

SOA Community Plan 2013/14 – Quarter 3

1. Healthier Citizens

Local Priority	Due Date	Progress
1.1 Obesity - The percentage of the population that is overweight or obese will reduce in line with the national average	31-Mar-2014	83%
1.2 Smoking – The proportion of smokers will reduce, particularly in SIMD areas, to 22%	31-Mar-2014	50%
1.3 Sexual health and blood borne viruses – Fewer newly acquired blood borne viruses and sexually transmitted infections; fewer unintended pregnancies	31-Mar-2014	91%
1.4 Alcohol dependency – Work with partners to reduce the impact of problematic alcohol use, focusing on individuals and families	31-Mar-2014	0%
1.5 Mental health and wellbeing – The mental health of Moray citizens will improve	31-Mar-2014	100%

1. Healthier Citizens

1.1 Obesity – The percentage of the population that is overweight or obese will reduce in line with the national average

Milestone	Milestone Due Date	Milestone Note	Progress
Develop Active for Life (Community Care) small grants programme promoting physical activity amongst older people; provide seed-funding and support to establish new community projects	31-Mar-2014	Small grants programme launched early 2013. Seed funding provided to successful applicants promoting physical activity amongst older people in the community. Projects being monitored and progress reports due early 2014.	100%
Development of Moray Food Education Strategy and Delivery Plan	31-Dec-2013	A Moray Food Strategy has been developed and will be piloted in one Associated Schools Group in 2014. Funding to support this has been received from Education Scotland. Once work has been undertaken, this will be evaluated and rolled out. However, it should be noted that we currently have no Health and Wellbeing Officer within Education and this may have an impact on our ability to deliver.	50%
Establishment of Moray (community) Food Network promoting food and health in Moray	31-Mar-2014	Moray Community Food Network established. Moray Community Health & Social Care Partnership health improvement officers supporting via steering group representation. Long term sustainability of network being explored.	100%

1. Healthier Citizens

1.2 Smoking – The proportion of smokers will reduce, particularly in SIMD areas, to 22%

Milestone	Milestone Due Date	Milestone Note	Progress
Implementation of the NHS Grampian	31-Mar-2014	NHS Grampian Tobacco Control Strategy and Action Plan; the aim of the Strategy is to	50%

Tobacco Control Strategy Action Plan 2012/14		<p>reduce the number of people who smoke in Grampian with a clear focus on Prevention, Protection and Cessation. The action plan is intended to support staff in NHS Grampian and Community Planning Partners in implementing and supporting Tobacco Control 2020 and the Tobacco Control Strategy. The Action Plan outlines a series of work streams, which will be evaluated against defined milestones and the national framework and results chain for tobacco control.</p> <p>The Moray CPP Local Tobacco Alliance was re-convened in the spring, the Alliance has a key co-ordinating and decision-making role on the use of tobacco resources, as informed by evidence; representation includes Trading Standards and Public Health.</p> <p>The Local Tobacco Alliance has completed the following key tasks to enable the implementation of the aforementioned strategy and action plan: stakeholder analysis, vision, outcomes and indicators, terms of reference and structure, action planning and evaluation, monitoring and reporting.</p> <p>There are a number of local tobacco control inputs in place, which directly respond to the action plan.</p>	
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1. Healthier Citizens
1.3 Sexual health and blood borne viruses – Fewer newly acquired blood borne viruses and sexually transmitted infections; fewer unintended pregnancies

Milestone	Milestone Due Date	Milestone Note	Progress
Review and implement the Moray Sexual Health and Blood Borne Viruses Network and delivery plan	31-Jul-2013	<ul style="list-style-type: none"> • Moray Sexual Health and Blood Borne Viruses Network established. • Terms of Reference established. • Multi-agency sprint audit completed, gaps identified. • Local delivery plan developed, management and performance infrastructure in place, actions directly respond to gaps identified via multi-agency sprint audit and include; co-ordination of multi-agency training, co-ordination of a bespoke health and wellbeing programme for After Through Care client cohort, development and implementation of Health Hub model in Associated Schools Groups. 	100%
Review and implement the Moray Sexual Health and Blood Borne Viruses Strategy Group and delivery plan	30-Sep-2013	<ul style="list-style-type: none"> • Moray Sexual Health and Blood Borne Viruses Network established. • Terms of Reference established. • Multi-agency sprint audit completed, gaps identified. • Local delivery plan developed, management and performance infrastructure in place, actions directly respond to gaps identified via multi-agency sprint audit and include; co-ordination of multi-agency training, co-ordination of a bespoke health and wellbeing programme for After Through Care client cohort, development and implementation of Health Hub model in Associated Schools Groups. 	100%
Review sexual health needs and issues of looked after children/leaving care and of those supporting Looked After Children and implement a programme of training and resource support to carers, staff	31-Dec-2013	Review of needs and issues undertaken at Corporate Parenting / Looked After Children Health planning group. Formal consultation with Look After and Accommodated Children (LAAC) began on 7th November to develop a 12 week health and well being programme. This involved a pre-identified group of young people who are being supported by the Through Care and After Care team. Core training programme for foster carers inc Sexual	75%

		Health and Blood Borne Viruses (SH & BBV) in development and to be delivered. Linking with Moray SH & BBV Multi-Agency Group and the SH & BBV plan for Moray.	
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1. Healthier Citizens
1.4 Alcohol dependency – Work with partners to reduce the impact of problematic alcohol use, focusing on individuals and families

Milestone	Milestone Due Date	Milestone Note	Progress
Implementation of Moray Alcohol and Drug Partnership Strategy & Delivery Plan	31-Mar-2014		0%

1. Healthier Citizens
1.5 Mental health and wellbeing – The mental health of Moray citizens will improve

Milestone	Milestone Due Date	Milestone Note	Progress
Develop and implement Primary Care Mental Health Pilot Project, monitoring and evaluation infrastructures	30-Sep-2013	Stress Control has been rolled out across Moray e.g. Keith Forres Buckie and Elgin, average number of attendees 10, service user satisfaction questionnaires reported very positive ratings, that participants enjoyed and valued the course. Stress control is a 6 week Computer Based Training (CBT) self help course open to members of the public aged 18 and over who feel they may benefit from stress management. The course aims to provide attendees with the knowledge and practical skills they need to help manage their stress and associated problems such as anxiety, depression, panic, low self confidence and poor sleep. The Guided Self Help (GSH) clinic has been active since June 2013. To date the number of referrals is 78. The Clinic offers a brief course of supported self help sessions to people 16 years and over (if still at school individuals should be referred to CAMH service), experiencing mild or moderate depression, anxiety and other common mental health problems. Access to GSH Clinic is via GP referral. The Primary Care Mental Health Pilot has also provided input to the following local initiatives and programmes; Weight Management Programmes for NHS staff, SMARTT Health Programme and "My Mood Matter" training, "My Mood Matters" is a 6 week CBT based group intervention for low mood and depression.	100%
Implement Institute of Research and Innovation in the Social Service (IRISS) co-production 'Pilotlight' project developing self-directed support for those with mental health problems	31-Dec-2013	IRISS co-production project completed. Project evaluated very positively. Report and resources from the process now informing access to Self-Directed Support for Mental Health.	100%

2. Ambitious and confident children and young people

Local Priority	Due Date	Progress
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Local Priority	Due Date	Progress
2.1 GIRFEC – More ambitious and confident children and young people able to fulfil their potential	31-Mar-2014	97%
2.2 Early Years – To make Moray the best place in Scotland to grow up by improving outcomes and reducing inequalities, for all babies, children, parents and families to ensure that all children have the best start in life and are ready to succeed	31-Mar-2014	85%
2.3 Achievement and Attainment – Improving learning and attainment	31-Mar-2014	100%
2.4 Achieving our potential – A framework to tackle poverty and income inequality in Scotland	31-Mar-2014	100%

2. Ambitious and confident children and young people

2.1 GIRFEC – More ambitious and confident children and young people able to fulfil their potential

Milestone	Milestone Due Date	Milestone Note	Progress
Develop and implement new structure to include Early Engagement and Early Intervention teams to include performance indicators in accordance with new structure for reporting from April 2014	31-Mar-2014	New structure in place, performance indicators reviewed and regularly reported to Children & Young People's Service Committee as part of the overall Education and Social Care Performance Report.	100%
Prepare Integrated Children's Services Plan 2013-2016	30-Nov-2013	Integrated Children's Services Plan due to be approved by Children & Young Peoples Partnership Dec 13, with final approval by Community Planning Partnership in Jan 14 with formal launch on 28 Jan 14.	95%

2. Ambitious and confident children and young people

2.2 Early Years – To make Moray the best place in Scotland to grow up by improving outcomes and reducing inequalities, for all babies, children, parents and families to ensure that all children have the best start in life and are ready to succeed

Milestone	Milestone Due Date	Milestone Note	Progress
Co-ordination and delivery of 2 targeted briefing sessions for Elected Members and Community Planning Partnership Heads of Service and 6 Moray Early Years Collaborative Workshops.	31-Mar-2014	Initial Early Years Collaborative (EYC) Report supplied to the Community Planning Board, an update report/briefing session is planned for the same level of audience on the 23rd January 2014. To date four bespoke Moray Early Years Collaborative workshops have been delivered. A further workshop will be delivered by end March 2014. A high profile Moray Community Planning Partnership EYC will take place on the 7th February 2014, Chair and Speakers (Regional, International, National and SG) confirmed.	70%
Co-ordination of tailored training delivered by CELCIS on child and adolescent development, attachment and principles of parenting and family therapy to 200 Community Planning Partnership	31-Dec-2013	Training co-ordinated, one day and three day training programmes made available to multi-agency early years workforce. One day programme: Why Understanding Attachment Matters; this multi-agency one day course looks at the development of attachment theory, types of attachment and factors that can affect the formation of a secure `enough` attachment. The links between	100%

personnel with a defined early years role.		attachment and resilience are also outlined. Three day programme: Understanding and Working with the Impact of Attachment Experiences, Parenting Style, Trauma and Loss on Child Development and Behaviour; this three day course provides multi-agency practitioners with additional knowledge, understanding and skills in working and caring for vulnerable children and their families.	
Implementation of no less than 5 'tests of change' per Early Years Collaborative 'workstream' 'stretch aims'.	31-Mar-2014	Workstream 1 Conception – 1yr; currently 5 small tests of change, with a focus on food access, food skills and weaning, early communication, smoking during pregnancy, foetal movement and the Early Years Substance Misuse Pilot Project. Workstream 2 1 yr – 27-30 months; currently 1 small test of change, with a focus on early communication, attachment and parenting. Workstream 3 27-30 months – pre-school entry; currently 5 small tests of change, with a focus on partnership working, communication, parenting, early identification of children with Additional Support Needs.	70%
Review and update Moray Early Years Profile identification of 5 key priority areas to inform the Moray Early Years Collaborative Strategic Framework and supporting Delivery Plan 2013-14.	31-Aug-2013	Moray Early Years Profile reviewed and updated, profile includes CPP early years intelligence and provides a mechanism to identify priority areas and aids to monitor and evaluate areas of improvement. The Profile will be reviewed and updated on an annual basis. 5 key priority areas identified; <ul style="list-style-type: none"> • Accidents in the home (due to burns/scalds/foreign bodies/head injuries/overdoses/poisoning, falls) and Road traffic related accidents; • Childhood Obesity; • Child protection (including children exposed to domestic violence); • Children and families residing in access deprived areas; • Children living in low income households. 	100%

2. Ambitious and confident children and young people
2.3 Achievement and Attainment – Improving learning and attainment

Milestone	Milestone Due Date	Milestone Note	Progress
Improve learning and attainment through Curriculum for Excellence (CfE), and report on CfE position in Moray to Scottish Government	31-Dec-2013	No report has been requested from Scottish Government this year. However, we have carried out a review of the Broad General Education in our secondary schools which we have used to report locally on progress in implementing that aspect of CfE. Attainment results in Moray this year were our best ever.	100%

2. Ambitious and confident children and young people
2.4 Achieving our potential – A framework to tackle poverty and income inequality in Scotland

Milestone	Milestone Due Date	Milestone Note	Progress
Revise Social Inclusion Strategy	31-Mar-2014	The Social Inclusion Strategy has been revised and has been incorporated into the Prevention Plan which is contained within the proposed 10 year plan.	100%

3. Adults living healthier, sustainable independent lives safeguarded from harm

Local Priority	Due Date	Progress
3.1 Self-directed Support – Clients have more choice, an increasing number take greater control, enabling them to enjoy greater independence through self-directed support	31-Mar-2014	83%
3.2 Reshaping Care for Older People – We will promote a culture of choice, independence and quality with older people, supporting them to share responsibility for leading healthy, fulfilling lives in active communities that value and respect them	31-Mar-2014	77%

3. Adults living healthier, sustainable independent lives safeguarded from harm

3.1 Self-directed Support – Clients have more choice, an increasing number take greater control, enabling them to enjoy greater independence through self-directed support

Milestone	Milestone Due Date	Milestone Note	Progress
Agree and implement the Self-Directed Support Implementation Plan for 2013/14	31-Mar-2014	Plan developed, implemented and monitored through Self-Directed Support (SDS) steering group	100%
Implement self directed support for children	31-Mar-2014	Progress is tied up with other workers, the completion of the desk top exercise for the questionnaires and commissioning issues. Currently the Self Assessment Questionnaire is being piloted and packages of support being financially assessed. Once this information is collated things will move quickly to developing a fair 'Recourse Allocation System' (RAS) which is a complex piece of work and will take some time to develop.	50%
Increase the number of adults signed up to self directed support where appropriate	31-Mar-2014	SDS is an integral part of the 3 tier health and social care model (tier 3), for people who have ongoing community care support needs. All 4 options are offered to anyone requiring ongoing support. This is recorded on carefirst, and uptake is monitored through the Community care performance management meeting	100%

3. Adults living healthier, sustainable independent lives safeguarded from harm

3.2 Reshaping Care for Older People – We will promote a culture of choice, independence and quality with older people, supporting them to share responsibility for leading healthy, fulfilling lives in active communities that value and respect them

Milestone	Milestone Due Date	Milestone Note	Progress
Development and implement plans for each identified work stream – Community capacity building, Frail elderly, Housing, Modernising community services, Dementia, Carers, Embracing technology	31-May-2013	A Joint Commissioning Strategy Group was established to oversee the production of the strategy to identify plans for each of the work streams. This included staff from Moray Council, NHS Grampian, the Voluntary Sector, Private Sector and General Practitioners. The Joint Commissioning Strategy for Older People 2013–2023 has been developed and approved by the Health and Social Care Services Committee on 13 Feb 13. This has now been approved by the NHS Board and is currently being implemented.	100%
Increase the number of service users	31-Mar-2014	The percentage of service users receiving a reablement service has increased however the	50%

receiving a reablement service		overall number of people being reabled has fallen. The Home from Hospital success rate has increased from just over 50% in 2011/2012 to just over 60% in 2013/2013.	
Open a new day service at Seafield Hospital	31-Mar-2014	A day service is running 3 days a week at Seafield Hospital on a Monday, Tuesday and Thursday with an average of 8 patients attending in the morning and 6 in the afternoon. Discussions are ongoing with the Moray Council, NHS and Care inspectorate to determine the criteria and eligibility of those able to access the day service before this milestone can be fully completed.	80%
Pilot Keith Resource Centre as a Community Hub	31-Mar-2014	Work has been carried out to deregister Keith Resource Centre so it can open as a Community Hub. This work is approximately 2 months away from completion and it is expected the Community Hub will open on 1 April 14.	80%

4. A growing and diverse economy

Local Priority	Due Date	Progress
4.1 Moray Economic Strategy – A more prosperous and fairer Moray with a strong, more competitive and more diverse business base	31-Mar-2014	75%
4.2 Transport and Infrastructure – Transport provision in Moray is more sustainable and equitable in meeting users needs with an infrastructure that supports a more competitive and diverse economy	31-Mar-2014	71%
4.3 Housing / Homelessness – There is sufficient good quality, affordable housing available to meet the needs of people living in or requiring housing in Moray	31-Mar-2014	75%
4.4 Carbon Management – Our local people live in an attractive natural and built environment that is sustainable and enhanced for future generations through efficient use of resources, mitigating the effects of climate change and reduced carbon emissions	31-Mar-2014	80%
4.5 Broadband and Mobile - Moray residents and businesses benefit from the same standard of Next Generation Broadband and Mobile coverage as the rest of Scotland	31-Mar-2014	22%

4. A growing and diverse economy

4.1 Moray Economic Strategy – A more prosperous and fairer Moray with a strong, more competitive and more diverse business base

Milestone	Milestone Due Date	Milestone Note	Progress
Implement Moray Economic Strategy	31-Mar-2014	The Moray Economic Strategy is a long range strategy to grow and diversify the local economy. A prioritised Implementation programme was provided to the Moray Economic Partnership in June 2013. Five programme groups have been established to manage the implementation of the strategy: Skills and Training, Tourism and Culture, Development, Transportation, Inward Investment and Business Growth. The programme groups provide a quarterly status update which is distributed to all stakeholders and interested parties including the Council.	75%

4. A growing and diverse economy

4.2 Transport and Infrastructure – Transport provision in Moray is more sustainable and equitable in meeting users needs with an infrastructure that supports a more competitive and diverse economy

Milestone	Milestone Due Date	Milestone Note	Progress
Develop bus links between Moray and the central belt	31-Mar-2014	The proposal for a coach service linking Moray with the central belt is no longer on the agenda as the funding application to Transport Scotland for this project failed. The project may be resurrected if there are any future funding opportunities.	0%
Developments at Buckie Harbour, with potential for also increasing commercial activity at Burghead	31-Mar-2014	Proposals approved for redevelopment of Net Store and surrounding area in Buckie and plans prepared for applications for planning permission. Project on schedule. Completion of construction phase end December 2014.	15%
Lifting the Spirit project – pilot to transfer freight from whisky industry from road to rail	31-Dec-2013	The Lifting the Spirit pilot project to transfer freight from the whisky industry from road to rail is complete. The first train ran on 4 September 13 and 2 trains ran most weeks during the 2 month project. The project has generated interest in the use of rail freight and it is hoped that private sector contracts will be established in the future operating freight trains to and from the Elgin yard.	100%
Participate with other NE Scotland Councils and NHS to establish a Transport Information Hub to assist with access to healthcare facilities	31-Dec-2013	Following the pilot project the transport information hub based in Elgin is now fully rolled out across the 3 Council areas. Further evaluation will be carried out during 2014 to determine whether continuation of the project is justified.	100%

4. A growing and diverse economy

4.3 Housing / Homelessness – There is sufficient good quality, affordable housing available to meet the needs of people living in or requiring housing in Moray

Milestone	Milestone Due Date	Milestone Note	Progress
Deliver new affordable housing and new Council housing	31-Mar-2014	Good progress has been made on the delivery of the Moray Affordable Housing Programme. The programme covers a 3 year period until March 2015 and will deliver a total of 189 houses. Projects providing 97 houses are on site and will be completed during 2014/15. It is anticipated that two other projects providing 43 houses will start early in 2014 and will be completed by March 2015. A planning application is pending for a project to provide 32 units and agreement has been reached on the purchase of land that will deliver 17 units. 37% (£2.760m) of Moray's Scottish Government funding allocation of £7.370m for the 2012-15 programme has been drawn down. It is anticipated that all the allocation will be spent by the target date of 31 March 2015.	75%

4. A growing and diverse economy

4.4 Carbon Management – Our local people live in an attractive natural and built environment that is sustainable and enhanced for future generations through efficient use of resources, mitigating the effects of climate change and reduced carbon emissions

Milestone	Milestone Due Date	Milestone Note	Progress
Develop a Community Planning Partnership strategy for managing resources and carbon emissions	31-Mar-2014	Inaugural meeting of Communities and Sustainability Group in form of workshop to identify priorities held in September. Focus will be on reducing energy consumption and behavioural change was identified as a key strand of this. A further workshop was held in November where all behavioural change opportunities identified previously were prioritised in terms of impact and timescale to form the basis of an action plan. Seeking specialist input from consultants in terms of innovative and more holistic solutions to reducing energy consumption across the Council and Community Planning Partners. Work is ongoing to determine the best way to take this forward and seek partner involvement in a wider programme to reduce energy and carbon and provide financial savings.	40%
Progress the investigation into an alternative for landfill	31-Mar-2014	The Policy & Resources Committee on 3rd December 2013 approved the appointment of Consultants to provide a study on alternative options for the treatment of residual waste.	100%
Progress Waste Strategy Action Plan by extending rural waste/recycling kerbside collection to urban areas and implementation of an expanded recycling service to trade interests, including food waste	30-Jun-2013	New fortnightly domestic waste/recycling service to urban areas and new recycling services to Trade Waste customers has been implemented on target and within budget. A new food waste collection service for trades has been organised to commence on 1st April 2014.	100%

4. A growing and diverse economy
4.5 Broadband and Mobile - Moray residents and businesses benefit from the same standard of Next Generation Broadband and Mobile coverage as the rest of Scotland

Milestone	Milestone Due Date	Milestone Note	Progress
Develop digital connectivity	31-Mar-2014	HIE entered into a contract with BT in March 2013 for the delivery of next generation broadband throughout the Highlands and Islands including Moray with the intention to reach 84% of homes. It is hoped that within Moray the percentage of homes reached will be higher, difficult to reach areas will still require solutions and Tomintoul is looking to pilot a community broadband scheme.	10%
Develop digital participation and literacy	31-Mar-2014	Scoping study of existing providers to be carried out January to March. Integration of Moray College and Library Learning Centres at Buckie and Forres agreed for implementation in 2014-15. Delivery of courses by libraries service restricted during libraries budget review period, but uptake of learning opportunities remains very positive. Partnership between Citizens Online and libraries service now in place to widen learning opportunities. Digital Participation Strategy to be in place by June 2014, with key objectives of increased number of digital participants, particularly from most needy target groups and with clear evidence of benefits this learning has delivered both to learners and to providers of online services.	35%

5. Employability and Employment Skills

Local Priority	Due Date	Progress
5.1 Positive Destinations – Support all our young people into positive and sustained destinations	31-Mar-2014	91%
5.2 Opportunities for All – Quarterly report provided to Scottish Government based on Opportunity for All	31-Mar-2014	91%
5.3 Community Learning and Development – More of our residents have the skills needed for employment	31-Mar-2014	70%

5. Employability and Employment Skills

5.1 Positive Destinations – Support all our young people into positive and sustained destinations

Milestone	Milestone Due Date	Milestone Note	Progress
Analyse and identify action arising from the School Leaver Destination Return initial and follow up with particular regard to sustainability	30-Sep-2013	School Leaver Destination Return follow up for 2011/2012 revealed an issue of FE college drop out. Analysis of and identification of those young people who dropped out and did not go to another positive destination undertaken with schools to ascertain the suitability of FE for their school leavers and with College in terms of reviewing their recruitment, induction, support, early warning and alerting Employability Partnership (specifically Skills Development Scotland) Figures also revealed a significant proportion (third highest in Scotland) of young people unemployed not seeking work. More work/analysis needed, in particular engagement with Social Care and NHS colleagues.	100%
Deliver transition planning, with appropriate timely offers of a place in learning/training for young people beyond school leaving age, particularly those with Additional Support Needs/furthest from labour market, through delivery of Curriculum for Excellence senior phase transition planning model.	31-Mar-2014	Universal process of transition to complement children to adult services transition established. Effective links with colleagues with Additional Support Needs brief. Particularly strong links with Through Care after care/Moray College. Integration with Whole system approach(Offenders) Developing relationship with Pinefield PARC and fit with Activity Agreements Line management of 16+. Opportunity for All post reverted to Head of school and curriculum development and potential for greater integration with Senior phase.	75%
Engage with and support the development of programmes available for young people 16+ (LAC)	31-Mar-2014	Working closely with 16+ Initiative; trained as 'Main Contacts' in order to offer Activity Agreements to young people with a view of leading them from 'negative destination' towards 'positive destinations'. Linking in with NHS Health Co-ordinator to offer a Health & Wellbeing Awareness Group. Working closely with Employment Support Service in devising and delivering Employability Group. Linking in with Action for Children & Findhorn Foundation who provides Care Farming Project with an Employability element allowing young people the opportunity to achieve a City in Guilds Certificate in Personal Development. Set up and deliver a Group Work Programme on developing young people's Independent Living/Life Skills. Link in with Skills Development Scotland who can offer young people various Employability Groups depending level of need.	100%

5. Employability and Employment Skills
5.2 Opportunities for All – Quarterly report provided to Scottish Government based on Opportunity for All

Milestone	Milestone Due Date	Milestone Note	Progress
Deliver improved post-16 transitions, and participation in learning and training for all young people through 16+	31-Mar-2014	All secondary schools identify with Skills Development Scotland pupils who are at risk of going to a negative destination and/or of risk of not sustaining a positive destination. Transition work throughout year to address the risk. Opportunities for post school activity/training provided through Skills and training Pipeline disseminated to all schools.	100%
Develop and implement youth employment action plan	31-Mar-2014	Youth Employment Activity Plan produced. Pipeline key part of the plan and has been acknowledged as an example of good practice. Plan is now embedded in Employability Strategy draft action Plan and specific actions being undertaken	75%
Learning Choices, and Activity Agreements as a viable post-16 option for those furthest from the labour market in accordance with Activity Agreement Guidance	31-Mar-2014	Schools and external partners involved with Activity Agreements in terms of referral(s) as part of transition/pick up after leaving school and in taking on the role of Main Contact. Involvement with national co-ordinator and a key partner in developing measures/success criteria for young people on Activity Agreements	100%

5. Employability and Employment Skills
5.3 Community Learning and Development – More of our residents have the skills needed for employment

Milestone	Milestone Due Date	Milestone Note	Progress
Update and implement Lifelong Learning Strategy including community learning and development	30-Sep-2013	The Lifelong Learning Strategy, prepared in partnership with Moray College has yet to be finalised as it requires to be informed by the work involved as part of the Digital Participation Strategy, which itself is at the very early stages. Realistically the overall strategy will not be until April at the earliest.	70%

6. Safer Communities

Local Priority	Due Date	Progress
6.1 Child protection – Child protection services in Moray will improve	31-Mar-2014	100%
6.2 Living in safer communities – The quality of life of everyone who lives in, works in and visits the area will improve by working together to provide a safer environment	31-Mar-2014	90%
6.3 Reducing reoffending – prevent crime, antisocial behaviour and offending to deliver better outcomes for individuals and communities	31-Mar-2014	60%
6.4 Fuel poverty – People live in housing that they can afford to heat	31-Mar-2014	75%
6.5 Adult protection	31-Mar-2014	100%

6. Safer Communities
6.1 Child protection – Child protection services in Moray will improve

Milestone	Milestone Due Date	Milestone Note	Progress
Develop and implement multi-agency child protection implementation plan	31-Jul-2013	<p>The Moray Child Protection Committee Implementation Plan was approved at the Moray Child Protection Committee (Moray CPC) meeting on 02 – Jul - 2013. The plan is currently being implemented and is reviewed quarterly at the Moray Child Protection Committee meeting. All desired outcomes are on target to be completed within their specified timescales. Outcomes achieved within the current plan include:</p> <ul style="list-style-type: none"> • Moray CPC established – resulting in improved planning and assessment processes • Moray Child Protection Coordinating Group established – resulting in improved communication, planning and assessment processes • Moray CPC Webpages revised – resulting in improved access to information for children, parents and staff • Child Exploitation and Sexting guidelines have been created and distributed to staff – resulting in increased knowledge and understanding of Child Exploitation and Sexting • Information disseminated to staff on the needs and resources available where English is not the first language – increased levels of support and information in situations where English is not the first language • Guidance and training provided for staff to recognise children affected by trafficking and forced marriage - resulting in increased knowledge and understanding of trafficking and forced marriage issues • National Neglect Conference held in Elgin – increased understanding of issues relating to neglect • A named doctor is now in place for paediatric services – improved support for vulnerable families • Routine checks by social work are taking place on 'non-approved carers' – reduced risk for vulnerable children 	100%

6. Safer Communities
6.2 Living in safer communities – The quality of life of everyone who lives in, works in and visits the area will improve by working together to provide a safer environment

Milestone	Milestone Due Date	Milestone Note	Progress
Implement Community Safety Strategy	31-Mar-2014	The community safety strategy is a live document and is being implemented, a coordinating group involving all partners reviews performance and develops targeted interventions based on intelligence and evidence based reporting. The community safety strategy is an integral part of the Public Protection Partnership.	90%

6. Safer Communities

6.3 Reducing reoffending – prevent crime, antisocial behaviour and offending to deliver better outcomes for individuals and communities

Milestone	Milestone Due Date	Milestone Note	Progress
Prepare an implementation plan for Moray to the recommendations from the Scottish Government's Commission on Women Offenders.	31-Mar-2014	To build on the success of the Connect (Employability) Project by using Connect as a framework for developing an offence focused, structured supervision programme delivered by Criminal Justice Social Work staff. This will involve input from key partner agencies. Staffs are currently consolidating findings from other areas with a view to a start date in March 2014. As of the 7th of January 2014, Moray Integrated Drug and Alcohol Service is now co-located with Criminal Justice Social Work at No 11 North Guildry Street. This will allow better access to key services for women who offend.	60%

6. Safer Communities

6.4 Fuel poverty – People live in housing that they can afford to heat

Milestone	Milestone Due Date	Milestone Note	Progress
Implement as part of Local Housing Strategy	31-Mar-2014	Good progress has been made on key fuel poverty actions for 2013/14 period. Scottish Government funding for the Moray Home Energy Efficiency Programme has been secured and progress made on the development of programme proposals, though the level of take-up of measures by households has been an ongoing issue as has the complexity of the funding arrangements. A review of locally-based energy advice services has been completed and proposals for the development of a service in Moray are currently being implemented. The Council is on course to achieve 2013/14 targets for properties achieving the SHQS. A model for the delivery of the Energy Company Obligation element of the Green Deal is being developed as part of the Moray Home Energy Efficiency Programme.	75%

6. Safer Communities

6.5 Adult protection

Milestone	Milestone Due Date	Milestone Note	Progress
Implement policy; all new council community care officers receive awareness training on the Adult Support and Protection Act and how and when to refer	31-Mar-2014	The Adult Protection policy is a live document and is being implemented. The document is reviewed on a 3 yearly basis and is due to be reviewed for the second time in Sep 2014. A mandatory rolling training programme is in place for new social work staff which is accessed via our training team dates are set for 2014.	100%
Implement Training Plan so that staff are equipped to practice specialist roles required in their day to day duties	31-Mar-2014	Training strategy is in place and implementation of training is review on an annual basis by the adult protection committee. Additional training was given in June 2013 to 10 advanced practitioners who are now able to support basic social work staff in adult protection activity. Four practice development sessions have been scheduled to take place during	100%

		2014 to support Social work Staff with adult protection and the legislation.	
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