

Community Planning Board

Wednesday, 23 June 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, 23 June 2021 at 14:00**.

BUSINESS

1. **Welcome and Apologies**
 2. **Minutes of meeting - 28 April 2021** 5 - 8
 3. **Developing the NHS Grampian Strategic Plan 2022-28** 9 - 10
 4. **LOIP 2020-21 Performance Monitoring Covering Report** 11 - 38
 5. **Climate Change - Verbal Update**
 6. **Short Term Key Performance Indicators and Business Intelligence for Economic Recovery** 39 - 48
 7. **Future of Community Engagement Group**
 8. **Partnership Community Learning and Development Plan 2021-24** 49 - 54
 9. **Scottish Fire and Rescue Service - Long Term Vision - Presentation**
- Item(s) which the Board may wish to consider with the Press and Public excluded**

10. Moray Growth Deal - Full Business Case - Digital Health

- CONFIDENTIAL

- Information on proposed terms and/or expenditure to be incurred by the Authority;

11. AOCB

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)

Clerk Name:	Tracey Sutherland
Clerk Telephone:	01343 563014
Clerk Email:	tracey.sutherland@moray.gov.uk

Minute of Meeting of the Community Planning Board

Wednesday, 28 April 2021

remote locations via video conference,

PRESENT

Mr Stuart Black, Mr Roddy Burns, Anne Campbell, Councillor John Divers, Councillor Graham Leadbitter, Mr Mike Palmer, Mr Dennis Robertson, Mr Anthony Standing, Mr Don Vass, Councillor Sonya Warren

APOLOGIES

Councillor George Alexander, Councillor John Cowe, Councillor Tim Eagle, Mr Murray Ferguson, Chief Superintendent George MacDonald, Mr Grant Moir, Mr Martin Tait, Mrs Susan Webb

IN ATTENDANCE

Also in attendance at the above meeting were Bruce Milne, Scottish Fire and Rescue Services on behalf of Martin Tain, Superintendent Richard Craig, Police Scotland on behalf of Chief Superintendent George MacDonald, Denise Whitworth, Depute Chief Executive (Education, Communities and Organisational Development), Jim Grant, Head of Economic Growth and Development, Alasdair McEachan, Head of Governance, Strategy and Performance and Tracey Sutherland, Committee Services Officer all Moray Council.

1. Chair

The meeting was chaired by Councillor Graham Leadbitter.

2. Minute of Meeting of 10 February 2021

The minute of the meeting of 10 February 2021 was submitted and agreed.

3. LOIP Development of Delivery Framework - Update

A report by the Depute Chief Executive (Education, Communities and Organisational Development) updated the board on progress in developing a delivery framework to advance the priorities set out in the Partnership's updated Local Outcomes Improvement Plan that was agreed by the Board on 16 September 2020.

Anne Campbell, sought clarification on whether the campaign to re-instate the Consultant led maternity services at Dr Gray's in Elgin could be added to the plan.

In response, Dennis Robertson confirmed that an independent enquiry is currently taking place on the re-instatement and that it would be beneficial to wait on the outcome of the enquiry.

The Chief Executive, Moray Council, further agreed that it would be pertinent to wait on the outcome of the enquiry.

Following consideration, the Board agreed to:

- i) approve the plans set out in Appendices 1 - 4 in respect of each of the 4 LOIP priorities, which together provide a delivery framework to advance the priorities set out in the Partnership's updated Local Outcomes Improvement Plan; and
- ii) note that further development work is planned to refine the delivery plans and enhance the focus of outcomes as set out in the report.

4. Climate Change Report

A report by the Head of Economic Growth and Development informed members of the Community Planning Partnership of the work on climate change.

Stuart Black (HIE) commended the work of TSi Moray on their Climate Change Assembly which meets every 4 - 6 weeks and urged all partners to attend.

Don Vass (TSi Moray) further urged members to attend and confirmed that all TSi Moray staff are now working from home permanently and the offices on the High Street in Elgin have been vacated.

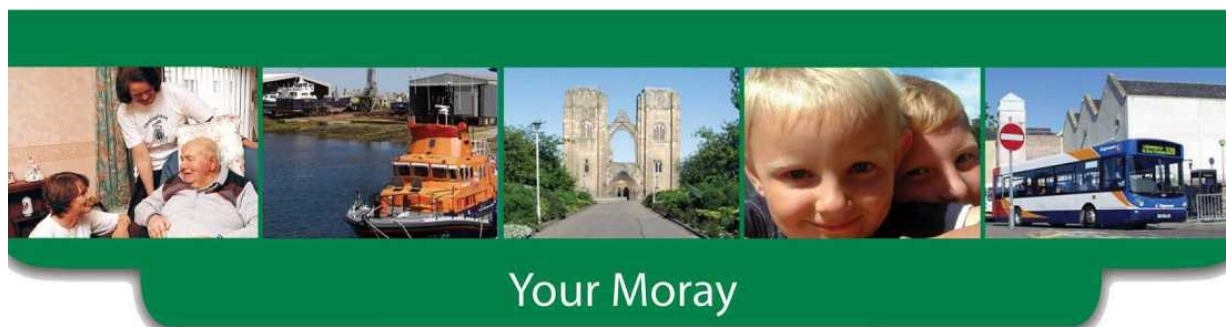
Dennis Robertson sought clarification on whether people working from home is taken into consideration in the carbon calculation.

In response the Head of Economic Growth and Development confirmed that currently the calculation is based on office working and it would not be possible to measure the offset of people working from home until more settled locations are determined.

Following consideration the Community Planning Partnership agreed the proposals in para 3.10 to 3.12 of the report.

5. AOCB

Bruce Milne, Scottish Fire and Rescue Services, updated the Board on the merger of Aberdeen City, Shire and Moray Local Senior Officer areas from 1 July 2021 and the retirement of the current LSO Martin Tait on 30 June 2021. From 1 July 2021, Area Commander Bruce Farquharson will assume command of the new area.



REPORT TO: COMMUNITY PLANNING BOARD ON 23 JUNE 2021

SUBJECT: DEVELOPING THE NHS GRAMPIAN STRATEGIC PLAN (2022-2028)

BY: DIRECTOR OF PLANNING, INNOVATION AND PROGRAMMES, NHS GRAMPIAN

1. REASON FOR REPORT

- 1.1. To seek support from the Moray Community Planning Board on the development of the NHS Grampian Strategic Plan (2022-28), hereafter referred to as 'the Plan'.
- 1.2. There will be a short presentation at the Board setting out the proposed timeline and approach for the development of the Plan.

2. RECOMMENDATION

- 2.1. **The Board is asked to support the development of the Plan, drawing on the expertise of the Board to assist in maximising opportunities for join-up to ensure the plan has a positive impact on the health of the Moray and Grampian populations.**

3. BACKGROUND

- 3.1. On Friday 16 April 2021, NHS Grampian hosted a 'launch event' with invited partners from other public sector organisations to consider and inform the approach for the development of the Plan.
- 3.2. This report is being presented to the Board at the start of the planning process to seek support from the inception point.
- 3.3. Key to the success of the Plan will be its development in partnership with other organisations ensuring as much cohesion between organisations as possible. To be very clear, this is NHS Grampian opening its arms to partners to help shape the Plan (it is not NHS Grampian trying to tell anyone else how to do their business). We hope to achieve a high level of cohesion between organisations that all support the improvement of population health.

- 3.4. The proposed approach for the development of the Plan was welcomed by the Moray Community Planning Officers Group at their meeting on the 2 June 2021. A number of helpful suggestions and opportunities were highlighted. A meeting with some members of the Group has been scheduled to further draw on expertise and explore opportunities, with a key focus of building on current engagement and utilising engagement models to support reach.

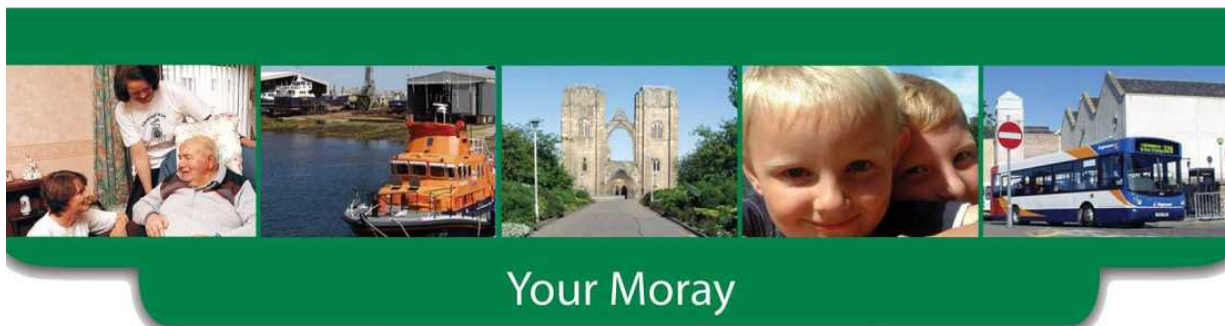
4. SUMMARY OF IMPLICATIONS

- 4.1 The development of the Plan offers an opportunity for a cohesive approach to population health to be developed, in partnership, across many organisations and co-produced with our population.
- 4.2 It might be considered that the approach is trying to replicate the Community Planning Partnership (CPP) remit. Rather than replicate this, NHS Grampian is hoping to use the CPP infrastructure, expertise and reach of partners within the CPP to create a robust and ambitious Plan. Beyond the CPP approach, which is aligned to local authority area, NHS Grampian is hoping to build some cohesion in its Plan which would reflect the three CPPs that exist within the North East area. The opportunity to work with the Moray CPP will ensure that wider critical aspects of health and wellbeing, such as housing, socio-economic and leisure services, are part of a cohesive approach.
- 4.3 The development of the Plan will be based on significant engagement and co-creation with the public, partners and staff. To this end we will hear the voice of many groups and develop a Plan which is equalities sensitive. The Plan will have a formal equalities assessment completed once it is developed.

5. CONCLUSION

- 5.1 **NHS Grampian are seeking support and input at the inception of the development of the NHS Grampian Strategic Plan. It is hoped that the Board will support the development of the Plan, therefore, further enhancing the partnership working between the CPP and NHS Grampian.**
- 5.2 **This opportunity for greater partnership working will support cohesion of plans and ultimately assist in maximising opportunities for join-up and ensure the NHS Grampian Strategic Plan has a positive impact on the health of the Moray and Grampian populations.**

Author of Report:	Lorraine Scott, Director of Planning, Innovation & Programmes, NHS Grampian
Background Papers:	Presentation SPMAN-957343068-1814
Ref:	SPMAN-957343068-1815



REPORT TO: COMMUNITY PLANNING BOARD ON 23 JUNE 2021

SUBJECT: 2020-21 LOIP PERFORMANCE MONITORING REPORTS

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

1. REASON FOR REPORT

- 1.1 To inform the Board of the performance against the LOIP for the period to 31 March 2021.

2. RECOMMENDATION

- 2.1 It is recommended that the Board scrutinises and notes the progress reported in the templates attached to this report (Appendices 1, 2, 3 and 4) 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 (para 3 of the minute refers) agreed the Local Outcome Improvement Plan (LOIP) delivery frameworks, recognising them as an evolving area of work that will continue to develop.
- 3.2 The delivery plans provide a sharper focus which aims to enable the Group to give attention to a narrower range of priorities.
- 3.3 Templates help support the performance monitoring and reporting regime with a focus on reporting progress against milestones, outcomes and measures. Whilst the 2020-21 represents a hybrid-type period of developing delivery plans and responding to the pandemic, the templates aim to capture the progress made against previously planned work as well as recognising the significant efforts around response and recovery.

- 3.4 The performance monitoring templates are attached at **Appendices 1 to 4** for consideration and scrutiny in assessing whether the information contained gives reasonable assurance to the Board on progress against LOIP priorities.
- 3.4.1 Building a better future for our children and young people in Moray (**Appendix 1**) – The Children’s Services Plan 2020-23 provides for the strategic delivery of LOIP priorities. The Scottish Government Regional Improvement Advisor and Children and Young People’s Collaborative national team are supporting the partnership in developing an approach to delivery improvements and redesign systems accordingly. In year 1 of the plan, much has been achieved around planning to put in place a solid foundation for delivery of improved outcomes across the three LOIP priorities in the remaining years of the Plan.
- The Scottish Government awarded £740k to improve the mental wellbeing of children and young people and families in Moray. Two services providing early intervention support for children, young people and families in distress have been commissioned, a counselling service for children and young people and a family wellbeing support service. In addition, a range of shorter term creative initiatives to address mental well-being concerns have been also been funded.
 - The wellbeing needs of 174 children, young people and families have been addresses through Locality Networks, Multi-Agency Support Hubs and Connect Teams. Learning from this has approach has informed the development a new streamlined locality planning model, which will be evaluated over the next 18 months.
 - A baseline audit of social work cases has been completed to identify levels of child participation and highlight examples of good practice. Funding has been secured to recruit two participation posts to support children and young people shape the design and delivery of services to best meeting their needs.
 - The percentage of children looked after in a community setting has increased over the last 2 years as a result early help and support to families, planning and capacity building around kinship and fostering.
 - With the support of the Scottish Government Children and Young People’s Advisor, the partnership is designing intensive family support in line with The Promise.
 - Fairer Moray Forum Action Group has produced and widely publicised a pathway of family supports for children, young people and families.
 - 456 families received financial support for fuel/electricity costs, debt or clothing, 898 families received support with technology to enable home schooling.

Risks and issues highlight –

- Key staff lack the capacity to fully participate in the multi-agency groupings tasked with driving forward the priorities. The lack of support officer functions with a clear focus on improvement activity is also limiting the speed of progress. The GIRFEC Leadership Group have reviewed resource requirement and are currently reallocating existing partnership resource into these positions to identify gaps which need to be resourced.
- A fully developed suite of performance measures in year 2 will evidence the impact of interventions and their contribution to delivering improved outcomes.

3.4.2 Empowering and connecting communities (**Appendix 2**) –

In the two focus areas contributing to this priority, planning and initial steps are in place for improving life chances of those experiencing the greatest inequality of outcome work is underway to build stronger, more resilient, supportive, influential and inclusive communities.

- Following on from focus groups, good initial response to CLD Plan consultation surveys to increase community participation in planning.
- Seven Community Asset Transfers supported, albeit paused due to pandemic restrictions.
- Participatory budgeting progressed with £50k of funds allocated for Care Experience Young People.
- Initial scoping and meetings with key groups underway for Keith and Forres Locality Plans. Lossiemouth Community Development Trust being supported in leading on community consultation.
- Move to digital with increased participation and engagement in on-line learning by English for Speakers of Other Languages (Moray College) and 45 Essential Skills learners.

Risks and issues highlight –

- Awaiting COSLA to link CONSUL site to MyAccount. Moray second local authority to use new version. ICT working to transfer the content before in-housing testing carried out.

3.4.3 Growing diverse, inclusive and sustainable economy (**Appendix 3**) -

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

- As at February 2021, 88% of early years settings offering 1140 hours of childcare, the service is on track to deliver for all setting by August.
- Nineteen employers noted interest, of which eleven are participating in Moray Employer Recruitment Incentive (MERI) with £72k of funding allocated.

Risks and issues highlight –

- COVID-19 has impacted on employability services due to significant changes in the labour market. Actions to support and address are included in the Economic Recovery Action Plan.

3.4.4 Improving well-being of our population (**Appendix 4**) -

Progress on track to deliver against the three focus areas contributing this priority as reported in routine submissions to Moray Alcohol and Drug Partnership (MADP).

Combined services have responded to continue to deliver services to prevent and reduce alcohol related harms and improve wellbeing throughout despite the challenges of COVID restrictions.

- Drug and Alcohol Information System (DAISy) was introduced in December 2020 with Moray being an 'early adopter', agencies are working with the system which enables improved assessment of future need.
- Recovery outcomes client scores from initial assessment to review show improvement in the focus areas of physical and mental health and wellbeing albeit on average low scoring in both themes suggests multiple complex needs.
- Overall, unplanned discharges are showing a decreasing trend as services maintained engagement with clients for longer to provide support due to the impacts of COVID.

Risk and issues highlight –

- Supporting people with multiple complex needs having experienced significant levels of trauma, particularly in relation to gender comparison.
- Preparation for delivery against Medically Assisted Treatments (MAT) standards which significantly impact on the provision of treatments.
- Increased focus on whole family approaches with areas expected to set out how this is taken forward collaboratively.

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. **In a challenging year, 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-957343068-1794
SPMAN-957343068-1795
SPMAN-957343068-1796
SPMAN-957343068-1797
SPMAN-957343068-1798

MORAY COMMUNITY PLANNING PARTNERSHIP

Local Outcome Improvement Plan Performance Monitoring Report

Priority	Building a better future for our children & young people in Moray		
Priority Manager	Simon Boker-Ingram Chief Officer Health & Social Care Moray Integrated Joint Board	hscmchiefofficer@moray.gov.uk	
CPP Lead Officer	Roddy Burns Chief Executive Moray Council	rodgy.burns@moray.gov.uk	
Report Date	2020/21		
Overall Status	Delivery Plan Actions	Progress Measures (PIs)	Children and young people live in communities where their voice is heard and they are built up to be all they can be; • the emotional and mental wellbeing of children and young people is improved • the impact of poverty on children, young people and families is mitigated • Children live in safe and supportive families
(RAG)	(RAG)	(RAG)	
% completion of Delivery Plan against planned			25%
Progress Summary (since last report)			
• Commentary on progress towards milestones and	The emotional and mental wellbeing of children and young people is improved		
	RAG STATUS		

planned actions due in reporting period	<p>Over the past financial year, priority has been placed on increasing the provision of mental wellbeing supports for children, young people and families.</p> <p><u>LOIP OUTCOME</u></p> <p>Investment in early intervention wellbeing supports for children, young people and families in Moray is no less than £1/2m per annum</p> <p>£741,588 of grant funding has been allocated by Scottish Government to address the mental wellbeing needs of Children, young people and families. In addition, Children 1st have successfully bid for £160k from The William Grant Foundation to develop and deliver a service focusing on maternal and infant mental wellbeing. The Moray Youth Work Team, with local partners, has accessed £60k funding from Youth Work Recovery Fund to support young people to reconnect and improve their mental wellbeing</p> <p>In addition to investing in new provision, over the past year there has been dedicated wellbeing support provided to children, young people and families by:</p> <ul style="list-style-type: none"> - Grampian Psychological Resilience Hub - Locality Planning Models - 174 children and families supported through locality planning system <p>Focus moving forward will be on measuring impact of provision</p> <p>Moray successfully bid for a place on the national Children and Young People's Mental Wellbeing Improvement Project</p>
	Children live in safe and supportive families
	RAG STATUS
	<p><u>LOIP OUTCOME</u></p> <p>The voices of children and young people in need of care & protection are central to support planning and decision</p> <p>The Promise: External funding has been sourced to fund a post to prioritise the engagement and participation of children and young people who are care experienced to help identify and shape the improvements needed in this transformational change journey.</p> <p>Better Meetings Project: key improvement themes have been identified by the 21 care experienced young people who are leading this improvement project.</p> <p>Child Participation: Baseline audit of social work cases completed to identify level of child participation and highlight examples of good practice. Developments underway that will promote and quality assure child participation in meetings</p> <p><u>LOIP OUTCOME</u></p> <p>Outcomes for care experienced young people are improving</p>

	<p>Community of School : This approach is intended to support, aspire and raise the attainment of Moray's Care Experienced children. It is in early stage of development due to Covid-19. 14 care experienced young people have successfully been matched to a volunteer mentor</p> <p>Participatory Budgeting: 74 CEYP, from a range of different care destinations, have benefitted from a Participatory Budgeting project aimed at raising attainment in the broadest sense including improvement of health and wellbeing to support and promote learning.</p> <p>Continuing Care and Pathway Planning : New policy and practice guidance has been developed by C&FSW through consultation with children and families, to ensure early person centred planning for supported transitions into adulthood.</p> <p><u>LOIP OUTCOME</u></p> <p>Children in need of care and protection have safe, secure, stable and nurturing homes</p> <p>Missing Children: Moray were selected to take part in Year 2 of the National Framework Implementation Project during 2020-21. The work has helped to increase understanding of good and innovative practice and contributed towards the development of a best practice toolkit launched in April 2021. Specialist training to enable children's practitioners to conduct return home discussions and help prevent repeat missing episodes has been developed and delivered.</p> <p>Children in Care : In Moray, at the end of July 2020 81.4% of children in care were being looked after in a community setting rather than residential accommodation, an increase from 79% in 2019 and 78.4% in 2018.</p> <p><u>LOIP OUTCOME</u></p> <p>Parents and carers are supported with respect and enabled to be the best parents they can be</p> <p>Strengths based approaches: All children and families and youth justice social work staff have engaged in relational practice workshops, outlining the importance of partnering with families to co-produce assessments and in providing early help and support. Implementation planning for the Graded Care Profile2 is underway, as a strength based assessment tool enabling parents to identify their own support needs and recognise progress of change.</p> <p><u>LOIP OUTCOME</u></p> <p>Families facing adversity are supported to stay together : Support is being provided by a Scottish Government Children and Young People Improvement Collaborative (CYPIC) improvement advisor to develop a partnership approach in designing intensive family support in line with the Promise</p> <p><u>LOIP OUTCOME</u></p> <p>Perpetrators of domestic abuse are held to account and supported to change their behaviour: In 2021 Moray adopted the evidence based Safe and Together Model which supports practitioners and systems to hold perpetrators accountable for their parenting choices. 20 social work practitioners are completing the training, which equips professionals with the</p>
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knowledge, skills and tools to more effectively identify and assess domestic abuse within families and put in place plans that promote the safety and wellbeing of the mother and child. Following successful Safe and Together Overview Training attended by 80 professionals, partnership funding from the Equally Safe Fund has been sought to enable further roll out of the model across multi-agencies in 2022-23.		
The impact of poverty on children, young people and families is mitigated		
RAG STATUS		
<p><u>LOIP OUTCOME</u></p> <p>Prevention and early intervention pathway of financial supports to mitigate the effects of poverty is widely available and accessible to families, communities and professionals : Fairer Moray Forum Action Group has produced and widely publicised a pathway of financial supports to families, communities and professionals. It's called Money Worries. 1,456 families received financial support for fuel/electricity costs, debt or clothing. This was in the form of fuel top ups', applications to Moray Emergency Relief Fund (MERF), support applying for Universal Credit, signposting to financial supports</p> <p>898 families received support with technology to enable home schooling or for those who had no device at all.</p> <p><u>LOIP OUTCOME</u></p> <p>Local solutions to mitigate the impact of poverty are co-designed with children, families and communities: 150 young people from across Moray participated in a Lockdown Learning survey. The main aim was to establish the effect of lockdown on families living on low incomes.</p> <p>Scotland's Cost of the School Day project, in partnership with Moray Council, carried out a survey with parents and carers in Moray to understand their experiences of learning during lockdown. 496 responded. This information is being used to shape the child poverty plan and inform co-production activities.</p> <p><u>LOIP OUTCOME</u></p> <p>Communities and frontline professionals have a common understanding of the impact of poverty on children and families and are knowledgeable and skilled to address: Individual organisations within the Moray Fairer Forum Action Group have offered bespoke learning opportunities for staff and volunteers.</p>		
Emotional and mental wellbeing is improved	Progress Measure	Current status
	Investment in mental wellbeing provision exceeds £0.5m	Met

		Impact of provision as measured by: Outcome reports from new service provision	Not available as yet. Focus has been on setting up provision
		Results of national health and wellbeing survey which will be undertaken with young people across Moray	On hold by Scottish Government.
	Safe and supportive families	In line with the Promise, baselines are being established to evidence progress	
	Impact of poverty is mitigated	Focus to date has been on the design and implementation of supports to mitigate the impact of poverty. Next stage will be evaluation of impact	
• Risks and Issues	Key staff lack the capacity to fully participate in the multi-agency groupings which have the remit to drive forward these priorities. The lack of support officer functions with a clear focus on improvement activity is limiting the speed of progress. The GIRFEC Leadership Group have reviewed resource requirements and are currently reallocating existing partnership staff into these positions and identifying gaps which need to be resourced. The lack of a fully developed suite of performance measures limits the partnerships ability to evidence whether interventions are delivering improved outcomes. This work will a key priority over year 2, in line with the review of the CSP		
Any General Progress Commentary			
The Scottish Government Regional Improvement Advisor and Children and Young People’s Collaborative national team are supporting the Children’s Service Partnership to adopt a QI methodology approach to deliver improvements and redesign systems accordingly.			
Next Steps / Targets	Comments		Due Date
	Production of the Children’s Services Annual Report		Dec 2021
	Revision of CSP 2020-23 based on learning from COVID 19 and update of joint strategic needs assessment		To be agreed with GLG
	Completion of work with regional and national improvement team to agree and progress the specific improvement projects, in line with LOIP and CSP priorities		September 2021
COVID-19 Recovery	Capacity of partners to drive forward these priorities whilst also maintaining critical single agency services has limited progress.		

MORAY COMMUNITY PLANNING PARTNERSHIP

Local Outcome Improvement Plan Performance Monitoring Report

Priority	<u>Empowering and Connecting Communities</u>		
Priority Manager	Jo Shirriffs Head of Educational Resources and Communities Moray Council	joanna.shirriffs@moray.gov.uk	
CPP Lead Officer	Denise Whitworth Depute Chief Executive (Education, Communities & Organisational Development) Moray Council	denise.whitworth@moray.gov.uk	
Report Date			
Overall Status	Delivery Plan	Objectives (PI's)	A thriving and well connected place, where more people live well in their communities; <i>Improved life chances for people of all ages in Moray</i> Confident, skilled and self-reliant communities where expectations and aspirations are raised and achieved; <i>Stronger, more resilient, supportive, influential and inclusive communities</i>
(RAG)	(RAG)	(RAG)	
% completion of Delivery Plan against planned			40%
Progress Summary (since last report)			
• Commentary on progress towards milestones and planned actions due in reporting period	Improved life chances for people of all ages in Moray in communities experiencing the greatest inequality of outcomes		
	RAG STATUS		
	Commentary New CLD Plan consultation surveys are in progress with good response to follow up focus groups. CLD Plan will include a focus on increasing the number of individuals from 'disadvantaged communities' accessing learning opportunities. Joint Community Councils actively engaged in development of CLD Plan. Training created to support new members. Re-Connect project with Moray Youth Work Partners to re-engage young people underway – sessions being planned with young people to identify additional activities they want to see over the summer in addition to the wider general offer developed by partners. This is reflected in the new engagement strategy developed by Police Scotland which has been developed around the reconnect agenda in which “partner activities and		

	<p>contact with young people is built around a flexible strategy which is responsive to the needs of young people”.</p> <p>7 CATS currently being supported. Almost all on hold/rolled over. Looked After Children PB progressed.</p> <p>Social Enterprise – none developed during the reporting period.</p>
	<p>Stronger, more resilient, supportive, influential and inclusive communities</p>
	<p>RAG STATUS</p>
	<p>Commentary</p> <p>Locality Plan Development (Support by Council Communities Team -</p> <p>Keith: Meetings with key groups have started</p> <p>Forres: Initial scoping work ongoing</p> <p>Lossiemouth: Community Consultation nearing completion. Lossiemouth Community Development Trust leading the consultation with the Business Association and Community Council involvement.</p> <p>Case-studies collated on poverty and barriers, with potential solutions for Fairer Moray Action Group</p> <p>Strong and effective community response to Covid support. High levels of voluntary activity still ongoing</p> <p>Volunteer participation through Covid being followed up with GCAH via Communities Team. 631 Moray volunteers and 76 groups registered, 80% engaged equating to 504 volunteers.</p> <p>Groups not reporting for this quarter because of lockdown. Next report covering Jan- June. Meeting held with Denise Whitworth and Buckie group to establish communication and request boundary softening.</p> <p>Increased participation and engagement in on-line learning by English for Speakers of Other Languages (Moray College) classes and sustained learning in the move to digital learning for the 45 learners supported by Essential Skills – with a third being unemployed and seeking work and 13% working on Activity Agreements to enhance their employability skills.</p>
<p>• Progress towards objectives (provide indicator results to evidence where available)</p>	<p>New CLD Plan on track.</p> <p>Exploring opportunities for Wellbeing Survey.</p>

• Risks and Issues	CONSUL site developed. Waiting for COSLA to link to MyAccount. Moray will be second to West Lothian Council to use the new version. Team are working with IT to transfer the content over to the new site, before in-house testing.	
Any General Progress Commentary		
Moray Council Communities Team now formed following restructuring of Education, Communities & Organisational Development.		
Change Requests	Note that the LOIP CLD Partnership timelines are from 2022.	
Next Steps / Targets	<u>Comments</u> CLD Plan draft themes to CPOG June 2021. Approval in principle sought for draft as publication is prior to next CPPB meeting.	<u>Due Date</u> 1 September publishing.
COVID-19 Recovery - impact on delivery	<p>People who have been engage in consultation around the new partnership CLD Plan have identified issues such as a perception that the withdrawal of care has had a big impact on volunteers who have had to step up whilst trying to scale back provision. They voice that issues were reported but no solutions reached, particularly around mental health, drug and alcohol, and discharge from hospital.</p> <p>Communities remain resilient and are responding to local needs – the Grampian HAC identified over 600 active volunteers in Moray and they were aware that this under-represented the total number of volunteers supporting resilience groups and community anchor organisations. The level of activity and focus has seen less activity around the Development Framework as the focus has still been largely related to the response to the pandemic.</p> <p>Paper in development linked to Syrian Refugees and people with uncertain immigration status, albeit numbers are small, consideration still required as challenges in physically attending Glasgow to complete biometrics and paperwork for settled status applications.</p> <p>CLD Staff attended an Education Scotland Digital Skills focus groups on proposed new Scottish Government funding to support the workforce in the further development of online learning.</p> <p>LEAD have changed their delivery as a result of a pilot which shows the impact of befriending on learning input during lockdown, which is meeting learners’ needs for mental health and wellbeing.</p> <p>Throughout, the service has been challenged with limitations on working within localities with all locality reporting put on hold, in person learning opportunities were severely restricted and there was no community access to school permitted.</p>	

MORAY COMMUNITY PLANNING PARTNERSHIP

Local Outcome Improvement Plan Performance Monitoring Report

Priority	Growing diverse, inclusive and sustainable economy		
Priority Manager	Jim Grant Head of Development Services Moray Council	jim.grant@moray.gov.uk	
CPP Lead Officer	Rhona Gunn Depute Chief Executive (Economy, Environment & Finance) Moray Council	rhona.gunn@moray.gov.uk	
Report Date	2020/21		
Overall Status	Delivery Plan	Objectives (PI's)	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; <i>Increased in participation, skill and pay levels with reduced gender inequality through:</i> <ul style="list-style-type: none">• Pathways to employment and higher skilled employment• Targeted approaches to those furthest from the job market• Choices for the young workforce• Apprenticeships at all levels
(RAG)	(RAG)	(RAG)	
% completion of Delivery Plan against planned			30%
Progress Summary (since last report)			
• Commentary on progress towards milestones and planned actions due in reporting period	Pathways to employment and higher skilled employment		
	RAG STATUS		
	Commentary		
	There are 3 actions in this outcome: 1. To increase the current early learning and childcare provision from 600 hours to 1140 hours by 2021. 2. To expand services to meet demand based on population projections. 3. To provide a flexible service for parents and carers Progress has been made against each action as follows: 1. At 1 st February 2021 88% of setting were able to offer 1140 hours of childcare. This is dependent on Moray not being in level 4 COVID restrictions. The Early Learning and Childcare team are on track to deliver 1140 to 100% of settings by August 2021.		

	2. Refurbishment and new builds where necessary are on track for completion by August 2021 to meet demand in areas where there is pressure.
	3. This will be delivered through 1 and 2 above.
	Targeted approaches to those furthest from the job market
	RAG STATUS
	Commentary
	<p>There 3 actions in this outcome:</p> <ol style="list-style-type: none"> 1. Moray Employer Recruitment Incentive (MERI) 2. Enhanced Key Worker Support 3. Moray Pathways at the Inkwel employability and training hub <p>Progress has been made against each action as follows:</p> <ol style="list-style-type: none"> 1. There have been 19 employers' notes of interest for the MERI scheme. This has resulted in 11 employers taking on participants totalling £72,000 of grants in this financial year. It should be noted the MERI scheme is new therefore there is no reporting for the 2020/21 financial year for this action. 2. Key workers are all now in post which has doubled the number of key workers employed. 3. The service has recently launched. <p>The RAG status is green as all areas progressing but it should be noted that there has not been enough time to assess detailed progress of these actions due to their recent launch.</p>
	Choices for the young workforce
	RAG STATUS
	Commentary
	<p>There is one action in this outcome:</p> <ol style="list-style-type: none"> 1. Kickstart scheme <p>Progress has been made against the action as follows:</p> <ol style="list-style-type: none"> 1. The kickstart scheme is new and therefore reporting is not available for the 2020/21 financial year. Data has not yet been made available at the local level for this financial year, however anecdotal evidence suggests uptake is low and at the national level uptake has been about 20%. If this were to also be true in Moray then uptake would be considered low and the RAG status red.
	Apprenticeships at all levels
	RAG STATUS
	Commentary
	<p>There is one action in this outcome:</p> <ol style="list-style-type: none"> 1. Partnership Apprenticeship Strategy and Action Plan to deliver New Apprenticeships in the public and Private Sector <p>Progress has been made against the action as follows:</p>

	1. This is a new item and there is no progress on the LOIP progress measures as yet. Covid response and recovery has slowed initiation of work on this action.	
• Progress towards objectives (provide indicator result to evidence where available)	<p>ELC programme on track and an update will be provided on women re-entering the workforce and moving from part time to full time when this data is next available.</p> <p>MERI, key workers and Inkwell centre launched and numbers attending Moray Pathways will be reported when these stats have been prepared in the annual report.</p> <p>Kickstart running however not delivering nationally and local stats on utilisation of funding, employer take up and 6 month contract completion to be collated when available</p> <p>Work on apprenticeship data gathering and strategy not yet started.</p> <p>The apprenticeship data for Moray for 2020/21 has recently been released however and is as follows.</p> <ul style="list-style-type: none">• 341 MA started in 20/21 – this is 85% of the number in 19/20.• 131 were 16-19 yo, 87 were 20-24 and 123 were 25+• 78.4% of leavers achieved their MA• 11 Mas made redundant	
• Risks and Issues	COVID-19 is the largest risk to delivery.	
Any General Progress Commentary		
Activities are all under way or planned to be imminently.		
Change Requests	None.	
Next Steps / Targets	Comments	Due Date
	Begin and complete apprenticeship data collection.	Sept 2021
COVID-19 Recovery - impact on delivery / amendment to priority	COVID-19 continues to impact employability services due to the impact on the labour market.	

MORAY COMMUNITY PLANNING PARTNERSHIP

Local Outcome Improvement Plan Performance Monitoring Report

Priority	<u>Improving well-being of our population</u>		
Priority Manager	Jane Mackie Head of Moray Health & Social Care Moray Council	jane.mackie@moray.gov.uk	
CPP Lead Officer	Simon Boker-Ingram Chief Officer Health & Social Care Moray Integrated Joint Board	hscmchiefofficer@moray.gov.uk	
Report Date			
Overall Status	Delivery Plan	Objectives (PI's)	People are healthier and experience fewer harms as a result of making well informed decisions about their health and wellbeing; <i>A whole population approach to preventions and reducing related harms</i> <ul style="list-style-type: none">• Prevent and reduce alcohol and drug related harm• There is a reduction in alcohol and drug related harm and improvement in people's wellbeing• 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 or drug use is a factor
(RAG)	(RAG)	(RAG)	
% completion of Delivery Plan against planned			100%
Progress Summary (since last report)			
Note that this report is based on data up to Q3 2020/21, as the Q4 data is still being collated and reviewed before submission to Moray ADP. Q4 data will be made available for the Board meeting of the 23 rd June.			
Services are on track to delivery against requirements. No risks to service delivery have been identified.			

<ul style="list-style-type: none"> • Commentary on progress towards milestones and planned actions due in reporting period 	Prevent and reduce alcohol and drug related harm	
	RAG STATUS	
	<p>Commentary</p> <p>The range of Moray service partners have continued to deliver quality services throughout the COVID pandemic. All third sector commissioned services provide quarterly reports (as presented to the MADP), linked to their contracts which hold the detail behind the summary provided below.</p> <p>The combined services have taken steps to respond as quickly as possible to unplanned discharges and re-engagement through proactive interventions –</p> <ul style="list-style-type: none"> • MIDAS have provided a quick and supportive response and instigate and direct resumption of a prescription. • MIDAS with a direct link to the Prisons, has enabled a continuation of any Buvidal prescription to continue on release; thereby reducing the risk of relapse, as well as promoting engagement. • Arrows adapted service delivery in order to ensure access to a worker and support from initial point of referral and have successfully moved the majority of face to face contact to telephone/video link support, those requiring access to the Arrows building did so with safe practices in place. • The Bow café provided 3-course meals throughout the Moray provided the opportunity for regular contact, in particular to single person and older adult households. <p>The new DAISy (Drug and Alcohol Information System) was finally introduced on the 1 December 2020. Moray was one of the “early adopters”, with both Arrows and MIDAS now working with the new system. Data Reports will be available from April 2021 onwards (subject to SG confirmation).</p> <p>Multi-agency work across Health, Social Work, the 3rd Sector, Housing, Police Scotland, primary Care Pharmacy and others; continues with all agencies working together and coordinating service provision.</p> <p>Training</p> <p>The MADP have had discussions with both the Scottish Drug Forum and Crew 2000 to re-establish training with the following scheduled -</p> <ul style="list-style-type: none"> • Crew 2000: 3 courses between January and March: “Drug Trends and Young People”. All are fully booked (2 x free), with a waiting list. • Crew 2000 supporting Youth Justice through bespoke training and staff development starting 1 March 2021. • Scottish Drug Forum (SDF): 5 courses from April: <ul style="list-style-type: none"> ○ Introduction to Motivational Interviewing ○ Introduction to Trauma ○ Everyone has a story (Previously Listening and Responding to Young People) 	

	<ul style="list-style-type: none"> ○ Multiple Risk and Young People ○ Substance Use and Mental Health ● Alcohol Focus Scotland potentially developing aimed at supporting staff under stress due to COVID and the way alcohol is misused as a coping mechanism
	There is a reduction in alcohol and drug related harm and improvement in people's wellbeing
	RAG STATUS
	<p>Commentary</p> <p>The number of Naloxone kits, used to reverse the effects of an overdose of opioids like heroin increased slightly quarter on quarter through 2020/21.</p> <p>Recovery outcomes have had an average improvement from Assessment to First Review (Figure 4).</p> <p>The data shows (Figure 3) that, along with Substance Use, Mental Health/Wellbeing and Occupying Time, Physical health and Self Care, all consistently have low average recovery outcome scores. The low score areas are, areas which are associated with Multiple Complex Needs.</p> <p>In 2020 there were an estimated 10 drug related deaths (unconfirmed); 3 of which 3 happened over the festive period compared to 12 deaths in 2019, and 17 in 2018. To date in 2021, there have been 3 deaths. The MARS process reviews the circumstances to inform learning and planning.</p> <p>Moray is below the Scottish Average for Drug Related deaths over the last 3 years and shows a decreasing trend (Figures 5 & 6).</p> <p>Alcohol related deaths for a similar period show a gradual decline (Figure 7).</p> <p>Alcohol deaths are higher, expected given the greater issues linked to availability and the social position of alcohol.</p>
	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 or drug use is a factor
	RAG STATUS
	<p>Commentary</p> <p>Moray has consistently met the 3 week waiting time target throughout 20/21 (Figure 1).</p> <p>76 individuals were assessed as part of Arrows direct access service during Q4 2020/21. This is consistent with Q4 2019/20 figures.</p> <p>Un-planned discharges show a downward trend, with very low numbers in Q3 (Figure 2). Services are taking steps to maintain</p>

	<p>engagement and retain clients for longer providing support during the challenges brought on by Covid-19.</p> <p>Self-referral was the most common referral source noting that GP's actively encourage self-referral.</p> <p>Alcohol Briefing Interventions (ABI's) led by Health Improvement have a comprehensive training programme to increase the number of people able to delivery ABI's; with circa 100+ people trained. A report is being submitted to July MADP.</p>
<ul style="list-style-type: none"> • Progress towards objectives (provide indicator results to evidence where available) 	<p>See charts attached.</p> <p>Commissioned services continue to provide key services and have maintained their accessibility throughout; performance against contract is routinely reviewed.</p> <p>DAISY compliance will be reported in Service agreements.</p>
<ul style="list-style-type: none"> • Risks and Issues 	<p>Although the overall position in Moray is positive, the data shows that many people have multiple complex needs, and have experienced significant levels of trauma. (Figures 8). This will be kept under review, especially relating gender comparisons, with women recording higher than men in the following: trauma, abuse, experience of being parented, illness, domestic abuse and being a parent.</p> <p>The Outcomes Star tool will provide an even wider set of data, combining the DAISy and Outcomes data sets.</p> <p>The Medically Assisted Treatments standards (MAT) (implementation 2020) have a significant and important impact of the way in which services provide medically assisted treatment quickly, including receiving prescriptions. The budget for 2021/22, agreed by the MADP, sets out options for enhancing the MIDAS, if agreed, would support the delivery of the MAT standards and build on the interface between MIDAS and Arrows.</p> <p>The increased focus on whole family approach is likely to continue, with areas being expected to set out how this will be taken forward. With improvement in joint working with adult and child care services, Moray is in a good position to tackle this.</p> <p>Working with people who have multiple complex needs is a Drug Related Deaths Taskforce priority, and forms part of the work in developing the MAT standards. 2021/22 budgets sets out proposals for how services can be enhanced to take this forward.</p> <p>Polly-drug use is a concern and will continue to remain a focus for interventions.</p>
Any General Progress Commentary	
Moray has a well-developed approach to multi-agency / cross-partnership working and is therefore well placed to take forward the work into 2021/22.	
Change Requests	N/A

Next Steps / Targets <ul style="list-style-type: none"> • Preparing for and delivering against the MAT standards • Supporting the development of good practice linked to whole family approaches • Supporting people with multiple complex needs 	Comments <p>Areas incorporated in the 2021/24 Delivery Plan and 2021/22 budget.</p> <p>Scottish Government announced an additional £250m over 5 years (£50m per annum), awaiting clarity on priority areas and allocations.</p>	Due Date 2021/22
COVID-19 Recovery - impact on delivery	<p>Services have remained open throughout the period of COVID restrictions, although group work and more informal meetings such as the weekly evening social evening (Soup and Soap Operas) have not been able to run due to the restrictions.</p> <p>The above will resume; based on advice from the Scottish Government and Public Health.</p>	

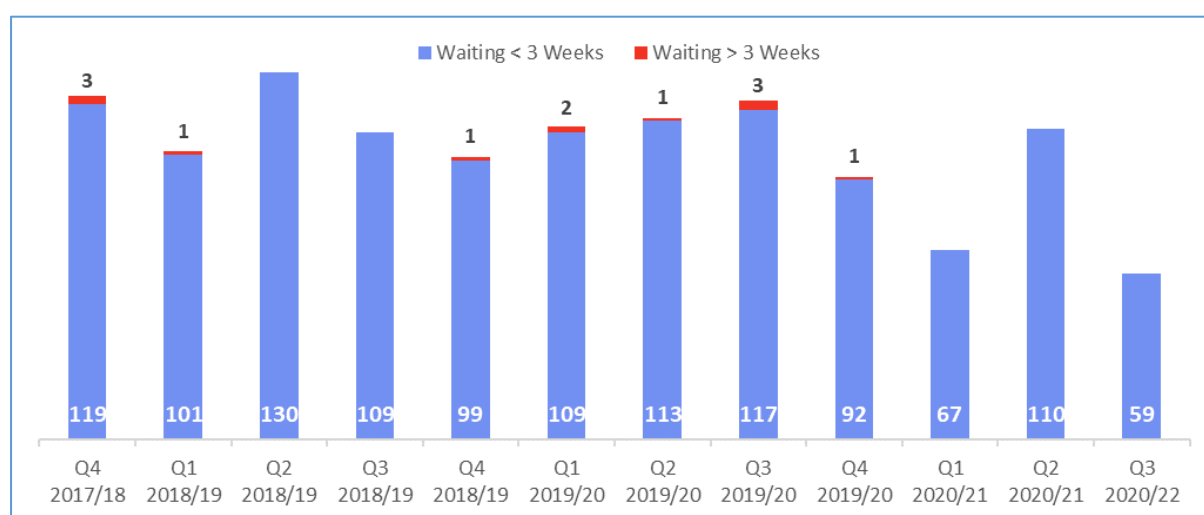


Figure 1 Waiting times up to Q3 2020/21

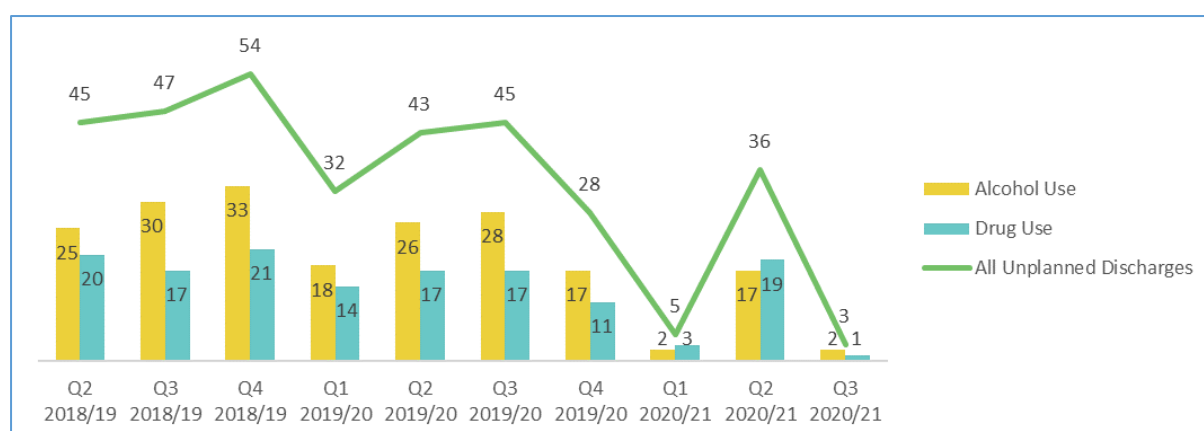


Figure 2 Un-planned discharges

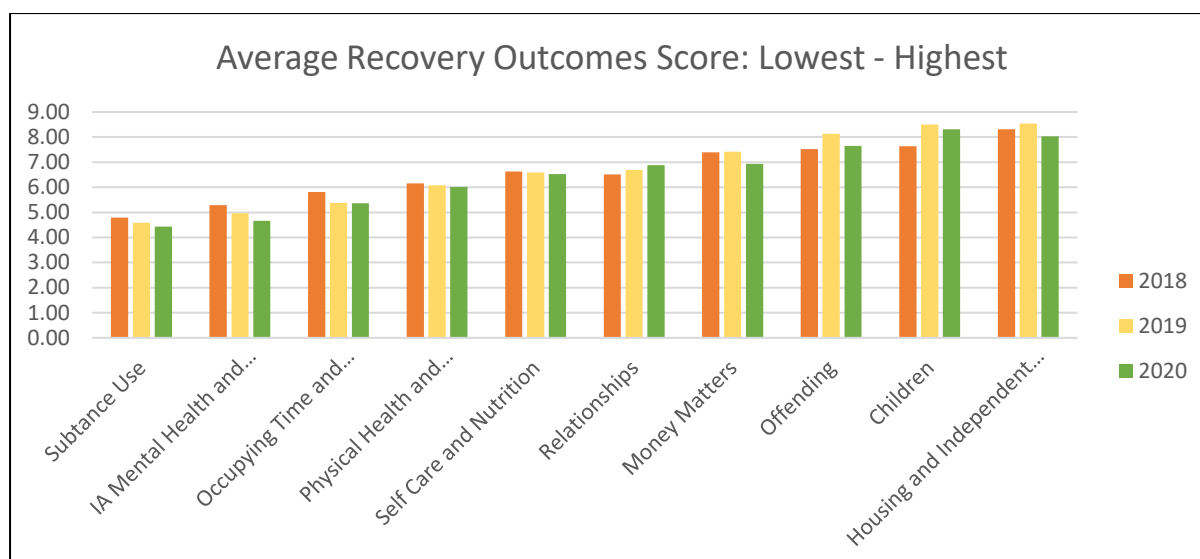


Figure 3 Recovery Outcomes

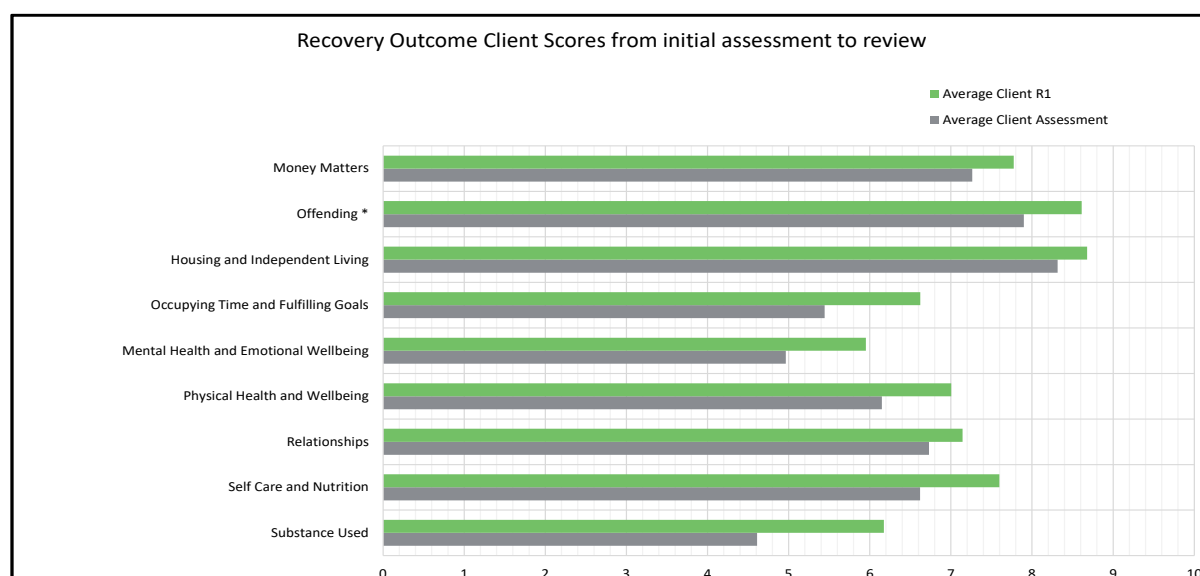


Figure 4 Recovery Outcomes

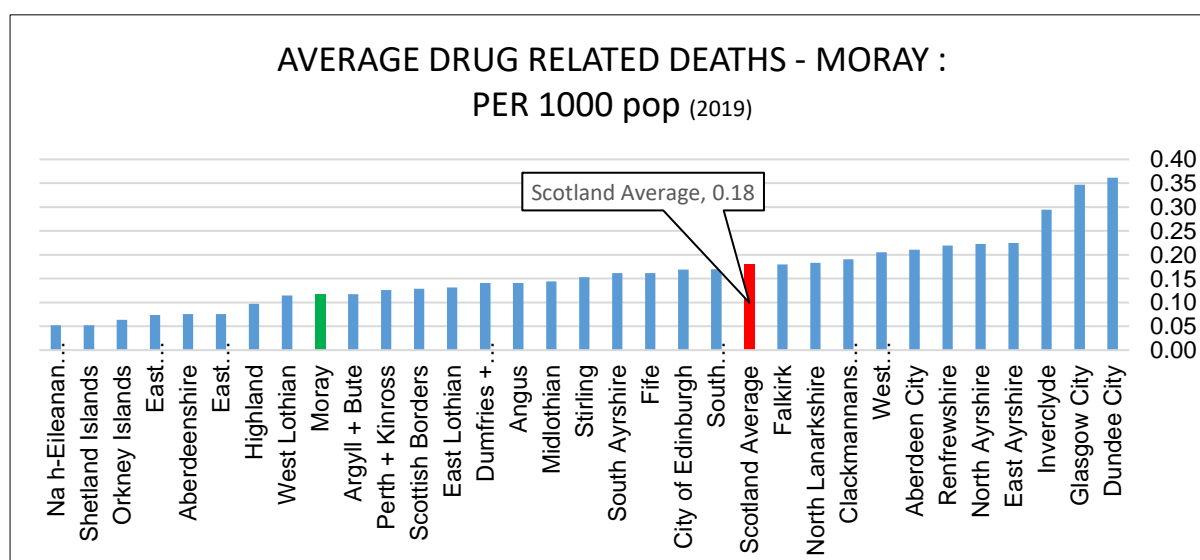


Figure 5 Drug related deaths – Scotland

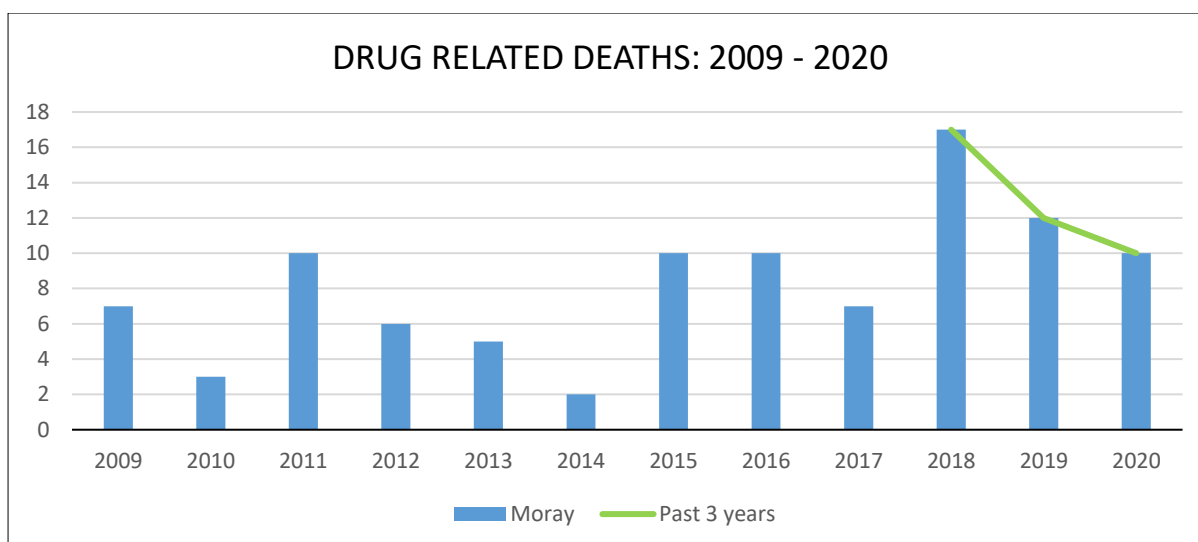


Figure 6 Drugs related deaths – Moray

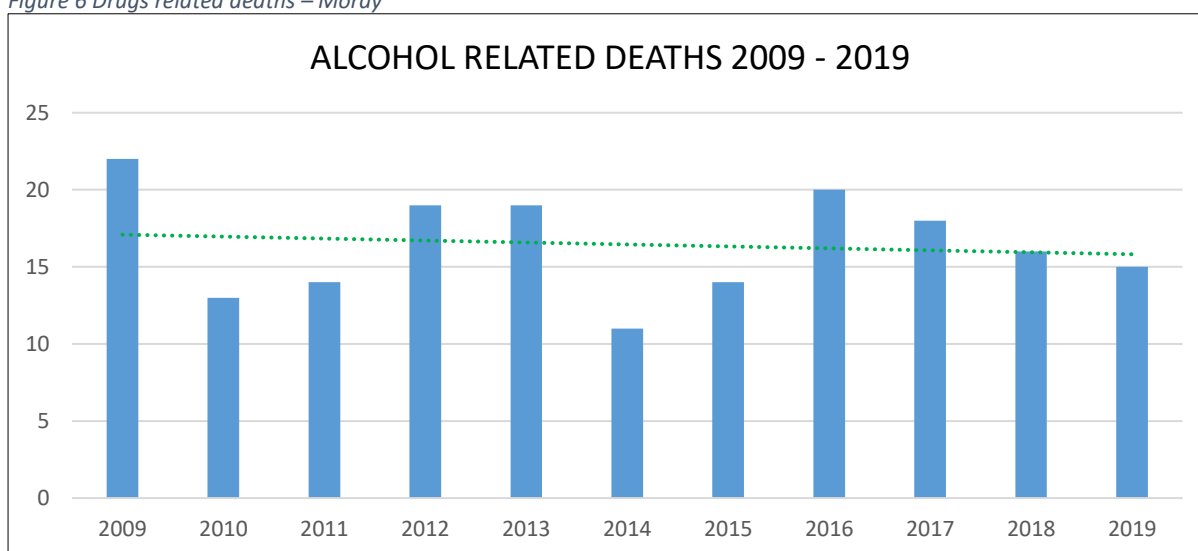


Figure 7 Alcohol related deaths – Moray

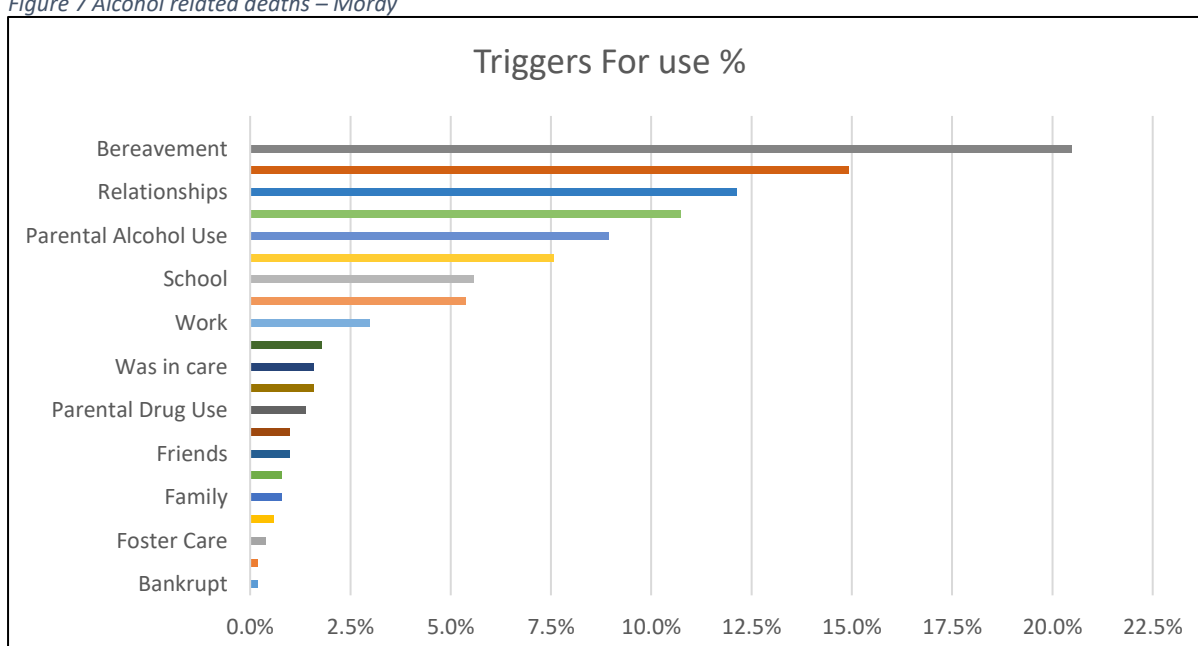


Figure 8 Triggers for use (n=619)



REPORT TO: MORAY ECONOMIC PARTNERSHIP 26th MAY 2020

SUBJECT: SHORT TERM KEY PERFORMANCE INDICATORS AND BUSINESS INTELLIGENCE FOR ECONOMIC RECOVERY

BY: SENIOR OFFICER ECONOMIC STRATEGY AND GROWTH

1. REASON FOR REPORT

- 1.1 To seek approval from the Moray Economic Partnership (MEP) to implement a suite of short term key performance indicators (KPIs) to measure economic recovery in the short term. These indicators would bridge the gap between now and the completion of the review and refresh of the Moray Economic Strategy should it be approved.

2. RECOMMENDATION

- 2.1 **MEP approves the suite of indicators proposed**
- 2.2 **MEP approves the suggested responsibility for the collation of data relevant to each indicator as proposed**
- 2.2 **Moray Chamber of Commerce, Federation of Small Businesses (FSB), Highlands and Islands Enterprise (HIE) and Moray Council agree to work together to develop and conduct a short quarterly survey of businesses. This is to provide economic intelligence to guide the development of future activity for 1 year initially.**

3. SHORT TERM KEY PERFORMANCE INDICATORS

- 3.1 At MEP on 26.02.21 a draft set of KPIs to measure economic recovery was presented to the partnership (see item 4 of minute). The KPIs were agreed in principle. The Chamber of Commerce comments (also item 4 of minute) are addressed in section 4 of this report.
- 3.2 The KPIs presented to the board on 26.02.21 were as follows:
1. Local procurement content by public sector partners (Moray Council, NHS Grampian, Moray College UHI and HIE) by both main and sub-contractors.
 2. Number of Apprenticeships (Foundation, Modern and Graduate) in all sectors
 3. Number of inward investment activities by land and asset purchases.
 4. Number of expansion activities by land and asset purchase and planning and building warrant application.

5. Gender Pay Gap
6. Number of start-ups in all sectors and their survival rate
7. Town Centre vacancies/start-ups and survival rates.
8. Unemployment across all age brackets

3.3 Based on further consultation it is proposed that an additional indicator is added:

9. % of unemployed people assisted into work from council operated/funded employability programmes.

3.4 It is proposed that the following organisations are responsible for reporting on the proposed indicators quarterly where applicable as follows:

1. Moray Council, NHS Grampian, Moray College UHI and HIE (quarterly)
2. SDS, Moray College UHI (quarterly)
3. Moray Council, HIE (quarterly)
4. Moray Council (quarterly)
5. Moray Council (annually)
6. Moray Council (annually)
7. Moray Council (quarterly)
8. Moray Council (quarterly)
9. Moray Council/Employability and Skills Group (quarterly)

4. BUSINESS INTELLIGENCE

- 4.1 At the MEP meeting on 26.02.21 Moray Chamber of Commerce commented on the KPIs that they did not measure the health of private sector businesses, only the overall economy. It was also commented that MEP did not understand the needs of business on a daily operational basis.
- 4.2 In order for MEP to respond to, and be informed by business needs both in the short term and in the reviewed and refreshed economic strategy, if approved, it will need this intelligence.
- 4.3 It is proposed that the Moray Chamber of Commerce, FSB, HIE and Moray Council develop a short quarterly survey to better understand these issues. It is anticipated that this would be conducted for 12 months.

Economic Recovery Plan – Update

Action	Update	Complete
Revenue		
Small Business Support consultancy service (70k across two years)35K from HIE in 21/22 subject to due diligence	Consultancy services procured and commenced in January giving SMEs access to one to one advice and support on Brexit issues and assistance in developing bids for procurement processes.	N
Business Grants and Start up Support		
Young Company Capital Investment Scheme – Offering grants of up to £50k for investment in equipment (HIE funding £1m)	The YCIG has now concluded. 6 companies were assisted in Moray with investment of £116k	Y
Ecommerce Funding up to £25K (HIE Funding £500k)	Digital Enablement Grants were provided to 29 companies in Moray with investment of £335k. This scheme has been replaced by Digital Boost	Y
Digital Boost – Offering grants of up to £5k to support digital and ecommerce. (Government Funding)	The DigitalBoost Expert Support Programme went extremely well up to year end in April 2021. We successfully helped 27 Moray businesses access digital grants totalling £135K through the service, with a further 23 enquiries digitally-related enquiries now resolved - maintaining 'extremely satisfied' reviews across the board. A budget envelope of £1.6m has been mooted for 2021/22 (compared to last year's spend of £2.5m) to be shared with all areas pro-rata across Scotland. But that £1.6m for 2021/22 now includes the introduction of two new services - Digital Assessment Tool and Digital Expert Support – Decision on whether Digital grants will be available still to be ratified.	N
Small Business Support		
Consultancy provision to small business to support procurement and supplier development assisting companies in preparing bids. (Moray Council funding £25k, new request subject to SMART delivery plan approved by Council) HIE 25k funding subject to due diligence	Info about procurement support through for Moray based businesses seeking help to write tenders has been marketed and shared on social media platforms and also with stakeholder partners. 1-2-1 support has been delivered using online platforms to 3 businesses up until end April 21. Looking at PCS this would indicate that there are 12 live potential contracts via Moray Council so local opportunities are limited - although Highlands and Islands wide the numbers of opportunities available are significantly higher.	N
Consultancy provision to local companies to provide import and export advice, this may well help to mitigate impacts of Brexit	10 businesses have requested and received support through the Brexit consultancy programme since January 2021 with very positive feedback some of which are ongoing due to the complexity of their business. We are confident that businesses will continue to assess this although enquiry numbers have tailed off during April. This may in part be due to the launch and widespread marketing of Brexit support from the UK	N

<p>depending on the trade deal negotiated. (Moray Council funding £10k, new request subject to SMART delivery plan approved by Council and HIE £10k subject to due diligence by HIE)</p> <p>HIE general programmes of business support more widely available to businesses.</p> <p>HIE support for tourism Destination Management Organisations across Highlands and Islands (£3m)</p>	<p>Govt. https://www.gov.uk/government/news/20-million-sme-brexit-support-fund-opens-for-applications</p> <p>We will continue to market local support available on social media and with stakeholder partners as businesses seem to access support when issues arise rather than planning ahead</p> <p>Support for DMOs – HIE provided £350k for Visit Moray Speyside over the coming 3 years to help with tourism recovery</p>	N
<p>Town Centres</p> <p>Town Centre Fund further grants for empty space to living space and 50% grant for alteration of large retail premises to smaller units in town centres. £433,000k (Government funding)</p> <p>Works to improve and adapt Town centres resulting from master planning and LDP delivery £200K (Moray Council Capital new request, subject to business case) (HIE £200k subject to due diligence)</p> <p>Pop up shop scheme in the main five towns of Buckie, Elgin, Forres, Keith and Lossiemouth and Speyside £50k (Moray Council funding, new request subject to SMART delivery plan approved by Council)</p> <p>Town Centre Start Up – Offering a 50% grant up to £10k maximum for individuals start ups following participation in the Pop Up Shop programme.£100k</p>	<p>Transforming Empty Space to Living Space - 6 projects were awarded grants at a total of £248,300 leading to an investment total of £496,600.</p> <p>Altering Large Empty Retail Units- 6 projects were awarded grants at a total of £168,065 leading to an investment total of £513,196.</p> <p>Elgin City Centre draft Masterplan published for consultation in March 2021 and finalised version with Delivery Programme to be published later in 2021. Programme of Masterplans for other Town Centres currently being progressed.</p> <p>Short term projects being identified to support economic recovery of Centres.</p> <p>The Pop up shop Scheme & Town Centre Start Up grants were delayed due COVID 19 restrictions and lack of staff resources in Legal & Economic Growth sections. However it is planned to be launched this summer.</p> <p>Follows on pop up so delayed as above</p>	<p>Y</p> <p>N</p> <p>N</p> <p>N</p>

<p>(Moray Council funding , new request subject to SMART delivery plan approved by Council)</p>		
<p>New COVID 19 Fund potential for further funding for SME/Hospitality adaptation through newly developed fund in response to COVID 19 (450k Government/EU funding)</p>	<p>No Update</p>	<p>N</p>
<p>Local Development Plan delivery programme including promotion of vacant and derelict sites, retail impact assessments, master planning for town centres and promotion of town centre living and adaptation for climate change and local place plans. (70k reported to Planning and Regulatory Services as a budget pressure, 15 September 2020)</p>	<p>Report on Vacant and Derelict sites being progressed for consideration at P&RS Committee in August, which will identify potential funding opportunities.</p> <p>Retail model study commissioned following Quick Quote process. This will provide an up to date baseline of town centres and provide an evidence base for considering retail impact assessments.</p>	<p>N</p>
<p>Development Management and Building Standards support for town centre development including free pre enquiry advice and ID with prioritisation of support from Transport, Environmental Health and Legal for town Centre proposals.</p>	<p>No Update</p>	<p>N</p>
<p>Housing and Infrastructure Provision of employment land and industrial units in Forres. £1.5 million, and provision of £1m towards expansion or development of industrial units in Speyside/east of Moray</p>	<p>New 200m access road completed to open up 10 acres to the south east of the park. Planning permission granted for 8 business pods in 2 groups of 4. Proposal of Application Notice submitted for new up to 15000m2 factory unit.</p> <p>No update on Speyside/East of Moray</p>	<p>N</p>

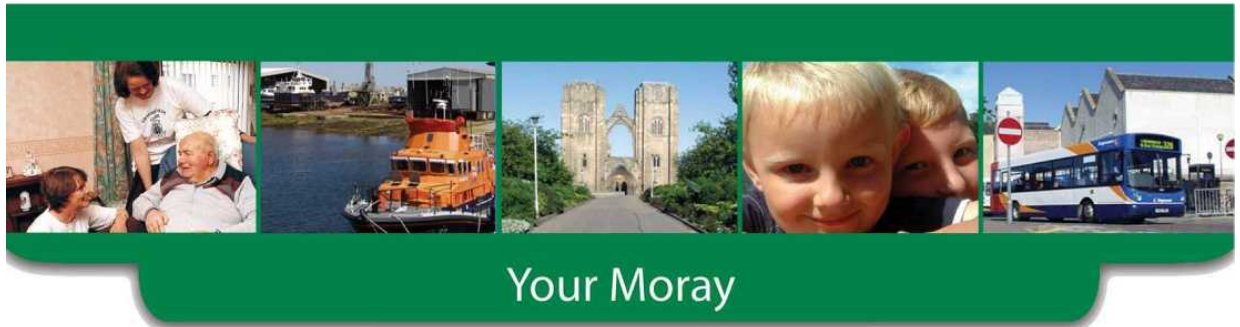
<p>(Moray Council Capital, new request, subject to business case)</p>		
<p>Accelerate Development of masterplan and site development costs for business and industrial areas at Mosstodloch as identified in the Local Development Plan to increase the effective employment land in Moray in conjunction with HIE with a view to developing a business case.</p>	<p>Early discussions with Crown Estate (owners of the site) to progress the Masterplan</p>	<p>N</p>
<p>Delivery of the Strategic Housing Investment Plan over the next 2 years will provide 224 affordable homes with a spend of £22.7 million (Scottish Government, HRA and RSL funding)</p>	<p>Covid led to delays in housing completions but the Strategic Local Programme target of 102 completions was achieved in 2020/21. In the period to 2022/23 327 completions are scheduled in the latest SLP</p>	<p>N</p>
<p>Moray Growth Deal work is underway to complete outline business cases by December 2020 to try and achieve final sign off of the deal by March 2021 which would enable draw down of funding in 21/22 and early provision of capital spend on some projects including the cultural quarter, aerospace academy, business hub and housing mix.(current indicative spending for Growth Deal between 2021 and 2024 is £30 million including all partner contributions)</p>	<p>See Moray Growth Deal agenda item</p>	<p>N</p>
<p>Open new land to southern edge of Forres Enterprise Park and develop business units (900k HIE investment)</p>	<p>See entry above on FEP</p>	

<p>Procurement</p> <p>There is a need to review our procurement strategy and our approach and key objectives. Our current approach has been driven by the need for savings and compliance with relevant legislation and although the strategy includes objectives for wider community benefit progress on these issues has been slow and the proportion of local spend has been in decline over recent years.</p> <p>An alternative approach would be to place Community Wealth Building at the heart of our procurement strategy with a clear focus on increasing local spend and wider community and sustainability benefits, this is wider than our traditional approach to procurement as it would require closer analysis of local spend which can be difficult with limited data and spend out with the area and efforts to improve the local supply capacity to reduce spend out with the area and to create and retain jobs locally.</p> <p>This approach requires a culture change but will have a greater impact if it was adopted across all public sector partners in Moray, this level of change will require an additional staffing resource and budget it is wider than just procurement as it seeks to develop the supply chain in Moray</p>	Recruitment to Community Wealth Building post is ongoing.	N

<p>including social enterprise and community provision (Est £35k, Moray Council new budget request, HIE £35k subject to due diligence) in addition the central procurement team is working beyond its capacity and with additional work associated with accelerating elements of the growth deal an additional member of staff is required. (Est £53k, Moray council new budget request)</p> <p>Proposal in principle subject to a separate report for Council and Community Planning Partners to consider before implementation.</p>		
<p>Social Enterprise/Community Support</p> <p>It is important to recognise that the community and social enterprise companies have an important role to play in the economic recovery. Many of these organisations have already played a central role in supporting communities through COVID 19, Community capacity building is an important part of the Local Outcome Improvement Plan delivery process and opportunities for communities to take on roles through Community Asset Transfers have been well received. There are further opportunities for communities through community benefit funding and potential investments. Communities and social enterprises will receive support where staffing</p>	<p>HIE supported applicants to submit the following:</p> <ul style="list-style-type: none"> • 7 successful SG Community Recovery Fund applications totalling £113,377 • 12 successful SG Adapt and Thrive applications totalling £643,283 <p>HIE awarded £47,444 to Dufftown & District Community Association (May 2021) towards 2-year Development Officer costs. Match funding from Dorenell Community Benefit Fund to be confirmed end May.</p> <p>Continuing to work in partnership with Portgordon Community Harbour Group and Crown Estate Scotland to create a Harbour Advisory Group to support development of asset acquisition proposals. Nicola Moss from Moray Council requested to join the Advisory Group.</p> <p>HIE and tsiMORAY working in partnership to finalise new Moray Social Enterprise Strategy 2021-2026 and Action Plan 2021-2023, aligned with recently published national strategy and action plan.</p> <p>HIE collaborating with tsiMORAY and Energising Moray to submit bid to Community Renewal Fund for consideration by Moray Council.</p> <p>HIE awaiting detail on next round of SG Recovery Fund. Likely to be targeted approach aligned with vulnerability index.</p>	<p>N</p>

<p>resources allow from the Economic Development Team and HIE to develop capacity to operate social enterprise to support the local economy.</p> <p>Rural Tourism Fund BID to develop network of facilities for toilets and mobile home use match funding from HIE £30k, Moray Council £142K existing commitment which can be carried forward on a committed project.</p>	<p>The Staycation Ready Project has been further developed & Phase 5 of the overall proposal of works as approved by Council on 12 May 2021 will be submitted to the Rural Tourism Infrastructure Fund. The total project cost is £510,000 with a request from RTIF for £278,616 with match funding from the Coastal Community Fund of £191,384 and request for £40,000 from HIE. Community partners provide in kind contribution ranging from volunteers to value of land. If the applications are successful, the planned completion of this element is end of March 2022.</p>	N
<p>Moray growth Deal Business Hub</p> <p>We will explore how we can work in a way that public agencies are more accessible and cohesive in their communications and support for business bringing forward elements of the business hub project in the growth deal to provide effective support through current COVID 19 restrictions and as we recover to normal. This may include temporary premises but will also include accessibility through digital platforms and video conference.</p>	<p>Work ongoing on outline business case</p>	N
<p>Employability and Skills</p> <p>Work in collaboration with local businesses [including 3rd Sector] to maximise opportunities via new and enhanced job creation schemes, this includes the Kickstart scheme for 16-24 year olds. The scheme provides minimum wage for 6 months employment to 16-24 year olds on universal credit.</p>	<p>Data has not been made available at local authority level. Scheme is ongoing however uptake is believed to be low both locally and nationally.</p>	N

Enhance keyworker support within the No One Left Behind model of delivery and enabling participation this includes funding from the youth guarantee scheme which is estimated at £570k government funding for Moray	Additional key workers in post. Work ongoing.	N
Moray Pathways Community Hub (ICT Suite and support) for employability clients to ensure access to digital and internet and offer of ICT equipment	This activity will take place at the Inkwell Centre with a target of 400 participants per year.	N



REPORT TO: COMMUNITY PLANNING BOARD ON 24 JUNE 2021

SUBJECT: PARTNERSHIP COMMUNITY LEARNING AND DEVELOPMENT PLAN 2021-24

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

1. REASON FOR REPORT

- 1.1. To advise the Board of progress being made in the development of the refreshed Partnership Community Learning and Development (CLD) Plan (2021-24); and to outline the emerging themes and priorities for their consideration.

2. RECOMMENDATION

2.1 It is recommended that the Board:

- (i) Reviews and notes the arrangements that are in place for the refresh of the Moray Partnership CLD Plan for 2021-24;**
- (ii) Notes the advice from Education Scotland to ensure that the first year of the plan has a particular focus on those who have been most affected during, and coming out of, the pandemic;**
- (iii) Comment on the emerging themes that local residents and partners have identified for the Plan; and**
- (iv) Agree with the continued development of the Plan and the publishing of it by 31 August as per the regulations.**

3. BACKGROUND

- 3.1 There is a statutory requirement to produce a three year Community Learning and Development (CLD) Plan in line with [the requirements for Community Learning and Development \(Scotland\) Regulations 2013 \(CLD Regulations\)](#). Responsibility for ensuring this is done sits with the local authority with sign off required through the Community Planning Partnership.
- 3.2 This will be the third Partnership CLD Plan produced in Moray with the current Plan due to end on 31 August 2021. The new Plan is informed by refreshed [CLD Plans Guidance Note \(2021-24\)](#) published by Education Scotland in December 2020 which sets out ‘...expectations for education authorities and their partners when meeting duties in CLD Planning for 2021-24’.
- 3.3 The expectation is for education authorities to;
- Co-ordinate the provision of community learning and development with stakeholders
 - Describe the actions that will be taken to provide and co-ordinate community learning and development between 1 September 2021 and 31 August 2024
 - Describe the actions of partners for the provision of community learning and development
 - Describe any needs for providing community learning and development that will not be met
- 3.4 The Guidance has also been adapted to recognise the significant impact of Covid-19 and identifies the need to ensure that Plans target support to disadvantaged communities and individuals most affected by Covid and that this is actively reviewed throughout the first year of the plan. The guidance also emphasises the importance of ensuring that the recovery and renewal focus in year one of the plan is reflective of the Local Outcome Improvement Plan (LOIP) and other strategic plans.
- 3.5 The CLD Plan has been developed by the CLD Strategic Partnership which is the lead body for the current Empowering & Connecting Communities priority in the LOIP. The strategic group brings together partners from the local authority, agencies like Skills Development Scotland, Moray College and third sector representatives like TSI Moray and LEAD Scotland. A working group has been formed to facilitate the production of the refreshed CLD plan.
- 3.6 The CLD Strategic Partnership has responsibility for monitoring the delivery of the 2018-21 plan and have used this data alongside their immediate and planned response to Covid to help to identify trends and potential future priorities. Partners have participated in regular meetings to discuss the new Plan and have engaged with community

stakeholders through an online survey. 270 people have responded so far and from this 20 people have offered to participate in an online focus group session to explore further their thoughts on priority themes in the new plan. Other focus group discussions have taken place – e.g. with Joint Community Council representatives.

- 3.7 Initial feedback from the online survey has identified that people want:
- To access training which allows them to develop new skills (32%)
 - For existing learners this figure increases to 52% of respondents who are interested in developing skills to help them in the workplace
 - The chance to take part in groups or activities that address what is important to them (31%)
 - To learn or improve their digital skills (25%)
 - Support to become a volunteer and share their skills (17%)
 - Training to help grow their community group or organisation (17%)
- 3.8 Feedback and case studies have also been gathered from partners throughout the pandemic capturing the lived experience of people who have been accessing food banks, ladders and other support linked to poverty. The CLD Plan explicitly seeks to dovetail with strategic priorities captured in the LOIP and through partnerships like the Fairer Moray Forum.
- 3.9 The CLD Strategic Partnership and the CLD Plan working group have also identified delivery priorities based on their own analysis of need and feedback from their learners. These have been matched against the community and learner engagement feedback and have been underpinned by the focus on Covid recovery during the first year of the new plan. The merged results have been added as **Appendix 1** and capture four broad priorities underpinned by a cross-cutting Covid recovery focus.
- 3.10 In order to meet the requirements the plan has to be published by 31 August 2021 which is before the next meeting of the CPP Board. The group are asked to endorse the continued progression of the plan with the addition of any feedback in 3.10 and to authorise the Strategic CLD Partnership to approve the draft report and publish to meet that deadline.
- 3.11 The Plan will then be brought back to the Community Planning Board in September 2021 for the official sign off – and if any reviews are required they can be made at this stage. The intention will be to regularly review during year one and then adapt the priorities for years two and three of the Plan by August 2022.

4. SUMMARY OF IMPLICATIONS

- 4.1 There is a statutory requirement to publish by 31 August 2021 and there is the potential for significant reputational damage if this timescale is not met.

5. CONCLUSION

- 5.1 **The group are requested to note the progress being made with producing the plan; comment on and contribute to the draft priorities; and delegate authority to the CLD Strategic Partnership to publish in draft to meet the 31 August deadline.**

Author of Report: Kevin McDermott, Communities Service Manager

Background Papers:

Ref:

SPMAN-957343068-1804

SPMAN-957343068-1803

Improved life chances for people of all ages.

Stronger, more resilient, supportive, influential and inclusive communities

Priority 1 - Learning for life (**access for all**).

- Skills for life and work (e.g. Essential Skills, ESOL, SQA accreditation; Employability etc.)
- Digital skills
- Family and inter-generational learning
- Support for young people to get into work or volunteering.
- More community based adult learning opportunities.
- Moray Pathways to signpost learners.

Priority 2 - Active citizens and communities

- Valuing volunteering
- Continuing to support community action groups
- Training to grow groups.
- Neighbourhood approach to develop community owned plans
- Developing Community Resilience Plans

Priority 3 - Participation and Community Voice

- Building on existing networks and forums to **enhance inclusive community engagement**.
- Further roll out of Participatory Budgeting.
- Develop Moray as a leader in inclusive participation **which actively involves those who face most barriers**.
- Increase opportunities for young people to meet and discuss issues of importance to them.

Priority 4 - Workforce Development

- Digital skills for learning.
- Networking and training to further develop confidence in facilitating engagement.
- Increasing understanding of a rights based approach
- Career pathway and progression routes to further skill and grow the CLD workforce.
- Partnership approach to training offer to community groups and organisations.

Covid Recovery Cross Cutting Themes

Impact of rurality and poverty in Moray

Mental health and well-being

Socially isolated adults

Building on the existing strengths of the many community groups and volunteers. Young people – reconnect agenda.

Improved communication on what is available and how to access support.

