insight will help us shape future campaigns to better address these specific areas.



"More attention brought to the signs of harm or suffering a child may have, and how services should respond. I think most people assume that reporting worries is a waste of time because rarely any action is taken"

– survey response

The increased promotion of child protection messages and social media campaigns supported by Moray Child Protection Committee during the initial lockdown period may have contributed to an increase in anonymous referrals to social work services, from 14 referrals between March-June 2019 to 58 referrals in 2020 during same period.

Learning and Development

The pandemic, Covid-19 restrictions, and the need to adapt to a new way of working was, in itself, a process of learning and development. We were very aware of prioritising staff health and wellbeing and ensuring that our staff were ready to learn. Some services were better placed than others in having both the technology and culture of learning by virtual means. For others, it has been a slower process but one which has and continues to improve. We kept workers up to date with new information by sharing guidance, updates and promoting online child protection learning opportunities in regular publications 'Quick Links for Practitioners' with hotlinks to all the relevant information.

Summary of the inter-agency learning and development activities in Moray:

- 590 learners from Moray signed up to access child protection e-learning online modules covering range of practice topics such as chronologies, child sexual exploitation and parental substance use.
- 99 attended Safe and Together Model (domestic abuse) overview training over 2 days.
- 42 attended virtual facilitated workshops on neglect.

Delivery of the neglect workshops evidenced an average improvement overall across all learning objectives. In particular, Participants reported an increased confidence in their own ability to address neglect in practice.

- 25% increase in awareness of how different types of neglect can present.
- 41% increase in understanding of impact of neglect on children.
- 88% increase confidence to respond to neglect in their own practice.

"I came away much more confident in my understanding of neglect and the impact this has on children"

– neglect workshop participant



"Excellent training. It covered impact of neglect on the brain and into later life. Very clear message around communication with colleagues and chronologies being so important at establishing a picture"

– neglect workshop participant



The Child Protection Partnership on behalf of Moray, Aberdeenshire and Aberdeen City Child Protection Committees, hosted 6 live webinar and one pre-recorded event for practitioners across the North East of Scotland.

- **Childhood Trauma and Adversity:** 2-part series supporting practitioners to recognise presenting issues in children and young people as related to past traumatic experiences, explore the wider impact of trauma and adversity, and the timing for different interventions that can help. 182 attendees took part from across the North East.
- **Hidden Harm – Effective Home Visits:** support for a wide range of practitioners to make the most of home visits, to be curious by asking questions and observing the child's surroundings, and to understand the impact of social distancing, use of Personal Protective Equipment (PPE) and pressures families face because of the coronavirus pandemic, on effective home visits. This was a pre-recorded event, so no attendance figures are available.
- **National Risk Framework:** 2 part series for professionals working with children and families to enhance understanding of the 2012 National Risk Framework and how it can support the assessment of need and risk in child protection. 165 attendees took part from across the North East.
- **Contextual Safeguarding:** aimed at a broad range of professionals, managers and strategic leads to learn about the Contextual Safeguarding programme and how it can advance the protection of adolescents through changes in social care responses to extra-familial abuse. 174 attendees took part from across the North East.



"I found the events excellent and look forward to using the tools within the framework to help identify any risks for children, young people and their families as I develop in my role"

– practitioner feedback

Childcare Hubs

In line with Scottish Government guidance, childcare hubs were established for children of key workers, more vulnerable children and those with additional support needs.

During the initial lockdown phase, 280 attended the 8 childcare hubs which were established throughout Moray. From 8am until 6pm daily, paid staff and volunteers provided support to children to both engage in learning and experience a range of wellbeing activities.

7 summer holiday hubs operated out with term time. A wide and varied programme of activities was delivered by local organisations such as Active Schools and Bike Revolution.

From January 2021, childcare was provided in nurseries and schools for the same groups of children, whilst online learning commenced for all others. During this period the uptake of places rose steeply with 1140 children attending per day.

Further developments

A number of developments are now under way to improve our practice and joint approach to keeping children safe and free from harm.

Missing Children

Moray submitted a successful application for free consultancy, training and best practice sharing from the charity, Missing People.

The work has helped to increase understanding in Moray of good and innovative practice in missing persons cases. Missing People developed a [best practice toolkit](#) which will support us to continue our work and support services to work together when children go missing, understand why they went missing and develop support with and for young people to prevent them going missing in future.

Strengths Based Assessment

Moray Child Protection Committee has committed to embedding the NSPCC (National Society for the Prevention of Cruelty to Children) assessment tool, called Graded Care Profile 2 into practice. The tool to help practitioners and parents to measure the quality of care that a child is receiving, by enabling parents to identify their own support needs and chart the progress of positive changes and supports put in place.

Home Conditions Checklist

A short neglect briefing and a home conditions checklist to provide support to the workforce in early identification of support needs has been developed. During the Covid-19 restrictions, the checklist was adapted for use by Moray Council tradesmen teams who were attending call-outs to houses and therefore in a position to spot potential signs of neglect.

Relational Practice

All of Moray's social work staff who work with children and families and Youth Justice have taken part in relational practice workshops. These workshops explain the importance of working together with families when creating an assessment of the needs of a family and when providing early help and support.

Social Workers have undertaken training in family group decision making, which is an evidenced based approach to empower families in the support planning and decision-making process.

In 2021, Moray adopted the Safe and Together Model which provides tools to support practitioners to better support domestic violence survivors and their children and to engage with perpetrators to encourage a meaningful change in behaviour and adoption of positive parenting choices. So far, 20 practitioners have completed the Safe and Together CORE training. To enable the continued roll out of training across the workforce, 5 will become Safe and Together Model Certified Trainers.

PRIORITY 3 — THE IMPACT OF POVERTY ON CHILDREN, YOUNG PEOPLE AND FAMILIES IS MITIGATED

"I live at home with my brother and sisters and my parents. My Dad is ill, and my mum does most things for us.

We don't have a lot of money. Mum tries her best to make sure we have everything we need and does her best to not show that she is struggling. It can sometimes be embarrassing when friends are making plans to go shopping at the weekend.

While making plans they say 'let's all meet up and go on the bus to have a day in Elgin, we can go shopping and go to McDonalds'. I know that I probably won't be able to do that, so I just think of an excuse not to be able to go because I don't want to ask Mum for money. I know she will try to give it to me, but I know it has to be cut from somewhere else.

When I was younger and we went shopping I used to ask for the beans in the blue tin or the digestives in the red packets like my friends have at their house, but mum would say no, we like the ones in the white packet, they taste better' or the white ones are Daddy's favourite'. Mum always had her list and sometimes we didn't get to the freezer bit and mum would say 'it's ok we have everything' but now I know that we bought the white packs because they are the cheap ones, and we didn't get to the freezer part because Mum had no money left in her purse.

We may be a family with not a lot of money, but I know we are rich because we love each other"

– How it feels in a family with not a lot of money (by a 14-year-old girl living in Moray)

(With thanks to R-evolution for Good for sharing the story above)

Tackling child poverty is one of the Scottish Governments key priorities. The Child Poverty (Scotland) Act (2017) is part of the Fairer Scotland Action Plan and provides the strategic framework for us to plan and deliver improvements in our local communities. Children and families living and growing up in poverty experience significantly poorer health, and developmental and educational outcomes. Such child health inequalities are believed to arise through a combination of low household income and the stress felt by parents and carers as they experience the impacts of living in poverty.

The multi-agency Child Poverty strategic group is responsible for making sure that our collective actions to tackle child poverty are co-ordinated and that they are driven by what children and families tell us will make a difference to them.

Moray Headlines — Child Poverty

One in three children in Moray are living in poverty compared to one in four in Scotland overall.

- The number of children living in poverty in Moray is rising.
- Only 15% of our most deprived people live in our recognised deprived areas
- Moray has the second lowest weekly and hourly wage in Scotland.
- Moray has relatively low levels of free school meal registration.
- There is a relatively low uptake of social security and maternity related benefits in Moray.
- Around 31% of families are living in fuel poverty with the national average being 16%
- More babies are born prematurely in the most deprived areas of Moray.

Over the past year efforts have been focused on increasing household income by ensuring that pathways for financial support are in place and easily accessible and providing our workforce with training and tools to help them feel more confident when discussing financial matters with families.

Embedding a financial inclusion pathway

As part of universal services, health visitors, midwives and family nurses in Moray routinely enquire about family finances with all pregnant women and families with children under five, this is called the Financial Inclusion Pathway.

Money Advice Moray (MAM) have delivered benefits, grants, income maximisation and debt advice to families across Moray throughout the last year. 960 households (1581 children) were awarded free school meals, 956 households (1596 children) received clothing grants and 86% of families claiming the Scottish Welfare Fund had children in the household.

Progressing Making Every Opportunity Count (MEOC)

MEOC encourages staff to engage in conversations with families on lifestyle and life circumstances. This could include money, housing, smoking, mental wellbeing, healthy weight, being physically active, or caring responsibilities to give some examples. The brief conversation takes 30 seconds – 3 minutes. It makes maximum use of resources and provides families with information and sign posting to relevant services for further advice or support where appropriate.

A refreshed virtual training package has been created which is flexible and can be tailored to accommodate specific team needs.

Promoting health and well-being during pregnancy

We are working with pregnant women to reinforce the importance of attending for antenatal care. The aims are to increase the number of eligible mothers in receipt of the Best Start Maternity Grant, to raise awareness of other early year's entitlements and to ensure that new and expectant mothers have appropriate nutritional support during pregnancy and while breastfeeding. Between December 2019 and February 2021 £760,150 was awarded to families in Moray through a combination of Pregnancy Payment, Early Learning Payment, School Age Payment and Best Start Foods.

Digital Inclusion

The use of the 'Near Me' digital platform has enabled health professionals to continue to engage and support children, young people and families where face to face contact may not be possible due to restrictions, for some young people this has been a preferable method of engaging. In all of the referrals made to Connecting Scotland by Money Advice Moray the clients did not have a laptop, personal computer or tablet device but they did have a smart phone and Wi-Fi. Half of applicants gave their reason for requiring a device to be for education/home schooling and the other the other half for job seeking, adult education and independent living.

Entitlements through a Single Application

In Moray the Benefits Team now administers several benefits in a single application, making the process quicker and easier for families. This includes Housing Benefit, Council Tax Reduction, Free School Meals, School Clothing Grants and Educational Maintenance Allowance. The application, once completed, permits the team to quickly assess entitlement to any of these benefits that the family may be entitled to.

Money Advice Moray (MAM)

MAM provides advice and support to maximise income through the uptake of benefits. They also provide support with budgeting, debt management and can help with appeals against disability benefit decisions. Since the Covid-19 crisis, this team have also been administering payments for support with food costs (Flexible Food Fund). The percentage claims for crisis support (Scottish Welfare Fund and Flexible Food Fund) are high for households with children which is indicative of ongoing struggles to meet monthly household costs, this is likely to be because of unstable incomes such as fluctuating earnings offset by Universal Credit, which changes on a monthly basis.

PRIORITY 4 — IMPROVED OUTCOMES FOR LOOKED AFTER AND CARE EXPERIENCED YOUNG PEOPLE

The priorities of the Corporate Parenting strategic group are based in statute. They are consistent with “asks” made by several of Moray’s care experienced people, at various Champions Board and associated engagement events.

The following corporate parents have continued to be active in the strategic group within the last year – Police Scotland; Health; Moray Council; Skills Development Scotland; Moray UHI; Scottish Fire and Rescue Service and Children’s Hearing Scotland as well as several of our third sector partners (Who Cares? Scotland; Action for Children; Aberlour Child Care Trust) who have a leading role in service delivery and development for care experienced young people.

Across Moray those working with and supporting our care experienced young people did so in ways that the young people said worked for them. Our younger care experienced young people enjoyed online engagement activities whilst our older young people preferred simple text messaging and telephone calls. These methods helped maintain existing relationships and for our younger young people the peer support and relationships have developed in ways that they say matter to them.

We marked the usual events, albeit in scaled down ways because of restrictions:

- Care day – we celebrating by flying the flag, our piper piped in celebration.
- Care packages were delivered to mark care day, summer, Easter and gifts were delivered at Christmas.
- The usual Christmas party, run by Who Cares? Scotland for our younger young people, was a great success.

In addition to the work of statutory services, Who Cares? Scotland provided a wide range of support in response to individual needs:

- 74 care experienced children, young people and care leavers received support through telephone calls, online opportunities and social contact as permitted within restrictions, and text messages to support their well-being during Covid-19 restrictions.
- 11 care experienced young people received financial support to assist with electricity, basic appliances, and amenities.
- 26 care packages consisting of food and toiletries were delivered.

Care experienced young people, working with the Social Work Team created a ‘sitooterie’ – an outdoor space where they could safely have direct contact with their supporters. This moved into small lunch time sessions, and these remain key for small numbers to come together directly.

Mentoring Young Talent workers also maintained contact with their young people through virtual contact and when restrictions eased, they undertook wellbeing walks.

Children and care leavers have safe, secure and nurturing homes

Throughout this first year of the pandemic, the Council's social work service adapted working practices to ensure that recruitment, development and support of foster carers has continued. The foster service has offered online 'skills' regularly to respond to expressions of interest in fostering. 'Skills' sessions have been with smaller numbers of potential carers, but the sessions have been held more often. One of the benefits is that the people who attend the sessions more naturally form a peer support group.

Our quality improvement project to prevent drift and delay in care planning has continued over the past year, albeit at a slower pace due to Covid-19 restrictions. Its aim is to ensure children and young people are placed at home with parents or in foster care or adoption with minimal delay.

In February 2021 Moray Council Committee approved revision to the Continuing Care Policy and approved the Transitions to Adulthood Policy, both of which were developed based on consultation with parents and young people and in response to a recent complaint. Friendly Access lead on this consultation and policy revision process.

Raising Attainment

The extent to which looked after children and care leavers were able to attend school was limited by Covid-19 restrictions. For some, this was a positive experience in that they enjoyed more time with their foster carers. This was evidenced in feedback within looked after child reviews. However, for others, the extent of impact of not being in school remains unknown. Socially children were supported through community walks, and attendance at Childcare Hubs. Through funding from Connecting Scotland, access to laptops and IT support provided to looked-after children and care experienced young people to allow them to engage in learning and support their wellbeing. Those that missed out on this funding were identified and Participatory Budgeting (PB) filled that gap.

Participatory Budgeting

Participatory Budgeting (PB) is a democratic way for people to have a direct say on how public money is spent. The Scottish Government and the Convention of Scottish Local Authorities have made a commitment that at least 1% of local government budgets in Scotland will be subject to participatory budgeting by the end of 2021.

In summer 2020, care experienced and looked after children, supported by a range of organisations started a PB project which aimed to raise attainment in the broadest sense. This included improving health and wellbeing. 74 care experienced young people have benefited from this process. Funding has been provided for a range of supports including extra tuition, technology to engage in learning and community based activities which allow young people to engage with their peers and feel less socially isolated.

Community of School

Funding was secured in April 2020 for Moray to adopt the Community of School approach. Its aim is to support and raise the attainment of Moray's care experienced young people. There are four foundations; Individual Support through advocacy and Mentoring Young Talent; Awareness and Understanding by delivering sessions for teachers and practitioners around Corporate Parenting and the Promise; Collective Opportunity and Transitions by small group work delivered by the Youth Engagement Team. The elements of individual support and of collective opportunity have made limited progress this year, given the impact of Covid-19. However, individual support such as Mentoring Young Talent and advocacy continued.

Individual Support — Mentoring Young Talent

Funded through Scottish Attainment Challenge, the focus of this project is to support the attainment and employment outcomes for care experienced young people through mentoring.

Restrictions related to Covid-19 has impacted on the recruitment of mentors and limited the number of young people being matched with mentors. To address these issues mentor training is now online, so recruitment and mentoring activity can resume.

- 48 care experienced young people referred through 8 secondary schools.
- 14 young people have been successfully matched with volunteer mentors.
- There are currently 29 active mentors and 14 to be trained.

Individual Support — Advocacy

Consistent with The Promise, there has been increased funding for independent advocacy. The resource is now at capacity, however as the team around the child members become more consciously aware of voice and children's rights, they are ensuring that the voices of children are more obviously 'at the table'.

Within the social work service staff are being trained in family group decision making and so the voices of children and their families will be heard and active in planning their supports in ways that they haven't to date.

One key issue that our children and young people raise in their advocacy sessions, which is consistent with the findings within The Promise, is their wish to have more and/or better time with family, friends, and other trusted adults. Sustaining and maintaining relationships and enjoying time together has been prioritised over the last year. This has been achieved in a number of ways including online, through socially distanced walks, face to face meetings outside and through text messages and check-ins.

Our children and young people have told us that language matters to them and have worked on their preferred words. Family time is now more regularly spoken about rather than contact; brothers and sisters rather than siblings; under supported families rather than families in need.

Better Meetings

The Better Meetings project is funded mainly through Life Changes Trust (LCT) with some Scottish Attainment Challenge funding. This is a partnership of young people working together with Who Cares? Scotland: representatives from Children Hearings Scotland. The focus of the project is to improve the experience that young people have of meetings in general, but especially of their more formal meetings. This includes experience of the meeting before, during and after. It also relates to the physical environment in which the meeting is held.

The work of the Better Meetings group is powerful. It has been completely developed and shaped by the young people, who have made three films highlighting how formal meetings can feel and what could be done to make them better. They will be used to raise awareness and support the development of practitioners responsible for supporting children and young people in meetings.

In terms of environment, the meeting rooms used for children's hearings and those used for looked after child reviews and case conferences, are being revamped by a number of our young people, acting together with Who Cares? Scotland, Children's Hearing Scotland and reviewing officers.

20 care experienced young people, aged between 10 and 23 years were involved in the Better Meetings Project.

Awareness raising and development opportunities

There have been several awareness raising and development sessions for staff, attended by some of our care experienced young people, and one specific session for councillors, relating to the Promise and how we might embed the recommendations within it.

Immediately prior to lockdown, we hosted a multi-agency 'Voice of the Child' event which was attended by the designated leads for corporate parenting in schools; social workers; hearing members and Who Cares? Scotland. This session was designed to support designated leads to be confident in their role for care experienced children and young people and for those attending to really hear what our young people are telling us about their experiences of being cared for and the systems round them.

In late 2020, 45 staff from several organisations came together to consider the foundations of the Promise. There have been further development sessions for Corporate Parents to look at what The Promise is asking of us in terms of systems change. Feedback was returned from 20 who attended indicating an improved knowledge and understanding.

A development session to consider key issues in housing and the expectations of The Promise was attended by approx. 40 people. Various policies are now being reviewed in light of young people's feedback including the option of a single point of contact instead of differing housing officials and change to the notice period for council tax payments once young people reach 26.

Feedback and experiences of care experienced young people through the justice system are being captured through a series of interviews. Feedback from young people has resulted in a change in practice for people who complete community payback orders. Those completing an order will receive what is in effect a reference evidencing what skill and experience they gained.

LOOKING FORWARD

As we transition into the Covid-19 recovery phase, we will build on our learning over the past year, both in terms of how we work together and where we prioritise our collective resources and effort.

To do this, we pledge to listen more to the views of children, families, communities and the workforce who support them. We believe listening is fundamental to delivering the improvements we need and want to make over the forthcoming year and beyond.

We will retain a clear focus on our children, young people who are most in need of our care and attention, whilst also delivering effective early intervention and preventative support to all. The UNCRC will continue underpin everything we do.

#Keepthepromise

Over the past year our focus has been on accessing funding to support the implementation of The Promise in Moray, as well as raising awareness of both its importance and the responsibilities we collectively have to ensure that Moray's children grow up loved, safe and respected.

Our key priority over the next year will be to agree and begin implementing the changes we need to make to our systems, culture, and practice in order to deliver the outcomes outlined in the Promise Plan 2021- 2024.

Strengthening our data for strategic planning and Improvement

We recognise that we need to strengthen our partnership approach to performance and improvement. Our goal over the next year is to improve our collective use of data and strengthen the way data is used to review outcomes and experiences across all aspects of wellbeing. We will focus on connecting the data available at both strategic and operational levels with meaningful evidence about the lived experience and life opportunities of children, young people and families who live in the communities which make up Moray. Our streamlined locality planning model will be a key vehicle through which we can collect and act on emerging evidence and themes. This will be supplemented by the findings of the national Health and Wellbeing Survey which schools will undertake with pupils throughout Moray.

The 1-2 days a week support we have secured of the national Children and Young People's Improvement Collaborative (CYPIC) will help us to deliver on our commitment to adopt a QI methodology approach to test, measure, implement and spread new and better ways of working, so our services are more effective and responsive to the needs of children, young people and families.

Streamlining, improving and coordinating our partnership working

We recognise that we need to strengthen our partnership working, building on the successful partnerships developed to rapidly respond to the challenges posed by the pandemic. Over the coming year, we will review the way that groups supporting the work of the Child Protection Committee and GIRFEC Leadership Group function, both independently and together in order to improve planning and reduce duplication. This will include review of support functions required to enable them to progress a manageable number of improvements at pace.

In particular, we will strive to further strengthen partnership working with our communities and 3rd sector.

Workforce development

A strong, skilled, resilient, trauma informed workforce is essential to deliver the improvements alongside children, families and communities. A Short Life Working group has been established to assess the partnership practice development requirements and agree the specific actions required on a single agency and a multi-agency basis. The review, implementation and resourcing of these requirements is a key priority of the GIRFEC Leadership Group over the coming year.

Outlined below are the specific actions we plan to take to progress our 4 key priorities

Priority 1 — the wellbeing of children and young people is improved

- Further develop our early intervention mental wellbeing supports and services, ensuring they provide coordinated, accessible, and effective support for children and families.
- Implement our mental wellbeing improvement project, with the support of the national Children and Young People's Improvement Collaborative (CYPIC) team.
- Enable and support the development and provision of an out-of-hours CAMHS service in Moray for young people up to the age of 25yrs who may be experiencing acute distress or have a mental health condition.
- Progress with the implementation and embedding of the Young Carers Statement, to help early identify young carers and to ensure that there is a plan to help them, to work out how caring affects their life and to provide help, support and intervention(s) which will improve their health and wellbeing.
- Develop a central repository of family supports, so everyone knows what supports are available and how to access them.
- Provide school holiday and out of school activity options for children, young people and families which allow them to reconnect with one another and their communities. Ensure barriers to engagement are understood and addressed.
- Continue to monitor and address the wellbeing needs and concerns of all children, young people and their parents, as Covid-19 restrictions ease.

Priority 2 — keeping children and young people safe and free from harm

- Increase Domestic Abuse informed support for children & families through the partnership wide roll-out of the Safe and Together practice model.
- Introduce a focused approach to supporting parents through the use of the Graded Care Profile 2 strengths-based assessment tool.
- Implement an improvement project which will inform our design and delivery of holistic family support in Moray.
- Pilot strengths based and collaborative decision making through the exploration of Family Group Decision Making and/or Signs of Safety approaches.
- Develop safer spaces and places for children, through exploration of the contextual safeguarding framework.
- Continue efforts to raise awareness using campaigns through different media, working with children, families and communities to spread key messages about protecting children.

Priority 3 — mitigate the impact of poverty on children, young people and their families

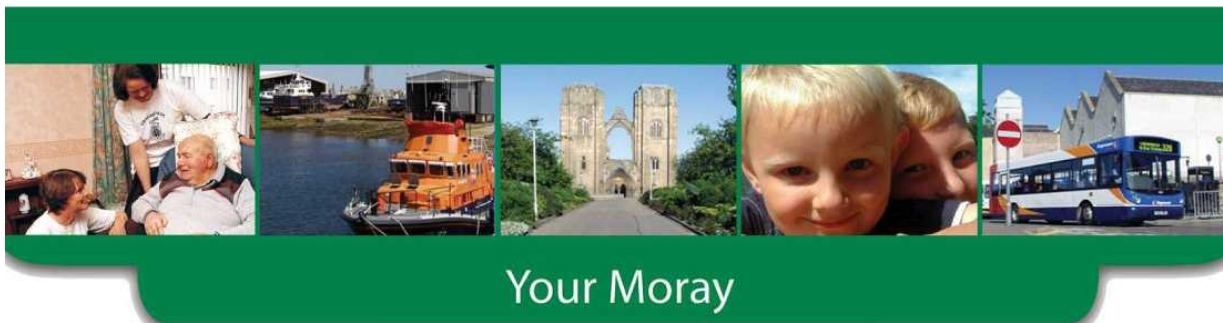
- Build participation and engagement with children and families to better understand the impact of poverty and enable them to participate in shaping supports, services and investment decisions.
- Ensure that families are not limited in their ability to participate or to receive the services they need because of not having the digital access or the necessary equipment. We aim to make sure that more families have better access to devices and connectivity, and we will create opportunities to learn digital skills.
- Continue to work together to make sure that families are aware of and are supported to access the financial support they are entitled to. We will implement an improvement project to identify and address the barriers families currently face.
- Build the confidence of our paid and voluntary workforce to talk to families about financial worries. We will provide a range of training and resource materials to help them to feel more confident and better able to identify and support families experiencing poverty.

Priority 4 — improve outcomes for Looked After and Care Experienced Young People

- Continue to develop ways to ensure the voices of looked after and care experienced young people are heard. This includes coordinating the work of recently funded Promise posts.
- Address the funding requirements of the Champions Board.
- Develop a dataset that reflects the experience of Looked after and Care Experienced Young People within its systems and processes.

Through the development of our local Promise implementation plan we will identify further actions we need to take to improve outcomes for looked after and care experienced young people in Moray over the next 3 years.





REPORT TO: COMMUNITY PLANNING BOARD ON 17 NOVEMBER 2021

SUBJECT: CLIMATE CHANGE UPDATE

BY: DEPUTE CHIEF EXECUTIVE (ECONOMY, ENVIRONMENT AND FINANCE), MORAY COUNCIL and FABIO VILLANI, LEADERSHIP TEAM tsiMORAY

1. REASON FOR REPORT

- 1.1. To provide an update on the progress of climate change matters by the Moray Council and tsiMORAY.

2. RECOMMENDATION

- 2.1. **The Board notes the contents of the report.**

3. BACKGROUND

- 3.1 The Council's Climate Change Strategy (CCS) was adopted on 10 March 2021. The CCS set a goal of the Council achieving net zero carbon emissions by 2030. Officers and members are working with others across Moray to deliver that goal.
- 3.2 The CCS set out an Action Plan to assist in the progress to net zero. Progress is reviewed every 6 months.

4. PROGRESS UPDATE

- 4.1 This Moray Council climate change team is now in place and is made up of 3 permanent staff consisting of Principal Officer (started 26 July 2021), Project Officer (started 27 September 2021) Project Officer – communications (started 4 October 2021). They are actively engaged in community planning through discussions with tsiMORAY about collaborate working.
- 4.2 tsiMORAY have been successful in a Rural Communities Testing Change (RCTC) grant. RCTC funds projects which will test new approaches to delivering community led local development. One element of the grant is the Carbon-Neutral Moray project. This aims to engage with communities across

Moray to develop materials to develop deeper and more widespread understanding of what life in a carbon-neutral Moray might look and feel like. It will support, animate and facilitate the development, collation and sharing of ideas, plans and actions that can be further developed and taken forward with and by a wide range of actors & stakeholders to support the transition to a zero-waste and carbon-neutral Moray. It will develop and publish materials through a range of media to share learning about:

- what it means to be carbon-neutral
- what communities and agencies can do to drive and support the transition to a carbon-neutral rural economy
- how Community Led Local Development approaches can enable similar processes to be rolled-out elsewhere.

4.3 tsiMORAY also applied for funding from the Community Renewal Fund but this was unsuccessful. Part of this application was to take forward the work of the Climate Change Assembly and the Moray Area Climate Change Action Steering Group (MACCA SG). Working in partnership with Moray Chamber the most recent Climate Assembly took place on the 30th September bringing together private, public and third sector with a key note speaker from Zero Waste. Over 40 individuals attended from across all sectors supporting wider collaboration across Moray.

4.4 The purpose of MACCA SG is to regularly convene motivated and willing cross-sector leaders within the Moray Community Planning Partnership area to tackle climate change through a just and green recovery. Specifically, the MACCA SG is established to:

- Ensure a cross-sectoral collaborative approach to tackling climate change wherever possible, linking up to existing governance and collective action structures (e.g. Community Planning Partnership (CPP), Chamber of Commerce, Moray Climate Assembly).
- Listen and respond to input from the Moray community, including but not limited to, the Moray Climate Assembly.

4.5 MACCA SG last met in May 2021, but the foundations of the group provide an ideal point to take forward joint work around climate change. The MC Climate Change team will help facilitate MACCA SG going forward to ensure a collaborative approach to climate change in Moray and to collate updates from CPP partners. tsiMORAY has also time to devote to engaging collaboratively with MACCA SG and across sectors in Moray.

4.6 A copy of the latest CCS Update, as approved by the Economic Development and Infrastructure Services Committee on 19 October 2021 is included in **Appendix 1**.

4.7 An updated copy of the Action Plan is included in **Appendix 2**.

4.8 An overview of the tsiMORAY's Carbon-Neutral Moray project is included in **Appendix 3**

5. CONCLUSION

- 5.1. The Board are requested to note the progress made by the Council on delivery of its CCS and Action Plan and on the progress by tsiMORAY.**

Authors of Report: Rod Lovie, Principal Climate Change Officer

Background Papers:

Ref: SPMAN-957343068-1971



**REPORT TO: ECONOMIC DEVELOPMENT AND INFRASTRUCTURE
SERVICES COMMITTEE ON 19 OCTOBER 2021**

SUBJECT: CLIMATE CHANGE STRATEGY UPDATE

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

1. REASON FOR REPORT

- 1.1 This report provides an update to Committee on actions approved within the Climate Change Strategy (CCS) for 2020-2030, consultancy studies, staffing, and next steps in order to set out a route map to achieve the Council's declaration of being net zero by 2030.
- 1.2 This report is submitted to Council in terms of Section III (F) (33) of the Council's Scheme of Administration relating to providing, developing and monitoring the Council's Economic Development and Infrastructure Services.

2. RECOMMENDATION

2.1 It is recommended that Committee:

- (i) notes the updates on the actions set out in the CCS as set out in Appendix 1;
- (ii) notes the progress and timescales for the consultancy work commissioned on hydrogen, buildings and transport;
- (iii) agrees that a route map to becoming net zero by 2030 including short, medium and long term actions be reported back to Committee in April 2022;
- (iv) agrees that the CCS Officer/ Member working group is replaced by a CCS Programme board to monitor and review strategic progress in delivering the action plan; and that this group is supported by a CCS operational officer group (or sub groups) which meets monthly.

3. **BACKGROUND**

- 3.1 Climate change is arguably the biggest challenge that we face in our lifetime and for future generations. On the 27 June 2019 the Council made a Declaration which recognised that climate change is an ecological emergency, and the Council needs to take necessary actions to protect our area, country and planet (para 6 of the Minute refers).
- 3.2 In response to the commitments made in the declaration, on the 10 March 2021 (para 13 of minute refers) the Council adopted a Climate Change Strategy for 2020-2030. The strategy set a goal of the Council being carbon neutral by 2030 and that the Council, its officers and members will work with others across Moray to deliver that goal. The strategy also set out a 57 point Action Plan to assist in the progress to net zero.
- 3.3 When the CCS was approved it was agreed that there was a need to commission further consultancy reports for key actions relating to hydrogen, buildings and transport. This is required to allow the CCS to be developed to include detailed targets, costings, milestones and KPIs in order that the strategy can include a detailed route map for the Council to reach net zero emissions by 2030.
- 3.4 When the CCS was approved it was also agreed that a Climate Change Team would be created to lead, co-ordinate and support the Strategy.

4. **PROGRESS UPDATE**

- 4.1 To progress the CCS, the actions up to October 2021 were designated as Phase 1 and designed to create a platform for change. These include 57 actions in the action plan, consultations, governance and staffing issues.

Action Plan Progress

- 4.2 An update of the Action Plan is included in **Appendix 1**. The progress of these actions has been categorised as follows:

Completed	11
Progress ongoing	33
No progress or facing problems in delivery	8
Progress stalled, on hold, or dependent on external factors	5
	57

- 4.3 The impact of Covid has meant there have been delays, however some key actions completed or progressed include:
- Procurement - non-cash benefits categorisation has been included in the tendering process with a 5% weighting.
 - Sustainability and Community Benefits are covered in Procurement Training modules.
 - CPD training sessions for Learning for Sustainability delivered for 40 members of staff.
 - Schools delivering COP26 projects for pupils.

- School catering have swapped all plastic disposable cutlery for compostable alternatives
- Full vegetarian menu and one meat free day a week offered in all school settings with local suppliers used for meat, veg and dairy.
- Guidance and policies on aspects such as biodiversity, natural flood management and woodland cover delivered. Monitoring and additional opportunities to be identified.
- Moray Council Travel Plan completed including staff survey comparing before and after COVID.
- Moray Council now operates 28 electric vehicles (up from 11 in 2019).

4.4 However there are a number of outstanding items from Phase 1. These are mainly due to the time taken to recruit the CCS team and include:

- Creating a network of staff climate change champions will be a priority for new climate change team.
- Climate change and biodiversity assessments as part of all committee papers are being drawn up and will be implemented by December 2021.
- Communication strategy delayed until climate change team put in place.
- Strategy actions to be included in service performance reports.

Consultancy studies

4.5 The commission of consultation studies for key actions required to allow the creation of a detailed route map for the Council to reach net zero emissions.

- Hydrogen Strategy: to consider opportunities for the transition of Council owned buildings and transport fleet, associated infrastructure and opportunities for business and industry
- Transport Strategy: to develop a strategy for on and off street public charging infrastructure for electric vehicles and to identify a rolling procurement programme for converting the Councils transport fleet to low emission vehicles.
- Buildings Strategy: to calculate current emissions of the Council property assets and review the planned projects through the Property Asset Management Plan and the 10 year Capital Plan to create an outline plan and recommendations.

4.6 All three strategies to be commissioned September 2021 with delivery of relevant information by February 2022.

Staffing

4.7 The creation of the Climate Change Team to lead, co-ordinate and support the Strategy was agreed on 10 March 2021. This team is now in place and is made up of 3 permanent staff consisting of Principal Officer (started 26 July 2021), Project Officer (started 27 September 2021) Project Officer – communications (started 4 October 2021).

Governance

4.8 When the CCS was approved it was agreed that an operational group be established to oversee the transition to net zero. It was noted that due to the wide scope of climate change and climate change related activities, Heads of Service will have responsibility and accountability for climate change actions and targets within their service area. However, they may delegate their responsibility to third tier managers to ensure that day to day management

responsibilities are clear and that delegated decision making is undertaken at the appropriate level.

- 4.9 For governance of the CCS it is proposed that a CCS Programme board is established to monitor and review strategic progress in delivering the action plan. This work will then be reported into the Transforming the Economy Board for consideration by members. Additionally, a CCS operational officer group will be established which will meet monthly. This will be made up of officers tasked with delivering actions in the Action Plan and this group can set up thematic sub groups to co-ordinate specific activities if necessary.

Wider Community

- 4.10 Connections between the Climate Change Team and the Moray Climate Assembly, and the Environmental Social Enterprise Network have been established and are continuing.

Next Steps

- 4.11 The above actions were included in the CCS Phase 1 to create a platform for change to enable the transition to net zero.
- 4.12 The next steps will involve completing the following actions by April 2022:
- Annual update on Strategy delivery. This will include a route map with short, medium and long term actions and interim targets to achieve the 2030 aspiration
 - Incorporate strategy actions into individual service plans at next review point.
 - Recommendations on programmes for decarbonising Council Buildings, decarbonising fleet transport, and for hydrogen development.
 - Identify potential schemes for land use and carbon offset that may be needed to become Carbon neutral based on forecasted Buildings and Transport programmes.
 - Develop carbon accounting process for Moray Growth Deal and Levelling Up Fund bid. Process to be suitable for other outline business case and decision making.
 - Develop a climate change communications strategy, with an internal network of climate change champions to promote behavioural change and create networking opportunities.
 - Input into draft National Planning Framework 4 expected to be published soon.

5. SUMMARY OF IMPLICATIONS

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

The CCS supports the priorities set out in the Corporate Plan and 10 Year Plan. The Council has declared a climate change emergency and the measures set out in the CCS seek to create a resilient, biodiverse, fair and more sustainable future for everyone within Moray.

The strategy is aligned to deliver the priorities:

- Ensuring a just transition for all in the shift to a low carbon economy;

- Addressing inequalities of fuel poverty;
- Empowering individuals and communities through education and information provision to make informed choices with respect to climate change;
- Protecting and enhancing the world we live in to protect it for the future; and
- Being innovative in identifying solutions for cost reduction and income generation opportunities.

(b) Policy and Legal

Climate Change (Scotland) Act 2009 places a duty on public bodies to act in a way they consider most sustainable and in the way best calculated to deliver emission reduction targets set in the Act.

Climate change is increasingly being embedded in all government policies ranging from Infrastructure delivery, energy policies and NPF4 and these will influence the majority of council policies moving forward.

(c) Financial implications

Funding is already agreed by council for the consultancy studies referenced in para 4.3. The route map to be reported in April 2022 will set out the financial implications for the Council to meet its 2030 aspiration although this will be after the budget setting for 2022/23 and there may need to be some consideration to develop a budget for that year through the process.

(d) Risk Implications

Climate change is arguably the biggest challenge that we face in our lifetime and for future generations. It poses significant risks to our health, our economy, our environment, and endangers the wellbeing of future generations. There is a risk that the Council's aim of being net zero by 2030 will not be realised if the actions within the CCS are not progressed as a priority.

(e) Staffing Implications

The Climate Change Team of 3 permanent staff will be in place during the first week of October 2021.

Additional staffing implications including support within all services across the Council to achieve the route map will be reported in April 2022.

(f) Property

Consultancy studies outlined in para 4.3 which form part of the CCS will impact on council housing, corporate buildings and the Learning Estate. These implications will be set out in more detail as the key actions relating to Property are progressed.

(g) Equalities/Socio Economic Impact

Climate Change will impact on every service area delivered by the Council. It has the potential to impact on Equalities for example in respect of support for active travel and fuel poverty and will also have a socio-economic impact. Individual elements of the strategy will be screened and, where appropriate, assessed on their implications for equality and human rights.

(h) Consultations

Consultations have been undertaken with the Chief Executive, the Deputy Chief Executive (Economy, Environment and Finance), the Deputy Chief Executive (Education, Communities and Organisational Development), all Heads of Service, Equalities Officer, Councillor Nicol as the Council's Climate Change champion and Lindsey Robinson Committee Services Officer. Where comments have been received, these have been included within the report.

6. CONCLUSION

- 6.1 This report provides an update on progress on the 57 actions identified within the CCS approved by Council on 10 March 2021. A number of actions have been completed and are being actioned. The recruitment of the new Climate Change team will help services to move forward with delivery of the CCS including the commissioning of three key consultancy studies on hydrogen, buildings and fleet.**
- 6.2 These studies will help inform a costed route map to net zero which will be reported to Committee in April 2022.**

Author of Report: Rod Lovie, Principal Climate Change Strategy Officer
Background Papers:
Ref:

Key

	Completed	11
	Progress ongoing	33
	No progress or facing problems in delivery	8
	Progress stalled, on hold, or dependent on external factors	5
		57

Leadership, Governance & Policy					
Procurement					
	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
1	Review of standard (weighted) sustainability tender question To create a wide suite of non-cash benefits categorisation to include the detail sustainable topics. Outcome: All relevant tenders include the standard question, resultant contract impact statements to include the non-cash benefit categorisation.	To allow consideration during tender evaluation of the contractors approach to sustainability. To record the outcome as a procurement non cash benefit. To have the ability to report on the sustainable outcomes (as a categorisation)	Complete	This was reviewed and a standard weighted question is being used in all tenders going forward (typically 5% weighting)	Climate Change Team to assist in monitoring and progressing sustainable outcomes
2	Review and develop further the sustainable procurement section of the Annual Procurement Strategy Outcome: To ensure that goods and services are procured responsibly, with due consideration to ethical, carbon and sustainable factors, including through the supply chain and sub-contractors	Policy approved and adopted	Complete	Strategy is approved and published on Interchange/Council website	Climate Change Team to assist in monitoring and progressing sustainable outcomes
3	To further develop Sustainable Procurement guidance (and training module) and embed within the Council's tender process to reflect priorities and actions of the Climate Change Strategy Outcome: To support and inform departmental lead officers through the new process Improvement of sustainability aspects and responses within tender process	Greater awareness of the various sustainable issues Increase in the number of sustainable measures noted and incorporated in tender submissions	Complete	Sustainability and Community Benefits are covered in the Procurement Training modules. Sessions have been restarted via TEAMS in May 21 and will be planned quarterly ongoing.	Modules can be reviewed for further updates as appropriate Climate Change Team to assist in monitoring

4	Carry out Sustainability Prioritisation exercise during current round of Dept Proc Action Plan process, undertake analysis and subsequently roll-out to departmental officers to complete. Outcome: Provision of appropriate sustainability priorities to services/teams for on-going integration into procurement activity.	Increase in Services specifying carbon and sustainability criteria in specifications and tenders	Mar-21	The DPAP process was abbreviated this year due to COVID and obtaining feedback in general was difficult so the tool was not used. Roll out to departmental officers to complete would need further consideration and may be challenging.	Climate Change Team to assist in progressing
5	Develop carbon assessment tool and report on performance in relation to the procurement of goods and services Outcome: Services able to efficiently monitor and report carbon impact associated with procurement of goods and services	% of appropriate procured goods and services assessed for carbon impact	Apr 2025 and ongoing	Early suggestions were to potentially use SIC codes or CPV codes? Needs further investigation	Progression dependent upon external factors, such as legislation for carbon metrics, software development, etc Climate Change Team progressing carbon budgeting process for Moray Growth Deal which may allow similar methodology to be used here.
Climate Change Team					
	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
6	Investigate the implications of introducing carbon budgets Outcome: Carbon emissions by Services are managed and monitored from a financial model of scrutiny? Reduction of emissions would be phased in line with CCS targets	Carbon budgets allocated to Services	Mar-22	Climate Change Team progressing carbon budgeting process for Moray Growth Deal.	Progression involves internal expertise and external factors, such as legislation for carbon metrics, software development, etc
7	Develop detailed targets, costings, milestones, reporting and KPIs for all actions. Assess and define baseline position with respect to carbon emissions Outcome: Fully developed and costed Climate Change Strategy action plan	Definition of route-map to net zero carbon emissions by 2030	Mar-21	Tenders progressing for strategies in hydrogen, fleet vehicles, property.	Climate Change Team to progress and results to be incorporated into phase 2 plan.
8	Apply zero and low carbon objectives as a factor in all investment decisions in relation to budgets and the Capital Plan Outcome: Carbon impact is a key component of all investment decisions and has been considered as a factor within the Capital Plan. Whole Life Costing applied as part of design development process and project appraisals.	No of investment decisions incorporating carbon factors. No and type of resultant mitigating actions % of projects evaluated using WLC	Ongoing to 2030	Methodology not yet developed. However it will be a factor for LEIP bids eg Bilbohill,	Climate Change Team to progress.

9	Work with our partners, including the Scottish Government, to source and focus specific funding, measures and resources to support the Climate Change Strategy at local level. Outcome: Increased external funding for Climate Change projects and initiatives.	No of projects that benefit from funding Value of funding leveraged	Ongoing to 2030	Current examples of recent external green funding include bus revolution.	Climate Change Team to progress funding and build into plans for the future.
10	Work with all Council Service Areas and key partners including the Scottish Government to improve the integrity of our emissions data and reporting mechanisms. Outcome: Comprehensive, accurate data and reporting system in place	Corporate emissions publicly reported	Ongoing to 2030	Gathering in data for current SSN Scottish Government report	Climate Change Team to progress
11	Embed the targets, aims and aspirations of the Climate Change Strategy within Moray Council's Corporate Plan Outcome: Incorporation of Climate Change priorities and actions within relevant plans	Priorities and actions incorporated	Complete		Climate Change action plan set to be reviewed in 2022 and route map created
12	Ensure the Climate Change Strategy and associated Action Plan are living documents and remain fresh and valid until 2030. Outcome: CCS reviewed after 12 months, and subsequently every 3 years. Action Plan reviewed Annually	Reviews undertaken in line with defined schedule	Ongoing to 2030		Climate Change action plan set to be reviewed in Q1 2022 and route map created
13	Include a Climate Change and Biodiversity assessment as part of all committee papers Outcome: Relevant council decisions are made with reference to Carbon and Biodiversity implications	Carbon & Biodiversity assessment in place	Oct-20 to 2030	Investigation carried out into similar practices in other Councils. Further progress slowed until Climate Change team put in place.	Climate Change Team to progress carbon and biodiversity assessments by December 2021
14	Introduce consideration of carbon implications in staff related policies and training Outcome: Mainstream consideration of carbon implications in all future activity	Review of relevant policies and training requirements	Mar-20	Communications exercise required to disseminate. Postponed till Climate Change team put in place.	Priority for new climate change team in creating a climate change communications plan. Investigate
15	Undertake promotional staff campaign. Provide Climate Change awareness training as part of staff induction process. Develop e-learning module on reducing your carbon footprint, for all Council employees; explore options to make this available to community / third sector organisations, via the wider e-learning platform. Outcome: Improved employee awareness and understanding	Number and range of communication and engagement activities Staff awareness levels through pulse surveys	Mar-21	Postponed till Climate Change team put in place.	Priority for new climate change team in creating a climate change communications plan. Liaise with current employee engagement activity/calendar and corporate

16	Establish network of staff climate change champions Outcome: Ongoing promotion of climate change and energy efficiency to encourage colleagues to adopt improved habits at work and home.	E-module developed and included in corporate e-induction	Mar-21	Postponed till Climate Change team put in place.	Priority for new climate change team in creating a climate change communications plan
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Communication, Training & Awareness

Climate Change Team					
	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
17	Develop a Communications Strategy for the Climate Change Strategy to consult, raise awareness, communicate and engage with staff, people, businesses and organisations across Moray Outcome: Effective Communications Strategy in place. Reduced Carbon emissions in Moray	No of households and businesses who engage with Communication Strategy.	Ongoing to 2030	Progress slow till Climate Change team put in place	Priority for new climate change team
18	Support and help to promote national campaigns, including the Scottish Government's 'Greener Scotland' campaign, to consider the carbon footprint of our everyday lifestyle and behaviour choices. Outcome: Increased awareness and engagement of Climate Change issues	Improved results in Moray-wide emissions as calculated by BEIS	Ongoing to 2030	Progress slow till Climate Change team put in place	Part of creating a climate change communications plan
19	Establish effective governance for Climate Change priorities in partnership with the CPP, including public, private and community organisations, and implement a system for monitoring and reporting progress. Seek to embed CCS priorities within the Local Outcome Improvement Plan Outcome: CPP supportive of CCS with appropriate leadership in place and engagement with a wide range of stakeholders. Monitoring and reporting system in place	CCS included within LOIP as a priority	Apr-22	Climate change is now a standing item on the agenda for discussion at both CPOG & CPP. The focus of the LOIP around inequalities does not necessarily create the opportunity to embed CCS priorities into the LOIP, instead actions and interventions within the LOIP to consider climate change in the way they are delivered	Climate Change Team to investigate reporting and monitoring of results in area-wide emissions as calculated by BEIS

23	Moray Council will work closely with schools, local colleges and universities to build the skills and capacity for a greener economy, including a focus on new low carbon technologies and the circular economy, ensuring the provision of green apprenticeships and other opportunities. Outcome: Increased provision of relevant skills and knowledge	No of college, university courses with a green economy focus, development of awareness, knowledge and skills within our schools	Ongoing to 2030	Initial discussions with newly appointed Community Wealth Building Officer	Climate Change Team to progress with Community Wealth Building Team
Education					
	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
21	Early learning and childcare settings and schools will be supported to engage with pupils, parents/carers and their local community on the climate emergency and the actions which can be taken to tackle it, ensuring that all early learning and childcare settings and schools are aware of and engage with the Climate Change strategy. Outcome: Increased awareness of Climate issues	No of training/CPD sessions delivered to staff	Ongoing	3 CPD sessions delivered to 40 members of staff	Climate change team to support the establishment of networking opportunities for teachers and pupils to progress climate change work
22	Increase opportunities for Learning for Sustainability within the curriculum for children and young people. Managers of early learning and childcare settings and head teachers of schools will ensure that children and young people have their entitlement to learning for sustainability education, delivered through curriculum for excellence's four contexts of learning. Outcome: All early years settings and schools have Learning for Sustainability (LfS) within their curriculum	No of early years settings/schools with Learning for Sustainability (LfS) in their curriculum	Rolling programme to 2025		Climate change team to support the establishment of networking opportunities for teachers and pupils to progress climate change work

Energy, Buildings & Digital Connectivity

Climate Change Team

	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
24	Participate in the Scottish Government's Local Heat and Energy Efficiency Strategy (LHEES) pilot and prepare for the introduction of a statutory framework for LHEES in Moray Outcome: Delivery of output report Development and deployment of Statutory framework	Accepted recommendations incorporated into on-going considerations. Moray Council meets Statutory obligations	Report March 21 and ongoing		SG legislation required
25	Engage with local communities to facilitate information provision and discussion for local renewable energy schemes / Community Energy Schemes with local benefits, following on from LHEES pilot Outcome: Increase in provision of advice and engagement with community	Increase in number of renewable and community energy schemes	Ongoing to 2030	Engagement with TsiMoray, CPP, Moray Climate Assembly, Environmental Social Enterprise Network.	Continue to work with Moray Climate Assembly

Housing & Property Services

	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
26	Aim to convert all fossil-fuel based building heating systems to low or zero carbon alternatives Outcome: All Council buildings are net zero carbon	Building SAP Ratings; % of carbon neutral council buildings	15% conversion annually from 2021/22 for 8 years	Tender for strategy to decarbonise Moray Council Property in progress	Cost of achieving target far in excess of Council budgets, significant external resources required. Technology development and roll-out identified as a critical factor. Integration with Scotland's Schools for the Future programme
27	Increase building user awareness of ways of reducing energy use and saving utility costs. This includes tenants and Council staff Outcome: Energy is used efficiently in Council buildings.	Reduced utility energy consumptions by 10%, and maintain improved levels	Mar 2021 and ongoing performance retention		Climate Change team to help with behaviour change /communications
28	Aim to achieve zero carbon standards in all new buildings, including housing and schools Outcome: All new buildings meet net zero carbon standards	% of new buildings that are net zero carbon standard	Ongoing and applicable to all new buildings constructed	Tender for strategy to decarbonise Moray Council Property in progress	External resources may be required to achieve standard. Technology development and roll-out identified as a critical factor Integration with Scotland's Schools for the Future programme

29	Council to develop and adopt design standard for sustainable construction and maintenance. Outcome: New buildings incorporate standards.	% of sustainable material used	Standard in place by Mar 2021 and applied forthwith.	The Scottish Government have published a sustainable standard for public buildings	An assessment of the implications of adopting the voluntary standard to be carried out
30	Achieve Energy Efficiency Standard for Social Housing (EESH) for all Council houses. Outcome: All Council houses are carbon neutral	% of Council houses that are carbon neutral. % of Council houses achieving EPC Band B (Energy Efficiency rating), or are as energy efficient as practically possible.	EESH1 Dec 2020 EESH2 2030	Tender for strategy to decarbonise Moray Council Property in progress	Substantial investment in renewable energy systems. External resources required to achieve ambition. EESH2 programme to be identified by March 2021.
31	Improve the energy efficiency of private sector housing in Moray by delivering the Home Energy Efficiency Programme for Scotland (HEEPS) Outcome: Reduce carbon emission from private sector housing	SHCS - % of private sector dwellings with SAP B or C.	Ongoing to 2030	HEEPS programme dependant on continued provision of Scottish Government funding.	Role of Climate Change team to help with communications
32	Investigate, develop and install renewable energy generation projects on Council buildings and land. Outcome: Increased renewable energy generation	Capacity (kW) of energy generation installed	Ongoing until 2030; Council assets to be reviewed by March 2021	Tender for strategy to decarbonise Moray Council Property in progress	Subject to project appraisal and technical feasibility All projects would be subject to business case approval with a defined ROI. Investigate possible project at Nether Dallachy with Crown Estate

ICT / HR / Housing & Property Services

	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
33	Increase use of virtual environment to reduce server network and consequent electricity consumption By default operate PCs and related equipment in the most energy efficient mode, e.g. auto switch off Outcome: Rationalised server provision All PCs operated under optimum energy efficiency settings	Reduced number and/or use of servers Increased use of virtual environment Reduced electrical consumption	Incorporate into ICT Digital Strategy - draft by 2023	No progress to report	Phased approach within overall strategy as linked with current contractual commitments and capacity of infrastructure to adapt
34	Investigate and promote on-line working Increase Flexible / Mobile working opportunities beyond current staff. Provide a council-wide digital collaboration tool to allow quick and easy contact between colleagues, which does not rely on attending meetings, e.g. Skype	Reduction in office space. Reduction in officer travel time and costs. Increase in flexible working arrangements Increased use of digital technology for meetings,	Mar-22	On-line and flexible working increased as part of response to covid. Prior to then there would only have been around 40 people working from home at any time.	Continue to progress as offices open up after covid

	Outcome: Office space reduced Flexible working the 'norm'	communication and collaboration			
35	Development of shared co-location facilities for all community areas (e.g. business, volunteers, leisure) Outcome: Move to more energy efficient buildings, and more efficient use of technology and workspace	Reduction in single use accommodation Increase number of co-located partnership arrangements	Ongoing	Relevant to safe return after covid and flexible working group. Dependent on multiple factors. Office, depot and stores reviews all look at partnerships and climate change issues.	Longer term strategic partnership approach required, links with community hub work. Reliant on partner engagement. Heavily dependent upon other strategic factors, e.g. schools, offices, external partners, etc. Will be evaluated on a case by case basis Not definable, dependent upon number of schemes and scope of works

Waste

Catering

	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
20	Make school meals more sustainable with a reduced carbon impact. Develop and promote more vegetarian options, e.g. 'meat free' days and vegan options Outcome: Increase in the use of locally sourced food and produce. Increase in the provision of vegetarian and vegan options available.	Percentage of food and produce sourced locally Percentage of meal options offered that are vegetarian or vegan	Completed	Nursery – full vegetarian menu and one meat free day a week. Primary - one meat free day a week and 37 out of 68 dishes are vegetarian or vegan. Secondary – one meat free day a week on the main meal counter. Local suppliers used for meat, veg and dairy.	Food waste difficult to monitor. Climate Change Team to assist schools/pupils in monitoring and progressing sustainable outcomes
37	Improve sustainability and recycling in schools including reduction / elimination of single use plastic packaging, a greater selection of recyclable materials across school catering services, improved recycling & food composting facilities in schools Outcome: Increase in recycling and composting rates, decrease in use of single use plastics	Percentage of waste recycled in schools, percentage of food waste composted, reduction in use of single use plastics	Ongoing	Swapped all our disposables to vegeware which is compostable	Alternatives to products like clingfilm difficult to source. Climate Change Team to assist in sourcing and progressing

Waste & Recycling

	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
36	Continue to encourage a reduction of waste arising's (top of waste hierarchy) and thereafter increase recycling rates. Outcome: Reduction of waste landfilled through diversion to recycling and energy recovery	95% diversion from landfill by 2023	Aug-22	Energy from Waste Plant to be completed by August 2022 Application for a re-use hub being drawn up.	Role for Climate Change Team to assist with promotional projects etc

Land Use, Biodiversity & Adaptation

Strategic Planning

	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
38	Develop integrated land use spatial framework for Moray identifying opportunities for food production, renewable energy and woodland planting (currently these are done individually) Outcome: Increase renewable energy generation, increase area of woodland cover and safeguard prime agricultural land	Current woodland cover v potential and current RE generation and current area of prime agricultural	Ongoing	Indicative Regional Spatial Strategy (RSS) pilot completed	Full RSS to be developed when new regulations/ guidance is published (NPF4). Aim should be safeguarding prime agri land, opportunities for renewable energy, woodland expansion, and peat restoration.
39	Promote sustainable urban drainage systems incorporating blue and green networks in all new developments Outcome: Increase biodiversity of new development and promote natural flood management	Number of developments compliant with policy on this issue	Complete	Ongoing, LDP policy. Details in LDP annual Monitoring Report	Climate Change Team to assist in identifying additional opportunities
40	Safeguard existing woodlands and promote additional planting in all new developments Outcome: Increase in woodland cover in Moray.	Area of woodland "lost" to development.	Complete	Ongoing, LDP policy. Details in LDP annual Monitoring Report	Climate Change Team to assist in identifying additional opportunities
41	Promote use of brownfield sites over greenfield because less carbon used in reusing an existing building Outcome: Reduction in number of vacant properties and vacant/ derelict sites	Reduction in number of vacant properties and vacant/ derelict sites	Ongoing	Ongoing, LDP policy, Moray Growth Deal Housing Mix project and SHIP.	LDP annual report. Report on vacant and derelict land to go to committee in Q1 2022.
42	Prepare programme of carbon free / carbon reduction Town Centre Masterplans Outcome: Reduce carbon impacts in town centres	Vacant and derelict land brought into use, renewable energy projects, greening of town centre	Ongoing	Draft Elgin TC MP to P&RS Committee April 2020	Elgin final Masterplan to Committee in November. Programme thereafter to be developed
43	Work collaboratively with developers on programme of carbon reduction/ carbon free Masterplans Outcome: Sustainable development that mitigates climate impacts	Number of masterplans accounting for carbon (this outcome measure needs to be reconsidered)	Programme to be developed.		New regulations/ guidance to be published (NPF4) with net zero for future Master planning. Build into MGD
44	Safeguard and enhance biodiversity resources, promote planting for pollination. Additional guidance for developers, including multi benefit greenspaces- where drainage, biodiversity, play facilities etc are all incorporated.	Hectares of new greenspace created. Number of proposals scoring green for biodiversity in Quality Auditing.	Complete	Guidance approved earlier this year. New measure required on species and habitats	Development of LDP 2025 should engage with Local Records Centre to identify habitats and species of concern. LDP evidence report could identify areas.

	Outcome: Enhance biodiversity in new developments and protect and enhance existing greenspaces and create new multibenefit spaces	(These outcome measures needs to be reconsidered)		However, biodiversity projects needs to be monitored.	
45	Include policy on coastal change in Local Development Plan Outcome: Reduce risk for coastal future developments	Number of applications complying with policy	Complete	LDP2020 adopted July 2021, but new measure required around coastal change/ coastal flooding	Monitor and assist in progress
46	Prepare additional guidance on sustainable design and construction and seek to have policy incorporated into NPF4 and Building Standards and introduce a Planning Condition for developers to report on their actions taken to reduce the carbon emissions from the build and from the completed development. Outcome: Reduce the carbon impact of development	Legislation and Policy reflect the need for improved	Ongoing	Policy criteria added into Policy DP1 of LDP2020 by Scottish Government, however, planning authorities await detailed guidance being provided by the SG.	Amend action and monitor.
47	Review land use designations to consider climate change implications and encouraging lifestyle changes. Outcome: Reduced carbon impacts from daily living	Land use changes to reflect town and transport masterplans and strategies for low carbon	Ongoing and integrate into Masterplans and next LDP as required.		Key issue for LDP2025, Evidence Report begins in 2022.
48	Ensure new developments make provisions for Electric Vehicle Charging facilities, including communal charging facilities where no on-plot parking is available Outcome: There are no barriers to the ownership/use of electric vehicles by residents of new developments.	Numbers of Electric Vehicles owned by residents.	Ongoing	Additional guidance approved, policy being delivered.	Climate Change Team to assist in monitoring and progressing sustainable outcomes
49	Ensure all new developments make provisions for Cycle Parking, including secure cycle parking for flats and properties with no gardens. Outcome: There are no barriers to the ownership/use of cycles.	Increased levels of cycle ownership and use.	Ongoing	Policy in LDP 2020	Climate Change Team to assist in monitoring and progressing sustainable outcomes

Transport

Transportation and Roads

	Action	Outcome measures	Completion Target	Update Oct-21	Next Steps
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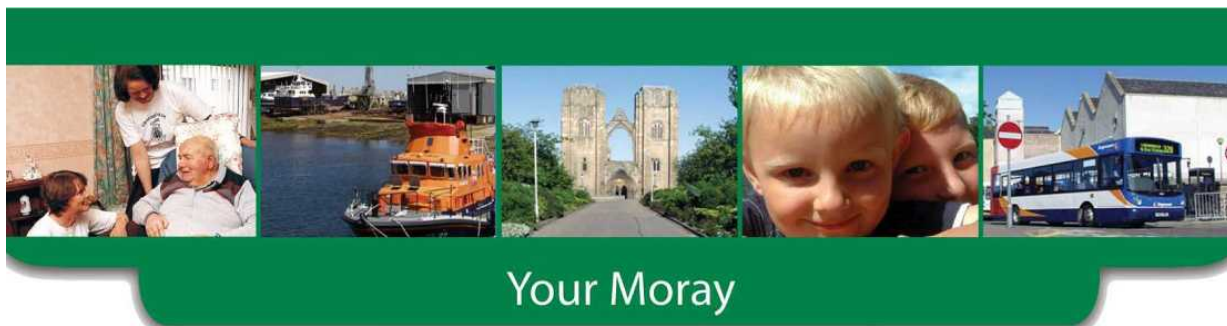
50	Develop Strategy and Guidance for provision of Public Electric Vehicle Charging facilities in Moray and implement as funding becomes available. Outcome: Access is available to public EV charging facilities in all settlements across Moray	Number and Type of public EV chargers.	Ongoing	EV Charging Strategy being progressed as part of decarbonisation strategy	External Funding required to progress infrastructure provision. Not linked to council capital budgets, any and all projects would be externally funded
51	Develop and promote Travel Plans for Moray Council, Major Employers and Schools Outcome: Increased numbers of people travelling by foot, cycle, public transport and car sharing for their journey to work.	Staff Surveys on Travel Behaviour. Moray Council Travel Plan developed Number of schools with Travel Plans implemented. Number of businesses with Travel Plans implemented.	Moray Council Travel Plan - 20/21 School Travel Plans - 2025 Business Travel Plans - ongoing	Moray Council Travel Plan completed including staff survey comparing before and after covid. School travel and business travel plans stalled due to covid	Role for Climate Change team to assist in determining carbon implications of Moray Council Travel Plan and help progress low carbon action as part of the return from covid/flexible working etc.
52	Promotion of travel behaviour change through targeted programmes, including Active Travel infrastructure measures from the Active Travel Strategy and website information provision Outcome: Increased numbers of people travelling by foot, cycle, public transport and car sharing and/or reducing the numbers of journeys made by private fossil fuelled vehicles. Information available for residents, employers and visitors to Moray to assist in making low carbon travel choices.	Mode of transport survey information. Quantity of new active travel infrastructure provided Number of website 'hits'	Ongoing	Active travel strategy being updated. Subgroup appointed and taking issues forward.	
53	Complete Switched on Towns and Cities feasibility study for Elgin and implement outcomes. Outcome: Provision of Evidence to assist with applications for grant funding for EV charging infrastructure	Increased amount of funding received.	Complete	Report completed into feasibility of street charging in locations in Elgin & Lossiemouth.	Report being incorporated into decarbonisation strategy.
54	Aim to displace fossil fuelled vehicles and plant with ULEV options Outcome: Aim to have 70% of our vehicle and plant fleet converted	Fossil fuel consumption reduced by 60% by 2030. 70% of fleet transferred to ULEV by 2030.	2030, subject to detailed appraisal	Moray Council operates 28 electric vehicles (up from 11 in 2019). This is out of a fleet of 520 registered vehicles (from cars, to refuse collection vehicles to artic trucks). Tender for strategy to decarbonise Moray	HGV vehicles and large plant have a life of 10 years replacement. Replacement rate needs to gather pace. Timescales (i.e. going beyond 2030), technology development and policy direction will have a major influence. Being selective on which types of vehicles to replace and when would also have a significant impact

				Council vehicles in progress	
55	Continue to purchase vehicles with anti idling technology and provide managers with idling reports from the vehicle monitoring system. Outcome: Reduction in fuel consumption and carbon output	Fossil fuel reduction of 20% by 2022, with additional 10% annually 2030.	2020 through to 2030	Fuel consumption of remaining fossil fuel vehicles are monitored and reported to operational managers.	
56	Support our Legal Section with the promotion of ULEV Taxis Outcome: Provision of technical support	Fully ULEV taxi fleet in Moray	2030	No progress	Determine the best way forward for this action
57	Active Travel to School campaign and promotion, including parking management around schools, and supporting modal shift from vehicles to active travel wherever feasible Outcome: Increase in Active Travel to school activity	No of pupils using active travel	Ongoing	Progress slowed due to covid.	New travel plans being progressed with some schools in partnership with Living Streets – active travel charity.

Key

	Completed
	Progress ongoing
	No progress or facing problems in delivery
	Progress stalled, on hold, or dependent on external factors

Situation	Activities	Short Term Outcomes	Long-term Outcomes
<p>The climate emergency requires us to live within the planetary boundaries, including achieving carbon-neutrality.</p> <p>Most people are increasingly aware of the climate emergency, but are confused by the jargon (e.g. what's carbon got to do with it?), unclear and worried about what impact addressing the issue might have on their lifestyle, and unclear about what they can do to help.</p> <p>There are huge strengths within Moray, which can be unleashed through Community Led Local Development approaches to increase understanding and enable community led action to address the issue.</p> <p>There is an urgent need to 'translate' studies and research developed elsewhere for different contexts into simple language, relevant to the people of Moray and capable of restoring their sense of agency.</p>	<p>Review wide range of relevant frameworks, approaches (e.g: Doughnut Economics, Community Wealth Building, Municipalities in Transition), studies and research (e.g.: Carbon Neutral Island, Top Ten Interventions to Cut Regional Carbon Emissions, and Rethinking Scotland reports) to inform subsequent activities.</p> <p>Recognising and building on community strengths highlighted during the pandemic, engage with communities to develop materials to describe and illustrate what life in a carbon-neutral Moray might look and feel like, e.g. with regard to housing, agriculture, manufacturing, commerce, travel & transport etc.</p> <p>Engage with communities across Moray, paying particular attention to less-activated communities, to promote and develop deeper and more widespread understanding of the above, leveraging support from the Moray Climate Assembly and other actors.</p> <p>Support, animate and facilitate the development, collation and sharing of ideas, plans and actions that can be further developed and taken forward (individually and/or collectively) with and by a wide range of actors & stakeholders to support the transition to a zero-waste and carbon-neutral Moray.</p> <p>Develop and publish materials through a range of media to share learning about:</p> <ul style="list-style-type: none"> • what it means to be carbon-neutral • what communities and agencies can do to drive and support the transition to a carbon-neutral rural economy • how Community Led Local Development approaches can enable similar processes to be rolled-out elsewhere. 	<p>The people of Moray have a better understanding of what it means to be carbon-neutral, and of the respective roles of government agencies and communities in achieving that.</p> <p>Communities, including less-activated communities, have greater capacity and confidence to identify, and engage constructively with, the challenges and opportunities linked to the development of a carbon-neutral rural economy in Moray.</p> <p>Moray communities are better able to learn from each other, and to share their learning with communities elsewhere.</p> <p>The ability of Moray communities to plan and implement actions addressing the climate emergency is improved.</p> <p>The ability of other rural communities to learn from innovative approaches developed and/or tested in Moray is improved.</p>	<p>The activities directly support the development of regional networks and communities of practice while increasing awareness of the opportunity to participate in the LAG.</p> <p>The activities and short-term outcomes contribute, directly and fully, to two of the National Performance Framework Outcomes:</p> <ul style="list-style-type: none"> • We value, enjoy, protect and enhance our environment. • We live in communities that are inclusive, empowered, resilient and safe. <p>The activities and short-term outcomes also partially contribute to two other National Performance Framework Outcomes by supporting the development of:</p> <ul style="list-style-type: none"> • an entrepreneurial, inclusive and sustainable economy, and • thriving and innovative businesses



REPORT TO: CHIEF OFFICERS GROUP ON 4 NOVEMBER 2021 and then COMMUNITY PLANNING BOARD ON 17 NOVEMBER 2021

SUBJECT: 2021-22 QUARTER 2 (JULY-SEPTEMBER) LOIP PERFORMANCE MONITORING REPORTS

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

1. REASON FOR REPORT

- 1.1 To inform the Group of the performance against the Local Outcome Improvement Plan (LOIP) for the period to 30 September 2021.

2. RECOMMENDATION

- 2.1 It is recommended that the Group scrutinises and notes the progress reported in the templates hyperlinked to this report taking account of the impact responding to the pandemic has had on partner organisations.

3. BACKGROUND

- 3.1 The Community Planning Board on 28 April 2021 agreed the LOIP delivery frameworks, recognising them as an evolving area of work that will continue to develop.
- 3.2 The Community Planning Board on 22 September 2021 agreed the use of Pentana (performance monitoring software) for the presentation of future monitoring reports. This report gives narrative summary on progress on LOIP priorities with links to Pentana styled backing tables. Refinement of performance indicators and provision of all results will be progressed for quarter 3 reporting as will reporting percentages complete against individual actions and a uniform format across all priorities. The tables aim to capture progress against the delivery frameworks as well as recognise efforts around response and recovery.

- 3.3 Delivery Plans provide a sharper focus which aims to enable the Group to give attention to a narrower range of priorities.
- 3.4 The Group and Board is invited to consider and apply scrutiny in assessing whether the information contained gives reasonable assurance on progress against LOIP priorities and actions to mitigate risks and issues.
- 3.5 **Building a better future for our children & young people in Moray**
([LOIP Actions & Indicators table](#))

Work continues across the three focus areas, with slight slippage in progress to date. Individual actions will be refreshed following annual review of the Children's Service Plan.

LOIP PRIORITIES	RAG
The emotional and mental wellbeing of children and young people is improved	40%
Children live in safe and supportive families	40%
The impact of poverty on children, young people and families is mitigated	40%
OVERALL PRIORITY PROGRESS Children and young people live in communities where their voice is heard and they are build up to be all they can be	40%

Progress summary -

- 3.5.1 Investment in early intervention wellbeing support is provided through Counselling in Schools, Family Wellbeing Service, Locality Planning model and an enhanced summer holiday provision. In the quarter to September 2021, 175 referrals were made to Counselling in Schools with 67 pupils completing a programme of support, almost all reported improved wellbeing. The Family Wellbeing Support Service supported 8 families during the same period and 22 were supported through the Locality Planning Model. Enhanced funding provided wellbeing support for 750 children, young people and families over the summer holiday period.
- 3.5.2 Voices of children and young people continue to be heard in planning and decision making; an independant advocate enabled the wishes and feelings of children to be expressed during looked after children / child protection meetings, survey work around views and experiences of justice and health services was shared with practitioners to shape future provision. The Transition Policy was amended as a result of feedback to improve experiences and outcomes for those requiring ongoing support. Development of a new social work model to help better achieve consistency in the work undertaken with families and the number of children remaining at home has started. Implementation of the Safe and Together model, that will improve practice and create better outcomes for children and families exposed to domestic violence, is at an early stage.

- 3.5.3 A pathway of financial supports to mitigate the effects of poverty is in place and widely publicised. The Benefits Service operates a single application process that is used to assess entitlement to multiple benefits, making the process quicker and easier for families. Grampian hospitals are promoting a pan-Grampian income maximisation pilot, although uptake from Moray families is low, 6%. The Child Poverty Action Plan aims to deliver localised support and intervention through actions that promote digital inclusion and income maximisation.

Risks and Issues -

- 3.5.4 Lack of lead officer limiting the pace of progress made against the child poverty priority, this is due to be considered by the GIRFEC Leadership Group (GLG).
- 3.5.5 Single agency pressures limiting progress on children's partnership priorities is being addressed through the review of role, remit and priorities of GLG and of strategic and thematic group memberships.
- 3.5.6 Evidence base of a full suite of performance measures to track whether interventions are delivering improved outcomes will be developed during the review of the Children's Service Plan in quarters 3 and 4

3.6 **Empowering and connecting communities** ([LOIP Actions and Indicators](#)) –

Progress is as expected at this stage against the two focus areas contributing to this priority.

LOIP PRIORITIES	RAG
Develop stronger, more resilient, supportive, influential and inclusive communities	45%
Improve life chances for people in Moray of all ages in communities experiencing the greatest inequality	45%
OVERALL PRIORITY PROGRESS	
Thriving and well connected place, where more people live well	45%

Progress summary -

- 3.6.1 Supporting Community Anchor Organisations to extend reach and involvement is progressing in Lossiemouth with the analysis and reporting of recent community consultation findings and in Keith and Forres through supporting exploratory discussions. Genuine community engagement continues as a long term process, built of relationships of trust. The initial timeline to produce area plans is likely to extend for at least 12 months to allow meaningful engagement. The Buckie Monitoring Group is preparing to survey the community in order to broaden the themes considered and extend the boundary of the current Locality Plan and to take account of the impact COVID-19. Local groups are working well together with initial discussions being held with Development Trusts Association Scotland to explore the establishment of a constituted anchor organisation in the town to support delivery of the plan going forward. Work in New Elgin is

refocusing around boundaries and priorities, recognising some are specific to New Elgin East while others concern a wider community. In supporting initiatives to build wealth and prosperity, the statutory consultation period for The Fisherman's Hall community asset transfer has completed, a report is due to be submitted to the Corporate Committee in November 2021.

- 3.6.2 In supporting community anchor organisation; Highlands and Islands Enterprise supported 15 social enterprise and community led groups and the Health Improvement Team have provided training to 20 community groups in the reporting period. Family Learning, Adult Literacies and Community based Adult Learning, through learning offers have contributed to ensuring that all communities have access to a range of learning opportunities. The Help Hubs in libraries noted a significant increase in numbers attending during September

Risks and Issues -

- 3.6.3 Maintaining and building on levels of volunteering commitment is addressed in the CLD Action Plan.

3.7 **Growing diverse, inclusive and sustainable economy** ([LOIP Actions and Indicators](#)) –

Work across the three focus areas is ongoing with some areas more advanced than others.

LOIP PRIORITIES	RAG
Increased participation, skill and pay levels with reduced gender inequality through pathways to employment and higher skilled employment	67%
Increased participation, skill and pay levels with reduced gender inequality through targeted approaches for those furthest from the job market	87%
Increased participation, skill and pay levels with reduced gender inequality through choices for the young workforce	80%
Increased participation, skill and pay levels with reduced gender inequality through apprenticeships at all levels	0%
OVERALL PRIORITY PROGRESS By the year 2030 Moray will have a sustainable and inclusive economy which generates improved opportunities for everyone, including more skilled and higher paid jobs	60%

Progress summary -

- 3.7.1 Early Learning and Childcare target to deliver 1140 hours to all settings by August was achieved with offers made to all parents by council, private and third sector providers. Plans to expand the Early Years Childcare Programme to meet future projected demand are developing. Pressures are evident in Buckie, Elgin and Speyside ASG areas, however current demand is being met.
- 3.7.2 The Moray Employer Recruitment Incentive (MERI) scheme, launched in April attracted 57 approved employers from a mix of private, public and third sectors who employ 59 young people on 12 month

placements. Plans to commit further funds to offer an additional 68 placements being considered by the local employability partnership. 29% of females are employed on MERI scheme, below the gender balance target of 50%. Since opening in May 2021, 103 individuals have engaged with Moray Pathways employability and training support hub at the Inkwell.

3.7.3 To date, 95 Kickstart placements have been filled through Moray Chamber of Commerce, 25 of which have finished the scheme and completed 6 months.

3.7.4 Initial research in developing an Apprenticeship Strategy is underway.

Risks and issues –

3.7.5 Transparency around the Kickstart Scheme, figures are shared but full data is with DWP who are unable to share, impacting on analysis and assessment, progress is currently based on available data.

3.8 **Improving well-being of our population** ([LOIP Actions and Indicators](#)) –

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

LOIP PRIORITIES	RAG
A whole population approach to prevention and reducing related harms – prevent and reduce alcohol and drug related harms	50%
A whole population approach to prevention and reducing related harms – there is a reduction in alcohol and drug related harm and improvement in people's wellbeing	50%
A whole population approach to prevention and reducing related harms – promote engagement into treatment care and support and ensure the consistency of alcohol and drug service provision across Moray: supporting community services in meeting the needs of those using services where alcohol and drug use is a factor	50%
OVERALL PRIORITY PROGRESS People are healthier and experience fewer harms as a result of making well informed decisions about their health and well-being	50%

Progress summary -

3.8.1 As restrictions ease, services continue to open up with group work being re-established and data showing an increasing demand for services from 457 clients in specialist services in June 2021 to 561 clients in September 2021. Comprehensive support packages are provided through the partnership of Moray Drug and Alcohol Services (MIDAS) and Arrows to prevent or reduce related harms. Delivery of alcohol brief interventions and make every second count interventions are applied to unplanned discharges and those re-engaging with services. Individual support provided by regular phone and video contact is now seeing a return to face to face meetings. Actions from a

meeting in August to discuss how to enhance the MARS risk process, used to assess and reduce the risks of those assessed as high risk, will be progressed in the coming weeks.

- 3.8.2 Recovery outcomes continue to show an average improvement from Assessment through 3, 6 and 12 month intervals with review findings being used to support operational and strategic planning. The service continues to meet its waiting time targets of 72 hours and 3 weeks. Moray Recovery Café, provided meals and food to those in need during the pandemic, many of the volunteers are in recovery and use the opportunity to gain confidence and work towards recognised qualifications. The Café links across wider networks such as the Moray Wellbeing Hub.
- 3.8.3 The partnership hosted 11 training events in the half year to September 2021, with 146 participants from a range of support organisations achieving 85% attendance, improving the competence, confidence and capacity within the workforce. Plans and funding are in place to further enhance the provision in Moray going forward, with particular focus on those with multiple complex needs to struggle to engage with the service.

Risk and issues -

- 3.8.4 Impact of service needs in taking forward and meeting the Medically Assisted Treatments (MAT) standards, in particular accommodation for the MIDAS Service, with the current provision no longer suitable to meeting the diverse and complex needs of those requiring support.

4. SUMMARY OF IMPLICATIONS

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

5. CONCLUSION

- 5.1. The report provides reasonable assurance of progress made against LOIP activities, whilst recognising that further improvement in performance monitoring and reporting will be made with each quarterly submission in the year ahead.

Author of Report: Louise Marshall, Strategy and Performance Manager

Background Papers: CPB 16/09/20 [LOIP 2nd edition approved](#) (item 4)

CPB 28/04/21 [LOIP Development of Delivery Framework Update](#) (item 3)

Ref: SPMAN-957343068-1967

Proposed meeting dates for Community Planning Board

Date	Time	Venue
2 February 2022	2pm	TBC
13 April 2022	2pm	TBC
22 June 2022	2pm	TBC
21 September 2022	2pm	TBC
16 November 2022	2pm	TBC

