

# MORAY SAFER & STRONGER



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## STRATEGIC ASSESSMENT

### 2009/10

# Contents

<b>Acknowledgements</b> .....	<b>5</b>
<b>1 Introduction</b> .....	<b>6</b>
<b>2 Methodology</b> .....	<b>8</b>
<b>3 Budget cuts</b> .....	<b>9</b>
<b>4 A Profile of Moray</b> .....	<b>10</b>
<b>4.1 Population</b> .....	<b>10</b>
<b>4.2 Prosperity</b> .....	<b>11</b>
<b>4.3 Health</b> .....	<b>12</b>
<b>4.4 Education</b> .....	<b>12</b>
4.4.1 Young People.....	12
4.4.2 Adult Education .....	14
<b>4.5 Housing</b> .....	<b>14</b>
<b>4.6 Recorded crime in Moray</b> .....	<b>15</b>
<b>5 Safer Communities</b> .....	<b>16</b>
<b>5.1 Introduction</b> .....	<b>16</b>
<b>5.2 Public Protection</b> .....	<b>16</b>
5.2.1 Sex Offenders .....	17
5.2.2 Adult Support and Protection.....	19
5.2.3 Child Protection .....	20
<b>5.3 Violence</b> .....	<b>23</b>
5.3.1 Alcohol-related Violence.....	24
5.3.2 Drug-related Violence.....	26
5.3.3 Domestic abuse.....	26
<b>5.4 Road Safety</b> .....	<b>28</b>
5.4.1 Moray Road Safety stats .....	28
5.4.2 Road Safety Education and Campaigns.....	31
<b>5.5 Fire Safety</b> .....	<b>34</b>
5.5.1 Fires .....	35
5.5.2 Prevention & Education .....	36
<b>5.6 Home Safety</b> .....	<b>39</b>
5.6.1 Under 5s.....	39
5.6.2 Older People .....	41
5.6.3 Falls Prevention.....	42
<b>5.7 Antisocial Behaviour</b> .....	<b>44</b>
5.7.1 ASB Incidents.....	45
5.7.2 Safer Communities Survey 2009.....	46
5.7.3 Alcohol-related Antisocial Behaviour .....	47
5.7.4 Tackling Antisocial Behaviour.....	48
5.7.5 Young Offenders .....	50

<b>6</b>	<b>Stronger Communities .....</b>	<b>52</b>
6.1	<b>Housing .....</b>	<b>52</b>
6.1.1	Moray's Housing Market.....	52
6.1.2	Moray's Economy .....	57
6.1.3	Household trends .....	59
6.2	<b>Homelessness .....</b>	<b>60</b>
6.2.1	The Legislative and Policy Agenda since 2003 .....	60
6.2.2	Homelessness in Moray .....	60
6.2.3	Challenges .....	62
6.3	<b>Fuel Poverty .....</b>	<b>63</b>
6.3.1	Measuring fuel poverty .....	63
6.3.2	Risk Factors .....	64
6.3.3	Property Condition and Fuel Efficiency.....	64
6.4	<b>Social Inclusion – Tackling Inequalities .....</b>	<b>67</b>
6.4.1	Introduction.....	67
6.4.2	Inequalities in Moray.....	68
6.4.3	Types of Deprivation.....	85
6.4.4	Tackling Inequalities in Moray .....	89
6.5	<b>Community Engagement .....</b>	<b>97</b>
6.5.1	Introduction.....	97
6.5.2	National Standards for Community Engagement .....	97
6.5.3	Methods of Involvement .....	98
6.5.4	Community Engagement in Moray .....	99
6.5.5	Summary .....	105
6.6	<b>Emergency Planning and Response.....</b>	<b>106</b>
6.6.1	Introduction.....	106
6.6.2	Moray Emergency Planning & Response .....	108
6.6.3	Voluntary Organisations involved in Emergency Response .....	111
<b>7</b>	<b>Demographic and Social Trend Analysis .....</b>	<b>113</b>
7.1	<b>Demographic Considerations.....</b>	<b>113</b>
7.1.1	Increasing Older Population & Decreasing Working Age Population .....	113
7.1.2	RAF changes.....	114
7.1.3	Changing Migrant population.....	115
7.1.4	Projected increase in single person households .....	116
7.1.5	Rising Unemployment .....	117
7.2	<b>Social Considerations.....</b>	<b>118</b>
7.2.1	Seasonal Effects .....	118
7.2.2	Tourism .....	118
7.2.3	Social Events.....	119
7.2.4	RAF Tours.....	119
<b>8</b>	<b>PESTELO Analysis.....</b>	<b>120</b>
<b>9</b>	<b>Recommendations .....</b>	<b>130</b>

<b>9.1</b>	<b>Public Protection</b> .....	<b>130</b>
<b>9.2</b>	<b>Violence</b> .....	<b>130</b>
<b>9.3</b>	<b>Road Safety</b> .....	<b>130</b>
<b>9.4</b>	<b>Fire Safety</b> .....	<b>130</b>
<b>9.5</b>	<b>Home Safety</b> .....	<b>130</b>
<b>9.6</b>	<b>Antisocial Behaviour</b> .....	<b>131</b>
<b>9.7</b>	<b>Housing, Homelessness and Fuel Poverty</b> .....	<b>131</b>
<b>9.8</b>	<b>Social Inclusion</b> .....	<b>131</b>
<b>9.9</b>	<b>Community Engagement</b> .....	<b>131</b>
<b>10</b>	<b>Risk Analysis</b> .....	<b>132</b>
<b>11</b>	<b>References</b> .....	<b>133</b>
<b>12</b>	<b>Appendices</b> .....	<b>140</b>
<b>12.1</b>	<b>Appendix 1</b> .....	<b>140</b>
<b>12.2</b>	<b>Appendix 2</b> .....	<b>143</b>
<b>12.3</b>	<b>Appendix 3</b> .....	<b>145</b>
<b>12.4</b>	<b>Appendix 4</b> .....	<b>146</b>
12.4.1	Achieving Our Potential (2008).....	146
12.4.2	The Early Years Framework (2008) .....	147
12.4.3	The Equally Well Framework.....	149
<b>12.5</b>	<b>Appendix 5</b> .....	<b>150</b>
<b>12.6</b>	<b>Appendix 6</b> .....	<b>152</b>
<b>12.7</b>	<b>Appendix 7</b> .....	<b>154</b>
<b>12.8</b>	<b>Appendix 8</b> .....	<b>156</b>

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# 1 Introduction

The 2007 concordat between the Scottish Government and local government changed the relationship between central and local government in Scotland by removing much of the control the Scottish Government had over service delivery at local level. Much of the ring-fencing around funding provided to local authorities has been removed enabling decisions on spending to be made at a local level based on local need and circumstances.

The direction of policy and the over-arching outcomes expected of the public sector have been set by the Scottish Government based around a common Purpose "*To focus Government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth.*" The Purpose is underpinned by 5 Strategic Objectives: Safer & Stronger, Smarter, Wealthier & Fairer, Healthier and Greener. Progress towards the Purpose is tracked by 7 high level Purpose Targets and it is supported by 15 National Outcomes (see Appendix 1). Progress towards achievement of the National Outcomes and ultimately the Purpose is tracked by 45 national performance indicators.

Central to the new regime are the Single Outcome Agreements reached between each of the 32 Community Planning Partnerships and the Scottish Government. In Single Outcome Agreements Local Authorities define and agree with the Scottish Government Local Outcomes that contribute towards achievement of the National Outcomes and therefore the Purpose.

The aim of this strategic assessment is to provide an evidence base that assists with strategic decision-making and identification of local priorities under the Safer and Stronger theme, informing the setting of local outcomes for inclusion in the Single Outcome Agreement 2012-15.

The Scottish Government's 'Safer and Stronger' strategic objective is to help local communities to flourish, becoming stronger, safer places to live, offering improved opportunities and a better quality of life. Moray's contribution to the achievement of this objective is being progressed by the Safer and Stronger Strategic Group in their responsibility for the following national outcomes:

- 9) We live our lives safe from crime, disorder and danger.
- 10) We live in well-designed, sustainable places where we are able to access the amenities and services we need.
- 11) We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.

In addition, although overall accountability sits with the Community Planning Board, reflecting the partnership-wide responsibility, there are aspects of the following two national outcomes for which the Safer and Stronger Strategic Group are responsible.

- 7) We have tackled the significant inequalities in Scottish society.
- 13) We take pride in a strong, fair and inclusive national identity.

The information and analysis contained within this strategic assessment will be based on the three national outcomes for which the theme group has full responsibility and also those aspects of the other 2 national outcomes for which the theme group is responsible.

The range of issues that could reasonably be included under these national outcomes is too extensive for individual inclusion in this document. Therefore priorities identified by partner organisations, legislative requirements, local factors such as the rural nature of Moray, and areas identified in previous strategic assessments have provided the focus for this assessment.

## **2 Methodology**

A consultation exercise was carried out with the Safer and Stronger strategic partners and lead officers in order to determine the topics to be included and ensure that the content took account of the issues mentioned above.

Wherever possible, data and contextual information has been obtained from partners in order to ensure that the analysis is detailed and credible and accurately describes the local situation. However, in some cases it was necessary to expand this with publicly available material in order to build a more complete picture and ensure a more rounded and balanced portrayal. Additionally, as mentioned previously, the Scottish Government's National Outcomes provided the principal framework within which to develop the assessment.

Input from the strategic partners and lead officers was also provided in relation to the identification of PESTELO issues (Political, Economic, Social, Technological, Environmental, Legal and Organisational). These are included in a table in section 5 and for ease of reference the specific issues relevant to each topic are cross-referenced at the beginning of each section. The PESTELO issues relevant to all areas are highlighted in pink in the table in section 5.

Some of the recommendations put forward for consideration were identified by the author. However, it is anticipated that further inferences and recommendations will be pulled out from this research by strategic partners and other local experts who work in the Safer and Stronger arena.

The risk analysis was undertaken in consultation with strategic partners to ensure a balanced and comprehensive identification of risk factors.



### **3 Budget cuts**

The budget cuts faced by the public sector over the next few years are unprecedented and will play a major role in the determination of priorities and present a significant challenge in relation to service delivery.

Over the short, medium and longer terms the UK Government will need to significantly reduce public spending, increase taxes or a combination of both in order to reduce the national debt. This will have a significant impact on the amount of money available throughout the UK's public sector.

The overall Scottish budget will be significantly lower in real terms by 2013/14 than it is currently, which will clearly impact on the Scottish public sector.

The recommendation for Scottish local authorities is to assume a 12% reduction over the period 2011/12 to 2013/14, although it is likely that reductions will continue after this point and a figure of 20% in real terms by 2017 has been indicated. This would amount to £40million of budget savings for the Moray Council. Property rationalisation will be a key element of the financial strategy.

Moray Division of Grampian Police, like all Operational areas of the Force, has been required to absorb a 10% cut in operating budget. The most significant area of impact, in the first instance, will be Police overtime which is used to resource major enquiries. Moray Division will be seeking ways to maximise efficiencies and cut costs and as far as possible they will seek to maintain the number of Police Officers they currently have, which is at a record number, (over 200).

Grampian Fire and Rescue Services are facing a 4% funding reduction each year for the next three years.

The Scottish Government are planning to increase the overall health budget by 2.4% in 2010/2011, with NHS Grampian due to receive an increase of 2.82%, slightly higher than the average to reflect changes in population and deprivation levels. It is not yet known what will transpire from 2011/2012 onwards<sup>1</sup>.

The next few years are likely to be very challenging making it even more imperative that funding decisions are based on sound evidence to ensure that essential services are provided and those most in need receive the services they require.

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<sup>1</sup> <http://www.scotland.gov.uk/News/Releases/2010/03/11093526>

## 4 A Profile of Moray

Moray is the 8<sup>th</sup> largest Council area in Scotland, covering an area of 2,238 square kilometres [1], from the Cairngorm Mountains in the south to the coast of the Moray Firth in the north. However, in terms of its population, it ranks 26<sup>th</sup> out of 32 with a population of just 87,770 [1]. Over 27% of Moray is covered by woodland [2]. The average population density is low at just 39 people per square kilometre, compared with 66 people per square kilometre nationally [1]. However, approximately 57% of the population live in the 5 main towns of Elgin, Forres, Buckie, Lossiemouth and Keith [3], where the population density is approximately 2,500 people per square kilometre [4].

Overall, Moray is one of the least deprived areas in Scotland, as defined by the Scottish Index of Multiple Deprivation (SIMD), having just one data zone, in Elgin, in the 15% most deprived, representing 0.9% of Moray's datazones, the lowest proportion in Scotland with the exception of the islands. Only 3 of Moray's data zones are in the 20% most deprived, two of which are in Elgin, the other is in Buckie. This represents 2.6% of Moray's data zones, the 2<sup>nd</sup> lowest in Scotland with the exception of the three island groups and Aberdeenshire. However, the rural nature of Moray means that 27.6% of its data zones are within the 15% most access deprived in Scotland, due to the financial cost, time and inconvenience of travelling to basic services [5].

### 4.1 Population

*(All figures in this sub section are sourced from the General Register Office for Scotland Mid-2008 population estimates)*

The total population of Moray is 87,770 of which 44,404 (50.6%) are male and 43,366 (49.5%) are female. Nationally, the gender split is reversed with 48.4% male and 51.6% female. The situation in Moray is likely due to the presence of the two RAF bases with predominantly male personnel.

The following table shows the age breakdown of Moray's population by broad age group, which is very similar to the national picture.

	Proportion	Number
<b>Under 16yrs</b>	17.8%	15,654
<b>Working Age<sup>2</sup></b>	60.6%	53,192
<b>Pensionable Age<sup>3</sup></b>	21.6%	18,924

A gender breakdown for under 16s shows a similar situation to the total population, with 51.9% male. The working age population is 55% male; however the pensionable age population in Moray is predominantly female,

accounting for 63.0% of that age group. This is the same as the breakdown nationally for under 16s and those of pensionable age but not for the working age population, which shows the same gender breakdown nationally as total population.

The following table shows an age breakdown by gender, which highlights the differences in the numbers and proportions of working age and pensionable age populations in Moray.

	Males		Females	
	Proportion	Number	Proportion	Number
<b>Under 16s</b>	18.3%	8,130	17.4%	7,524
<b>Working Age</b>	65.9%	29,276	55.2%	23,916
<b>Pensionable Age</b>	15.8%	6,998	27.5%	11,926

The position closely resembles the national picture.

<sup>2</sup> 16-59yrs for females; 16-64yrs for males

<sup>3</sup> 60yrs+ for females; 65yrs+ for males

## 4.2 Prosperity

Although categorised as one of the least deprived local authority areas in Scotland, the median gross weekly wage of all full-time workers in Moray is the lowest in Scotland, at £407.50 compared with £472.20 nationally [6]. The SIMD 2009 states that 12.5% of Moray is income deprived, which accounts for 11,015 residents. However, the level of income deprivation in Moray varies greatly across the area, from 1% in East Kinloss to 32% in Buckie Millbank [5].

Around 86% of the working-age population (around 54% of the total population) is economically active, higher than the national figure of 80% (about 50% of total population). In Moray, 96% of the working-age population is in employment, around 12% of whom are self-employed, compared with 94% & 10% respectively for Scotland as a whole. Almost  $\frac{3}{4}$  of employee jobs are in the service industry, a further 16% are in manufacturing and 6% are in construction. About 9% of employee jobs are tourism-related but this includes jobs that are also part of the service industry. Equivalent figures for Scotland show the main differences to be in the proportions of employees in manufacturing and the service industry (Finance, IT other business activities subgroup), which are approximately 8% lower and 9% higher respectively [6].

Of the working-age population that is economically inactive, approximately 67% report not wanting a job and about 69% of these are female. The picture is similar nationally. Between July 2008 and June 2009, 4.1% (1,900) of the economically active population in Moray were unemployed, compared with 5.9% nationally. However, there were a further 2,400 people within the economically inactive (4.5% of the working age population) in Moray who wanted a job. They are not classed as unemployed because they have either not sought work in the last four weeks or are not available to start work. The equivalent figure for Scotland is 5.7% [6].

In August 2009, 12.4% of the working age population in Moray were key benefits claimants (claiming one or more key DWP benefits<sup>4</sup>), a 0.5% increase since August 2008 compared with 17.8% in Scotland (16.6% in August 2008). Claimants are categorised according to the main benefit they receive and the most common main benefit in Moray was Employment and Support Allowance / Incapacity Benefit, the main benefit claimed by 3,360 (51%) of key benefits claimants. A further 1,180, 18% of key benefits claimants' main benefit was job seekers allowance (JSA). The number of claimants of job seekers allowance has increased by 30% since August 2008. The split nationally was very similar to Moray [6].

In total there were 1,678 JSA claimants in February 2010, 71% of whom were male. Approximately  $\frac{1}{2}$  of all claimants were aged 25-49yrs and a further 32% were aged 18-24yrs, a slight drop since February 2009 although the total number of claimants has risen by about 17% in this time, from 1,436. The majority of claimants, 77%, had been claiming for 6 months or less, a further 14% between 6 and 12 months, and the remainder over 12 months [6].

The SIMD 2009 identifies 3 data zones in Moray that are in the 15% most employment deprived, compared with none in 2006. Two of the datazones are in Elgin and one is in Forres [5].

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<sup>1</sup> Key DWP (Department of Work & Pensions) benefits include: bereavement benefit, carer's allowance, disability living allowance, incapacity benefit, severe disablement allowance, income support, jobseeker's allowance, and widow's benefit.

### **4.3 Health**

General health in Moray is reported as being slightly better than nationally with nearly 93% of Moray's population reporting good or fairly good health and just 7% reporting not good health. This compares with 90% and 10% respectively for Scotland [7]. The percentage of the population that has a limiting long-term illness is approximately 3% lower in Moray than nationally, at 17% of the population compared with 20% [7].

The relationship between health and tenure indicates that a smaller proportion of occupants of social rented accommodation report good or fairly good health than occupants of owned or privately rented/rent free accommodation, at 88% compared with 94%. This is reflected in the incidence of limiting long-term illness, which is 10% higher for occupants of social rented accommodation, at 24%, than for occupants of owned or privately rented/rent free accommodation. The spread across age groups is comparable, with 65-84yr olds representing the largest proportion having a long-term illness for each tenure type. The national picture is similar with 82% of those in social rented accommodation reporting good or fairly good health, 93% of those in owned and 89% of those in private rented/rent free. The proportion of those living in social rented accommodation with a limiting long-term illness is twice that of those living in owned accommodation, at 31% compared with 15%. As with Moray, spread across age groups is comparable, with 65-84yr olds again representing the largest proportion of each tenure type having a limiting long-term illness [7].

In 2008 the standardised death rate in Moray was slightly lower than nationally at 9.8 per 1,000 population compared with 10.7 per 1,000 population. The main cause of death in Moray in 2008 in both females and males was diseases of the circulatory system, accounting for 37% of female and 33% of male deaths. This was closely followed by cancers, which accounted for a further 27% of all female deaths and a further 31% of male deaths. The picture is very similar nationally [8]. The SIMD identifies just 1 data zone, 0.9% of the total in Moray that is within the 15% most health deprived; this is in Elgin [5].

2008-based population projections for Moray suggest that by 2013 the under 16 population will reduce by 7%, the working age population will increase by 2% and the population of pensionable age will increase by 7% [9]. This would mean 2013 population numbers of 14,600 under 16s, 54,300 of working age and 20,200 of pensionable age. These changes will mean that the proportion of the population that is of pensionable age will increase to about 22.7%. National figures suggest a much smaller reduction in under 16s of 1% and a slightly smaller rise in the number of pensionable age, of 4%. The proportion of the population of pensionable age nationally is projected to be about 20%, up marginally from 19.7%. Both in Moray and nationally, about 55% of the pensionable age group is female [9]. The growth in the pensionable aged population will place a greater demand on age-related health and social care services such as home care.

### **4.4 Education**

#### **4.4.1 Young People**

There is a total of 54 schools in Moray – 46 primary and 8 secondary. Average occupancy for the 2008/09 session<sup>5</sup> was 71% in primary schools and 89% in secondary schools. Provisional figures for 2009/10 based on the 2008/09 functional capacity and the September 2009 school roll, suggest an average occupancy of 68% in primary schools

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<sup>5</sup> Based on September 2008 school roll and functional capacity.

and 90% in secondary schools. The projected 7% reduction in the population aged under 16yrs by 2013 is likely to reduce the overall occupancy level of Moray's schools. In Moray in 2009<sup>6</sup> there were 6,530 primary school pupils and 5,801 secondary school pupils, an overall drop of around 10% since 2003 (comprising a 16% drop in primary pupils & a 2.5% drop in secondary pupils). Between 2003 and 2008 the number of pupils over 16yrs has increased by 59%. The number of pupils from ethnic minority groups has increased from 171 in 2004 to 231 in 2008, a rise of 35%. Nationally, there has been a much smaller drop, of 8%, in the number of primary school pupils and a slightly larger reduction, of 4% in the number of secondary school pupils. The rise in pupils aged 16yrs+ is comparable to Moray but there has been a smaller increase in the number of ethnic minority pupils nationally than in Moray [10]. There are 4 data zones in Moray, 3.4% of the total, that are within the 15% most education deprived in Scotland, two of which are in Elgin, the other two being in Buckie [5].

In primary schools, absence figures for 2004/05 to 2008/09 are very consistent, accounting for around 4.5% of half days, 17% of which was unauthorised in 2008/09. These figures are slightly lower than nationally [11].

In secondary schools the overall absence rate rose between 2004/05 and 2006/07 from 7.5% to 9.1%, but has since fallen to 7.4% in 2008/09. Of this, the proportion of unauthorised absence has increased from 24% to 35%. Nationally the overall absence rate has fallen steadily over this period from 9.6% in 2004/05 to 8.8% in 2008/09. The proportion of unauthorised absence nationally has remained fairly constant at around 21%, considerably lower than in Moray [11].

Further breakdown of absence figures is not possible as the Scottish Government national Statistics have amalgamated absence figures due to ongoing concerns over the quality and consistency in the recording of the reasons for absence.

Between 2003/04 and 2008/09, the rate of exclusions in Moray's primary schools has remained fairly constant at about 12 per 1000 pupils. Since 2005/06 Moray's rate has been lower than the national rate, which rose between 2003/04 and 2006/07 from 11 to 16 since when it has fallen to 13 per 1,000 in 2008/09. In Moray's secondary schools, the rate increased from 59 per 1000 pupils in 2003/04 to 76 per 1000 pupils in 2007/08. However, in 2008/09, the rate had fallen to 49 per 1,000 pupils. Scotland's rate rose from 105 per 1000 pupils in 2003/04 to 120 per 1000 in 2006/07, falling back to 91 per 1000 in 2008/09. The vast majority of exclusions in both Moray and nationally are temporary. In Moray between 2003/04 and 2008/09 about 6 pupils were removed from the register each year – approximately 1% of total exclusions – with the exception of 2006/07 when 2 pupils were removed, and 2008/09 when there were 3 pupils removed. The level nationally was around 0.5% every year from 2003/04 to 2007/08 but fell to 0.25% of all exclusions in 2008/09 [12]. Pupils removed from the register are then either educated at another school or some other provision is made for their education.

Of 1,036 school leavers in Moray in 2008/09, 88.1% went on to positive destinations<sup>7</sup>, 10% were unemployed but seeking employment and the remainder were either unemployed and not seeking employment or their destination was unknown. The numbers going on to higher and further education have both risen by about 5.5% and 2% respectively since

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<sup>6</sup> School roll figures from Moray Council website:  
[http://www.moray.gov.uk/moray\\_standard/page\\_58530.html](http://www.moray.gov.uk/moray_standard/page_58530.html)

<sup>7</sup> **Positive:** includes higher education, further education, training, voluntary work and employment. This is in line with the definition of positive destinations set out in Indicator 10 of the Scottish Budget Spending Review 2007:  
<http://www.scotland.gov.uk/Publications/2007/11/30090722/18>

2006/07, while the number going into employment has fallen by about 5%. The numbers in all other categories have either remained fairly consistent or fallen slightly over the same period. Nationally, a slightly smaller proportion, 85%, has gone on to a positive destination and the split within the positive destinations category was slightly different, with a higher proportion going into higher education and training, and less into employment. The proportion going into further education was about the same [13].

#### **4.4.2 Adult Education**

During 2007/08 there were about 7,000 enrolments at Moray College in Elgin, 56% of who were aged over 20. However, the proportion of students over 20 has reduced from 74% in 2005/06. This is due at least in part to the recruitment of school pupils into vocational programmes, which has led to an increase in the proportion of students aged under 14 from 2% to 22% over the same period. The mean age of students has fallen from 34 to 29.

It is estimated that approximately 800,000 adults (23% of the adult population aged 16yrs+) in Scotland have low levels of literacy. With an adult population of 72,116 [1], this translates to a potential figure of around 16,600 adults in Moray.

Over the last 3 years, the Essential Skills service in Moray has supported around 200 learners each year with a slight increase between 2007/08 and 2009/10. Approximately  $\frac{2}{3}$  of learners are new each year, the remainder continuing from the previous year. The number of new learners shows a net increase of about 15% between 2007/08 and 2009/10.

#### **4.5 Housing**

The total number of dwellings in Moray in 2008 was 41,649, a rise of 6% since 2003, slightly higher than the rise nationally of 5% [10]. In Moray, and nationally, approximately 64% of the population live in owner-occupied accommodation. However, Moray has a smaller proportion of people living in social rented accommodation, at 20% compared with 24%, but a higher percentage renting privately, 11% compared with 6%. A smaller proportion of Moray's population lives in lone parent families – 8% compared with 13% nationally, and a slightly smaller proportion of people living alone, at 12% compared with 14%. However, the same proportion of people aged 65yrs and over lives on their own, in both Moray and Scotland as a whole, at 5.7% [7].

Between 2001 and 2008, the mean house sale price rose by 145% in Moray, from £62,870 to £154,253. The equivalent national figure is 111% although the mean price is higher than in Moray at £165,214. Over the same period, the number of house sales in Moray fell by 12%, from 1,502 to 1,315. The number of house sales also fell nationally, by 14%. The median house sale price in Moray more than doubled, from £52,875 in 2001 to £136,000 in 2008 and a similar, though slightly smaller, increase was seen nationally although the median price is slightly higher than in Moray at £138,000. The median price being lower than the mean price is reflective of the large proportion of band A-C dwellings in Moray, approximately 68%, slightly higher than Scotland as a whole at 62%. Correspondingly, the proportion of dwellings in bands F-H is small in Moray, at approximately 6%, half that of Scotland. Between 2003 and 2008 in both Moray and Scotland, the proportion of dwellings in bands A-C fell slightly, while the proportion of dwellings in bands F-H rose slightly [10]. The rise in house prices in conjunction with the low wages characteristic of Moray has impacted on the ability of newly forming households to buy a property, which

has likely had a knock on effect on the demand for private rental properties and social housing.

There are no data zones in Moray that are within the 15% most housing deprived in Scotland. However, 4 of Moray's data zones (3.4% of the total) are within the 20% most housing deprived in Scotland, 2 in Elgin, 1 in Forres and 1 in Lossiemouth [5].

#### **4.6 Recorded crime in Moray**

In Moray in 2008/09 the total number of crimes recorded reduced by 9% from 2007/08 compared with a 2% decrease nationally. The rate of crimes in Moray in 2008/09 was lower than nationally, at 550 per 10,000 population compared with 730 per 10,000 population. The total number of crimes recorded over the last 12 years shows a marginally increasing trend in Moray, compared with a reducing trend for Scotland as a whole [14].

The percentage of crimes cleared up in Moray rose by 4% to 49% in 2008/09, compared with a 1% rise to 49% for Scotland as a whole. The trend in Moray over the last 12 years is virtually level compared with a slightly increasing trend in Scotland as a whole [14].

Within Moray there are 13 data zones in the 15% most crime deprived, representing 11.2% of data zones in Moray [5]. Of the 13, eight are in Elgin, 2 are in Forres and 3 are in Buckie.

Overall for 2008/09, Moray was ranked 20<sup>th</sup> out of the 32 local authority areas in Scotland for total recorded crimes per 10,000 population (where 1 has the highest rate and 32 the lowest). Moray's highest ranking of 2<sup>nd</sup> was for the crime category crimes of indecency, while their lowest ranking was for other crimes for which they ranked 25<sup>th</sup> out of 32. In all crime categories except crimes of indecency Moray's ranking was better than Scotland's.

## 5 Safer Communities

### 5.1 Introduction

Moray's Community Safety Partnership (CSP) was formed in 1997 to tackle community safety issues in the community. It was not until the early 2000s that the Scottish Government began providing ring-fenced funding to Community Safety Partnerships, which rose considerably following the passing of the Antisocial Behaviour (Scotland) Act 2004. The ring-fencing was removed from the funding at the end of 2008/09 since when the CSP, renamed Safer Communities, has been required to evidence their funding requirements.

There is a three tiered structure to Safer Communities, headed by the Safer & Stronger Strategic Group, under which sits the Safer Coordinating Group. Beneath this are four operational groups representing the four current areas of activity: Antisocial Behaviour, Road Safety, Fire & Home Safety and Violence Reduction.

There are 4 main partners involved in Safer Communities: The Moray Council, Grampian Police, Grampian Fire & Rescue Service and NHS Grampian, a senior representative of each acting as the strategic lead for one of activity areas.

For the first time Public Protection is included, reflecting the raised profile of this issue, in part because of the introduction of Adult Support & Protection legislation and also due to the forthcoming child protection inspection in Moray. Additionally, the definition of Community Safety has been amended to reflect a broader range of issues.

*“Community safety can be defined as an endeavour to ensure that:  
People are safe from crime, disorder, danger, and free from injury and harm;  
communities are socially cohesive and tolerant; and, are resilient and able to  
support individuals to take responsibility for their well-being.”<sup>8</sup>*

### 5.2 Public Protection

#### **PESTELO**

<b>Political</b>	13. Potential cut in custodial sentences of less than 6months. Preference for Community Sentencing.
<b>Social</b>	2 – CONTEST 6 – Increased deprivation
<b>Technological</b>	1 – Social networking sites 2 – Internet 3 – Mobile phones 4 – Telecare
<b>Environmental</b>	2 – Suicide locations 3 – Rurality
<b>Legal</b>	1 – MAPPA 2 – The Adult Protection and Support (Scotland) Act 2007 3 – Protection of Children (Scotland) Act 2003 4 – GIRFEC 5 – Sarah's Law

<sup>8</sup> <http://www.safercommunitiesScotland.org/>



A number of agencies are tasked with ensuring that Public Protection locally and nationally is coordinated and effective in identifying and preventing potential offenders from harming vulnerable people who may be at 'risk of harm'. The Public Protection Unit [15], located within the Grampian Police Force, works closely with local partners to tackle a number of protection issues including:

- Sex Offenders
- Adult Protection
- Child Protection

The Moray Public Protection Unit works with a number of agencies including Social Work, Criminal Justice Services, Housing, Scottish Prison Services, Health, Voluntary Services and other local groups. The Unit, in partnership with these agencies, is responsible for the safeguarding of children, young persons and vulnerable adults, from risk of physical, emotional and sexual abuse and neglect, and effectively managing offenders through the development of internal and partnership processes. The Unit and partners make particular use of the Vulnerable Persons database as a single source of information.

A number of Acts have been approved over the last decade which has prompted the need for increased joint working in safeguarding vulnerable persons. These include:

- The Sexual Offences Act (2003)
- The Management of Offenders etc (Scotland) Act 2005
- Adults with Incapacity (Scotland) Act 2000
- Mental Health (care and Treatment) (Scotland) Act 2003
- Adult Support and Protection (Scotland) Act 2007

### **5.2.1 Sex Offenders**

A sex offender is anyone who has been convicted for a sexual offence under the notification requirements for a length of time as notified on their sentence. The term "sexual offence" covers a wide range of criminal offences characterised by a sexual motive or inappropriate sexual behaviour. They can include rape, sexual assault, sexual activity with someone under the legal age, child sexual abuse and indecent exposure.

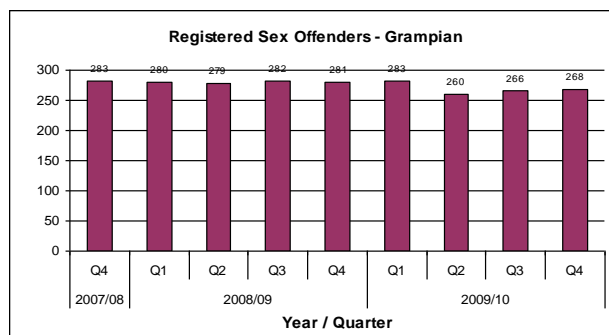
Grampian Police has a statutory responsibility for managing risks presented by individual Registered Sex Offenders (RSOs)<sup>9</sup> within the Grampian area. The framework for managing such risks is provided by the Multi-Agency Public Protection Arrangements (MAPPA), which involve the Police, Local Authorities, Scottish Prison Service, Health and other partners. Protection of the community is always the priority; however the Police note that a balance needs to be struck between public safety and the rights of the offender. All aspects are carefully considered at every stage of the process, including psychological and behavioural problems, risk factors, places of residence and potential security issues [16].

The Sex Offender Intelligence Unit (SOIU) based within Grampian Police headquarters works closely with the Offender Management Units (OMU) in each of the Divisions who carry out day to day monitoring of such offenders.

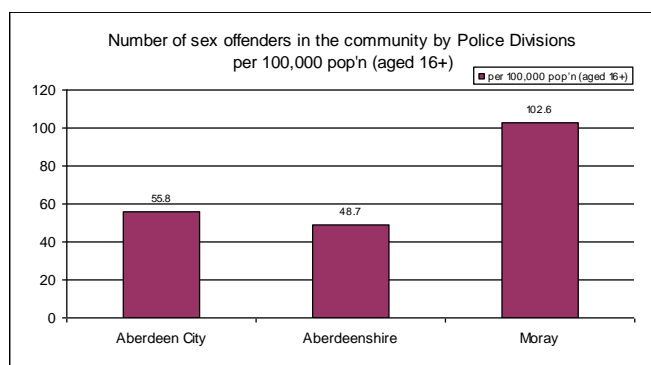
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<sup>9</sup> Registered Sex Offender - an offender that has been convicted of an offence that requires them to register under the Sex Offenders Act 1997 or the Sexual Offences Act 2003 or by the granting of a civil order which imposes such a requirement.

In Grampian the number of RSOs in the community has remained relatively static over the last two years, with 15 fewer on the register at the end of March 2010 (268) compared with 283 at the end of March 2008. Additionally at the end of March 2010, there were 72 offenders in custody who were living within Grampian at the time of their conviction (includes offenders within secure hospital units).



Of the 268 RSOs at the end of March 2010, 99 were in Aberdeen City, 95 in Aberdeenshire and 74 in Moray. In contrast to the Grampian wide decrease over the last two years, the number of RSOs in Moray has increased, from 68 in March 2008.



Further analysis of the Registered Sex Offender list by Police Divisions in Grampian highlights a marked difference between divisions in the proportion of sex offenders residing in the communities. Per 100,000 of the population (aged 16 & over) Moray (102.6) has a considerably higher rate of sex offenders residing in the area compared with Aberdeenshire (48.7) and Aberdeen City (55.8)<sup>10</sup>.

It is not clear why the rate of RSOs is higher in Moray than elsewhere. Certainly Moray has the second highest rate of crimes of indecency in Scotland, (although crimes other than crimes of indecency can result in addition to the sex offenders' register), only Aberdeen City faring worse. However, the rate per 100,000 population of RSOs in Aberdeen City is nearly half that in Moray suggesting that there is no clear relationship between crimes of indecency and the rate of RSOs in an area.

The MAPPA process assesses the risks presented by an offender, and where there is an identified higher risk of offending additional measures can be put in place to restrict the behaviour of an offender and minimise their opportunities for reoffending. The Police can apply for such orders as a Sexual Offences Prevention Order (SOPO)<sup>11</sup> or a Risk of Sexual Harm Order (RoSHO)<sup>12</sup> where it has been assessed that offenders pose an increased risk to public safety. Below it can be seen that the number of orders in place in Grampian since April 2008 has shown a gradual increase [17].

Offender Management – Legal Services - FORCE	Q1 08/09	Q2 08/09	Q3 08/09	Q4 08/09	Q1 09/10	Q2 09/10	Q3 09/10
SOPO	28	27	30	31	31	33	34
Interim SOPO	7	8	6	5	4	5	4
RoSHO	1	1	1	1	2	1	1
Interim RoSHO	0	1	1	1	1	1	2

<sup>10</sup> Population estimates for aged 16+ taken from General Register Office for Scotland (Mid year 2008)

<sup>11</sup> Sexual Offence Prevention Order - can be used to place all kinds of restrictions on the behaviour of the offender. These might include, for example, prevent a child sex offender visiting children's playgrounds or swimming baths.

<sup>12</sup> Risk of Sexual Harm Order - designed to protect children (under 16) from those who display inappropriate behaviour towards them.

While the actual number of people on the Registered Sex Offenders list in Grampian has decreased over the last two years, the number of orders (table above) in place has slightly risen. This would show that there is a growing proportion of sex offenders classed as posing an increased risk to individuals in Grampian. Further breakdown on the SOPO and RoSHO figures to divisional level is held within the Intelligence Unit of the Grampian Police Force, however due to the sensitive nature of the information it is not appropriate for this data to be presented in the strategic assessment. While the data on SOPO and RoSHO cannot be drilled down to a divisional level for this report, it can still be noted that Moray potentially has a significant issue and workload (in particular Grampian Police) in dealing with the proportion of RSOs living in the area.

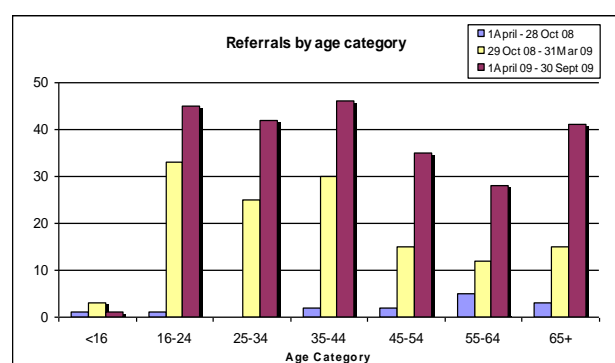
### 5.2.2 Adult Support and Protection

The introduction of the “Adult Support and Protection (Scotland) Act 2007” aimed to ensure that adults living in Scotland who are being harmed, or are at risk from harm, are supported and protected. Adults at risk are people aged over 16yrs who are unable to protect themselves from harm because of a disability, mental disorder, illness, physical or mental infirmity. Having a particular condition does not automatically mean an adult is at risk. Someone can have a disability and be perfectly able to look after him or herself.

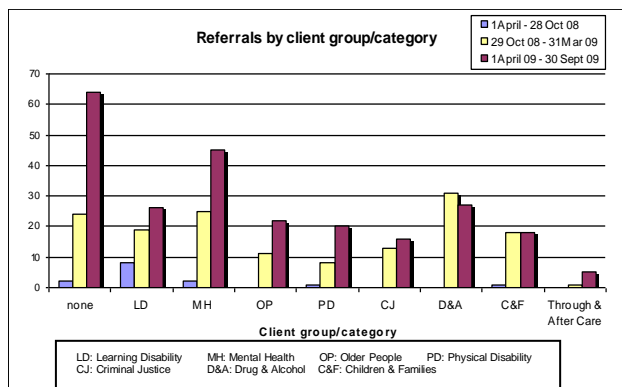
The implementation of the Act has been taken forward by the Grampian Adult Support and Protection Group, a multi agency group formed by members of the three Local Authorities (Moray, Aberdeen City and Aberdeenshire), NHS Grampian, Grampian Police, the Care Commission and voluntary sector [18]. In Moray, an Adult Protection Committee has been formed with local representatives from the relevant agencies (listed in previous sentence) to provide a strategic lead in implementing the Act in the area. An Adult Protection Unit has been created based at Spynie Hospital within the Moray Council Health and Social Care Partnership (MCHSCP), tasked with the responsibility to oversee and coordinate awareness raising, training and investigations on adult protection on behalf of the council.

Over the past 18 months to September 2009, there have been 386 adult protection referrals to the Adult Protection Unit in Moray [19]. The rate of referrals has increased significantly from 14 in the first six months of data collection (April – September 08) to 239 a year later (April – September 2009). The increase in referrals can largely be contributed to the actual implementation of the Act and the subsequent development of the Unit and associated campaign to raise awareness of adult protection and the on-going programme of training for staff from the partner agencies. Continued recording of referrals will provide a clearer picture of potential trends, however the initial 18 months data has identified some possible analysis.

All of the 16 and over age categories show an increase in number of referrals over the last 18 months. 56% of referrals between April and September 2009 were for adults aged between 16 and 44. However, the largest percentage increases in referrals from the middle 6 months (October 08 – March 09) to the latest 6 months (April – September 09) is in the 65+ age category (173%) and the 45-64 and 55-64 age categories (133%).

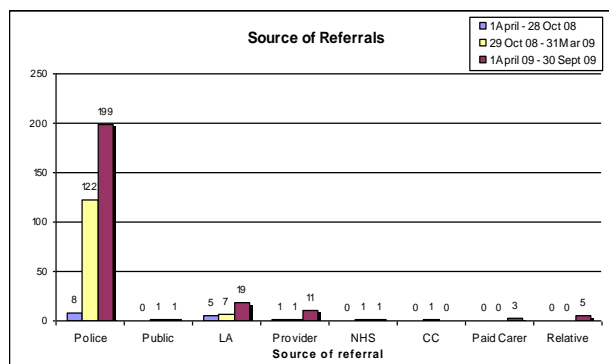


Over three quarters of the clients referred to the Unit in the 18 months reported were already in receipt of a service or were able to be categorised. In the latest 6 months (April – September 09) 27% (64) clients were not in receipt of a service or not categorised. Of those categorised into a client group there was a more even spread than previously, with a slightly higher proportion (19%) with mental health problems and 11% categorised with either a learning disability or a drug and alcohol problem.



The vast majority (85%) of referrals to the Unit to date have come through the police. There has been an increase in the number of referrals from most sources, in particular from local authority members of staff and care provider members of staff. The increase in referral sources since the first six months may also indicate that there is an increasing awareness of adult protection and the need for people to report concerns of harm to vulnerable adults.

A significant amount of work has taken place in Moray since the introduction of the Adult Support and Protection (Scotland) Act 2007. A rolling programme of training to participating agencies and awareness-raising within communities is currently ongoing in Moray which may lead to a continuing increase in the number of referrals to the Unit.



### 5.2.3 Child Protection

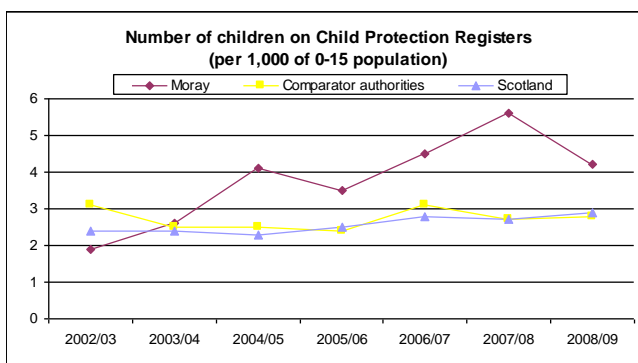
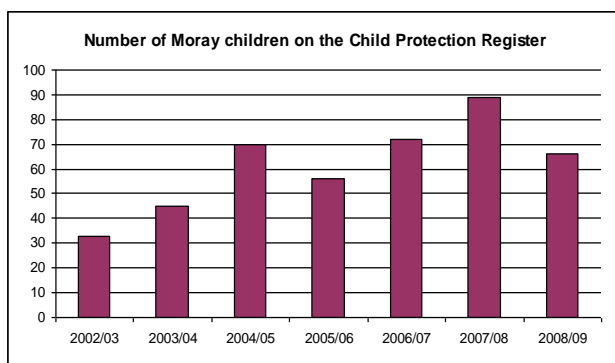
Child Protection is a high priority in Moray and a number of agencies are actively involved in ensuring that children and young people in Moray are safe from harm and are given the appropriate opportunities to thrive and develop.

Her Majesty's Inspectorate of Education (HMIE) carried out an inspection during June and September 2008 to evaluate how the Moray Council, Grampian NHS, Grampian Police and the Scottish Children's Reporter work individually and together to protect children [20]. The subsequent report found that children at risk in Moray were not receiving adequate protection and that the Moray Council and partner agencies had significant challenges ahead to ensure children at risk are protected from harm and neglect. Since the report a number of wide ranging actions have been put in place to address the needs of children that require protection, and a follow up inspection in June 2009 recognised the actions which have been taken by all partners to rectify the issues raised in the previous inspection in September [21].

HMIE are due to carry out a further inspection of Child Protection in Moray during May / June 2010 where it will be made clear what improvements have been made since the previous inspection and where future improvements and performance monitoring will need to be focused. It is anticipated that the results from the inspection will further inform this assessment and direct future SOA priorities.

### 5.2.3.1 Child Protection Register

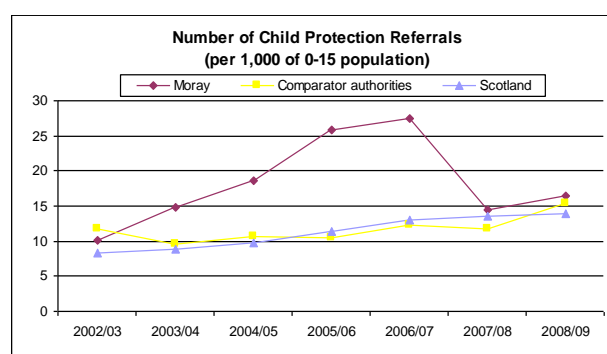
The Child Protection Register is maintained and updated by the North East Child Protection Committee (NESCPC) and is used to highlight concerns regarding children who are thought to be particularly vulnerable. There are several categories of abuse under which a child can be registered, namely physical, sexual, emotional and failure to thrive. The number of Moray children on the child protection register has doubled from 2002/03 (33) to 2008/09 (66), although there has been a large drop in the number on the register from a high of 89 in 2007/08 [22]. Since 2004/05 Moray has consistently recorded a



higher rate of children on the child protection register than nationally and against comparator authorities<sup>13</sup>. At the end of March 2009 Moray had a child protection rate of 4.2 (per 1,000 aged 0-15), well above the Scotland rate of 2.9 and the comparator authority rate of 2.8. Moray had the 6<sup>th</sup> highest rate of children on the child protection register out of all the 32 Scottish local authorities at the end of March 2009.

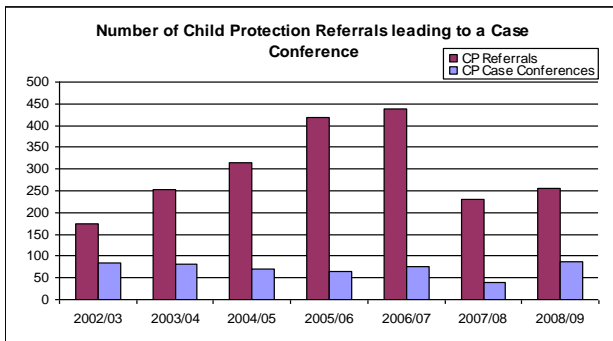
The comparatively high rate of children on the child protection register presents a significant challenge to partner agencies in supervising and protecting these vulnerable children, as well as ensuring children at potential risk of harm are identified and protected. It is worthy of consideration that there is a potential link between the number of children on the child protection register in Moray and the number of RSOs.

The number of child protection referrals per year has shown an overall increase from 2002/03 (173) to 2008/09 (256). Over the last three years the number of referrals has fluctuated somewhat with a significant drop from 2006/07 (438) to 2007/08 (230), followed by a slight increase in 2008/09 to 256. For 2008/09 the rate of referrals per 1,000 (population aged 0-15) in Moray was 16.4, well above the Scottish average (13.9) and slightly above the comparator authorities (15.3). Moray continues to have a higher rate of referrals than the national and comparator authorities, although the difference in rate has narrowed considerably since 2007/08 [8].



The number of child protection referrals leading to a case conference has fluctuated somewhat over the last 7 years. The number and trend in case conferences has not mirrored that of the referrals, with the number of case conferences actually showing a drop between 2002/03 to 2006/07 of 10 while the number of referrals reported had increased by 265 over the same period. The sharp drop in referrals in 2007/08 has reflected in a

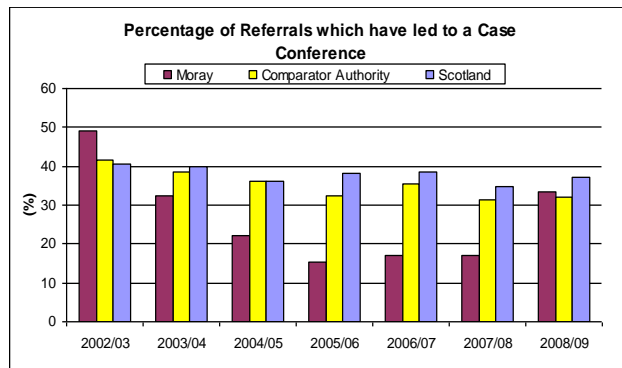
<sup>13</sup> Comparator Authorities – Angus, Highland, Dumfries & Galloway, Falkirk and Scottish Borders.



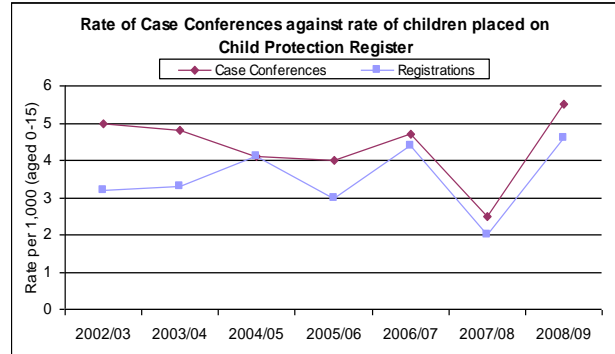
proportionate drop in case conferences, while both have experienced similar increases in 2008/09.

The percentage of referrals leading to a case conference in Moray has generally been lower than its comparator authorities and the Scottish average. Between 2003/04 and 2007/08 the percentage of referrals actually

leading to a case conference dropped to as low as 15.3% (2005/06), compared to a comparator authority percentage of 32.4% and Scotland average of 38.2% for the same year. There has been a marked increase in the percentage of referrals leading to a case conference for 2008/09, with 33.5% of referrals progressing onto a case conference. The recent rise in percentage of referrals leading to a case conference is likely to have been a result of the drop in recorded child protection referrals from previously – in 2006/07 there were 438, which fell to 256 in 2008/09 [22].



The rate of children being registered on the child protection register has fluctuated in line with the rate of case conferences. This would indicate that a high rate of children are being placed on the child protection register following an initial case conference. In 2008/09 the percentage of children being registered after a case conference was 83.7%, above both the comparator authority average (76.9%) and Scotland average (78.3%). Over the last three years Moray has consistently had a higher rate of child protection registrations following a case conference.



### Recommendation:

It is recommended that Public Protection feature in the SOA given:

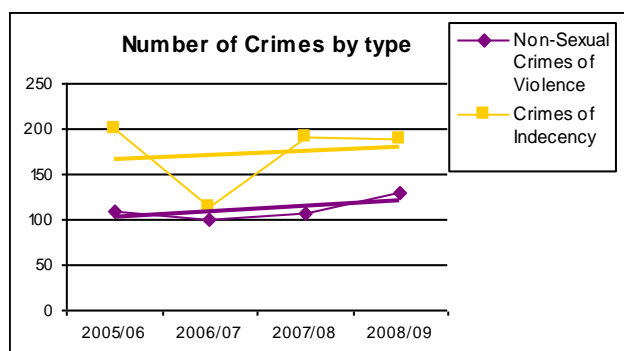
1. The responsibility for managing RSOs and violent offenders.
2. The recency of the introduction of adult protection legislation and related measures.
3. The forthcoming child protection inspection.

### 5.3 Violence

#### PESTELO

<b>Political</b>	5 – Changing Scotland’s relationship with alcohol 6 – Drug Strategy “The Road to Recovery” 7 – MADP Strategy
<b>Economic</b>	2 – Recession and associated issues
<b>Social</b>	6 – Increased deprivation
<b>Technological</b>	3 – Mobile phones
<b>Legal</b>	1 – MAPPA 10 – Potential minimum pricing of alcohol

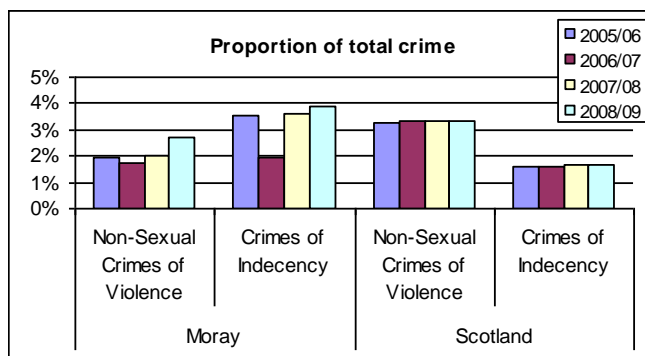
The Scottish Crime and Justice Survey (SCJS) 2008/09 indicates that about 30% of crime is violent crime, equating to around 320,000 crimes during 2008/09. Violent crime in the SCJS 2008/09 included actual and attempted serious assault, minor assault and robbery. Assault accounted for 28% of all crime measured by the SCJS 2008/09 (26% was minor assault and 2% was serious assault) the remaining 2% was robbery [23].



In terms of crime recorded by the police, both non-sexual crimes of violence<sup>14</sup> and crimes of indecency<sup>15</sup> show an increasing trend between 2005/06 and 2008/09, despite there being fewer crimes of indecency in 2008/09 than in 2005/06 [24].

In 2008/09, non-sexual crimes of violence account for 2.7% of all crime in Moray compared with 3.3% nationally, while crimes

of indecency account for 3.9% in Moray compared with 1.7% nationally. The graph illustrates how this proportion has changed in Moray since 2005/06. The changes reflect an 18% net increase since 2005/06 in non-sexual crimes of violence and a 6% drop in crimes of indecency, compared with a 15% reduction in total crime.



The rate of non-sexual crimes of violence in Moray was 15 per 10,000 population in 2008/09, lower than the national rate of 24 per 10,000, but higher than for the previous 3 years. It places Moray 17<sup>th</sup> (where 1<sup>st</sup> is the lowest rate) in Scotland. The national rate for crimes of indecency in 2008/09 was considerably lower than Moray at 12 per 10,000 population compared with 21 per 10,000, placing Moray 31<sup>st</sup> in Scotland, only Aberdeen City having a higher rate. Moray’s rate is marginally lower than in two of the last 3 years but their ranking has not changed.

A central factor in much violent crime is alcohol: *“There is a clear link between alcohol and violence..... Too many people are being hurt or even killed as a result of alcohol related violence”* [25]. The link between alcohol consumption and violent street crime in Moray is well established and although the majority of alcohol-fuelled violent crimes relate to minor

<sup>14</sup> Includes: murder, attempted murder, culpable homicide, serious assault and robbery

<sup>15</sup> Includes: rape, attempted rape, indecent assault, lewd & indecent behaviour

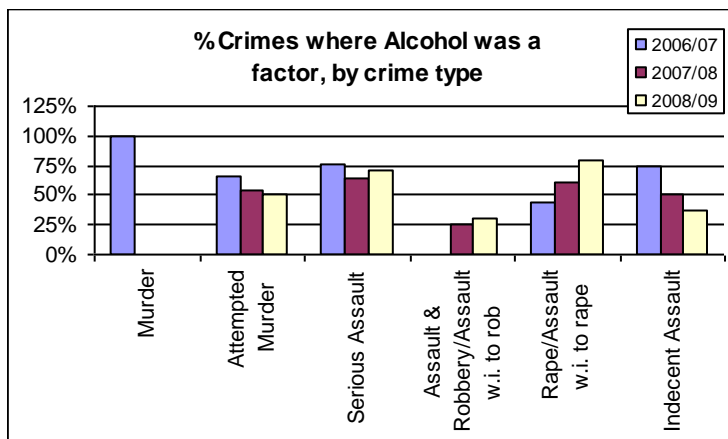
assault, the involvement of alcohol in most forms of violence is considerable. The involvement of drugs in violent crime is much less common but still a factor.

A not insignificant proportion of violent crime is due to domestic abuse and as with alcohol-fuelled violence the most common crime is minor assault. However, there are a number of serious violent crimes that happen as a result of domestic abuse, including attempted murder, serious assault and rape.

This section will discuss alcohol-related violence and drug-related violence in relation to the following crimes: murder, attempted murder, serious assault, assault & robbery/assault with intent (w.i.) to rob, rape/assault with intent to rape and indecent assault (referred to as serious and violent crimes). Domestic abuse will also be discussed.

### 5.3.1 Alcohol-related Violence<sup>16</sup>

Between 2006/07 and 2008/09 an average of 60% of serious and violent crimes were alcohol-related, i.e. the accused was either drunk or had been drinking. This figure has been fairly steady over the three years. Excluding murders, the proportion of each crime varies between 19% for assault & robbery/assault w.i. to rob and 70% for serious assault. Over the 3yr period there were 2 murders both of which involved alcohol as a factor. (Excluding the two murders does not alter the overall percentage of 60%). The graph shows the proportion of alcohol-related crimes for each crime type in each of the last 3 years and indicates some positive and negative trends [26].



Although the number of attempted murders doubled over the 3yrs, the percentage involving alcohol reduced from  $\frac{2}{3}$  to  $\frac{1}{2}$ .

The percentage of serious assaults involving alcohol has reduced slightly reflecting a smaller percentage increase in the number where alcohol was a factor than in the total number, 61% compared with 70%.

Indecent assaults show the greatest improvement in terms of alcohol being a factor. In 2006/07 there were 8 indecent assaults, 6 of which (75%) involved alcohol. In 2008/09 the number of indecent assaults had risen slightly to 11 but the number involving alcohol had fallen to 4 (36%), a 39% reduction in the percentage where alcohol was a factor.

The main negative change relates to rape/assault w.i. to rape, which has increased from 44% alcohol-related in 2006/07 to 80% alcohol-related in 2008/09. The involvement of alcohol in assault & robbery/assault w.i. to rob has risen from 0 out of 8 to 3 out of 10 crimes.

In the case of most of the above crime types, the number of crimes is very small limiting the inferences that can be made. However, it should be seen as encouraging that , excluding murder, 3 of the 5 crime types show a reduction in the proportion of crimes involving alcohol.

<sup>16</sup> Nearly 25% of serious and violent crimes had no sobriety recorded. The most prevalent crime, serious assault, has the lowest rate of non-recording at 18%, excluding murder, which was 0%.

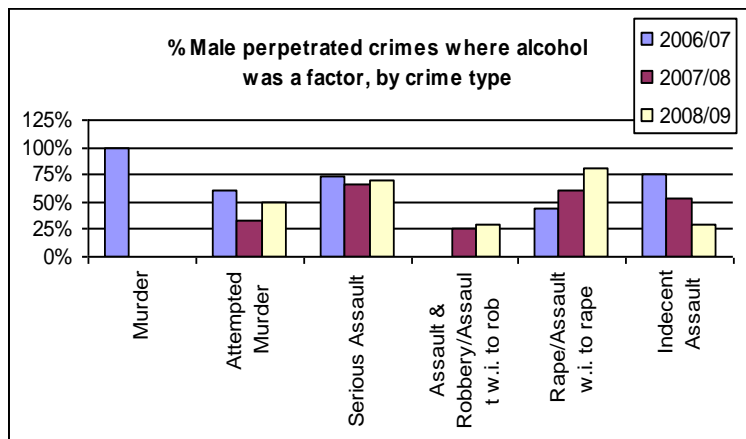


### 5.3.1.1 Gender of Perpetrators

On average between 2006/07 and 2008/09 about 90% of serious and violent crimes were perpetrated by males, ranging from 72% of attempted murders to 100% of murders and rapes/assaults w.i. to rape.

The average proportion of male perpetrated crimes that involved alcohol over this period was just 1% lower than for all crimes, at 59%.

The equivalent figure for female perpetrators is 70%, suggesting that females who commit serious and violent crimes are more likely to be under the influence of alcohol at the time. However, the numbers are very small so this should be considered with caution.



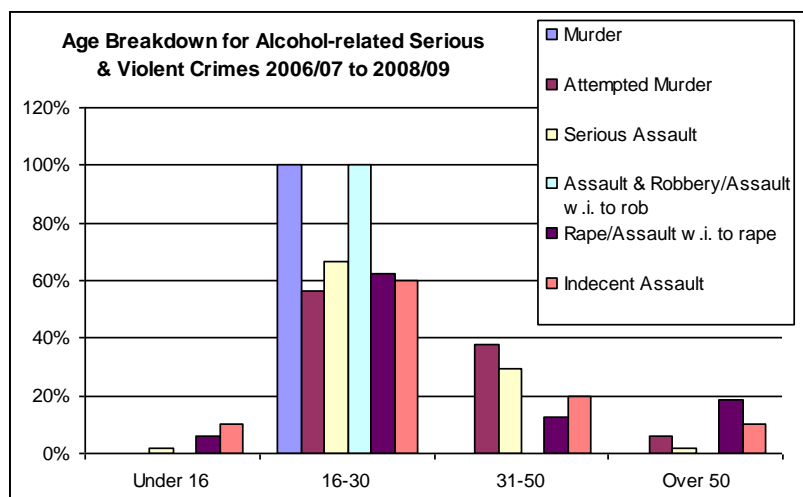
The graph shows the proportion of alcohol-related crimes with a male perpetrator for each crime type in each of the last 3 years and indicates the same trends and changes as for all crimes, with the exception of attempted murders for which there was a much lower proportion of male perpetrators under the influence of alcohol. Over the 3 years, there were 8 attempted murders committed by females in Moray, 75% of which were alcohol-related. The equivalent figure for men is 48%. A similar result is found for serious assault although the difference is less pronounced – 75% of females were under the influence compared with 70% of males.

### 5.3.1.2 Age of Perpetrators

The age groups used in this sub-section are the same as those used in the homicide statistics published on the Scottish Government website.

An age breakdown for all serious and violent crimes reveals that with the exception of indecent assault, the majority of perpetrators are aged 16-30yrs – an average of 59% for all crimes over the 3yrs. 44% of perpetrators of indecent assault are aged 16-30yrs. The next most common age group for most of the crime types is 31-50yrs. However, for both indecent assault and rape/assault w.i. to rape, the second most common age group is under 16.

An age breakdown for alcohol-related serious and violent crimes indicates that the majority of perpetrators for all the crime types are aged 16-30yrs – an average of 66% for all the crime types over the 3yrs. The main difference to the breakdown for all serious and violent crimes is that the second most common age group is 31-50yrs for all but rape/assault w.i. to rape for which it is over 50yrs.



The main age-related differences between males and females are that: i) no females aged under 16 or over 50 committed serious and violent crimes whilst under the influence of alcohol, compared with 4% and 6% of males respectively; and ii) a much greater proportion of female perpetrators of serious and violent crimes while under the influence of alcohol were aged 31-50yrs than were males – 42% compared with 24%.

The involvement of alcohol in serious and violent crime is undeniable, particularly it seems for female perpetrators, who are more likely to be under the influence of alcohol when committing a serious or violent crime than males. Certain crimes are more likely to involve alcohol as a factor, especially serious assault but also rape/assault w.i. to rape, attempted murder and indecent assault.

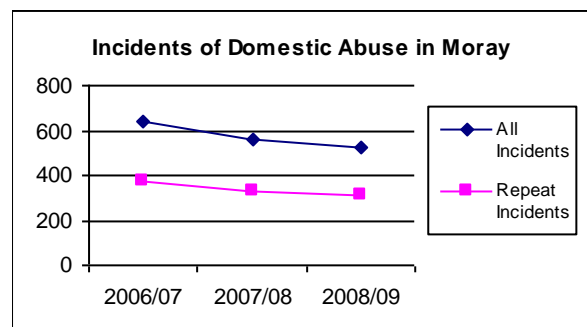
### 5.3.2 Drug-related Violence

There have been just 7 serious and violent crimes committed while the perpetrator was under the influence of drugs – 3 attempted murders, 3 assaults & robbery/assault w.i. to rob and 1 indecent assault. The perpetrator on every occasion was male, 5 of the seven were aged 16-30yrs and the remaining 2 were aged 31-50yrs [26].

The small number of crimes precludes further analysis.

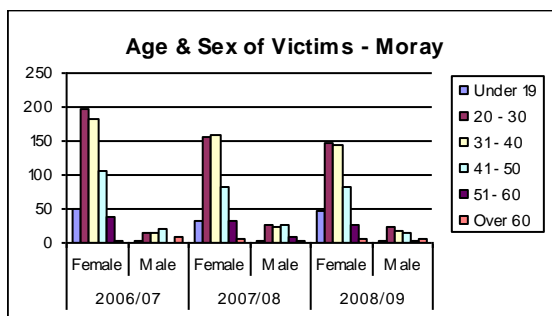
### 5.3.3 Domestic abuse

The numbers of incidents and repeat incidents of domestic abuse have reduced between 2006/07 and 2008/09, by 18% and 17% respectively. The proportion of incidents that were repeat incidents has remained steady over this period [27].



#### 5.3.3.1 Gender and Age

The vast majority of victims are female, though there has been a slight reduction since 2006/07, from about 90% to about 86%. The vast majority of perpetrators are male, accounting for virtually the same proportions as female victims, with a similar reduction since 2006/07. The picture is the same nationally.



Approximately 84% of victims of both genders are aged 20-50yrs, although the spread within this range is slightly different, with males being split fairly evenly between 20-30yrs, 31-40 yrs and 41-50 yrs, whereas the majority of females fall within the younger of these two age groups.

Nationally, around 88% of victims and perpetrators fall into these three age groups, the difference being that Moray has a slightly higher proportion of victims and perpetrators aged under 19yrs.

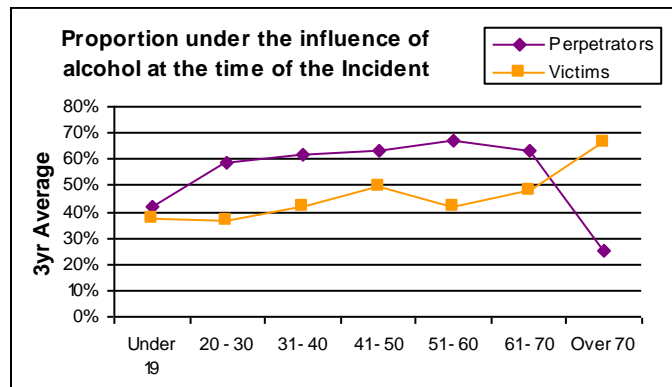
#### 5.3.3.2 Alcohol-related Domestic Abuse

Research indicates that there is a link between domestic abuse and alcohol, contributing to the likelihood and severity of abuse and facilitating the escalation of existing conflict [28]. Although the relationship is complicated, it is very clear that alcohol, or other

substance misuse, does not cause domestic abuse, nor does it excuse it. An abuser does not become violent “because” drinking causes him/her to lose control of his/her temper - domestic violence is used to exert power and control over another; it does not represent a loss of control [29].

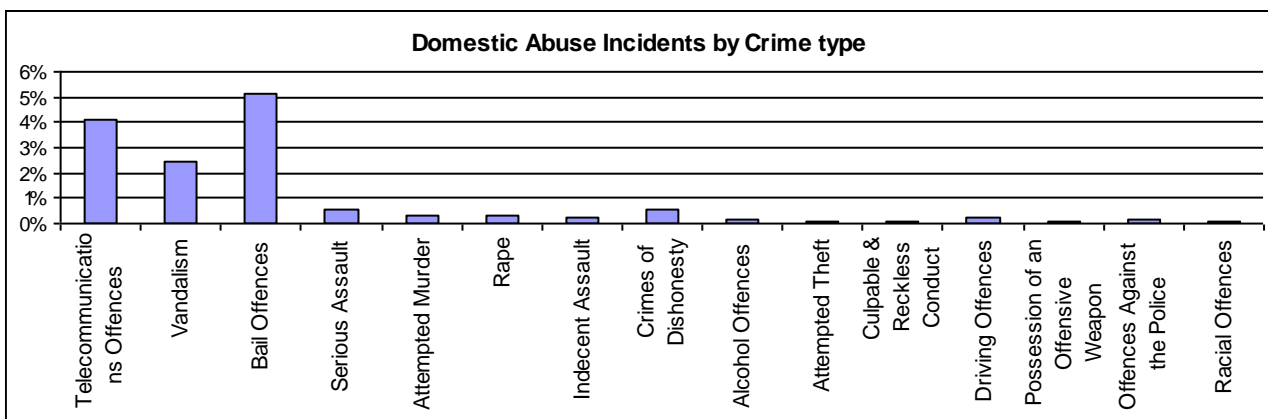
A proportion of both perpetrators and victims are reported as being under the influence of alcohol at the time of the incident, although the percentage of perpetrators of all ages is higher than for victims, at 61% compared with 42%. However, an age breakdown reveals certain differences: i) The proportions of perpetrators and victims aged under 19yrs that were under the influence of alcohol at the time of the incident are close at 42% and 37% respectively and ii) The proportion of victims aged over 70yrs that was under the influence of alcohol at the time of the incident was considerably higher than that of perpetrators. However, the numbers are minimal so this is not a reliable statistic.

The graph shows the age breakdown for the last 3 years combined for both perpetrators and victims and shows that for both groups the proportion under the influence of alcohol at the time of the incident tends to increase with age.



### 5.3.3.3 Crime type committed

The vast majority of domestic abuse incidents where a crime/offence is committed are minor assault or breach of the peace, accounting for an average of 47% and 36% respectively of offences between 2006/07 and 2008/09. The graph shows the breakdown of other crime/offence types over the same period.



**Recommendation:**  
 Ensure implementation of the Moray Alcohol and Drug Partnership Strategy is progressed to help address the involvement of alcohol in violent crime and domestic abuse.

## 5.4 Road Safety

### PESTELO

<b>Political</b>	2 – North East Scotland Road Casualty Reduction Strategy 2009 3 – Scotland’s Road Safety Framework to 2020: “Go Safe on Scotland’s Roads: It’s Everyone’s Responsibility” 4 – ACPOS: Scottish Road Policing Framework 2009-2012
<b>Economic</b>	5 – 4% year on year reduction in Grampian Fire & Rescue Services funding for next 3yrs
<b>Social</b>	1 – Immigration
<b>Environmental</b>	1 – Climate change 3 – Rurality
<b>Legal</b>	4 – GIRFEC 8 – Fire (Scotland) Act 2005 9 – The Fire (Additional Function) (Scotland) Order 2005 10 – Potential minimum pricing of alcohol

Following on from the road casualty reduction targets set out in the UK national road safety strategy “Tomorrow’s Roads – Safer for Everyone”, the Scottish Government has published a new Road Safety Framework, 'Go Safe on Scotland's Roads - it's Everyone's Responsibility', which includes Scottish targets for reductions in road deaths and serious injuries to 2020 [30].

The targets will commence in 2010, following on from the UK targets and will compare reduction with the average Scottish figures for 2004/08. The targets are as follows:

<b>Target</b>	<b>2015 milestone % reduction</b>	<b>2020 target % reduction</b>
<b>People killed</b>	30	40
<b>People seriously injured</b>	43	55
<b>Children (aged &lt;16) killed</b>	35	50
<b>Children (aged &lt;16) seriously injured</b>	50	65

In relation to the previous 2010 targets, the following table shows the progress made in Moray to 2008 [31].

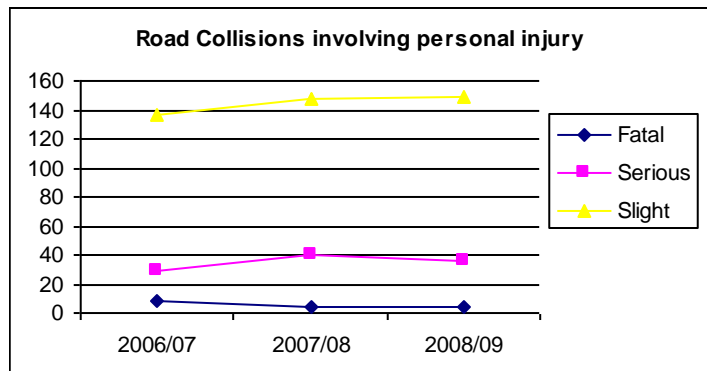
	<b>1994/98</b>	<b>2004/08</b>	<b>% Reduction</b>	<b>National Target</b>
<b>People Killed or Seriously Injured</b>	<b>69</b>	<b>48</b>	<b>30%</b>	<b>40%</b>
<b>Children Killed or Seriously Injured</b>	<b>9</b>	<b>5</b>	<b>44%</b>	<b>50%</b>
<b>Slight Casualty Rate (people slightly injured per 100million vehicle km)</b>	<b>36</b>	<b>25</b>	<b>31%</b>	<b>10%</b>

### 5.4.1 Moray Road Safety stats

Approximately 70% of collisions recorded are damage only with no personal injury. There is also a severe under-reporting of damage only collisions. For these reasons, only personal injury collisions will be discussed here. Additional areas include attendance by Grampian Fire and Rescue Service at road collisions, casualties, drink driving and the education and campaigns carried out by Grampian Police in relation to road safety [32].

### 5.4.1.1 Collisions

Between 2006/07 and 2008/09 there were on average 184 road collisions per year in Moray – 5 fatal, 35 serious and 144 slight. To the end of quarter 3 in 2009/10 there had been a total of 140 collisions – 3 fatal, 17 serious and 120 slight.



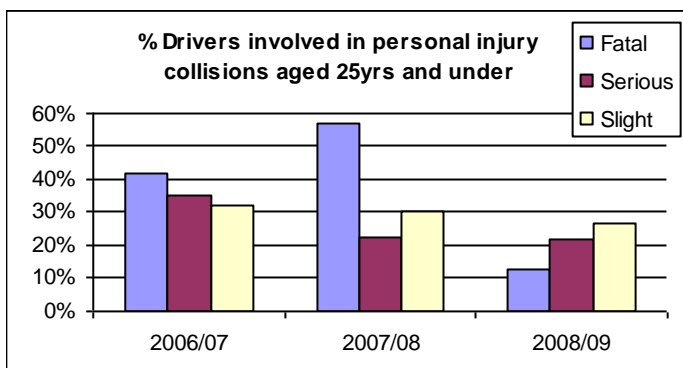
Overall there has been a slight net increase of 9% over the 3 years, from 173 in 2006/07 to 189 in 2008/09. This is reflected in slight increases in serious and slight collisions but a reduction in fatal collisions. Comparing the first 3 quarters of 2009/10 with the corresponding period in 2008/09, indicates a further rise in slight injury collisions, a reduction in collisions causing serious injury and no change in the number of fatal collisions. The total number of collisions in the first 3 quarters of 2009/10 is the same as for the equivalent period in 2008/09.

Further analysis reveals:

- A slight tendency for quarter 2 to have more slight injury collisions than other quarters, perhaps due to greater traffic volume due to tourists, who are likely to be unfamiliar with the area.

#### 5.4.1.1.1 Drivers involved in Collisions

Between 2006/07 and 2008/09 there were on average 291 drivers per year involved in personal injury collisions – 9 in fatal, 54 in serious collisions and 228 in slight injury collisions.

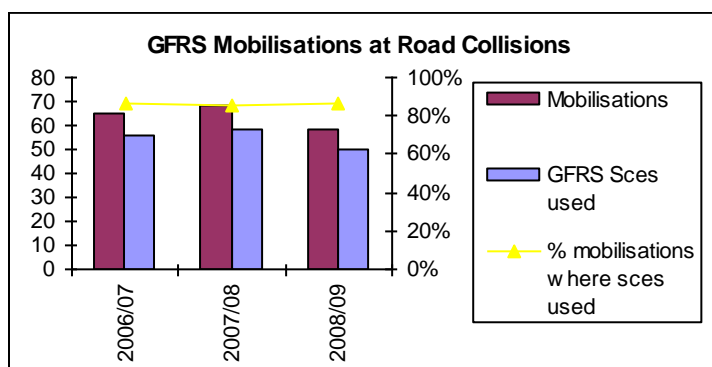


Overall there were 35 more drivers involved in collisions in 2008/09 than in 2006/07.

On average over the 3 years, 37% of drivers involved in fatal collisions were aged 25yrs or under, as were 26% of those involved in serious injury collisions and 30% of those involved in slight injury collisions. The graph shows the proportions for each year.

#### 5.4.1.1.2 Attendance by Grampian Fire & Rescue Service [33]

Grampian Fire & Rescue Service attend numerous road collisions each year but their services are not necessarily used. The graph shows the number of mobilisations that took place between 2006/07 and 2008/09 and the number of mobilisations where their services were utilised. There is a fairly consistent level of service use following mobilisation, at around 86%.



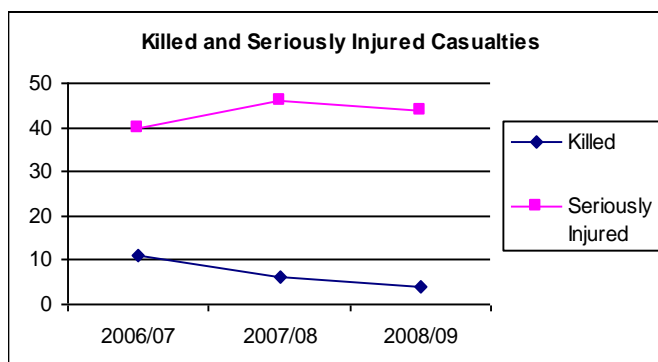
Using the number of personal injury collisions only, the rate of mobilisation has reduced from 38% to 31% over the 3 years. That is, Grampian Fire and Rescue Service attended 31% of personal injury collisions in 2008/09.

### 5.4.1.2 Casualties

#### 5.4.1.2.1 Killed and Seriously Injured

Between 2006/07 and 2008/09 there were on average 50 casualties per year in Moray – 7 fatal and 43 serious. To the end of quarter 3 in 2009/10 there had been a total of 31 casualties – 4 fatal and 27 serious.

Overall there has been a slight net decrease of 6% over the 3 years, from 51 in 2006/07 to 48 in 2008/09. This is reflected in a slight increase in seriously injured casualties but a reduction in fatalities. Comparing the first 3 quarters of 2009/10 with the corresponding period in 2008/09, indicates a reduction in seriously injured casualties and a marginal rise in fatalities<sup>17</sup>. However, the total number of killed and seriously injured casualties in the first 3 quarters of 2009/10 is lower than for the same period in 2008/09.



Further analysis reveals:

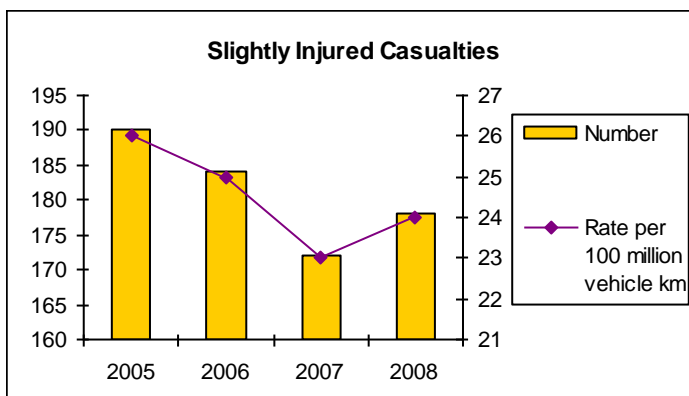
- There are no quarterly trends with regards to killed and seriously injured casualties.
- Approximately 40% of fatalities and 25% of seriously injured casualties are aged 16-25yrs.
- Approximately 80% of fatalities and 67% of seriously injured casualties are male.
- Nearly 70% of fatalities on Moray's roads occur on local authority non-built up roads, compared with 43% nationally.
- Nearly 50% of seriously injured casualties on Moray's roads occur on local authority non-built up roads, compared with 33% nationally.

#### Recommendation:

Ensure implementation of the North East Scotland Road Casualty Reduction Strategy is progressed in order to address the high proportions of casualties that are aged 16-25yrs, that re male and that occur on rural roads.

#### 5.4.1.2.2 Slightly Injured

Between 2005 and 2008 there were on average 181 slight casualties per year in Moray. This translates to an average rate of 25 per 100 million vehicle kilometres.



<sup>17</sup> The number of fatalities is very low so this should be viewed with caution.

Over the 4 years, there has been a 6% net reduction in the number of slight casualties, despite an increase of over 2% in the estimated volume of traffic (vehicle km). Consequently there is a 7.5% fall in the rate of slight injury casualties.

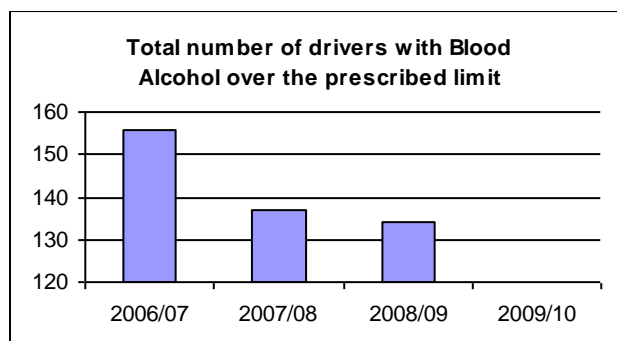
Further analysis indicates that:

- Approximately 31% of slight injury casualties are aged 16-25yrs
- Approximately 58% of slight injury casualties are male

#### 5.4.1.3 Drink Driving

Between 2006/07 and 2008/09 there has been an average of 142 drivers per year with blood alcohol content over the prescribed limit.

However, there has been a reduction of 14% over the 3 years, from 156 in 2006/07 to 134 in 2008/09.



### 5.4.2 Road Safety Education and Campaigns

*(All information from Roads Policing Unit, Grampian Police [34])*

#### 5.4.2.1 Education

##### 5.4.2.1.1 Driving Ambition

A Driving Ambition day is a multi-agency event facilitated by Grampian Police and delivered to almost all sixth year pupils across the Grampian area. The initiative was the recipient of an International Road Safety award in 2005.

The day involves an initial presentation from Grampian Police followed by participation in 3 hour long workshops from a selection including: aspects of learning to drive, passing the driving tests and additional training; basic car maintenance; practical demonstrations such as the 'Seatbelt Convincer' sled, the 'Brake Reaction Tester' or the alcohol simulation 'Beer goggles'; an interactive quiz; taster driving lessons for provisional licence holders. This is followed by a hard-hitting presentation to all attendees from Grampian Fire and Rescue, which covers the consequences of bad driving and displays graphic images of actual collision scenes and resulting injuries. A DVD called 'Too Young to Die' is shown, which highlights the devastation of fatal road collisions from the point of view of families and persons who deal with the aftermath.

All secondary schools in Moray, with the exception of Gordonstoun, hold a Driving Ambition event once a year. During 2008/09 a total of 517 pupils attended and in 2009/10 558 S6 pupils took part in a Driving Ambition event.

##### 5.4.2.1.2 Young Drivers Days

Young Drivers' Training Days provide free driver training for drivers aged 17-25yrs who have passed their test. Participants have the opportunity to view presentations and DVDs by Grampian Police and Grampian Fire and Rescue Service, undertake manoeuvrability training, test their reactions and observation skills, try the seatbelt convincer and have a demonstration drive with a Police Driving Instructor.

The days are publicised in schools, on local radio and in the local press. Places are limited to 18 per day and are allocated on a first come first served basis. During 2008/09 there were 2 sessions with a total of 29 young drivers attending and in 2009/10, there were also 2 sessions with a total of 31 young drivers taking part.

Grampian Police are currently trying to build a link with the courts to make attendance a condition of a young person's court disposal following a driving offence. It is these young drivers that the police feel would benefit most from the training.

#### 5.4.2.1.3 Safe Drive – Stay Alive

The Safe Drive Stay Alive Roadshow is a partnership initiative aimed at reducing death and serious injuries, within the younger age group of 16-24 years, on Scotland's roads. It is full-on, hard-hitting, realistic and highly emotive, reflecting the findings of statistical evidence, feedback from emergency service personnel, consultation with education officers and road users. Safe Drive Stay Alive in Grampian is organised by the Aberdeenshire Community Safety Partnership with close co-operation and participation by Aberdeenshire Council, Grampian Police, Grampian Fire and Rescue Service, Scottish Ambulance Service, NHS Grampian and Aberdeen City and Moray Councils.

During 2008/09 all S5 pupils, 845 in total against a school roll of 852, attended the event in Aberdeen's Beach Ballroom. In 2009/10 a total of 755 S5 pupils attended accounting for 88% of the school roll of 858.

#### 5.4.2.1.4 Hot Strikes

Hot Strike events are run in partnership by Grampian Police, Grampian Fire and Rescue Service and Scottish Ambulance Service. They began as reactive events usually following a fatal collision involving a young driver, with the aim of learning lessons from the collision with regards to preventing future collisions.

Proactive Hot Strike events are intelligence led, based on the location of all incidents involving young drivers such as non-fatal collisions and antisocial driving. The theme of the Hot Strike will relate closely to the issue relevant to the location.

During 2008/09 there were 205 attendees at Hot Strike events. In 2009/10 there have been 2 proactive Hot Strikes with a total of 110 attendees. There were no reactive Hot Strikes during 2009/10 as there were no fatal collisions involving a young driver that fitted the criteria for a Hot Strike.

#### 5.4.2.1.5 Over 55s Advice Days

Over 55s training aims to refresh older, more experienced drivers' knowledge of, for example, the Highway Code and ensure that participants are up to date with any changes in legislation that have been introduced since they began driving. Events normally take place in March, with 2 events on one day. There is a high level of interest from potential attendees.

During 2008/09 there were 36 attendees at over 55s advice events. There have not yet been any events in 2009/10 although 2 are planned for March 2010.



## 5.4.2.2 Campaigns

### 5.4.2.2.1 Drink/Drug Driving

Operation Taurus: Grampian Police drink/drug driving campaign. During 2008/09 a total of 547 drivers were stopped through Operation Taurus resulting in 305 breath tests, just 3 of which were positive – a rate of just 1%. During 2009/10, a total of 670 drivers were stopped through Operation Taurus resulting in 233 breath tests, just 1 of which was positive – less than 0.5% of those tested.

Every year there are 2 specific drink/drug driving campaigns, over the festive season and during the summer, lasting 4 and 2 weeks respectively. They are run in conjunction with Diageo with campaign messages in the local press and radio. Figures from Moray Firth Radio (MFR) suggest that the 2008/09 festive campaign was heard by 136,413 MFR listeners, 59.8% of the population of MFR's transmission area. The average listener heard the campaign on 13.2 occasions.

### 5.4.2.2.2 Belt-Up in Moray

This campaign focuses on issues of in-car safety, such as wearing a seat belt and the correct usage and fitting of child car seats.

To date during 2009/10 about 1000 people have been educated through this campaign, the majority at an Education Day held on 22 May at the Plainstones in Elgin. In addition, Roads Policing staff visited all major Primary Schools in Moray between 18 June and 2 July to deliver the same message and to enforce all aspects of safety around schools including speed limits and zigzags.

### 5.4.2.2.3 Antisocial Driving

Operation Piston: This is the Antisocial Driving Campaign, which primarily focuses on young drivers who repeatedly present themselves at greatest risk by driving in a dangerous, careless or antisocial manner. During 2007/08 and 2008/09 a total of 82 warning letters have been issued for antisocial driving and 8 cars were seized. To the end of quarter three 2009/10, 52 drivers have been warned and 4 cars have been seized.

#### **Recommendation:**

**It is recommended that Road Safety feature in the SOA to help maintain focus and resources on the achievement of further casualty reductions in accordance with the new Scottish 2020 Casualty Reduction Targets.**

## 5.5 Fire Safety

### PESTELO

<b>Political</b>	2 – North East Scotland Road Casualty Reduction Strategy 2009 3 – Scotland’s Road Safety Framework to 2020: “Go Safe on Scotland’s Roads: It’s Everyone’s Responsibility”
<b>Economic</b>	5 – 4% year on year reduction in Grampian Fire and Rescue Service funding for next 3yrs
<b>Social</b>	1 – Immigration 4 – Projected increase in single person households 5 – Houses in Multiple Occupation
<b>Technological</b>	1 – Social networking sites 3 – Mobiles phones
<b>Environmental</b>	1 – Climate change 3 - Rurality
<b>Legal</b>	4 – GIRFEC 8 – Fire (Scotland) Act 2005 9 – The Fire (Additional Function) (Scotland) Order 2005 10 – Potential minimum pricing of alcohol

The statutory and ancillary functions of Fire and Rescue Services in Scotland are set out in the Fire (Scotland) Act 2005 and The Fire (Additional Function) (Scotland) Order 2005. In Grampian, the long term strategic direction for the Service is set out in “Our Vision” [35], Grampian Fire and Rescue Service’s (GFRS) strategic document detailing their Strategic Vision and Strategic Aims.

Fires are categorised according to location – primary, secondary or dwelling, and intention – wilful (deliberate) or accidental.

<b>Location</b>	<b>Primary</b>	<ul style="list-style-type: none"> <li>• A primary fire is a fire involving buildings, vehicles (not derelict), agricultural/forestry premises or outdoor plant and machinery and other structures i.e. post boxes, bridges, tunnels etc.</li> <li>• Any fire involving casualties or rescues.</li> <li>• A fire attended by five or more appliances.</li> </ul>
	<b>Secondary</b>	<ul style="list-style-type: none"> <li>• These incidents are not in a primary fire location and are recorded in six categories, these being fires involving: single derelict buildings, grassland, intentional straw/stubble burning, outdoor structure, refuse/refuse container or derelict vehicle.</li> </ul>
	<b>Dwelling</b>	<ul style="list-style-type: none"> <li>• These are fires within properties classified as residential dwellings.</li> </ul>
<b>Intention</b>	<b>Wilful (deliberate)</b>	<ul style="list-style-type: none"> <li>• A fire, which following investigations is deemed to have been deliberately ignited</li> </ul>
	<b>Accidental</b>	<ul style="list-style-type: none"> <li>• A fire, which following investigations is deemed to have ignited due to accidental circumstances.</li> </ul>

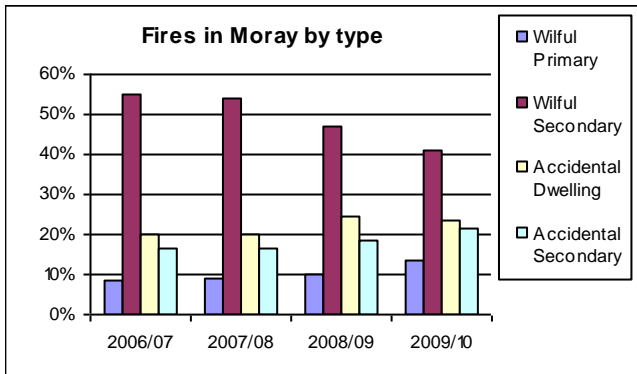
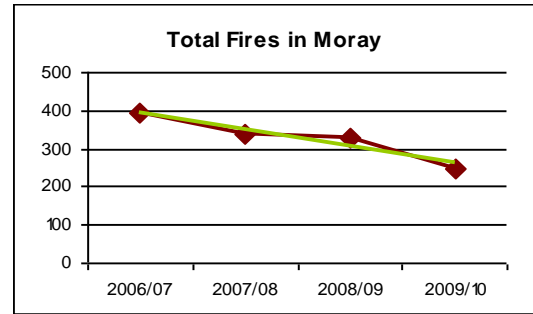
There are two fire types discussed in detail in this strategic assessment: Wilful secondary and Accidental dwelling. Also discussed are casualties and fatalities resulting from fires, substance misuse as a factor and prevention work including Home Fire Safety Visits and smoke detectors fitted, and education in schools. All fire statistics have been provided by Grampian Fire and Rescue Service, data intelligence section [33].

### 5.5.1 Fires

Over the last 4 years there is an overall downward trend in the number of fires occurring in Moray<sup>18</sup>.

Further analysis identifies:

- quarter 1 as experiencing the most fires in each of the 4 years
- a reduction each quarter over the course of each year (excluding 2007/08).



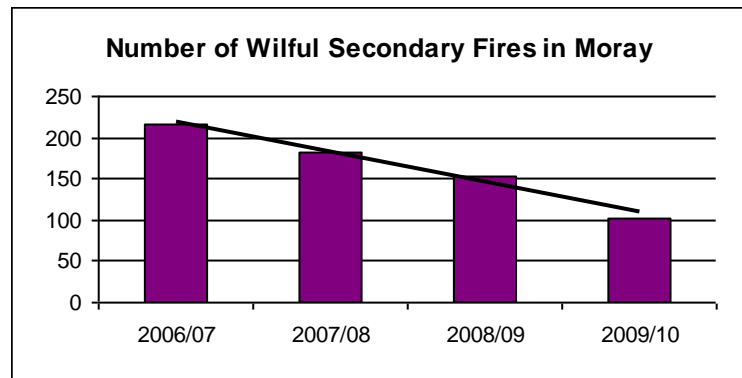
The most common type of fire each year is wilful secondary fires, accounting for between 40% and 55% of all fires, although this proportion has been reducing steadily over the last four years. Conversely the proportions of both accidental dwelling and accidental secondary have increased over the last four years.

#### 5.5.1.1 Wilful Secondary Fires

Over the last 4 years the number of wilful secondary fires has reduced by 53%.

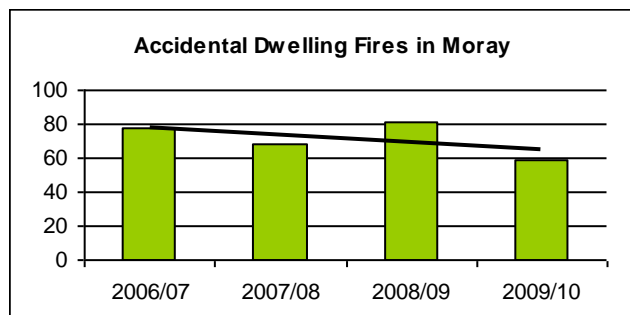
Further analysis reveals that:

- More wilful secondary fires occur in quarter 1 each year than any other quarter, an average of 43% over the last 4 years
- With the exception of 2007/08, the number of wilful fires reduces each quarter over the course of each year.



#### 5.5.1.2 Accidental Dwelling Fires

Accidental dwelling fires account for around 22% of all fires. Over the last 4 years there has been a 24% reduction in the number of accidental dwelling fires. Further analysis revealed no quarterly trends.



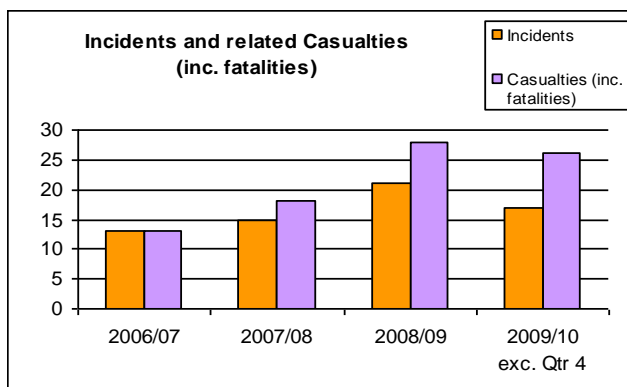
#### 5.5.1.3 Incidents and related Casualties (including Fatalities)

The number of incidents resulting in casualties and the related casualties, including fatalities, has increased over the last 3 years. The totals to the end of quarter 3 in 2009/10

<sup>18</sup> Numbers for quarter 4 2009/10 have been estimated based on previous years' activity.

indicate that there may be a further increase this year, particularly in the number of casualties.

Between 2006/07 and 2008/09 the number of incidents resulting in casualties rose by 62% and the number of casualties, including fatalities, more than doubled, rising by 115%. Over this 3 year period there were 4 fatalities in Moray due to fires.



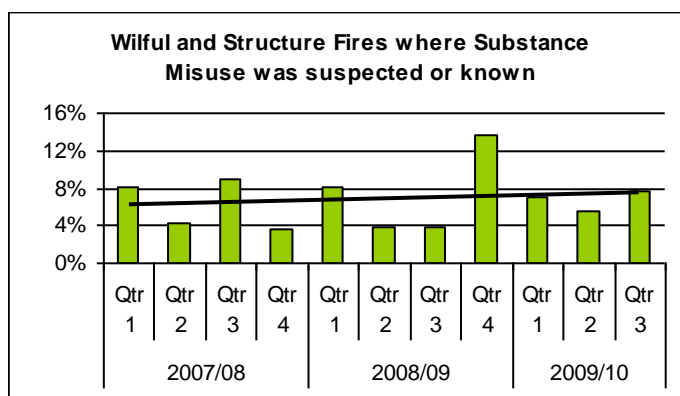
Over the same period, the proportion of fires that resulted in casualties, including fatalities, increased from 3.3% to 6.4%. Figures for the first three quarters of 2009/10 show a further rise in this percentage, to 6.8%. Anecdotal evidence suggests this increase may stem from fire and medical staff sending more casualties to Hospital for precautionary checks.

Further analysis indicates that:

- Incidents resulting in casualties, including fatalities, and the related casualties are evenly spread throughout each year.

#### 5.5.1.4 Fires where Substance Misuse was a factor

Substance misuse is a known risk factor in fires. The graph shows the percentage of wilful and structure fires in Moray over the last 3 years where substance misuse was suspected or known. There appears to be no seasonal trend although quarter 2 tends to have less than most other quarters, perhaps because over the summer months, people spend less time inside.



However, there is a slight overall rising trend over the 3 years. It is worthy of consideration of a possible link between fires resulting in fatalities and substance misuse.

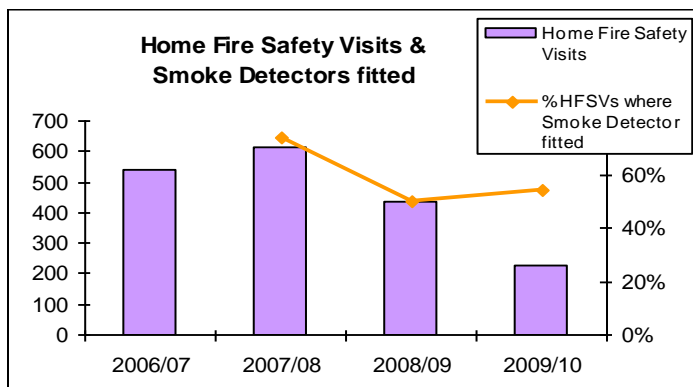
### 5.5.2 Prevention & Education

Grampian Fire and Rescue Service undertake various prevention and education activities, the main ones being Home Fire Safety Visits (HFSVs) and education inputs at schools. A Citizens' Panel Survey in 2009 aimed to determine community awareness of fire safety messages and the impact they had had on lifestyle.

#### 5.5.2.1 Home Fire Safety Visits & Smoke Detectors fitted

A home fire safety visit occurs where following a request from the occupier a representative of the Fire and Rescue Service visits a domestic dwelling in order to survey that property for potential fire hazards. On completion of the survey the representative will provide practical risk reduction measures and offer relevant fire safety advice to the occupants. The representative will also provide and install smoke detectors during this visit where deemed appropriate as a result of the risk survey. Both the risk survey and the provision and fitting of smoke detectors are carried out free of charge to occupiers.

Over the last 4 years the number of Home Fire safety Visits (HFSVs) carried out in Moray has reduced considerably from a high of 614 in 2007/08 to an estimated 229 in 2009/10<sup>19</sup>. The proportion of HFSVs where smoke detectors were fitted has also fallen, from 74% in 2007/08 to 54% in 2009/10.



The demand for HFSVs is possibly reducing because many residents have already received a visit. It may also reflect the effectiveness of fire safety messages in that people are taking their own precautions and fitting smoke alarms themselves. This is supported by the reduction in smoke alarms being fitted as a result of HFSVs. However, there are a number of harder to reach groups in the community that GFRS have not yet been able to access, some of whom are among the most vulnerable with regards to fire risk. GFRS is nearing completion of a comprehensive review of their HFSV approach based on the low uptake by the hard to reach population and the outcomes shall influence their future approach to the promotion and delivery of the HFSVs. It is important that these residents are reached and also that HFSVs are highlighted as providing comprehensive fire safety information and are not just about smoke alarms.

**Recommendation:**

The Community Planning Partnership investigates ways of gaining access to the harder-to-reach and vulnerable groups in the community to enable Home Fire Safety Visits to be carried out. Initial steps should include the identification of channels that exist through other agencies/services, which should be utilised where possible. All information should be shared with partners to enable use across the Community Planning Partnership.

**5.5.2.2 School Education Sessions**

Grampian Fire and Rescue Service have operated a programme of education sessions since the mid 90's for which there is generally 100% uptake from schools in the area. The sessions cover not just general fire safety but hoax calls and the particular dangers of wilful fire-raising.

Two year groups receive inputs:

- P6 receive 2 lessons, lasting around 1.5hrs
- S1 receive 1 lesson

There are no inputs delivered to older pupils.

**Recommendation:**

Given the high proportion of wilful secondary fires and its link to youth, further diversionary schemes should be targeted and delivered on a partnership basis as has been successfully done in the past during 2004.

<sup>19</sup> Estimated figures for 2009/10 are included based on previous years' activity.

### 5.5.2.3 Citizens' Panel Survey, August 2009

A 2009 Citizens' Panel Safer Communities Survey [36] asked respondents to indicate their awareness of 5 separate fire safety messages. The results showed that people's awareness of fire safety messages relating to fireworks was significantly higher than for all other messages. As many as 80% of all respondents had seen or heard the "Fireworks – be safe not sorry" message, and only 12% were unaware of it. This compares with around 40% of respondents being aware of the "Alcohol – fuel for fire" and "No smoke without fire" messages. Only 35% of respondents were aware of the "Fire setting – it's a crime" message but awareness was lowest for the "Recipe for safe cooking message", with only 24% reporting awareness of it.

The most common source of awareness of fire safety messages was television, with 78% of respondents having seen/heard messages through this medium (78%).

The majority of respondents indicated that they had made a change to their home or lifestyle as a result of fire safety concerns (72%). The most common changes related to smoke alarms, with 47% having installed a smoke alarm and 42% indicating they had started checking their smoke alarm more frequently. This is consistent with the reduced number of smoke detectors fitted as a result of a Home Fire Safety Visit.

#### **Recommendation:**

Given the slight upward trend in the involvement of substance misuse in fires, the current economic climate potentially meaning people are staying in more rather than going out and the relatively low awareness of the "Alcohol – fuel for fire" and "No smoke without fire" safety messages, consider an increased effort in conveying these messages.

## 5.6 Home Safety

### PESTELO

<b>Economic</b>	2 – Recession and associated issues
<b>Social</b>	1 – Immigration 3 – Gypsy/Travelling families 4 – Projected increase in single person households 5 – Houses in Multiple Occupation
<b>Technological</b>	4 – Telecare
<b>Environmental</b>	1 – Climate change
<b>Legal</b>	2 – The Adult Support and protection (Scotland) Act 2007 3 – Protection of Children (Scotland) Act 2003 4 - GIRFEC

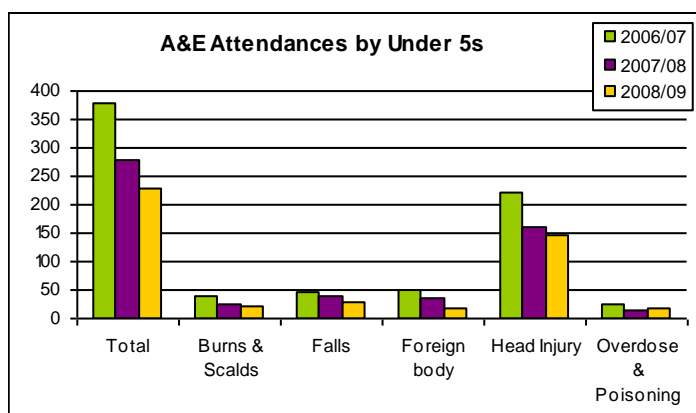
In the UK, there are approximately 4,000 deaths a year as the result of a home accident, which translates to 224 in Scotland in 2007/08 [20]. Two particularly vulnerable groups are children under 5yrs and older people [37].

Statistics regarding accidents in the home are quite scarce, especially at local level. This strategic assessment will look at Accident and Emergency attendance figures for certain complaints, emergency admission for unintentional injury statistics, fall data for over 50s and Scottish Ambulance workload data. Additionally, falls prevention work being carried out will be discussed.

### 5.6.1 Under 5s

#### 5.6.1.1 A&E Attendances

Attendances at A&E are recorded according to type of injury rather than where an injury occurred. In relation to unintentional injuries occurring to the under 5s in the home, there are certain complaints that are more likely to fall into this category: burns & scalds, falls, foreign body, head injury, overdose & poisoning. It is these that are discussed here [38].



The above graph shows a breakdown of the number of under 5s attending A&E for each of the 5 complaints and indicates that by far the most common reason for attendance is a head injury, accounting for about 60% of all attendances for these 5 complaint types. What is not known is the cause of the head injury and it is possible, even likely, that a significant proportion of head injuries are caused by a fall. The total number of attendances has fallen over the 3 year period by 40% reflecting a net reduction in all 5 complaint types.

It is worthy of note that on average over the 3 years under 5s account for between 48% (falls) and 62% (burns and scalds) of all attendances for each complaint type being discussed.

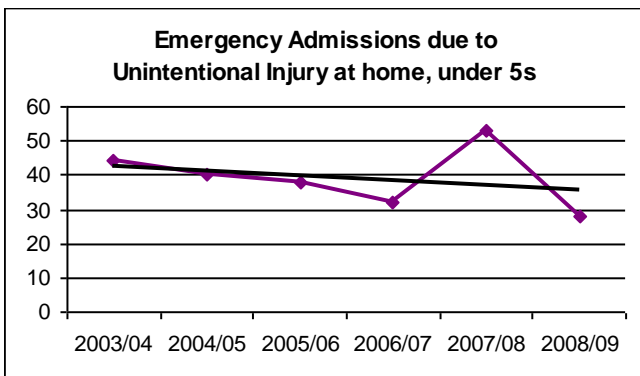
Further analysis indicates:

- A tendency for more attendances by under 5s in quarter 1 each year.

- This is the case for each of the complaint types except overdose and poisoning, which seems to be slightly more common in quarter 2.

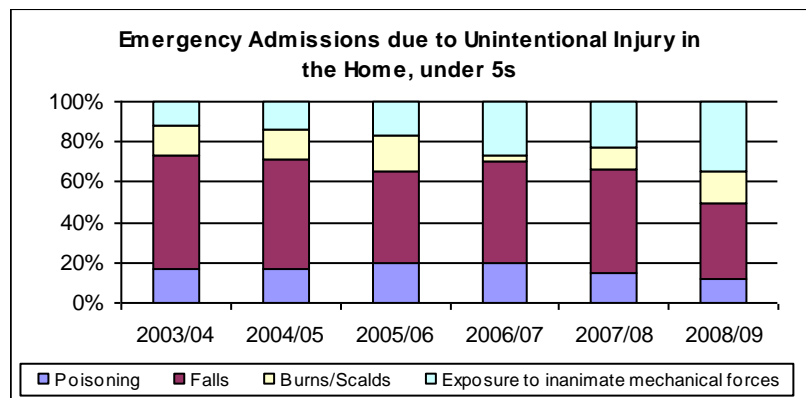
### 5.6.1.2 Emergency Admissions due to Unintentional Injury in the home [39]

Unintentional injury is one of the more common causes of emergency hospital admissions in children. The term "unintentional injury" is preferred to "accidents" as the latter implies events are inevitable and unavoidable whereas a high proportion of these incidents are now regarded as being preventable. Some of the main types of unintentional injuries are due to road traffic accidents (RTAs), poisoning, falls, burns & scalds, drowning, choking, exposure to animate/inanimate mechanical forces, assault, non RTA transport accidents, over exertion and accidental exposure to unspecified factors. An examination of the data for Moray indicated that there are four main causes of unintentional injury in the under 5 age group: poisoning, falls, burns and scalds and exposure to inanimate mechanical forces<sup>20</sup>. The other causes of unintentional injury listed above were unusual in Moray's under 5s and as such are omitted from this analysis.



The total number of emergency admissions due to unintentional injury in the under 5s shows a downward trend and a net decrease over the last 6 years of 36, from 44 in 2003/04 to 28 in 2008/09. This reflects a net drop and reducing trend in poisoning, falls and burns/scalds but a slight increase and rising trend in exposure to inanimate mechanical forces [39].

On average over the 6 year period, by far the most common cause of unintentional injury was falls, accounting for 46% of the total. This is followed by exposure to inanimate mechanical forces, accounting for an average of 19% of the total.



However, the proportion of all unintentional injury causes represented by falls has reduced from 52% in 2003/04 to 36% in 2008/09. Conversely, the proportion of emergency admissions that was due to exposure to inanimate mechanical forces increased from 11% in 2003/04 to 32% in 2008/09.

Given the high proportion of head injuries among under 5s attending A&E for unintentional injury and the high proportion of emergency admissions due to a fall or exposure to an inanimate object, it is suggested that these two events are the main causes of head injury in under 5s.

<sup>20</sup> **Exposure to inanimate mechanical forces** - this includes being struck/contact with an object such as glass, knife, machinery etc.



**Recommendation:**

The causal factor is recorded for A&E admissions, as well as the injury type.

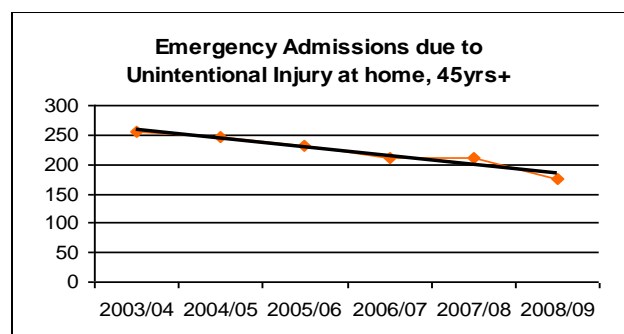
**5.6.1.3 Unintentional Injury Prevention**

Work on preventing home accidents is ongoing and includes an audit of home safety trainers in Moray to establish the number and level of trainers, the distribution of home safety packs to vulnerable families, training for health visitors, Sure Start nursery nurses, Community Learning and Development workers and preparation for a Home Safety Seminar, which will incorporate information for parents and carers as well as professionals.

**5.6.2 Older People**

**5.6.2.1 Emergency Admissions due to Unintentional Injury in the home**

Using the same four categories of unintentional injury as for the under 5s shows that the total number of emergency admissions of people aged 45yrs+<sup>21</sup> due to unintentional injury in the home has reduced consistently over the last 6 years, by a total of 31%. This primarily reflects a similar reduction in the number of falls resulting in admission although poisonings and exposure to inanimate mechanical forces also show slight decreases.

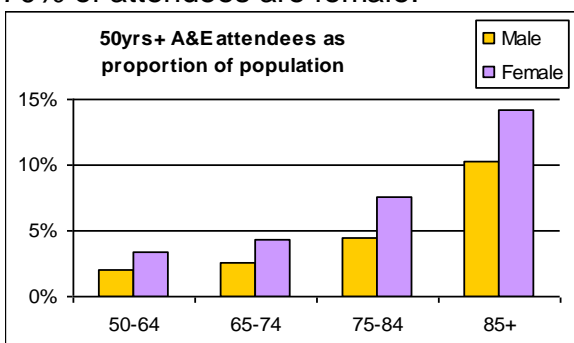
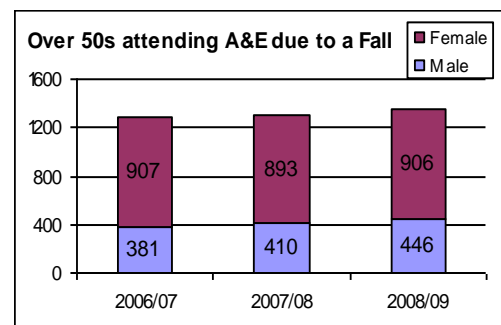


On average over the 6 years, by far the most common cause of unintentional injury leading to emergency admission was falls, accounting for 83% of the total. The proportions of each of the four injury causes remain fairly steady over the 6 years.

**5.6.2.2 A&E Attendances due to a fall, 50yrs+**

The prevalence of falls among older people has led to dedicated work in this area including the establishment of a falls recording system in A&E [38].

Between 2006/07 and 2008/09 there has been a 5% increase in the number of falls recorded for this age group, all of which involved males. On average about 70% of attendees are female.



The graph shows for each age group the proportion of that population that has attended A&E as the result of a fall. It illustrates the marked increase in frequency with age and also the higher prevalence among women.

Further analysis of the data indicates:

- A slight rise in frequency in December and January

<sup>21</sup> Given the age breakdown and pattern of the data, this was deemed the best age range to analyse.

- A slight dip in frequency in September.

### 5.6.2.3 Scottish Ambulance Workload data

Data provided by Scottish Ambulance Service for the period April 2008 to August 2009 provides further evidence of the high prevalence of falls. On average, approximately 80% of calls related to falls [40].

Chief Complaint	Number
Falls	741
Haemorrhage/Lacerations	74
Burns (Scalds)/Explosion	41
Choking	23
Allergies/Envenomations	21
Stab/Gunshot/Penetrating Trauma	10
Animal Bites/Attacks	6
Carbon Monoxide/Inhalation/HazChem	2
Eye Problems/Injuries	2
Electrocution/Lightning	1
Heat/Cold Exposure	1
<b>Grand Total</b>	<b>922</b>

## 5.6.3 Falls Prevention

### 5.6.3.1 Fracture Liaison Service

Due to the high proportion of fractures that occur as the result of a fall – approximately 1/3 of all falls in the over 50s result in a fracture – the fracture liaison service has led the way in falls prevention work in Moray [41]. A booklet has been produced by the Moray Community Health and Social Care Partnership containing information about falls, including risk factors, prevention measures and action to take if a fall occurs.

There are several aspects of the work being undertaken, including public education, job-related training for home care supervisors, ward staff and GPs, the introduction of falls recording procedures for A&E, in-patient falls and home carers and the identification of high risk patients in outpatient clinics and Dr Gray's acute ward (6). In this case, the ideal would be a one-stop clinic where patients could report and receive treatment but this is not in place creating a huge lost opportunity for preventing future falls.

A key aspect of the work being undertaken by the fracture liaison service is the Speyside project, a pilot project to establish the effectiveness of falls prevention procedures. Speyside was selected for the pilot due to its close-knit communities, small practice size and high number of older residents.

- A case finding exercise was carried out at Aberlour Surgery to identify high risk patients. The practice nurse was trained in carrying out osteoporosis/falls assessments for these patients. Through one osteoporosis clinic, 116 fractures were identified from 89 women and 16 from 7 men. Some needed no treatment, some received treatment and others were referred for bone density scanning. The Practice Nurse continues to make assessments etc.
- Nurses in the two community hospitals in Speyside, Fleming in Aberlour and Stephen Cottage in Dufftown, have received falls-related training.
- All Home Carers in Speyside have received falls and bone health training. Falls recording sheets, action and care plans are set up for home carers to complete for their clients.
- It is hoped to hold a seminar to communicate the work that has been carried out in Speyside, the aim being to implement the same measures in all GP surgeries and home care teams across Moray.

### 5.6.3.2 Telecare

A further measure is the Telecare Service, which is operating in Moray. Telecare refers to a range of equipment and associated services which support and enhance safety for people living at home. Telecare equipment mainly consists of basic community alarms with pendants but also includes devices which automatically trigger a response from a third party where a risk to the service user is detected. Telecare can also be used to prompt actions from service users for example to take medication and can be used for the capture of information related to behavioural patterns as part of assessment and monitoring processes.

At present around 1,350 users in Moray are supported by a basic community alarm and around 135 users also benefit from enhanced Telecare solutions offering round the clock support via the Regional Communications Centre in Aberdeen. A survey of users carried out in 2009 indicated that 70.2% of respondents living alone reported feeling safer having the equipment.

A draft Telehealthcare Strategy, which is currently out for consultation, defines how the use of technology can enhance the lives of people and their carers, helping them to maintain independence in safety. It outlines the current position in Moray and sets out the main priorities for the next three years to ensure that the many forms of assistive technology continue to become embedded in the delivery of care services.

#### **Recommendation:**

**A full results analysis to be carried out on the Speyside Project to determine the effectiveness of the initiatives and activities implemented before rolling out across Moray. The projected rise in the pensionable aged population confers a priority on tackling falls in Moray.**

## 5.7 Antisocial Behaviour

### PESTELO

<b>Political</b>	1 – Promoting Positive Outcomes: Working together to prevent Antisocial Behaviour 13 – Potential cut in custodial sentences of less than 6 months. Preference for community sentencing
<b>Economic</b>	2 – Recession and associated issues 4 – Termination of Fairer Scotland Fund ring-fencing in March 2010 5 – 4% year on year reduction in Grampian Fire and Rescue Service funding for next 3yrs
<b>Social</b>	6 – Increase deprivation
<b>Technological</b>	1 – Social networking sites 3 – Mobile phones
<b>Environmental</b>	1 – Climate change
<b>Legal</b>	10 – Potential minimum pricing of alcohol

Under the terms of the Antisocial Behaviour etc. (Scotland) Act 2004 [41], the Moray Council has a statutory obligation to evaluate and investigate all incidents of antisocial behaviour (ASB) reported to them, and to review all Antisocial Behaviour Orders on a six monthly basis.

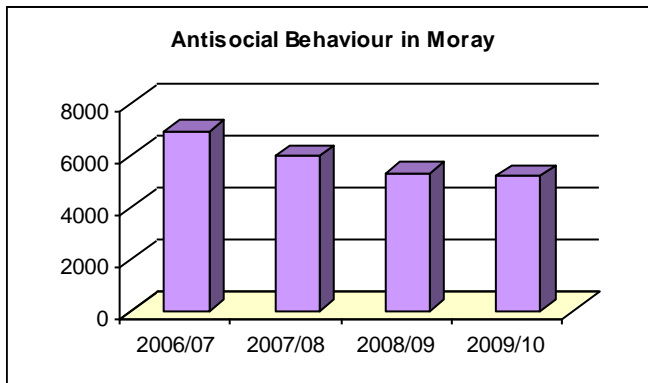
The Moray Community Safety Partnership (now Safer Communities) was established to oversee Community Safety work undertaken in Moray, including implementation of the Antisocial Behaviour Act.

Antisocial Behaviour is recorded under 5 headings as defined by the Scottish Government, under which specific types of antisocial behaviour are monitored, as follows:

- Disregard for the Community
  - Noise Complaints
  - Rowdy Behaviour
- Acts directed at People
  - Neighbour Disputes
- Environmental Damage
  - Graffiti
  - Vandalism
  - Vandalism in Schools
  - Litter
  - Fly Tipping
  - Dog Fouling
- Misuse of Public Space
  - Underage Drinking
  - Drinking in a public place
  - Recovered needles
- Agencies performance in tackling Antisocial Behaviour
  - Referrals to ASB Panel

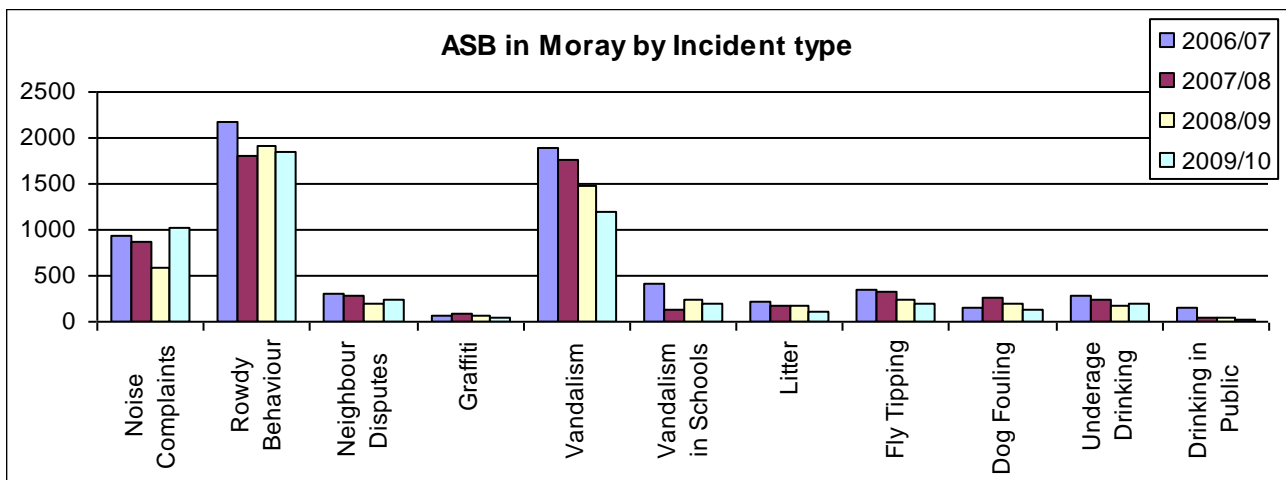
This strategic assessment will look at overall performance in relation to ASB and some of the specific forms of ASB will be discussed in more detail. The specific types discussed will be a reflection of either a high frequency and/or public concern at local or national level. Some of the activity and initiatives undertaken to tackle antisocial behaviour in Moray will also be described.

## 5.7.1 ASB Incidents



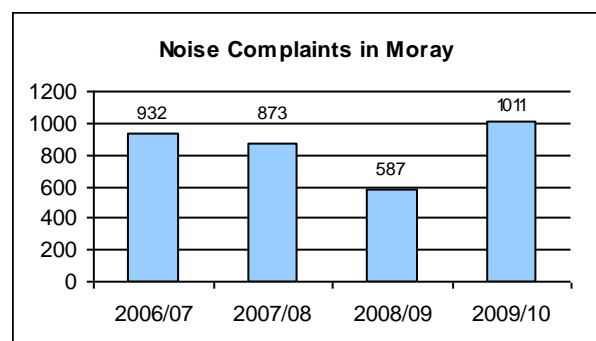
Total ASB includes the number of incidents recorded for each of the types of ASB listed above, excluding recovered needles and referrals to the ASB panel. The graph shows that over the last 4 years the total number of incidents of ASB has fallen consistently, from 6,942 in 2006/07 to an estimated 5,190 in 2009/10<sup>22</sup>. This represents a 25% reduction [42].

A breakdown by incident type shows clearly that there are three predominant types of ASB contributing to the total – noise complaints, rowdy behaviour and vandalism.



### 5.7.1.1 Noise Complaints

Noise complaints account for an average of about 15% of all ASB incidents over the last 4 years. Between 2006/07 and 2008/09 the number of complaints reported fell by 37% from 932 to 587 (refer to footnote 17). However, 2009/10 has seen a sharp increase in the number of complaints regarding noise, of 72% to 1,011 (refer to footnote 17). It is not clear why this increase has occurred but it is suggested that due to the recession many more people were staying at home in the evenings and at weekends resulting in more residential noise and consequently more complaints.



Further analysis indicates:

- a tendency for more noise complaints during quarter 2.

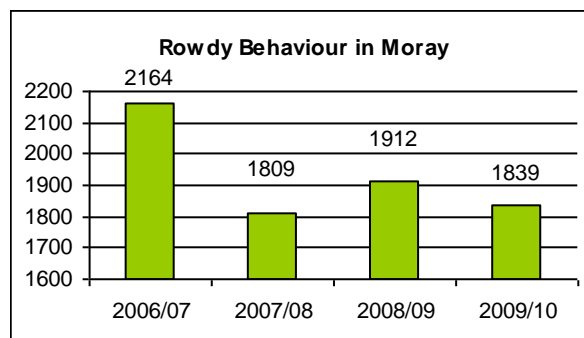
#### Recommendation:

Identify trends and repeat incidents of noise to aid future interventions and minimise disruption to quality of life.

<sup>22</sup> Total for quarter 4 2009/10 estimated as average of quarters 1 to 3.

### 5.7.1.2 Rowdy Behaviour

Rowdy behaviour, which includes drunk & incapable, urinating and breach of the peace (covering behaviours such as shouting, swearing, fighting, hooliganism/loutish behaviour etc), accounts for an average of about 33% of all ASB incidents over the last 4 years. Over this period the number of incidents reported has fallen by 15%, from 2,164 in 2006/07 to 1,839 in 2009/10 (refer to footnote 22).

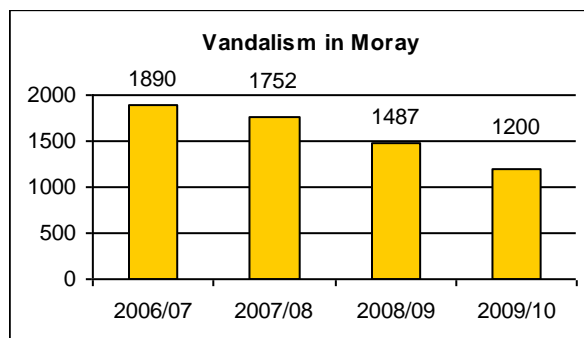


Further analysis reveals:

- A tendency for slightly more incidents in quarters 2 and/or 3 but it is not a strong trend. Likely to be related to the better weather and longer days of the summer months.

### 5.7.1.3 Vandalism

Vandalism accounts for an average of about 27% of total ASB over the last 4 years. Over this period the number of reported incidents of vandalism has reduced by nearly 37%, from 1,890 to 1,200 (refer to footnote 22).



The sizeable reductions seen from 2007/08 to 2008/09 and 2008/09 to 2009/10 possibly reflect anti-vandalism operations run by Grampian Police, Moray Division, over the school summer holiday period.

Further analysis reveals no quarterly trends suggesting that the aforementioned rise in vandalism of vacant school buildings during the summer is due to a displacement effect. This is perhaps because the premises' being empty renders them a more attractive proposition for vandalism, an "easy target", than other potential targets.

- During 2008, 'Schoolwatch' involved the distribution of leaflets to local residents living in the vicinity of schools advising of a tendency for increased antisocial behaviour around schools during the summer and requesting that they be vigilant and report any incidents that they witness.
- During 2009, Operation Arizona was run in the evenings of the weekends during the school summer holidays with the aim of reducing antisocial behaviour and vandalism of vacant schools. Foot patrols were active around all schools in Moray with a focus on secondary schools.

## 5.7.2 Safer Communities Survey 2009

During 2009, the Citizens Panel completed a survey regarding Safer Communities issues [36], which include antisocial behaviour. This helps to identify the issues that are of most concern to residents, which as the results demonstrated are not necessarily the same as the most prevalent issues, discussed above.

Rubbish/Litter and dog fouling are:

1. Perceived as the most common problems in Moray's communities;

2. Cited as most commonly experienced by respondents; and
3. Having the greatest negative impact on respondents' lives.

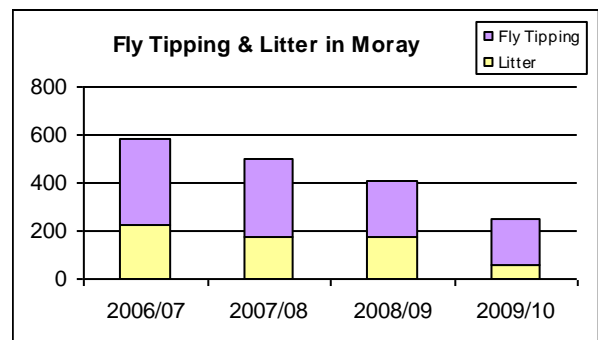
### 5.7.2.1 Rubbish/Litter

The survey indicates that 59% of respondents believe rubbish/litter to be problem for local residents at least once a week (about 35% believe it is a daily problem). Nearly 60% have personally experienced rubbish/litter at least once a week over the preceding year (over 30% have personal experience on a daily basis) and 85% have some personal experience of rubbish/litter. In relation to the extent of the negative impact of rubbish/litter on the lives of the respondents, 73% indicated it had some negative impact on their life, over 20% indicating that this was a major impact.

In terms of actual figures, reported incidents of rubbish/litter account for an average of nearly 8% of all ASB incidents reported over the last 4 years. Nearly 5% relate to fly tipping incidents (rubbish), the remainder relating to litter [42].

Over the last 4 years there has been a 48% drop in the total number of incidents reported, reflecting a reduction in both fly tipping (45%) and litter (53%) incidents.

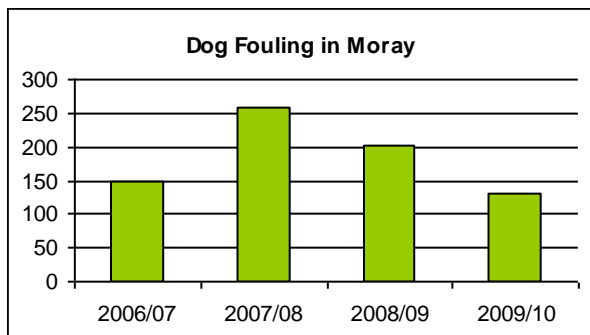
Further analysis does not indicate any quarterly trends.



### 5.7.2.2 Dog Fouling

The survey indicates that 60% of respondents believe dog fouling to be problem for local residents at least once a week (about 38% believe it is a daily problem). Nearly 60% have personally experienced dog fouling at least once a week over the preceding year (over 30% have personal experience on a daily basis) and 85% have some personal experience of dog fouling. In relation to the extent of the negative impact of dog fouling on the lives of the respondents, 71% indicated it had some negative impact on their life, nearly 30% indicating that this was a major impact.

In terms of actual figures, reported incidents of dog fouling account for an average of nearly 3% of all ASB incidents reported over the last 4 years [42].



Over the last 4 years, there has been a net 12% drop in the number of incidents reported, although there was a marked increase from 2006/07 to 2007/08. The trend since then has been downward.

Further analysis does not indicate any quarterly trends.

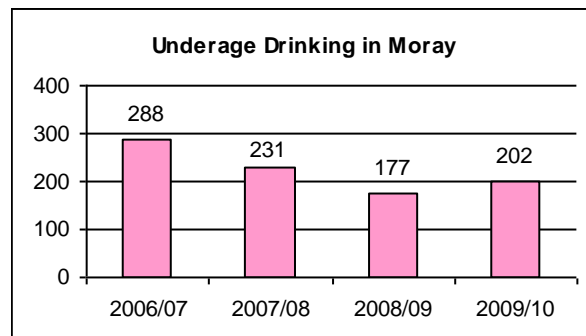
### 5.7.3 Alcohol-related Antisocial Behaviour

There has been a lot of publicity about the high level of alcohol consumption in Scotland and the problems it creates, both for the individual and communities. Of particular concern

is the extent of drinking in young people and for this reason, underage drinking is discussed here.

### 5.7.3.1 Underage Drinking

The Safer Communities Survey does not indicate that underage drinking is a particular concern to respondents. About 35% of respondents believed it to be a problem in their area at least once a week (less than 10% felt it was a daily problem). A little over 20% had personally experienced underage drinking in their area at least once a week (less than 5% daily), 64% indicating personal experience at some time in the last year. Nearly 40% of respondents felt underage drinking had a negative impact on their life, with nearly 10% stating this was a major impact.



Figures for reported incidents of underage drinking indicate a reduction over the last 4 years, of about 30%, although there has been a slight rise from 2008/09 to 2009/10 (refer to footnote 22).

Further analysis indicates:

- A tendency for more incidents during quarter 2, which coincides with the school summer holidays.

### 5.7.4 **Tackling Antisocial Behaviour**

In order to combat Antisocial Behaviour in Moray, a variety of measures and initiatives are ongoing, with a strong focus on prevention and early intervention. The low number of ASBOs that have been applied for in Moray is indicative of the effectiveness of this strategy [42].

Other measures and interventions that have been undertaken in Moray include Community Wardens, Acceptable Behaviour Contracts, Fixed Penalty Notices and CCTV. In addition, a variety of information based education and diversionary activities have been conducted including Operations Avon, aimed at combating underage drinking, an annual 'Rocksafe' disco, a alcohol free social event for all S3 pupils in Moray promoting positive lifestyle choices and Street Football at various locations around Moray [42].

#### 5.7.4.1 ASBOs

Between 2004/05 when the Antisocial Behaviour Act (Scotland) 2004 was passed and 2009/10, there have been a total of 31 ASBO notices served in Moray, 19 for full ASBOs, the other 12 for interim ASBOs. There are currently 12 active full ASBOs and 5 active interim ASBOs (as at 01/04/10). The use of ASBOs in Moray is generally a last resort following the implementation of other measures.

#### 5.7.4.2 Community Wardens

There are 6 full-time Community Wardens in Moray who are funded in full by The Moray Council and managed by Grampian Police. The Community Wardens carry out a diverse range of duties within their communities that adhere to the prevention and early intervention approach. They are trained in Restorative Justice techniques and make the



majority of Acceptable Behaviour Contract referrals and negotiations in Moray. They are also trained in mediation, enabling them to deliver low-level mediation in neighbourhood disputes, and are authorised to issue fixed penalty notices in respect of litter, dog fouling and fly tipping. Over the course of the last 4 years the Community Wardens have logged a total of 5,642 ASB incidents, nearly 3,000 of which have required attendance [42].

They are building strong relationships with local secondary schools, which are in turn strengthening relationships between the school community and the community at large.

The majority of respondents in the 2009 Safer Communities Survey were aware of Community Wardens; at 79% this is +15% on the 2006 survey. Moreover there has also been a marked increase in the proportion of respondents who were “fully aware” of Community Wardens and their role; up from 33% in 2006 to 52% in 2009 [36, 43].

#### 5.7.4.2.1 Fixed Penalty Notices

Fixed Penalty Notices (FPN) are the main recourse for dog fouling, litter and fly tipping. Until 2009/10 it was necessary to issue a warning to an offender before a FPN could be issued, however this is no longer necessary. Although an effective deterrent against further offending by an individual, a major drawback is that an incident must be witnessed by either two members of the public or the issuer (normally a Community Warden) in order for a FPN to be issued. Consequently, the number issued is low – 9 over the last 2 years.

#### 5.7.4.2.2 “Green Dog Walkers” initiative

This initiative is being launched in Forres by the local Community Warden in May 2010. Pioneered by Falkirk Council, the initiative proved very successful. It involves volunteer dog walkers in the community who wear a green armband displaying the ‘Green Dog Walker’ logo to publicise that they carry extra dog bags for distribution to fellow dog walkers. They can also advise on the potential fine that can be levied of people do not clear up after their dogs. Following a trial period in Forres, it is intended to roll out the initiative across Moray.

#### 5.7.4.2.3 “Adopt a Street” initiative

This initiative has been running in Forres for some time and has proved fairly successful in tackling litter. Community groups, from schools to residents of a street, “adopt” their street and take responsibility for clearing up litter found there. Tabards and litter picks are provided by the ASB unit. It is intended to roll out the initiative across Moray from May 2010.

#### 5.7.4.3 Acceptable Behaviour Contracts

The principle direct early intervention utilised when dealing with antisocial behaviour within Moray is Acceptable Behaviour Contracts (ABCs). They have proved popular and effective, with the majority of negotiated contracts being successful. In 2008/09 there have been a total of 9 referrals for ABCs in Moray. Of these, 6 were negotiated (1 was successful and 5 are ongoing), 1 was not agreed, and 2 are pending. This is a huge decrease compared to previous figures due to a lack of awareness and willingness by agencies to use ABCs. In addition, there has been a reduction in staff resources to work on ABCs. However, these issues have been identified and addressed. A successful funding proposal was made to the Fairer Scotland Fund to receive funding for a dedicated worker to promote, co-ordinate and support the referrals of ABCs by other agencies throughout Moray [42].

#### 5.7.4.4 CCTV

In addition to the standard CCTV located around Moray, the Safer Communities partnership has 4 mobile CCTV cameras and 3 bullet cameras that can be deployed to identified problem areas. Two of the CCTV cameras can be used covertly, one of which has infrared night vision. Since their introduction in 2007/08, there have been 14 deployments of the mobile cameras – 8 in response to vandalism, 2 in response to graffiti, 2 in relation to ASB and 1 in relation to large numbers of Elgin Academy pupils continually paying no attention to the traffic on Haugh Road. As a result of the temporary installation of the CCTV, 3 offenders have been identified and charged with offences. In the majority of cases, the presence of CCTV cameras has led or contributed to a reduction or cessation of the problem that prompted its installation.

#### 5.7.5 **Young Offenders**

Between 2004/05 and 2008/09 there has been a 41.9% reduction in the number of young offenders under 16 years old, from 587 to 341. The number of incidents attended by police that involved offenders under 16 yrs has also decreased, from 792 in 2004/05 to 495 in 2008/09 (-37.5%). The total number of charges made against under 16s has reduced by 45.2% from 1638 in 2004/05 to 897 in 2008/09 [44].

Although there has been a drop in the actual number of female offenders, the proportion has increased over the 5-year period, from 20.4% (185) in 2004/05 to 23.3% (146) in 2008/09 [44].

Although the number of offenders increases steadily with age, each age group has seen a drop in numbers over the period from 2004/05 and 2008/09, with the most significant change being in the 9 and 10 year old age groups, which have fallen by 55% and 51% respectively [44].

##### 5.7.5.1 Persistent Offenders

Although the number of persistent offenders shows a net increase between 2004/05 and 2008/09 from 19 to 25, there has been a significant drop in numbers from a spike of 39 in 2006/07. Grampian Police no longer record the type or number of charges for persistent offenders as this data is no longer used as a performance category [45].

##### 5.7.5.2 Moray Youth Justice

Moray Youth Justice services range from prevention and diversionary projects for those on the periphery of offending through to intensive support and supervision for our most dangerous and disruptive young people [46].

The following table provides information on the numbers of referrals of young people to Moray Youth Justice. Males make up 78.4% of the total number of referrals. Over the period indicated the number of offences dropped by an average 92.7% between the pre and post-referral stages [47].

Year	Number	Male	Female	No of Referrals				Offences before referral	Offences during referral	Offences after referral	% Reduction in Offences before to after
				1	2	3	5				
2007	31	23	8	25	4	1	1	495	108	75	85%
2008	46	37	9	35	10	1		646	9	22	97%
2009*	39	31	8	35	3	1		184	21	6	97%

\*2009 figures are for the period to beginning of November 2009.

**Recommendation:**

A full results analysis is carried out after e.g. 6 months, of the “Green Dog Walkers” and “Adopt a Street” initiatives to determine their effectiveness.

## 6 Stronger Communities

### 6.1 Housing

The content of this section is taken from the Housing Market Assessment [48] produced by Moray Council Housing Service.

#### 6.1.1 Moray's Housing Market

##### 6.1.1.1 Housing Market Areas

SPP3 states that *“a housing market area (HMA) is a geographical area where the demand for housing is relatively self-contained, i.e. where a large percentage of the people moving house or settling within the area have sought a dwelling only within that area”*.

Analysis of house sales data provided by the Scottish Government shows that 72% of purchasers buying a house in Moray over the last 5 years came from Moray. Local Housing Systems Analysis: Good Practice Guide<sup>23</sup> states that *“there is no scientific method for determining what the appropriate cut off for containment is, but the convention places it at around 70-75%”*, and therefore the Moray Council area is viewed as a distinct housing market area. There is very little activity with neighbouring local authorities or the rest of the UK.

The Council carried out a Housing Needs and Market Study in April 2007<sup>24</sup>. The priorities for this LHS are based on the finding of that study. The study provides “an up to date understanding of the operation of the housing market across Moray” and provides “estimates of housing need over a 5-10 year period for Moray as a whole”.

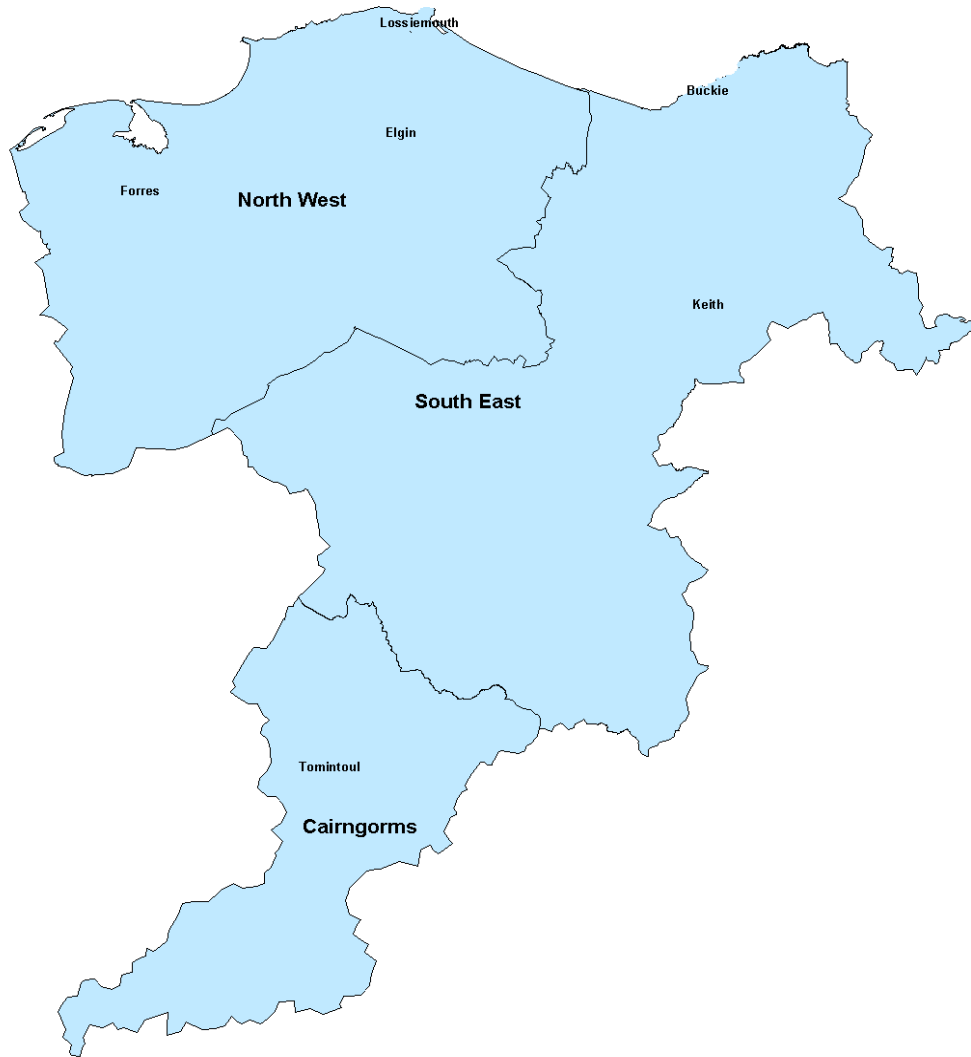
The study also examined housing market trends and housing need for the following sub-areas:

- North West Moray, which includes the towns of Elgin, Forres and Lossiemouth. Approximately 65% of the population lives in this area. Elgin is the economic and administrative centre of Moray. Both RAF bases are in this area and it is recognised that they exert a great influence on the housing market. Analysis of house sales data shows 73% of purchasers buying a house in the North West over the last 5 years came from the North West and so this area is considered a distinct housing market sub-area.
- South East Moray, which includes Buckie and Keith with smaller fishing villages to the east and small settlements to the south.
- The Cairngorms area, which includes the settlement of Tomintoul and forms part of the Cairngorms National Park Area. The area is characterised by a disproportionate amount of tied/ privately rented housing and has the highest levels of in-migration. 64% of house sales in the Cairngorms area over the last 5 years were to households from outwith Moray and 25% of those were to households from outwith Scotland.

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<sup>23</sup> Local Housing Systems Analysis: Good Practice Guide 2004, Communities Scotland Chapter 4, page 46.

<sup>24</sup> Moray Housing Needs and Market Study 2007 is available at:  
[http://www.moray.gov.uk/moray\\_standard/page\\_1917.html](http://www.moray.gov.uk/moray_standard/page_1917.html)



**Moray's submarket areas and principal towns**

**Key Data**

	Popul- ation 2001 Census	House- holds 2001 Census	Owner Occ	Social rented Council/ Hsing Assoc	Private rented Tied/ rent free	Stock sold through RTB (as at 31.3.09)	Change (%) since 1991 Census	Median house Price 2008	Median private sector rent per month (2008/9)
North/ West	56,225	22,741	62%	22%	16%	55%	6.78	£136,000	£450
South/ East	29,990	12,723	66%	23%	11%	52%	-1.7	£132,000	£475
Cairn gorm National Park	725	339	55%	15%	30%	33%	-11.8	£200,000	–

Sources: Census 2001, 1991, Scottish Government Datapack 2008

**6.1.1.2 The Owner-Occupier Sector**

The owner-occupier sector is the largest housing sector in Moray. The table below shows that owner occupation is the largest tenure in Moray, and that there is a larger proportion

of owner-occupied properties in Moray than in Scotland. Owner occupation has increased by 8% since 1991 and this is mainly due to the Right to Buy (RTB) policy with people moving from the social rented sector into the owner-occupier sector.

	Households by Tenure							
	Owner-occupier		LA/other public		HA/co-op		Private-rented	
Aberdeen City	62,000	61%	23,000	23%	4,000	4%	11,000	11%
Aberdeenshire	69,000	68%	16,000	16%	6,000	6%	10,000	10%
Highland	71,000	71%	17,000	17%	5,000	5%	7,000	7%
<b>Moray</b>	<b>26,000</b>	<b>68%</b>	<b>8,000</b>	<b>21%</b>	<b>2,000</b>	<b>5%</b>	<b>2,000</b>	<b>5%</b>
Scotland	1,497,000	65%	371,000	16%	250,000	11%	191,000	8%

Source: Scottish House Condition Survey - Local Authority Report 2004-07, published 28 October 2009

According to the 2001 Census there are 823 second/holiday homes in Moray (representing 2.3% of the housing stock). This is higher than the national figure of 1.3% but lower than most other rural authorities. They are found throughout Moray but mainly in the eastern coastal and southern areas.

There are approximately 26,000 owner-occupied properties in Moray representing approximately two-thirds of the total housing stock. This is in line with the national average (65%).

#### 6.1.1.2.1 House Prices

Median house price trends and housing market activity are broadly in line with Scottish trends<sup>25</sup>.

Year	Housing Market Sub Area			Total of second hand and new build house sales
	Cairngorms	North West	South East	
2004	23	813	404	1240
	1.85%	65.56%	32.58%	100.00%
2005	19	1312	490	1821
	1.04%	72.05%	26.91%	100.00%
2006	25	1197	496	1718
	1.46%	69.67%	28.87%	100.00%
2007	31	1206	543	1780
	1.74%	67.75%	30.51%	100.00%
2008	26	888	401	1315
	1.98%	67.53%	30.49%	100.00%

Source: Scottish Government datapack – house sales

It is notable that although housing market activity has reduced in the current difficult economic climate, house prices in Moray have not reduced and in fact have marginally increased. Median house prices are shown below.

<sup>25</sup> Local Authority Housing Bulletin, October 2009, Scottish Government Centre for Housing Market Analysis available at:  
<http://www.scotland.gov.uk/Topics/Built-Environment/Housing/supply-demand/chma/statistics>

	Median House Prices			Moray
	Cairngorms	North West	South East	
2004	£80,000	£80,222	£69,250	£76,500
2005	£123,000	£95,000	£85,000	£92,025
2006	£189,000	£110,000	£96,250	£105,000
2007	£205,000	£135,182	£125,000	£132,000
2008	£212,500	£136,000	£133,500	£136,000

Source: Scottish Government datapack – house sales

House prices in Moray have increased by approximately 77% over the last 5 years. The Housing Needs and Market Study found that “very few existing owner occupiers experience difficulties in meeting their housing costs. By contrast, there is evidence that aspiring homeowners, especially single earner households, are finding it increasingly difficult to purchase a property”.

Bramley (2003 and 2006) report that 58% of newly forming households in Moray could afford to buy in 2005 compared to 76% in 2001. Moreover, house price to earning ratios suggest that in 2006 single earner households earning the lower quartile gross weekly wage of £275, would have to borrow 5.1 times their earnings in order to buy a property at the lower end of the resale housing market. In 2001 the comparable multiplier was 2.9.”

The Scottish Government has provided local authorities with data that shows that in 2008 the comparable multiplier was 5.75.

#### 6.1.1.2.2 Right to Buy

Right to Buy legislation that permits Council tenants to buy their home through generous discounts is a significant factor contributing to the pressure on social housing stock that exists across Scotland today. Since 1980 the Council’s housing stock has diminished from 12,800 to 5,848 at 31 March 2009 – 54% of stock sold.

Area	% 1 beds sold to 31.03.09	% 2 beds sold to 31.03.09	% 3 beds sold to 31.03.09	% 4+ beds sold to 31.03.09	HRA Stock Remaining 31.03.09	% Sold
Buckie	25.62%	42.67%	67.84%	68.42%	764	50.36%
Buckie Rural	28.43%	50.43%	66.96%	85.71%	642	53.01%
Elgin Total	32.72%	60.30%	71.53%	72.12%	1708	57.52%
Elgin Rural	21.85%	44.17%	57.04%	50.00%	511	44.42%
Forres	30.06%	47.11%	71.05%	68.29%	725	49.55%
Forres Rural	43.18%	61.25%	70.75%	50.00%	185	63.39%
Keith	16.46%	53.72%	58.77%	76.00%	497	50.00%
Keith Rural	25.83%	53.67%	74.07%	92.31%	352	58.32%
Lossiemouth	40.23%	61.23%	70.39%	68.88%	440	60.53%
Cairngorms	36.36%	40.00%	51.02%	n/a	25	46.67%
<b>Moray</b>	<b>29.75%</b>	<b>53.78%</b>	<b>68.12%</b>	<b>70.96%</b>	<b>5848</b>	<b>54.21%</b>

The proportion of stock sold varies across areas and across house sizes. Approximately 70% of 3 and 4 bedroom properties have been sold, whereas approximately 50% of 2 bed and 30% of 1 bed properties have been sold.

The rate of Right to Buy sales has dropped throughout 2008/9, consistent with Scottish trends. It is possible that pressured area status has contributed to this, but wider economic conditions and the current restricted availability of mortgage lending are also likely to have contributed. The purpose of pressured area status is to protect the amount of affordable rented housing in a Council area and to make sure that there are enough houses for people who need them. All tenants who have the modernised right to buy have their entitlement suspended in areas with pressured area status. It does not affect the rights of tenants with the original right to buy.

The first LHS suggested that ex RTB properties “could still act as a source of affordable housing” because they were significantly cheaper than other owner occupied housing. This may no longer be the case (see table below). In recent years, ex RTB properties have varied only marginally in price from comparable second hand and new build options.

Year	North West		South East		Cairngorms	
	Median Ex RTB	Lower quartile second hand/ new build (excluding Ex RTB)	Median Ex RTB	Lower quartile second hand/ new build (excluding Ex RTB)	Median Ex RTB	Lower quartile second hand/ new build (excluding Ex RTB)
2004	£64,000	£60,000	£59,000	£50,000	Too few sales to calculate reliably	
2005	£72,000	£76,700	£63,000	£64,500		
2006	£86,000	£85,000	£85,000	£75,000		
2007	£100,250	£110,000	£98,000	£102,000		
2008	£100,000	£112,000	£100,000	£115,000		

Source: Scottish Government datapack – house sales

### 6.1.1.3 The Social Rented Sector

There are approximately 7,000 households in the social rented sector in Moray. Moray Council remains the largest provider with 5,848 properties (as at 31 March 2009). Moray Council’s rents have been amongst the lowest in Scotland for many years. Moray Council’s average rent for 2008/9 was £39.40.

### 6.1.1.4 The Private Rented Sector

There are over 4,700 households in Moray renting privately, making up 13% of all households<sup>26</sup>, compared to 6.7% in Scotland, 6.72% in Aberdeenshire and 8.45% in Highland. The Census 2001 included RAF married quarters managed by the Defence Housing Executive in Elgin, Lossiemouth, and Kinloss in its definition of private rented accommodation, but also included tied accommodation for farm and estate workers, as well as individual private landlords.

The Scottish Government’s recent review of the private rented sector found that it has expanded greatly over the last decade and found that in Scotland “The sector

<sup>26</sup> Private Rented Sector Research, Moray Council, 2005



accommodates approximately 233,000 households who constitute a broad customer base, including lower income households, students, young professionals and migrant workers”<sup>27</sup>.

The Council’s research found that there are at least 17 letting agents operating in Moray, although 3 have a significant proportion of the market. The 4 letting agents interviewed manage over 800 properties and have over 660 landlord clients. Turnover is low and very few properties are available for rent at any one time.

#### 6.1.1.4.1 Private Sector Rents

For many years Moray Council has been monitoring private rented sector properties advertised in the local press. The results are shown in the table below.

Year	Median private sector rent per month		
	North West	South East	Cairngorms
2004/5	£375	£350	Too few rentals advertised to calculate reliably
2005/6	£400	£380	
2006/7	£425	£400	
2007/8	£440	£400	
2008/9	£450	£450	

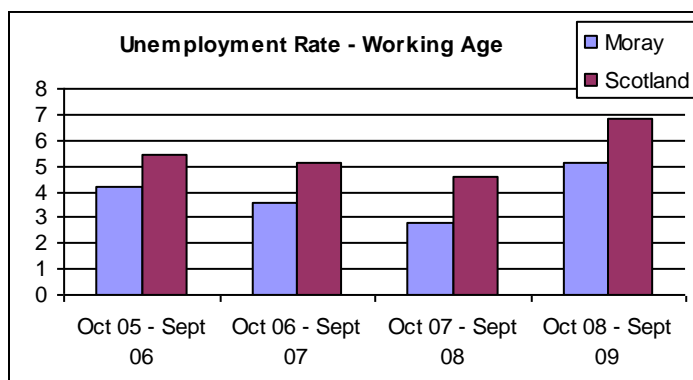
Consistently around half of all adverts state that a deposit is required. An increasing number of rentals have been advertised as “No DSS” or similar but this has reduced so far during 2009/10.

### 6.1.2 Moray’s Economy

#### 6.1.2.1 Industry

The economy in Moray is relatively diverse with tourism, food processing, hospitality and retail sectors providing sources of employment. The area also has a strong brand image through the presence of the well-known food processing companies and distilleries. Areas of potential growth are through tourism and the service sector and the expansion of Moray College as part of the University of the Highlands and Islands (UHI). Unemployment rates have been consistently below the national average with the exception of small areas in the Buckie and Forres areas.

Moray is recognised by the EU as ‘peripheral’ and the whole area is covered by European Community Structural Fund designations Objectives 1 and 2<sup>28</sup>. This funding is designed to reduce the economic imbalance between Moray and other areas within Europe<sup>29</sup>.



<sup>27</sup> Review of the Private Rented Sector: Key Findings and Policy Implications, March 2009, <http://www.scotland.gov.uk/Publications/2009/03/23134949/1>

<sup>28</sup> [http://ec.europa.eu/regional\\_policy/atlas2007/uk/ukm5\\_en.htm](http://ec.europa.eu/regional_policy/atlas2007/uk/ukm5_en.htm)

<sup>29</sup> Follow Cohesion Policy 2007-2013 Commentaries and Official Texts ‘en’ link: [http://ec.europa.eu/regional\\_policy/sources/docoffic/official/reglem\\_en.htm](http://ec.europa.eu/regional_policy/sources/docoffic/official/reglem_en.htm)

The percentage of people employed in the contracting primary industries (especially farming and fishing) in Moray, is higher than the national percentage<sup>30</sup>. Unemployment levels may rise within the next decade with the further decline of these industries.

### 6.1.2.2 Royal Air Force

The presence of the Royal Air Force has a major impact on Moray's economy. There are two RAF bases in Moray at Lossiemouth and Kinloss. The most recent study<sup>31</sup> of this impact highlighted:

- The bases employ approximately 4,200 RAF service and civilian personnel, a reduction of 12.5% from 2004.
- The numbers of service personnel housed in RAF married quarters had reduced by 26% between 2004 and 2007 to 834 households with approximately 1,354 (37%) households housed in the private sector and approximately 1,422 single MOD personnel housed in single quarters.
- Although the current trend shows reducing numbers of RAF personnel in Moray, it is possible that the introduction of the Joint Combat Aircraft at RAF Lossiemouth, programmed to take place over the period 2015/17 to 2025/27, may result in housing pressure particularly in the private rented sector and the owner occupied sector. However, the Strategic Defence Review, due to commence following the General Election in May 2010, may alter this situation.

### 6.1.2.3 Low pay

Despite the diversity of the economy and the overall low unemployment, Moray is characterised by its low wages.

In 2008 the median household income for Moray was £27,483, and the Scottish median was comparable at £27,652. However Moray households earn significantly less than households in other parts of Grampian<sup>32</sup>. Median income in Moray is 5% less than in Aberdeen City Council area and 12% less than in Aberdeenshire.

Local Authority	Lower quartile	Median	Upper quartile
Aberdeen City	£17,927	£28,858	£44,824
Aberdeenshire	£19,461	£31,297	£48,471
<b>Moray</b>	<b>£17,389</b>	<b>£27,483</b>	<b>£41,733</b>
Scotland	£17,283	£27,652	£42,841

Source: Scottish Government Datapack 2008

In 2008, households earning the Moray median annual income of £27,483 would have to borrow 4.95 times their income to buy a median priced house in Moray. A household earning the Moray lower quartile annual income of £17,389 would have to borrow 5.75 times their income to buy a lower quartile priced house in Moray<sup>22</sup>.

<sup>30</sup> Census 2001

<sup>31</sup> Assessing the Housing and Economic Impact of proposed investment at RAF Bases in Moray ODS Consulting et al, February 2008

<sup>32</sup> Scottish Government Datapack 2008

Affordability issues may be exacerbated by the current economic recession and the impact of the “credit crunch”, which we are unable to quantify at the time of writing, but may consist of;

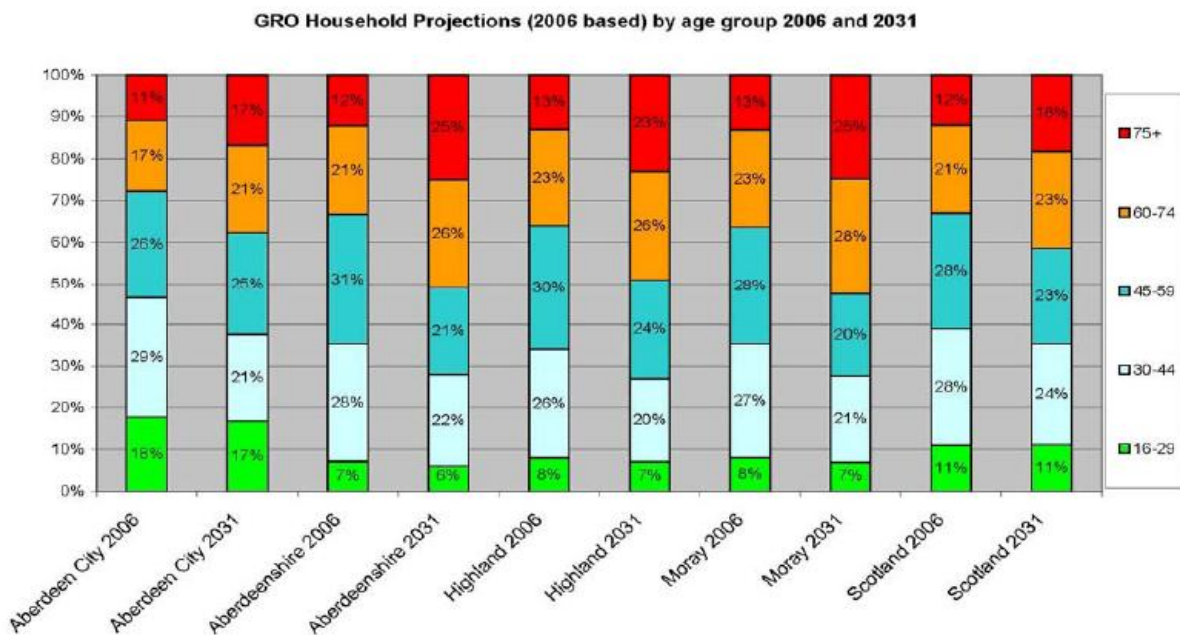
- redundancy and unemployment,
- reduction in tourism and other service industry activity,
- reduction construction industry activity, and
- reduction of housing market activity and in mortgage lending

Although Moray has low unemployment there are significant numbers of Moray residents who cannot compete in the housing market due to their low income. This can be a particular problem in rural areas and is a significant problem in the Cairngorms.

### 6.1.3 Household trends

As at April 2009, there are 41,726 households in Moray (Council Tax Register).

The chart below shows that by 2031 more than half of households in Moray will be headed by a person aged over 60. A similar projection exists for Aberdeenshire Council and Highland Council. There is a projected increase of 42% more single person households between 2006 and 2031.



## **6.2 Homelessness**

The content of this section is taken from the Homelessness Strategy 2010-2015 [49] produced by Moray Council Housing Service.

### **6.2.1 The Legislative and Policy Agenda since 2003**

Recommendations made by the Homelessness Task Force led to specific legislation included in the Housing (Scotland) Act 2001. This compels local authorities to:

- Assess homelessness in their area and to draw up Homelessness Strategies aimed towards preventing and alleviating homelessness
- Ensure that advice and information about housing and other services are available free of charge to anyone considered to be at risk from homelessness
- Provide temporary accommodation to all homeless people regardless of priority need.

The final report of the Homelessness Task Force was presented to and fully endorsed by the Scottish Executive in February 2002. The 59 recommendations of the Task Force influenced the introduction of the Homelessness etc (Scotland) Act 2003. The main provisions of the Act are that:

- Priority need to be extended in stages, so that by 2012, there will be no priority need test and everyone who is homeless will be entitled to the full range of help;
- People who are deemed to be intentionally homeless will get temporary accommodation and help with their problems; and
- Ministers may suspend the local connection rules, thus preventing councils referring homeless applicants to another area.

The new legislation commenced in phases with the first phase in January 2004.

In December 2005 a Ministerial Statement was published as required by the Act, setting out a range of measures towards meeting the 2012 target of abolishing the Priority Need distinction. The statement set out a number of interim objectives as follows:

- Local authorities to return the affordable housing needs pro-forma every two years, or as agreed with the Executive, linked to their Local Housing Strategy.
- Homelessness Monitoring Group to report on progress towards 2012 as part of their annual reports.
- Scottish Executive to take account of the information detailed in this section in assessing local authorities' capacity to achieve the 2012 target.

The Code of Guidance on Homelessness provides good practice guidance on the practical implementation of the homelessness legislation. A revised Code of Guidance was published in 2005 emphasising the need for homelessness prevention, which was subsequently supported by research in 2007. The Code of Guidance is regularly updated by the Scottish Government to reflect changes in legislation and good practice.

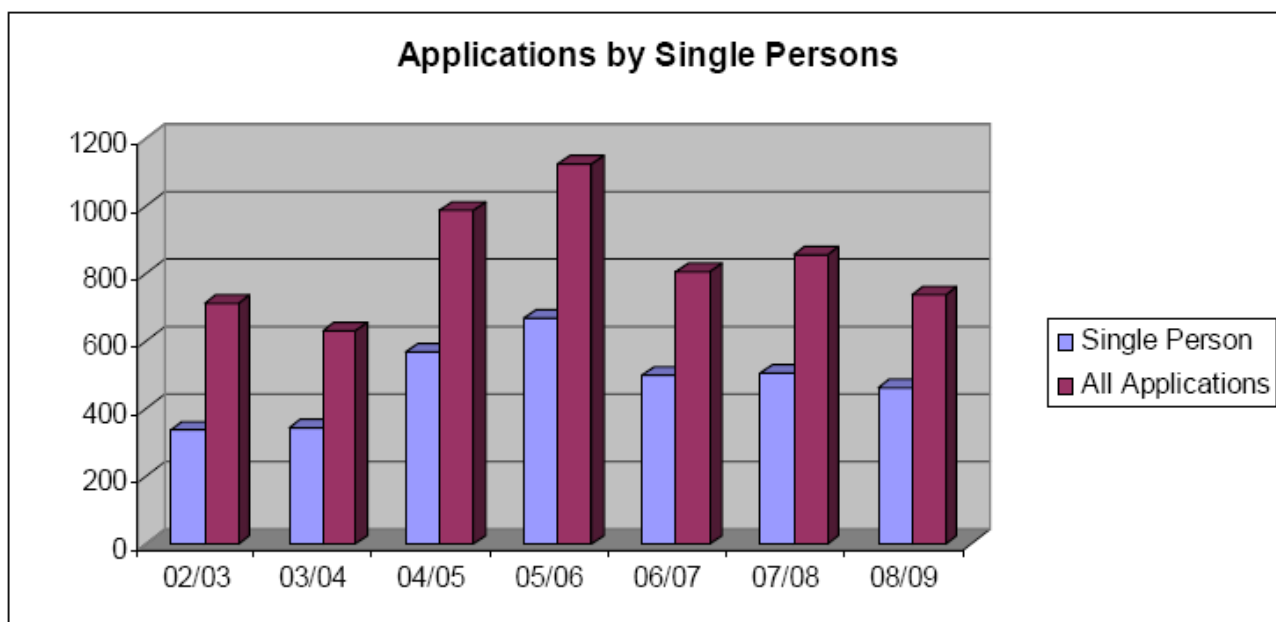
### **6.2.2 Homelessness in Moray**

In 2008/09, there was a 14% decrease in the number of homeless applications compared with 2007/08. In Scotland in 2008/09, there was a small increase of 0.2% in the number of

homeless applications made to local authorities from the previous year. Nationally the level of applications has decreased to 57,000 in 2007/08 and 2008/09 compared to 60,500 in 2005/06. The level of applications in 2005/06 was due in part to changes in homelessness legislation, which placed new duties on local authorities to provide temporary accommodation to homeless applicants who were assessed as having no priority need.

The percentage of homeless applications in Moray in 2008/09 by age indicates that the percentage of applications each year from younger applicants (aged 16 to 25 years of age) now accounts for 47% of all applications. The percentage of applications from those aged between 26 to 59 years of age shows a slight decrease from 2007/08 but still accounts for 49% of applications. The percentage of applications from the age group 60+ years was 4.5% in 2007/08 and shows a slight decrease in 2008/09 to 3.9%.

In 2008/09, almost 62.3% of homeless applicants in Moray were single and this shows a 3.4% increase from 2007/08. The percentage of applications from single people is slightly higher than the national figure of 61%. The number of single people presenting as homeless is a serious challenge in relation to 2012 and the requirement for one bedroom properties. In seeking to meet the challenge it is intended to investigate the feasibility of developing a Young Persons Housing Strategy and to consider the option of flat sharing for young people.



Single parents account for the next largest group of applicants at 18.8%, a decrease of 5% from 2007/08. In comparison, the national figure for single parent households in 2008/09 is 24%. The Homelessness Strategy and the Temporary Accommodation Strategy will endeavour to limit the use of bed and breakfast accommodation for households with children in terms of the Unsuitable Accommodation Order 2004.

#### 6.2.2.1 Reasons for homelessness

The main reasons for homelessness in Moray in 2008/09 were:

- applicants asked to leave by family/friends - 25.3%
- non violent dispute within household/relationship breakdown - 21.4%
- dispute within household : violent or abusive – 11%

- action by landlord terminating tenancy (not for rent arrears) – 9.3%

The reasons for homelessness in 2008/09 in comparison to 2007/08 show a decrease of 6% in applicants being asked to leave by family and friends and a 1.5% decrease in landlord terminating tenancies. However, the most significant change is the 9.3% increase from 2007/08 of non violent dispute within household/relationship breakdown as the reason for homelessness.

### 6.2.3 Challenges

The ambitious target of 2012 whereby applicants who are unintentionally homeless will be entitled to settled accommodation will be a major challenge for the Council. Whilst supportive of this intention it is recognised that at present the Council does not have the availability of housing stock to enable this to be achieved.

#### 6.2.3.1 Meeting the 2012 Target

In 2007, consultants were commissioned to develop a comprehensive model to assess the impact of implementing the homelessness legislative agenda, including the impact of the 2009 and 2012 targets on the current and projected supply of social housing in the Moray area. The assumptions used in the modelling exercise were agreed following discussions with officers in the Housing Service and the Homelessness Strategy Group partners.

The key findings of the modelling work indicated that, based on the assumptions, there is an acute shortfall of social tenancies required to accommodate homeless households. The modelling exercise estimated that between 2007/08 and 2011/12, a shortfall of around 840 tenancies would be evident across Moray. It was also envisaged that the shortfall would be most evident in one bedroom properties.

The Scottish Government target to move towards the abolition of priority need by 2012 based on the 2007/08 figures, estimated that the Council would have a duty to secure permanent accommodation for a further 183 households in 2012. As progress towards the abolition of priority need, the Scottish Government also set an interim target for 2009, which sought to achieve a 50% movement towards the 2012 target. To achieve the 2009 target, the Council would have needed to find an additional 70 households as being in priority need, and with a statutory duty to secure permanent accommodation.

Consideration was given in March 2008 to expanding the priority need categories to achieve the 2009 target. However, in March 2008, the Council was finding it increasingly difficult to source temporary accommodation and it was therefore decided not to expand the priority need categories at that time.

In August 2009 further consideration was given to expanding the priority need by age based categories but this was not progressed as it would have added further pressure on to temporary and permanent accommodation. However, a matrix of need was developed that allows for a more flexible approach towards vulnerability.

#### **Recommendation:**

**Given the abolition of the Homelessness Priority Need test by 2012, the provision of affordable housing should feature in the SOA.**

### **6.3 Fuel Poverty**

The content of this section is taken from the Housing Market Assessment [48] produced by Moray Council Housing Service.

The term 'fuel poverty' refers to the situation a household finds itself in when it has to spend a disproportionate amount of its income on fuel in order to maintain a satisfactory heating regime.

The Scottish Government states that a household is in fuel poverty if, in order to maintain a satisfactory heating regime, it would be required to spend more than 10% of its income (including Housing Benefit and Income Support for Mortgage Interest) on all household fuel use<sup>33</sup>.

A satisfactory heating regime<sup>34</sup> means achieving, for elderly and infirm households, a temperature of 23°C in the living room and 18°C in other rooms for 16 hours in every 24; and for other households a temperature of 21°C in the living room and 18°C in other rooms for a period of 9 hours in every 24 (or 16 in 24 over the weekend) with 2 hours being in the morning and 7 hours in the evening.

The Scottish Government's Fuel Poverty Statement, published in 2002 set 2016 as the target date to eradicate fuel poverty as far as is reasonably practicable.

Importantly, the definition focuses on what people would need to spend, rather than what they actually spend on household fuel. This is because fuel poor households have to balance the need for fuel and other essentials, and very often don't heat their homes properly. They may also be in the home for longer periods of the day, increasing the cost of keeping warm.

The Housing (Scotland) Act 2006 gives private sector tenants the right to make adaptations to the house either to meet the needs of the disabled occupant or to install central heating and other energy efficiency measures, subject to the landlords consent.

#### **6.3.1 Measuring fuel poverty**

The Scottish Government uses the Scottish House Condition Survey to measure differences in fuel poverty. The Scottish House Condition Survey Key Findings 2007, has found that from 1996 to 2002 the number of fuel poor households in Scotland fell substantially from around 36% to 13%. In 2003/4, 15.4% of households (350,000) were assessed as fuel poor, and, in 2004/5, 18.2% of households (419,000) were estimated to be in fuel poverty. In 2005/6, 23.5% households (543,000) were found to be fuel poor and this figure increased to 24.6% of households (569,000) in 2007. This is not a statistically significant increase over the 2005/6 estimate. Following a fall between 1996 and 2002, the number and proportion of households in fuel poverty has subsequently increased. Changes in fuel prices were an important factor in both the reduction in numbers in fuel poverty between 1996 and 2002 and in the subsequent increase.

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<sup>33</sup> Scottish Government, Fuel Poverty Statement 2002

<sup>34</sup> Scottish Government, Guidance on Fuel Poverty consultative draft, April 2009

More recently, the Scottish House Condition Survey<sup>35</sup> has estimated that between 27% and 42% of Moray households have difficulty in heating their home, and that between 5% and 15% of Moray households are fuel poor.

### 6.3.2 Risk Factors

The Scottish House Condition Survey has found that the following households are more at risk of being in fuel poverty:

- Households living in detached houses. A third of households in detached houses are fuel poor compared with 19% of tenement dwelling households.
- Households living in properties with 'poor' National Home Energy Rating (NHER) scores i.e. in properties with poor fuel efficiency.
- Households living in older dwellings are more likely to experience fuel poverty with around 3 in 10 households living in dwellings built before 1919 being fuel poor compared to around 1 in 10 of those living in dwellings built after 1982. This is at least in part related to the greater energy efficiency of dwellings built after 1982.
- Older smaller and single pensioner households
- Households where their income is less than £100 per week.
- Households in rural areas
- Those living in private sector dwellings are twice as likely as those in social sector dwellings to experience extreme fuel poverty
- Households with partial central heating or no central heating.
- Households living in properties heated by fuels other than mains gas.

### 6.3.3 Property Condition and Fuel Efficiency

#### 6.3.3.1 Private Sector property condition

The table below shows that owner occupation is the largest tenure in Moray, and that there is a larger proportion of owner-occupied properties in Moray than in Scotland.

	Households by Tenure							
	Owner-occupier		LA/other public		HA/co-op		Private-rented	
Aberdeen City	62,000	61%	23,000	23%	4,000	4%	11,000	11%
Aberdeenshire	69,000	68%	16,000	16%	6,000	6%	10,000	10%
Highland	71,000	71%	17,000	17%	5,000	5%	7,000	7%
<b>Moray</b>	<b>26,000</b>	<b>68%</b>	<b>8,000</b>	<b>21%</b>	<b>2,000</b>	<b>5%</b>	<b>2,000</b>	<b>5%</b>
Scotland	1,497,000	65%	371,000	16%	250,000	11%	191,000	8%

Source: Scottish House Condition Survey - Local Authority Report 2004-07, published 28 October 2009

The Scottish House Condition Survey estimates that:

- between 53% and 67% of properties in Moray are in some degree of disrepair
- between 22% and 35% of properties in Moray require an urgent repair
- a private sector property is between 2 and 3 times more likely to require an urgent repair than a public sector property.
- approximately 18,000 private sector properties would fail the Scottish House Condition Standard.

<sup>35</sup> Scottish House Condition Survey - Local Authority Report 2004-07



There are approximately 350 properties known to the Council that fall Below Tolerable Standard<sup>36</sup>.

#### 6.3.3.2 Social Sector property condition

Social rented housing must meet the Scottish Housing Quality Standard (SHQS) by 2015 and more information on the SHQS is available at Section 3, Page 32. As at 31 March 2009, 69.3% of Moray Council properties met this standard. Through continuing investment, this target should be met for Council housing by 2012. In addition the Council has a Moray Housing Standard<sup>37</sup> which requires higher levels of insulation and fuel efficiency for Council housing than required by the SHQS. The Council is working towards meeting this standard. The Scottish Housing Regulator requires Registered Social Landlords to bring their properties up to the SHQS.

#### 6.3.3.3 Private Rented Sector property condition

Private rented housing is particularly significant in rural Moray, with the highest proportion of the stock being in the Cairngorms National Park (29%). The lowest levels are in Buckie (5%), Keith (8%), and Forres (9%). About a quarter of the privately rented stock is furnished and three quarters unfurnished. Almost all of the furnished stock is let from private landlords or letting agencies, whereas the unfurnished stock has proportionately more employer-landlords. Furnished property makes up a higher proportion of the private rented stock in urban than rural areas, the split between furnished and unfurnished being approximately 30:70 in urban Moray and 15:85 in rural Moray.

The largest landlords in Moray are the rural estates. The Housing Need and Market Study 2007<sup>38</sup> states “there is very little hard evidence on the physical quality of private rented properties in Moray but there are signs that private rented housing is in poorer condition than properties in the other main tenures, possibly linked to the older age profile of private rented properties. About a third of privately rented properties are detached houses. 20-25% of private tenants are pensioner households. The Housing Need and Market Study 2007 found that:

- 45% of private renters believed their home required repairs and improvements
- 16% of private renters felt repairs were needed to the roof of their home
- 20% of private renters felt their house required improved heating and insulation.

Since April 2006, owners of privately let property must be registered with the local authority. The aim of landlord registration is to ensure that private landlords are “fit and proper” to be letting residential property, and to protect tenants and the community from antisocial behaviour and mismanaged property. At August 2009, there were 2,089 approved registered private landlords, and 2,921 approved rented properties in Moray. This is an average of 1.4 properties per landlord and is consistent with Scottish Government’s finding that most private landlords let a small number of properties<sup>29</sup>.

There are 48 licensed Houses in Multiple Occupation (HMO) in Moray (as at October 2009), 12 of which are sheltered housing developments. Bed and breakfast

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<sup>36</sup> More information on the Tolerable Standard is available at:  
[http://www.moray.gov.uk/moray\\_standard/page\\_1792.html](http://www.moray.gov.uk/moray_standard/page_1792.html)

<sup>37</sup> <http://www.moray.gov.uk/downloads/file44469.pdf>

<sup>38</sup> The Housing Need and Market Study 2007 is available at:  
[http://www.moray.gov.uk/moray\\_standard/page\\_1917.html](http://www.moray.gov.uk/moray_standard/page_1917.html)

establishments used by the Council to provide temporary accommodation for homeless households are required to have a HMO License. HMOs also perform a function at the bottom of the rented market and are providing housing for low paid migrant labour from European Union employed in Moray's manufacturing and fish processing sectors.

**Recommendation:**

Given the Scottish Government's target of eradicating fuel poverty as far as is reasonably practicable by 2016, the fuel poverty risk factors identified in the Scottish House Condition Survey and the types of housing and household in Moray, addressing fuel poverty, particularly in relation to the owner-occupier and private rented sectors, should feature in the SOA.

## **6.4 Social Inclusion – Tackling Inequalities**

### **6.4.1 Introduction**

Social inclusion is affirmative action to change the circumstances and habits that lead to (or have led to) social exclusion, affirmative action because it does not make reparation or amend for past wrongs. It is the coordinated response to the very complex system of problems known as social exclusion [50].

Social exclusion is a short-hand term for what can happen when people or areas have a combination of linked and mutually reinforcing problems, such as unemployment, poor skills, low incomes, poor housing, high crime and family breakdown. It can also happen due to discrimination on the grounds of race, gender, disability, age, religion & belief and sexual orientation [51]. Anyone who deviates in any perceived way from the norm of a population may become subject to coarse or subtle forms of social exclusion.

Tackling the significant inequalities in Scottish society is one of the 15 national outcomes, which, because of the range and complexity of inequalities and legislation put in place to help address them, is under the remit of the Community Planning Board and thus the responsibility of the Community Planning Partnership as a whole.<sup>39</sup>

Promoting social inclusion and tackling the inequalities in Moray is a long-term process that requires a partnership approach to ensure and enable all the inter-related issues to be addressed. The Social Inclusion Strategy 2008-2011 (currently under review) is the overarching strategy for tackling inequalities in Moray. It aims to provide a clear set of principles to guide partners' work in relation to tackling inequalities and sets out the outcomes to be achieved as a result of this work. The key principles are:

- achievement of social inclusion will drive Partner policies, strategies and plans
- the value of partnership working and the need for a co-ordinated, joined up approach
- the essential need to engage and empower excluded individuals and groups
- the need to target resources where most needed
- evidence based identification of need
- learning from experience

Although it can affect anyone, there are some people and groups in society that are more likely to experience social exclusion. They are the more vulnerable people and groups in our communities: elderly people, children and young people, people on low income, lone parents, homeless people, people with a disability, people with mental health or long-term health problems, migrant workers, other ethnic groups and travelling people. Many of these fall into one or more of the six equality strands of race, age, disability, religion & belief, gender and sexual orientation. However, others are outwith these categories and experience exclusion as a result of resolvable circumstances such as unemployment and homelessness.

Inequality can take a variety of forms and probably the most comprehensive breakdown is the 7 deprivation types used within the Scottish Index of Multiple Deprivation (SIMD).

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<sup>39</sup> Social Inclusion as a topic is included in the Safer and Stronger Strategic Assessment because the related national outcome (7) is assigned to that theme group.

They are: Current income; Employment; Health; Education, Skills & Training; Housing; Geographical Access; and Crime.

Any of the people and groups previously identified can experience inequalities of any kind. However some groups are more commonly affected by certain inequalities. For example older people more commonly suffer income, health and access deprivation, whereas young people are more likely to experience inequalities in education, skills & training, employment and access.

## PESTELO

<b>Economic</b>	2 – Recession and associated issues 4 – Termination of Fairer Scotland Fund ring-fencing in March 2010
<b>Social</b>	1 – Immigration 3 – Gypsy/Travelling families 4 – Projected increase in single person households 6 – Increased deprivation 7 - Bullying
<b>Technological</b>	4 - Telecare
<b>Environmental</b>	1 – Climate change 2 – Suicide locations 3 - Rurality
<b>Legal</b>	2 – The Adult Support and Protection (Scotland) Act 2007 4 – GIRFEC 6 – Homelessness etc (Scotland) Act 2003 and the abolition of the homelessness Priority Need test by 2012

### 6.4.2 Inequalities in Moray

#### 6.4.2.1 Equality Strands

##### 6.4.2.1.1 Race

The 2001 Census [7] indicated that less than 1% of the population in Moray belonged to an ethnic minority group (ethnicity other than white). The most predominant ethnic minority groups were Chinese, those of mixed background and Pakistani, accounting for 20%, 20% and 16% respectively of the ethnic minority population.

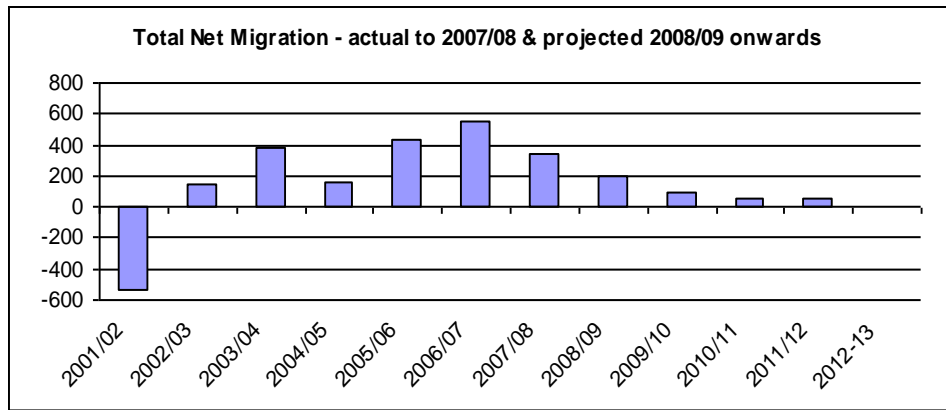
There is a large English population in Moray, accounting for about 16% of the population compared with about 8% nationally. This is likely to be due to the two RAF bases at Lossiemouth and Kinloss.

##### 6.4.2.1.1.1 Migration

Since the collation of the census there has been a significant increase in the number of Moray residents in ethnic minority groups. Migration figures for Moray suggest that a net figure of 1480 people entered Moray between 2001/02 and 2007/08 [52]. Of these 84% were male. An age breakdown shows that the vast majority of out-migration was young people aged 15-19yrs, which are likely to be school leavers going away to university or looking for work outwith Moray. Excluding this group from the statistics may give a more informative reflection of the net numbers of people entering Moray and suggests that between 2001/02 and 2007/08 a net figure of 3233 people migrated to Moray. In 2008, it was estimated that there were approximately 3000 non-UK nationals living in Moray [53].

Migration projections suggest that net migration will reduce over the next 5 years to 0 in 2012/13 and beyond.

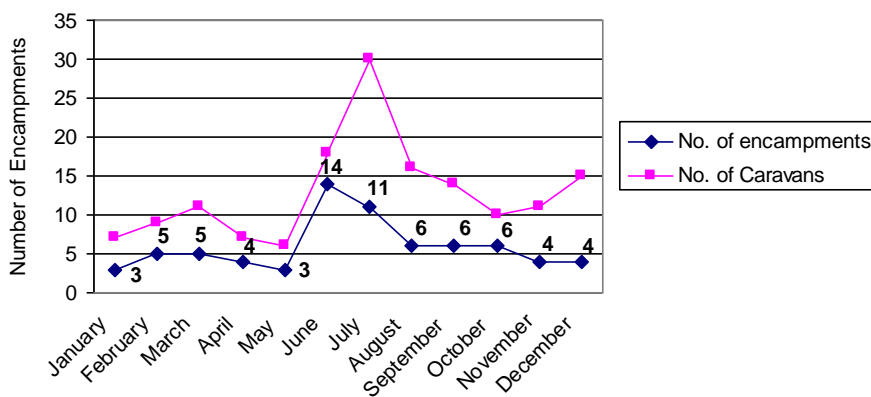
In 2009, it was estimated that there were approximately 1500 Polish nationals living in Moray [54]. However, the most established ethnic community in Moray is the Chinese community [55].



Between 2002/03 and 2008/09 there were 2540 National Insurance Number (NINo) registrations to Adult Overseas Nationals entering Moray [56]. 61.4% of these were to EU Accession State nationals with a further 21.7% to nationals from EU countries.

#### 6.4.2.1.1.2 Gypsy Travellers

Gypsy Travellers have recently (2008) been recognised as an ethnic group and a category will be included in the 2011 Census to reflect this [57]. Following the closure of the permanent Gypsy/Traveller site at Chanonry in 2004, there has been no official Gypsy/Traveller site in Moray. Consequently all encampments within Moray are classified as unauthorised, although there is a tolerance from the Council and the Police for encampments within certain areas and facilities have been provided. Various alternative short stay sites are being considered but agreement is yet to be reached.

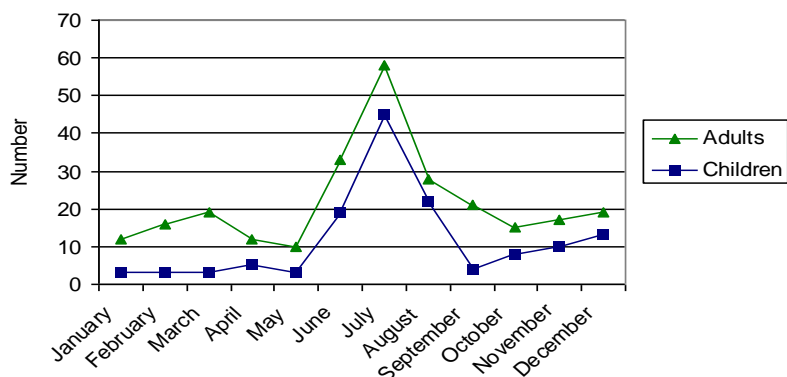


There are generally relatively few families camped in Moray at any point though the number varies over the course of the year, peaking in June and July due to the custom of Gypsy/Travelling families moving around more in the summer. The two graphs indicate the number of

encampments, caravans, adults and children in unauthorised encampments over the course of 2008 [58].

The number of encampments peaks in June at 14 although the number of caravans peaks in July at 30.

The numbers of Gypsy Travellers in unauthorised encampments in Moray are



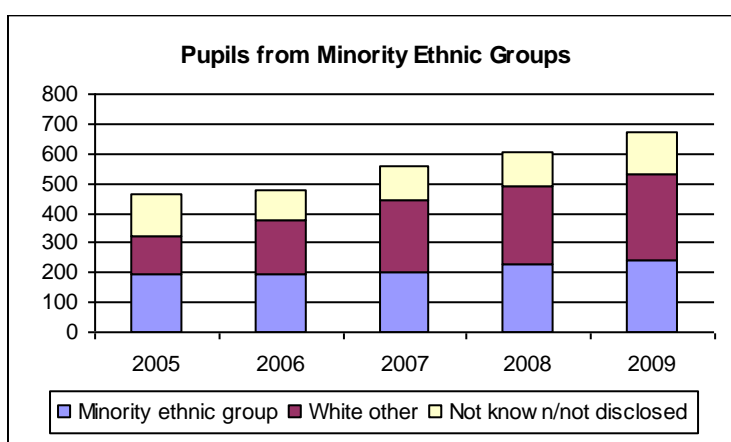
generally 10 to 20 adults and 1 to 10 children, rising to approximately 60 adults and 45 children in peak summer (July).

The average length of an encampment has increased between 2005 and 2008, from 13 days to 31 days, suggesting that Travellers are moving around less. This is also perhaps a reflection of the decrease in Travellers from neighbouring and other Scottish authorities and increases in local Travellers and those from other areas.

#### 6.4.2.1.1.3 English as an Additional Language (EAL)

In January 2010, the EAL service highlighted that there were 387 pupils whose first language was not English. Of these the vast majority were primary (189) or secondary (152) school children though there were also 9 exchange students, 35 pre-school children and 2 private school children. There were a total of 42 different first languages including 18 spoken by just one or two children. By far the most common first language was Polish, spoken by 142 children, followed by Portuguese (32), German (27), Punjabi (16) and Cantonese (14) [59].

The graph shows the increase over the last 5 years in the number of school pupils from ethnic minority groups, the largest rise being seen in white other nationalities (white non-UK) [60], reflecting the large in-migration of Europeans.



This service aims to facilitate access to the mainstream curriculum for bilingual pupils, and to ensure equality of opportunity within Moray schools. It aims to enable pupils to take a full part in the life and work of the school and the wider community, working in partnership with parents. The service recognises the cultural and linguistic diversity of bilingual pupils as a positive contribution to be recognised by all. There is currently no bi-lingual support for pupils from ethnic minority groups.

#### 6.4.2.1.2 Age

The population of Moray has grown by 5.1% between 1981 and 2008. The broad age structure in Moray as per the 2001 census was as follows:

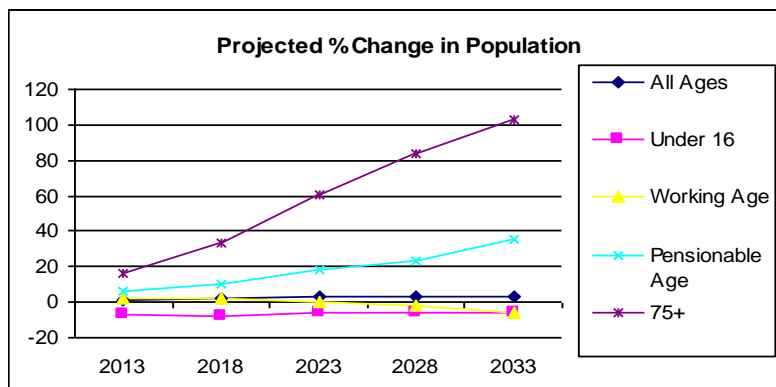
Age (years)	2001	2008
Under 16	20.1%	17.8%
Working Age	60.9%	60.6%
Pensionable age+	18.9%	21.6%

Mid-2008 population estimates suggest that there have been changes in all three groups. The proportions of young people aged under 16yrs and people of working age have fallen to 18% and 61% respectively, while the proportion of people of pensionable age<sup>40</sup> has increased to 22% [61]. In

actual numbers there are about 15,650 under 16s, 53,190 people of working age and 18,920 people of pensionable age.

<sup>40</sup> Until 2010 pensionable age is 60yrs for women and 65yrs for men. Between 2010 and 2020, pensionable age for women increases to 65. Between 2024 and 2046, state pension age increases in three stages from 65 years to 68 years for both sexes.

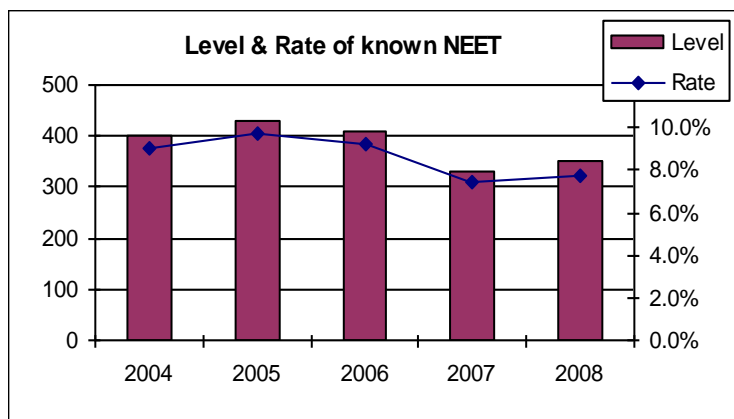
Over the next 23 years, Moray's population is projected to increase by just 3%, to about 90,400. However, the number of pensionable age people is projected to increase by 36% to around 25,730 while the numbers of people of working age and under 16s are projected to decrease by 6% each to about 50,000 and 14,710 respectively.



There are projected to be 103% more people aged 75yrs and over, accounting for more than half of the pensionable age group [62].

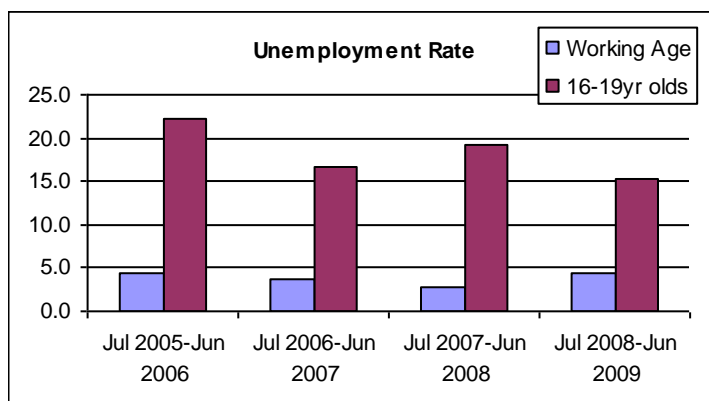
#### 6.4.2.1.2.1 Not in Employment Education or Training

The level of 16-19yr olds known to be NEET has fallen by 12.5% since 2004, a net reduction of 50 young people. The rate has reduced by 1.4% [63].



The figures are calculated using School Leavers Destination Reports and Department of Work and Pensions benefits data. However, the combination of these sources is likely to underestimate the number of NEET 16-19 year olds by approximately 20-25%. This would mean that in 2008 there were approximately 435 NEET 16-19yr olds, compared with 500 in 2004, a reduction of 13%.

The unemployment rate for 16-19yr olds is considerably higher than the overall rate, as the following graph shows. For July 2008 to June 2009, the rate equates to about 360 people [56].



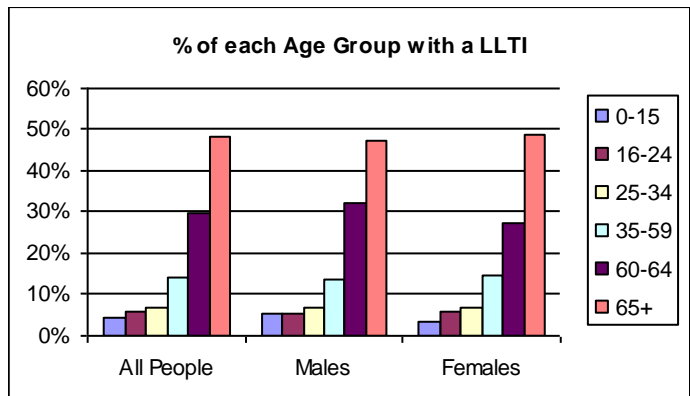
**Recommendation:**  
Addressing the high unemployment rate in 16-19yr olds should feature in the SOA.

#### 6.4.2.1.3 Disability

"A person has a disability if he or she has a physical or mental impairment, which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. This includes people who have long-term medical conditions such as cancer and HIV". [64]

### 6.4.2.1.3.1 Limiting Long-Term Illness

The 2001 Census [7] showed that nearly 17% of Moray's population had a limiting long-term illness (LLTI), about 14,500 people, slightly over half of whom, 53.2%, were female. An age breakdown shows that the proportion of people in each age group with a LLTI increases with age. The average age of someone with a LLTI is 59yrs.

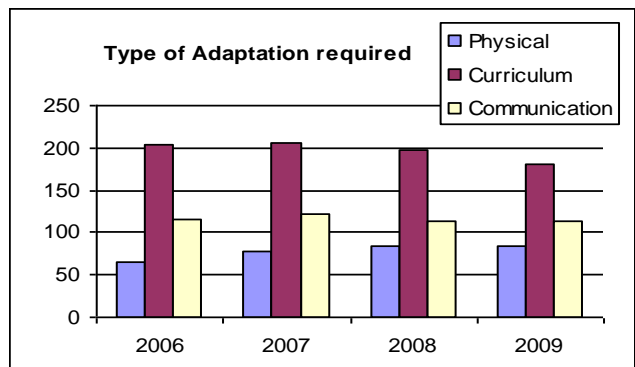
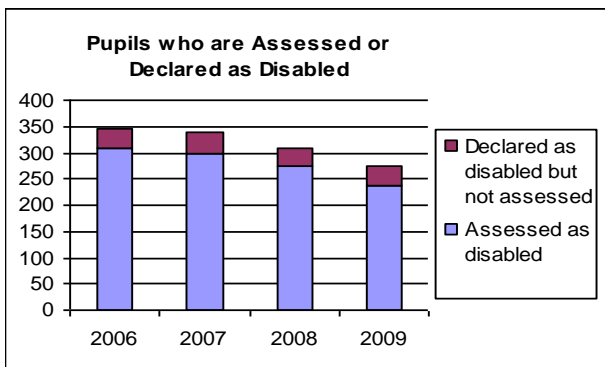


The age breakdown also shows that nearly 5% of under 16s and 12% of the working age population has a LLTI while about 45% of people of pensionable age have a LLTI. In all three groups, there is a slightly higher proportion of men than women with a LLTI.

Of the nearly 20,000 economically inactive people in Moray about 14.5%, nearly 3,000 are permanently sick or disabled. Slightly more than half are male.

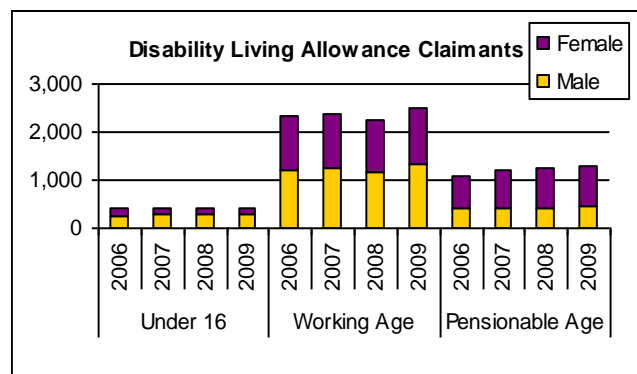
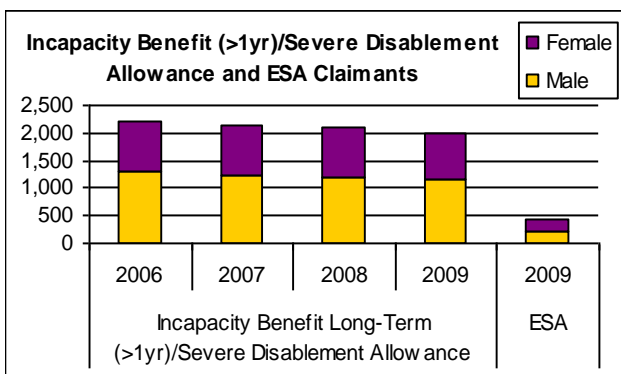
### 6.4.2.1.3.2 Pupils Assessed or Declared as Disabled

The Pupil Census 2009 [60] reports that there are 276 pupils in Moray assessed or declared as disabled. The number has reduced successively over the last 4 years, from 347 in 2006. Over the same period there have been small changes in the types of adaptation required, with a slight reduction in curriculum adaptation and a slight rise in physical adaptation.

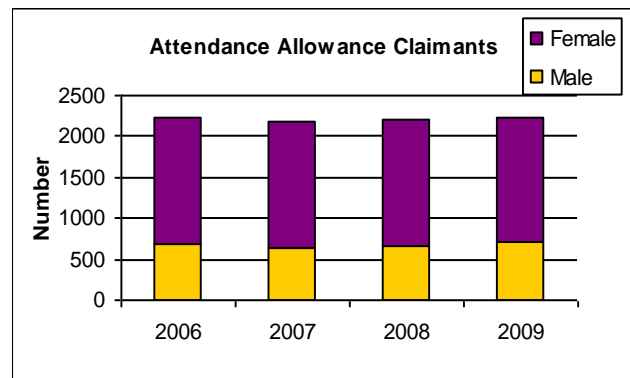
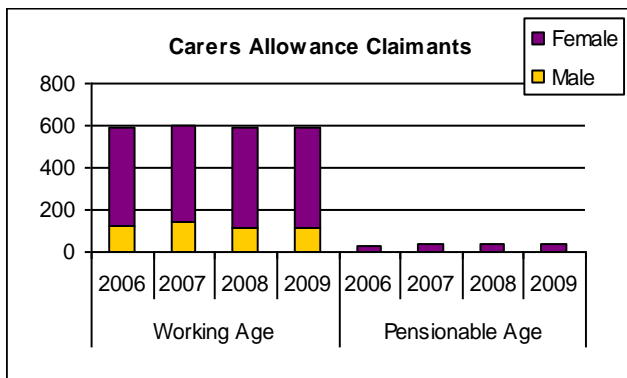


### 6.4.2.1.3.3 Benefits

There are several benefits that give an indication of the extent of disabilities in Moray. The main ones for working age people are Incapacity Benefit, Employment and Support Allowance, which replaced Incapacity Benefit and Income Support, paid because of illness or disability, in October 2008 for new customers, Disability Living Allowance and Carers Allowance. People of pensionable age can claim Attendance Allowance. The four graphs







show the number of claimants of each of these benefits over the last 4 years [6]. It is not possible to combine the numbers to get one total as many claimants will be claiming more than one of these benefits. [The most recently published data is for August 2009 therefore data is displayed for the same point each year]. More detail about these benefits is in Appendix 2.

The graphs show that there have been no significant changes in the numbers of claimants of each of the benefit types over the last 4 years. The slight drop in Incapacity Benefit claimants in 2009 can be explained by the introduction of Employment and Support Allowance in October 2008.

Age breakdowns for the August 2009 data reveal the following:

- Incapacity Benefit (>1yr)/Severe Disablement Allowance: – The number of claimants tends to increase with age, with the exception of the 35-44yrs group, which has as many claimants as the 55-59yrs group. There is little difference between the genders.
- Disability Living Allowance: – For under 16s and working age claimants, the number increases with age. The number of claimants of pensionable age decreases with age. Under 16s and working age up to 34yrs, there is a tendency for more male claimants than female. 35yrs and over, there tends to be slightly more female claimants.
- Carers Allowance: – The number of claimants is fairly steady up to 64yrs, though there are very few under 35yrs. The largest proportion of claimants are aged 65yrs and over. The majority of claimants are female, accounting for nearly ¾ of all carers allowance claimants.
- Attendance Allowance: – The number of claimants shows a pronounced increase from 65yrs to 84yrs, falling marginally to 89yrs followed by a fairly sharp drop at 90yrs and over. The majority of claimants are female, the proportion increasing with age and accounting for nearly 70% overall.

#### 6.4.2.1.3.4 Carers

There are various sources that provide figures for the number of carers, adult and young, in Moray. Some are estimates based on national figures and some reflect the numbers registered with local organisations. For different reasons, all these figures are likely to misrepresent the true number of carers in Moray. Although considerably out of date, the Census 2001 figures are possibly the most accurate reflection of the numbers of adult and young carers in Moray. Numbers from other sources are used for comparative purposes and to highlight the considerable differences between the figures.

The 2001 Census [7] showed that nearly 7.8% of Moray's population provided unpaid care, compared with 9.5% nationally. This amounts to about 6,779 carers in Moray, 61% of whom were female (60% nationally). About 21% of carers are 65yrs+ (8.6% of pensionable age population) and about 3% are under 16yrs (1.2% of under 16 population). This translates to about 1,415 carers aged 65 & over and 205 carers under 16yrs. Nationally about 15% of carers are aged 65yrs+, considerably lower than in Moray, and 2% are aged under 16yrs. However, in relation to the age-specific populations, the proportions are the same as in Moray.

Community Care Statistics 2002 [65] estimated that nearly 670,000 people, 13% of the population, were providing informal care to someone – 165,100 within their own home and 503,400 outwith their own home. Around 18% of carers were aged 65yrs & over and 0.7% was aged under 16yrs. Translating these proportions to Moray suggests a total of 11,410 carers, approximately 2,020 carers aged 65yrs+ and about 84 young carers (under 16yrs).

Figures from Moray Carers Project indicate that there were 1,682 adult carers registered at 01/06/09, considerably less than indicated by the Census 2001. The top 6 conditions being cared for are mobility problems (371), heart condition (224), arthritis (207), cancer (156), stroke (156) and dementia (151). 29 adult carers were caring for someone with substance misuse problems.

As at 30/04/09 Moray Young Carers had 235 young people registered with them, slightly higher than the number recorded in the Census 2001. Of these, 156 were caring for someone with a physical disability, 78 for someone with learning disabilities, 77 for someone with mental ill health and 13 were caring for someone with substance misuse problems.

Using research by the Princess Royal Trust for Carers that estimated the total of young carers in Scotland as 115,000, Moray Carers Strategy [66] conservatively estimated that there could be as many as 2,000 young carers in Moray.

Carers UK's 2002 report *It could be you* demonstrates that demographic change, coupled with the direction of community care policy, will see a 60% rise in the number of carers needed by 2037 [67]. Using the Census 2001 figures this means that there could be more than 10,500 adult carers and 328 young carers in Moray by 2037.

According to the census nearly 4,500 carers provide less than 20hrs per week, about 800 provide 20-49hrs while nearly 1,600 provide 50hrs or more care per week. The 2000 General Household Survey found that where the carer and the person cared for lived in the same household the amount of care provided increased. 63% of carers in the same household spent 20 or more hours a week caring and 31% spent at least 50 hours per week caring. This compares with 10% and 1% respectively for carers living in another private household. Community Care Statistics 2002 [65] found that of those being cared for within the same home 78% received 20hrs or more care per week whereas 24% of those being cared for from outwith the home received that amount of care.

A report published by Carers UK in 2009 entitled "Facts about Carers", suggests that "carers face social exclusion due to the isolation of caring and discrimination against them by service providers. A major issue raised by carers is how inflexible or unreliable transport services (i.e. late running, strikes, cancellations or diversions without notice) cause frequent care emergencies which have been particularly problematic for working carers. Despite the expense involved, nearly all working carers surveyed had to have a

private car in order to ensure that they could access the support services they needed and get to their workplace. Carers also have problems accessing leisure services and other social activities due to the cost and a lack of accessibility” [67].

#### 6.4.2.1.3.5 Mental Illness

Mental illness and the stigma surrounding mental illness are a significant cause of social exclusion. It is included here as a separate category under disability because of the common occurrence of mental health problems.

#### Adults

The Office for National Statistics or ONS puts the figure at one in six adults at any one time [68]. Using 2008-based population estimates, which puts the number of residents in Moray aged 16-64yrs (adults) at 56,185 that translates to about 9,400 adults in Moray experiencing mental health problems at any one time.

The ONS survey included a small but representative Scottish sample and among adults in Scotland aged 16-74 the prevalence rate of any neurotic disorder was around 141 per 1,000 adults. By far the most common neurotic disorder was mixed anxiety and depression, affecting about 68 in every 1,000 adults followed by generalised anxiety disorder affecting around 38 adults per 1,000. Depression (without anxiety) had a prevalence of 25 cases per 1,000 adults. Overall prevalence of any neurotic disorder (also includes phobias, obsessive compulsive disorder and panic disorder) was greater among women than men, affecting 170 per 1,000 compared with 109 per 1,000 for men. This was particularly the case in relation to mixed anxiety and depression, which had a prevalence of 92 per 1,000 women compared with 44 per 1,000 men. With the exception of panic disorder, the prevalence rate for women was greater than for men for most types of neurotic disorder [69]. The higher prevalence among women may reflect a higher likelihood of women being diagnosed and treated than men and an unwillingness among men to admit symptoms of depression, which are then expressed through different means, such as alcohol and drugs [70]. Translating these rates to Moray’s population suggests the following number of cases:

	Women	Men	All Adults 16-74
<b>Mixed anxiety and depressive disorder</b>	2,900	1,500	4,400
<b>Generalised Anxiety disorder</b>	1,450	1,140	2,590
<b>Depressive episode</b>	950	650	1,600
<b>All phobias</b>	630	230	860
<b>Obsessive Compulsive Disorder</b>	250	270	520
<b>Panic disorder</b>	250	570	820
<b>Any neurotic disorder</b>	5,360	3,650	9,010
<b>2008-based population estimate</b>	31,553	33,467	65,020

*Numbers do not sum since some people will experience more than one condition.*

A comparison between adults with a psychiatric disorder and those with no disorder reveals the following [68]:

- Those with a disorder are more likely to be separated or divorced (14% compared with 7%) and less likely to be married or cohabiting (62% compared with 67%) than those with no disorder. However, the majority of those with a disorder are married or cohabiting.
- Those with a disorder are more likely to be economically inactive (39% compared with 28%) and less likely to be employed (58% compared with 69%) than those with no disorder. However, the majority of people with a psychiatric disorder are employed.

- There is little difference between those with a psychiatric disorder and those without when compared by social class.
- Those with a disorder are more likely to be a lone parent (9% compared with 4%) or live alone (20% compared with 16%) and less likely to live with one or both parents (9% compared with 13%) than those with no disorder.
- Those with a disorder are more likely to live in social housing (26% compared with 15%) and less likely to own their home outright (15% compared with 25%) than those with no disorder. However, nearly half of those with a disorder own their home with a mortgage.
- Those with a disorder are more likely to live in an urban area (71% compared with 65%) and less likely to live in a semi-rural area (21% compared with 26%).

### Children

The prevalence of mental illness among 5-16yr olds (children) in Great Britain is about 10%. Boys are more likely to have a mental disorder than girls, 11% compared with 8%, and are more likely to have a conduct disorder but less likely than girls to have an emotional disorder. 11-16yr olds are more likely to have a mental disorder than 5-10yr olds, apparent for both conduct and emotional disorders [71].

Figures from the same survey were disseminated for Scotland regarding the characteristics of children experiencing a mental disorder [71].

Comparing children that have an emotional disorder with those that do not found:

- Those with an emotional disorder were slightly more likely to be girls.
- There was no difference in age or ethnicity.
- Those with an emotional disorder were twice as likely to live with a single lone parent but less likely to live with parents who are married.
- Those with an emotional disorder were more than twice as likely to have parents with no educational qualifications.
- Those with an emotional disorder were more than twice as likely to live in rented accommodation.
- Those with an emotional disorder are more than twice as likely to live in a household with gross income under £200 per week.

Comparing children that have a conduct disorder with those that do not found:

- Those with a conduct disorder were more likely to be boys
- Those with a conduct disorder were slightly more likely to be older children.
- There was no difference with regard to ethnicity.
- Those with a conduct disorder were twice as likely to live with a previously married lone parent and less likely to live with parents who are married.
- Those with a conduct disorder were twice as likely to have parents with no educational qualifications.
- Those with a conduct disorder were twice as likely to live in rented accommodation.
- Those with a conduct disorder were twice as likely to live in a household with gross income under £200 per week.

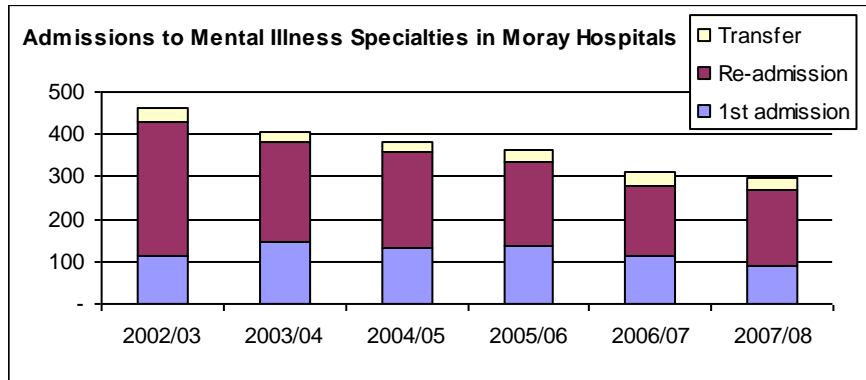
The main difference between children with an emotional disorder and those with a conduct disorder is their living situation: children with an emotional disorder are more likely than those without to live with a *single* lone parent, while children with a conduct disorder are more likely than those without to live with a *previously married* lone parent. This would

suggest that children of divorced parents are more likely to experience a conduct disorder than an emotional disorder.

In Moray, compared with nationally, there is a smaller proportion of lone parent households and a reducing number of lone parents claiming income support, less social renting but more private renting and a slightly smaller proportion of children living in low income households, which suggests that there may be a smaller proportion of children in Moray suffering from a mental disorder than nationally.

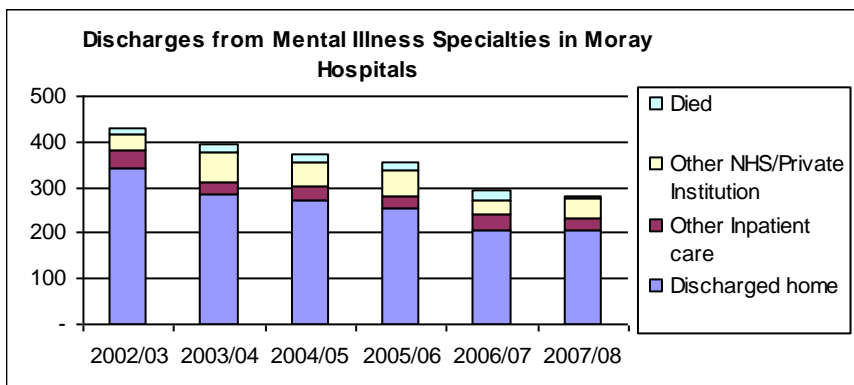
***Hospital Admission, Discharges and Outpatients [72]***

Between 2002/03 and 2007/08 (most recent published data) there has been a yearly reduction in the number of admissions to mental illness specialties in Moray hospitals totalling 36%, primarily reflecting a reduction in the number of re-admissions. The numbers of first admissions and transfers have remained fairly steady over this period.



Consequently, the proportion of all admissions accounted for by re-admissions has fallen from 69% to 60% over this period. The number of residents has also remained steady.

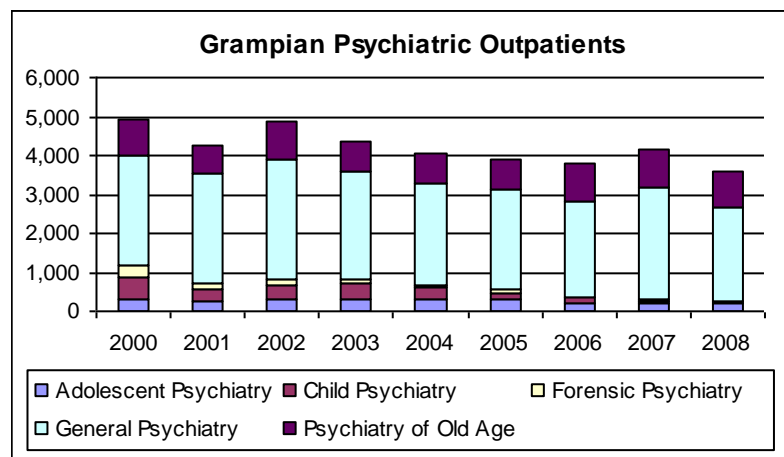
The number of discharges shows a similar pattern of reduction to admissions, totalling 35% over the period 2002/03 to 2007/08. The vast majority of discharges are to the patient's home though this proportion has reduced slightly from 78% in 2002/03 to 72% in 2008/09.



The other main change is in the proportion discharged to another NHS/Private Institution, which has increased from 9% to 15% over the same period. The number of patients that has died has fluctuated over the period, with a peak of 24 in 2006/07 and a low of 6 in 2007/08.

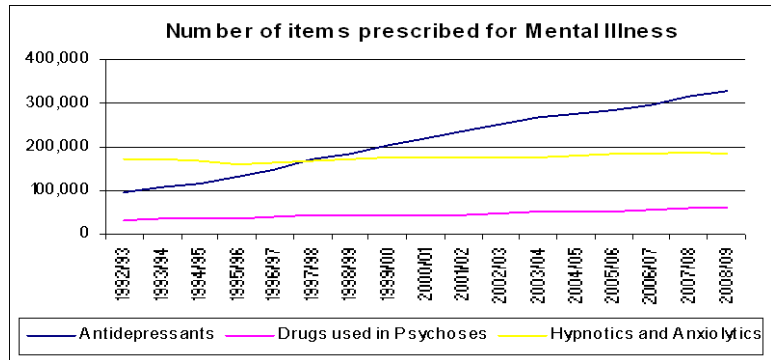
On average about 4% of discharges are accounted for by patient death.

The number of new patients attending outpatient clinics in Grampian (not published at Moray level) shows an overall reducing trend reflecting downward trends in all categories with the exception 'Psychiatry of Old Age', which shows a slightly increasing trend. This is perhaps reflective of the increasing elderly population.



Drugs for Anxiety, Depression and Psychosis

It is estimated 9.7% of the Scottish population aged 15 and over make daily use of antidepressant drugs [73]. Using 2008-based population estimates this translates to 7,100 people in Moray. The most recent statistics for Moray estimate that 3,828 patients were prescribed drugs for anxiety, depression or psychosis in 2006 [74].



Figures for Grampian NHS Board

show the number of items prescribed for anxiety, depression and psychosis. Since 1992, the number of antidepressants prescribed has more than trebled, the number of hypnotics and anxiolytics has nearly doubled but the number of drugs prescribed for psychosis has remained virtually unchanged.

6.4.2.1.4 Religion

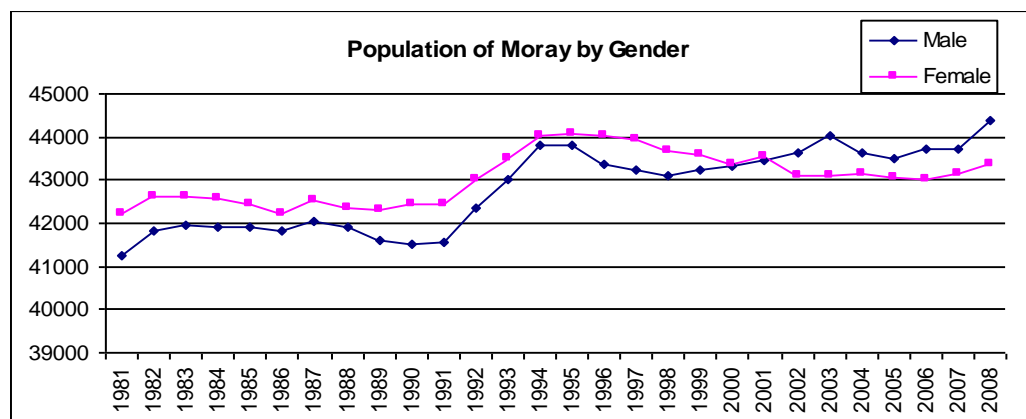
There is very little data available regarding religious affiliation. Data from the 2001 census highlights the following breakdown (numbers are based on the population at the time) [55]:

- Church of Scotland 44.32% 38,532
- Roman Catholic 6.09% 5,295
- Other Christian 13.28% 11,546
- Buddhist 0.13% 113
- Hindu 0.02% 17
- Jewish 0.04% 35
- Muslim 0.2% 174
- Sikh 0.01% 9
- Another Religion 0.57% 496
- None 30.63% 26,630
- Not answered 4.72% 4,104

6.4.2.1.5 Gender

Between 1981 and 2008 the male population has grown by 7.6% and females by 2.7%. The main component of growth is the number of people of pensionable age, with males increasing by 47.5% and females by 30.3%. The number of males of working age has also increased, by 11.8% compared with a 3.3% increase in females of working age. The increases in both these age groups are partly offset by a decrease in the number of under 16s, with the number of males reducing by 21.2% and females by 24.2%.

There are considerable differences between males and females in the proportions in each age group. In 2008 approximately 66% of the male population were



of working age compared with 55% of females, while 16% of males were of pensionable age compared with 28% of females. These differences are due primarily to the different pensionable ages of men and women (65yrs and 60yrs respectively) but also the fact that there are nearly twice as many women than men aged 80yrs and over. The presence of the two RAF bases in Moray with predominantly male personnel is also a contributory factor.

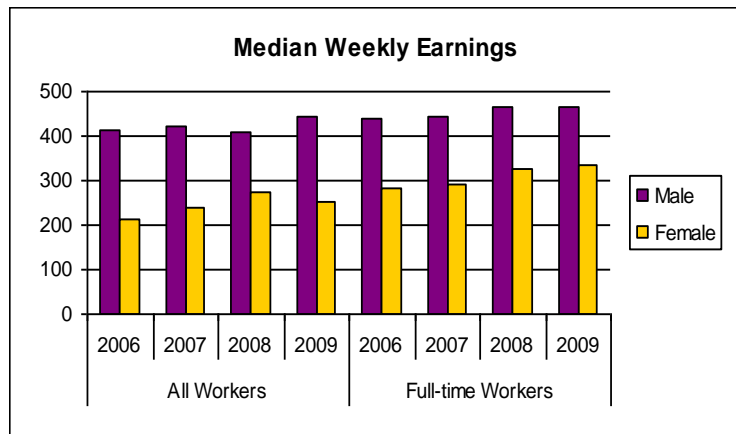
Between 1981 and 2001 there were more females than males in Moray. In 2002, the number of males rose above females and has remained higher since. In 2008, 49% of the total population was female, a slight reduction from 51% in 1981. Breaking this down shows that 48% of under 16s were female, 45% of the working age population was female and 63% of the pensionable age population was female. All 3 age groups show a slight reduction from 1981, of 1%, 2% and 3% respectively [1].

**6.4.2.1.5.1 Employment and Earnings**

About 80% of the female working age population is economically active compared with 90% of the male working age population. However, a smaller proportion of economically active females are unemployed than economically active males, 3% compared with 5% [6].

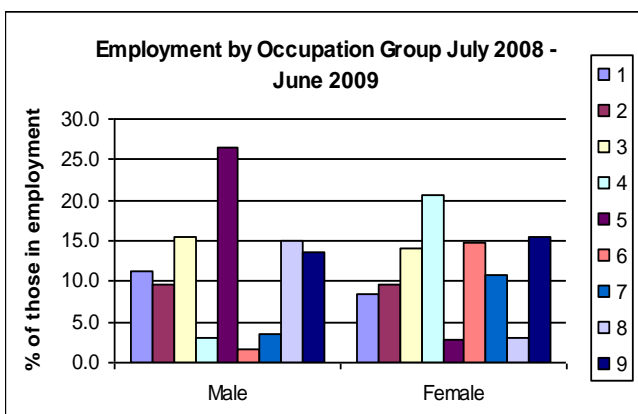
Although a larger proportion of females are economically inactive, nearly ¾ do not want a job, compared with 56% of males.

There has been a slight improvement in the median weekly earnings of female workers compared with males. In 2006, the median weekly earnings of all female workers were 52% of the male equivalent. In 2009, this had increased to 56%. The improvement in relation to female full-time workers is slightly greater, increasing from 64% of male median weekly earnings to 72% [6].



A breakdown of people in employment by gender and occupational group highlights some marked differences between the genders [6].

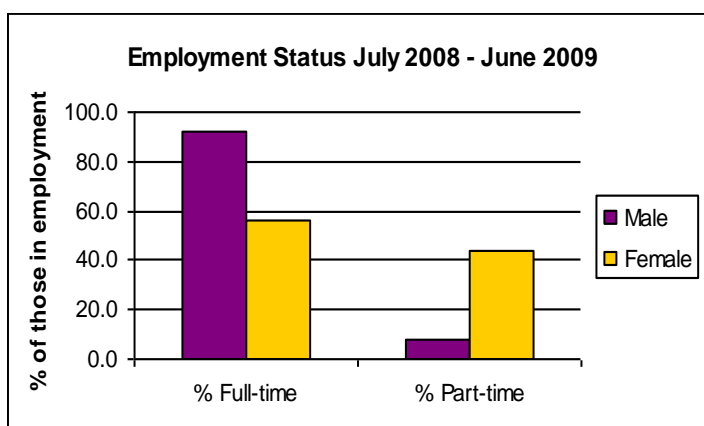
Although there are differences in all but one category (professional occupations), there are considerable differences in five of the nine. The administrative & secretarial occupations, personal service occupations and sales & customer service occupations employ many more females than males while there are many more males than females employed in skilled trades' occupations and process, plant and machine occupations.



1	Managers and Senior Officials
2	Professional Occupations
3	Associate Professional and Technical Occupations
4	Administrative and Secretarial Occupations
5	Skilled Trades Occupations
6	Personal Service Occupations
7	Sales and Customer Service Occupations
8	Process, Plant and Machine Operatives
9	Elementary Occupations

The difference in the proportions of skilled trade's employees is likely to be partly due to the presence of the RAF bases.

A look at employment status reveals that males are much more likely to be employed full-time compared with part-time, 92% and 8% respectively, whereas females show a fairly even split, 56% full-time and 44% part-time [6].



The 2001 Census [7] revealed that in couple families with one or more children, where only one parent was working, the rate of economic inactivity was vastly greater for females than males, 79% compared with 8%, suggesting that female parents are much more likely to stay at home and look after the home and family than male parents. This is supported by the much higher rates of full-time employment in males and part-time employment in females.

#### 6.4.2.1.6 Sexual Orientation

There are no official statistics on sexual orientation. However, it has been estimated that about 6% of the British population is homosexual [75], a figure accepted as “about right” by the Chief Executive of the Gay Rights charity Stonewall.

The Office for National Statistics (ONS) carried out a consultation regarding the inclusion of a sexual orientation question in the 2011 census and although the responses from consultees were in favour of inclusion, the ONS maintained its view “*that such questions are not suitable for the 2011 Census. ONS has significant concerns surrounding the issues of privacy, acceptability, accuracy, conceptual definitions and the effect that such a question could have on the overall response to the Census*” [76]. However, they did acknowledge that there is a clear and increasing demand for the information, particularly with the forthcoming introduction of the Single Equality Bill in autumn 2010.

Consequently, the ONS developed the Sexual Identity Project in 2006 to meet user requirements for information on sexual identity. The project had three main objectives: question development, question testing and implementation and guidance. The result of the project is the addition of a question on sexual identity in the Integrated Household Survey (IHS)<sup>41</sup>. First estimates from the IHS will be released as ‘experimental’ statistics and, subject to evaluation for reliability and robustness, released as official statistics in December 2010.

#### 6.4.2.1.7 People on Low Income

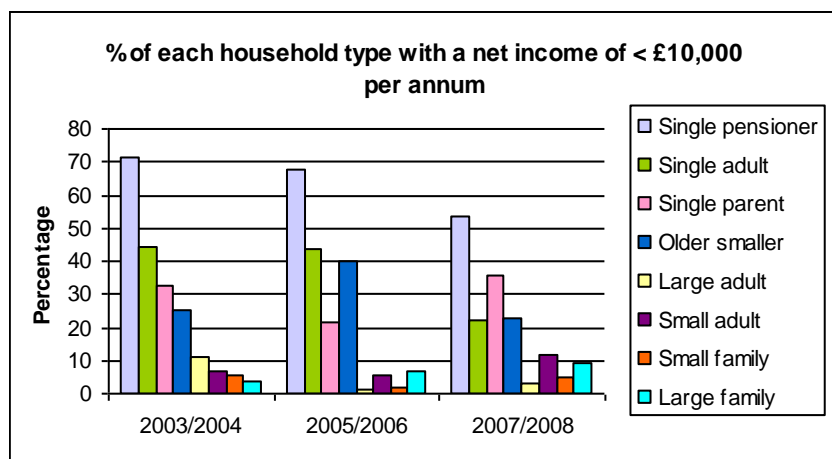
The national poverty figures from the Households Below Average Income datasets cannot be broken down to Local Authority (LA) level in Scotland, meaning poverty figures for Local Authorities are not available. Proxy indicators are used by people interested in poverty at LA level and two of the main proxy indicators are HM Revenue and Customs tax credit data and figures from the Scottish Household Survey. Tax credit and benefit claimant data from HM Revenue and Customs can be used as proxy data for child poverty at a Local Authority level. The “percentage of children in each Local Authority that live in

<sup>41</sup> The Integrated Household Survey (IHS) is a composite survey combining questions asked in a number of Office for National Statistics (ONS) social surveys to produce a dataset of Core variables.



households dependent on out of work benefits or Child Tax Credit more than the family element" is a combination of benefits and tax credits which are a proxy for living in a low income household. Data from the Scottish Household Survey can be used to provide some indication of household income at Local Authority Level.

Data from the Scottish Household Survey (SHS) indicates that in Moray the most common household type<sup>42</sup> with an income of < £10,000 is single pensioner households, the case in the last 3 years of publication (results from the SHS are published every 2yrs for most

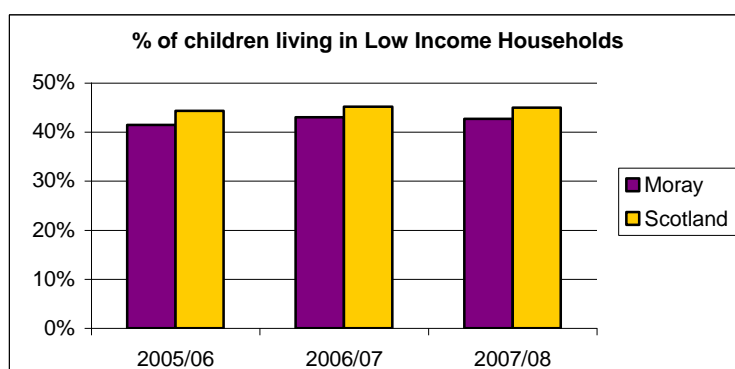


local authorities) despite a decreasing trend over this period. This is encouraging given the increase over recent years in the number of people of pensionable age in Moray [77].

There has been fluctuation in the proportions of other categories of household with an income of < £10,000, although single adult, single parent and older smaller

households have consistently had considerably larger proportions than other categories in all 3 years. (For a description of household types see Appendix 2).

The percentage of children living in low income households<sup>43</sup> is slightly lower than Scotland and accounts for about 43% of children aged 0-19yrs. This amounts to over 20,000 children in 2007 [78].



#### 6.4.2.1.7.1 Earnings

Moray has the lowest overall median weekly gross wage in Scotland at £327, the Scottish average being £387.50 and the highest median being £457.60, in East Dunbartonshire. Breaking the data down shows that female workers and full-time workers in Moray are also the lowest median weekly wage earners in Scotland, while male workers and part-time workers earn the 8<sup>th</sup> and 6<sup>th</sup> lowest respectively [6].

A look at overall median hourly gross wage reveals a similar pattern, Moray having the 2<sup>nd</sup> lowest hourly wage in Scotland and female and full-time workers being 2<sup>nd</sup> lowest and lowest respectively. East Dunbartonshire has the 2<sup>nd</sup> highest median hourly wage in Scotland [6].

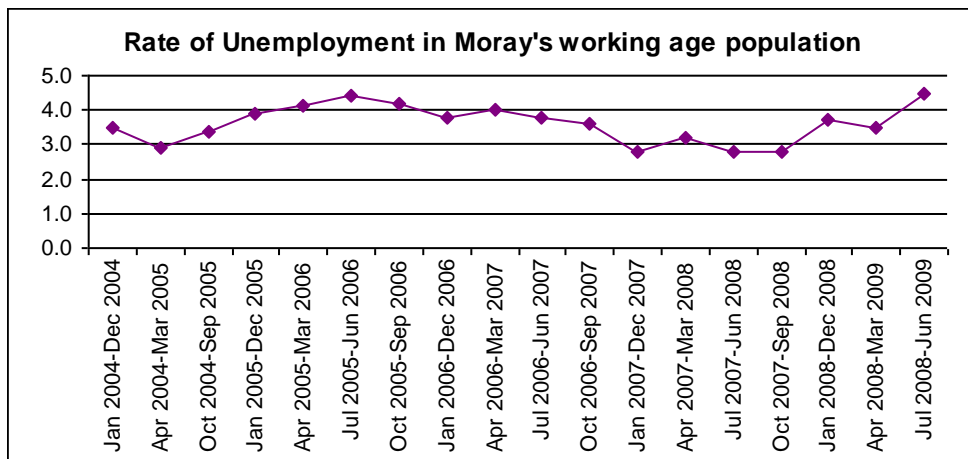
#### 6.4.2.1.7.2 Unemployment

Over the last 5 years Moray's unemployment rate has fluctuated with a low of 2.8% during most of 2007 and 2008, and reaching a high of 4.5% during the most recent period for which data is published, July 2008 to June 2009.

<sup>42</sup> See Appendix 2.

<sup>43</sup> Households that are dependent on out of work benefits OR Child Tax Credit more than the family element.

During this period Moray's unemployment rate was better than the Scottish rate of 6.1%,



with only 9 authority areas better than Moray [6].

From the above data, it can be inferred that the percentage of children living in a low income household is markedly affected by the low wage

rate in Moray, to a lesser extent than unemployment. In East Dunbartonshire where the unemployment rate is more than 2% higher than in Moray but the median gross weekly wage is the highest in Scotland, the percentage of children living in a low income household is 29%, which is 14% lower than in Moray.

#### 6.4.2.1.7.3 Debt

The extent of debt problems is closely related to the quantity and availability of consumer credit. Between 2006 and 2007, total credit lending in the UK increased by 5.8%. Average household debt in the UK is £9,300 (excluding mortgages), and including unsecured personal loans, this increases by more than 100% to almost £22,000.

During the first 6 months of 2009, more than 7,500 Scots were declared bankrupt, which is 75% higher than during the same period in 2008. A conservative estimate based on the numbers seeking advice, suggests that 1 in 63 people in Moray have a debt problem though the true figure may be far higher. Based on 2008 mid-year population estimates this equates to nearly 1,150 people aged 16yrs and over [79].

There are 2 not-for-profit debt advice services operating in Moray. Single debt cases are dealt with by the Moray Citizens Advice Bureau, which has seen a 9.5% increase in enquiries between 2007/08 and 2008/09, mostly concerning debt and employment and particularly from non-usual clients. Multiple debt cases are handled by Moray Money Advice Service within Trading Standards.

#### Moray Money Advice Service [79]

The average client has 5 to 6 creditors with unsecured debts of £17,000. The most common causes of debt problems are changed circumstances, including illness, redundancy and family breakdown.

Around 65% of clients are classed as vulnerable persons categorised as follows:

- Under 20 or over 70
- Unemployed or unable to work due to ill health/disability
- Homeless or in supported accommodation
- Any limiting illness/disability
- Income band of >£6,000 to <£10,000

The remaining 35% is “the new poor”, made up of people who have had a reasonable income, mortgages and no limiting disability. Since the recession, the number of people in this group has been increasing both locally and nationally.

It is projected that about 500 people will require complex debt advice in 2009/10, an increase of about 10% from 2008/09 and over 40% higher than in 2006/07. The banking clampdown that resulted from the “Credit Crunch” has left many people from all walks of life with fewer options to try to sort out financial problems.

<b>Moray Money Advice Service</b>	<b>2006 – 2007</b>	<b>2007 – 2008</b>	<b>2008 – 2009</b>	<b>2009 - 2010</b>	<b>4yr Total</b>
<b>Number of Complex Debt clients / Aggregate Debt Value</b>	350 / £6.0 M	438 / £7.4 M	455 / £9.1 M	500 / £9.1M	1743 Clients £31.6M Debt

#### 6.4.2.1.8 Lone Parent Households

The 2001 Census [7] determined that there were 2,225 lone parent family households in Moray, 6.2% of all households, compared with 10.5% nationally. More than half of these, 56%, had dependent children, rather than non-dependent children, lower than the national figure of 66%. Of the 1,248 lone parents with dependent children in Moray, 91% are female, the same as nationally.

Although male lone parents are more likely to work than female lone parents, 66% compared with 51%, female lone parents are more likely to work part-time than full-time, 34% compared with 17%, while male lone parents are more likely to work full-time, 59%. The breakdown is the same nationally but only 55% of male and 47% of female lone parents are in employment [7].

In terms of tenure, lone parents with dependent children in Moray are much more likely to live in council or other social housing, 53%, than they are to rent privately or own their home, 23% and 24% respectively. The picture nationally is similar although more own their home than rent privately, 27% compared with 17% [7].

Comparing the tenure of lone parent households with dependent children with couple families with dependent children reveals some marked differences. 66% of couple family households own their home, 16% rent privately, while 17% - less than a third the rate of lone parent families with dependent children – rent from the council or other social housing [7].

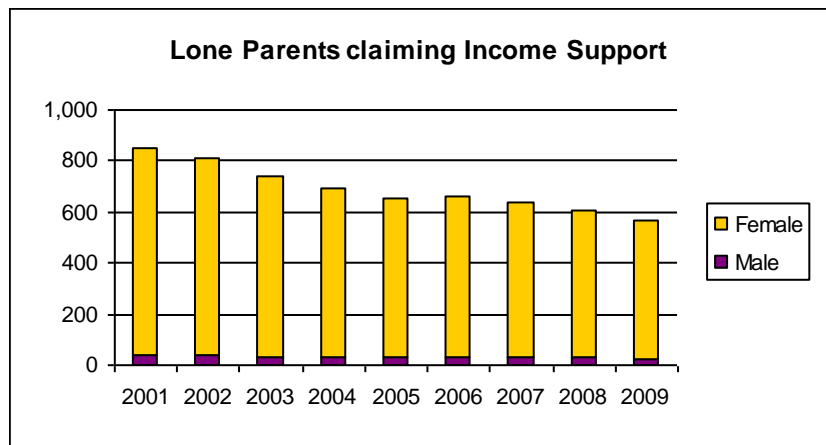
In 2008/09, single parents accounted for the second largest group of homelessness applicants at 18.8%, a decrease of 5% from 2007/08. In comparison, the national figure for single parent households in 2008/09 is 24%. In 21.4% of homelessness applications during 2008/09, non-violent dispute within household/relationship breakdown was given as the reason for homelessness, a 9.3% increase from 2007/08 [49].

The number of lone parents claiming income support<sup>44</sup> has reduced by 33% over the last 5 years, from 850 in August 2001 to 570 in August 2009 [6]. The vast majority are claimants are female, reflecting the larger number of female lone parents in Moray.

<sup>44</sup> Number of claimants for whom being a lone parent is the main reason for them claiming benefits. Claimants are assigned to a group according to the top most benefit they receive so not all lone parents will be included here.

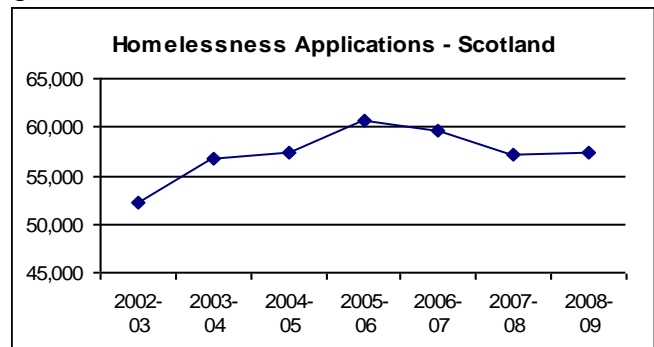
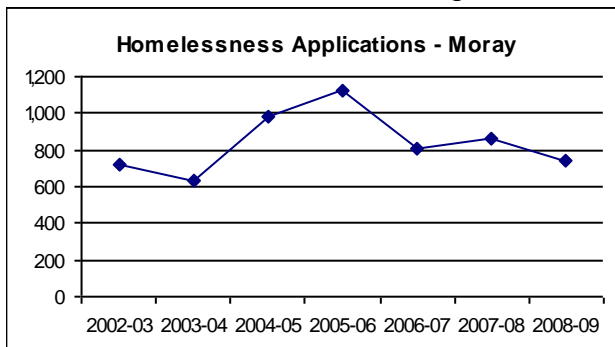
The number of claimants represents 1.1% of the working age population, which is one of the lowest rates in Scotland, perhaps due to the larger proportion of lone parents that are in employment in Moray.

Comparing 2001 lone parent numbers and claimants indicates that around 68% of lone parents are claiming income support.



### 6.4.2.1.9 Homeless People

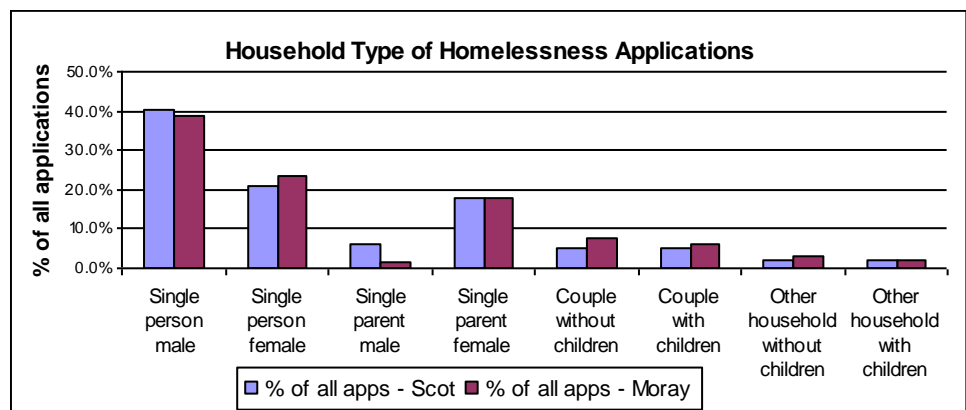
The level of homelessness in Moray is at a similar level to 2002/03, with 742 applications under the Homeless Persons legislation during 2008/09. This follows an increase to



2005/06 followed by a decrease to 2008/09. There has been a similar pattern of change nationally except that the number of applications has not yet returned to the level of 2002/03 [80].

Around 72% of homelessness applications were assessed as homeless in Moray during 2008/09, similar to the national rate, and around 71% of these were assessed as priority need.

A breakdown by household type shows that the most common type of household applying under the Homeless Persons legislation in 2008/09 is single males (39%), followed by single females (23%) and female single parents (18%). All other household types each account for less than 10% of applications. The national picture is very similar [80].



### 6.4.3 Types of Deprivation

There are various types of inequality and the most comprehensive breakdown is that used to describe deprivation in the Scottish Index of Multiple Deprivation (SIMD). The SIMD identifies small area concentrations of multiple deprivation across all of Scotland in a consistent manner by comparing and ranking statistical geographies.

The geographical area used to present SIMD results is the data zone. The whole of Scotland is divided into data zones which are contained within local authority boundaries and fixed over time. There are 116 data zones in Moray. Intermediate geographies are larger areas made up of several data zones in a local authority area and these can also be used to describe SIMD results. There are 24 intermediate geographies in Moray.

The SIMD provides a relative ranking from most deprived (rank 1) to least deprived (rank 6,505) data zone in Scotland, overall and under each of seven topics (domains) [81].

- Current income
- Employment
- Health
- Education, skills and training
- Housing
- Geographic access to services
- Crime

There is some concern that the SIMD does not accurately measure the incidence of deprivation in rural areas, which may be due to the lower concentration of population per area and differences in reasoning for weighting of contributing data in different environments (i.e. rural vs. urban). The ranking of an area within the 15% most deprived relies on there being a high proportion of the population in any one data zone experiencing deprivation of some kind. In rural areas, of which a large proportion of Moray is made up, the sparse distribution of residents can mean that pockets of deprivation are missed.

The following table shows how many of Morays data zones are in the 15% most deprived in Scotland in the SIMD 2009.

Number of Moray data zones in 15% most deprived in Scotland SIMD 2009, SIMD 2006								
	Overall	Current income*	Employment	Health*	Education, skills and training*	Housing	Geo-graphical Access*	Crime*
<b>2009</b>	1	1	3	1	4	0	32	13
<b>2006</b>	0	0	0	1	2	0	32	12

\* Methodology and/or indicators have changed so changes must be interpreted with caution

#### 6.4.3.1 Domain Measures

38 indicators are used over the seven domains. A full list of indicators and sources for both SIMD 2006 and SIMD 2009 can be found in 'Summary of Methodological Changes to the Scottish Index of Multiple Deprivation (SIMD) 2009'

<http://www.scotland.gov.uk/Resource/Doc/933/0087754.pdf>

Two points of particular note are:

- a) The current income domain does not use wages – it uses benefits data;
- b) The crime domain does not include data on crimes in or near a police station.

#### 6.4.3.1.1 Income domain measures

This domain measures adults and their dependants in receipt of Income Support, Job Seekers Allowance, Guaranteed Pension Credits and Child and Working Tax Credits. Data are from 2006 and 2008.

#### 6.4.3.1.2 Employment domain measures

This domain measures men aged 16-64 and women aged 16-59 who are on the unemployed claimant count, those who receive Incapacity Benefit, Severe Disablement Allowance, New Deal for the under 25s and New Deal for the 25+ who are not already included in the claimant count.

#### 6.4.3.1.3 Health domain measures

The health domain identifies areas with a higher than expected level of ill health or mortality given the age-sex profile of the population.

It measures mortality, hospital episodes related to alcohol and drug use, emergency admissions to hospital, the proportion of the population being prescribed drugs for anxiety, depression or psychosis and the proportion of low birth weight babies (born singly and live). It also includes the 'comparative illness factor' which is a measure of chronic health conditions.

#### 6.4.3.1.4 Education, skills and training domain measures

This domain measures school pupil absences, pupil performance on SQA at stage 4, working age people with no qualifications, 17-21 year olds enrolling into higher education and those aged 16-19 and not in full time education, employment or training.

#### 6.4.3.1.5 Geographic access to services domain measures

This domain is divided into two sub-domains: drive-time and public transport time. It measures:

- Drive time to: a GP, a petrol station, a post office, shopping facilities, a primary school and a secondary school.
- Public transport time to: a GP, a post office, shopping facilities.

#### 6.4.3.1.6 Housing domain measures

This domain measures persons in households that are overcrowded and persons in households without central heating.

#### 6.4.3.1.7 Crime domain measures

The crimes counted are selected recorded offences, not all crimes committed in an area. These are recorded crimes of violence, recorded domestic housebreaking, recorded vandalism, recorded drugs offences and recorded minor assault. Results for these are not available individually at a data zone level for confidentiality reasons.

#### 6.4.3.2 Datazones in the 15% most deprived in Scotland

*(Rank 1 is most deprived and rank 6,505 is least deprived. All rankings relate to this scale)*

*\* Changes in indicators preclude comparison with SIMD 2006*

[SIMD results can be viewed interactively, using maps, at <http://www.scotland.gov.uk/Topics/Statistics/SIMD/SIMDInteractive>]

#### 6.4.3.2.1 Overall Ranking

There is one data zone in the 15% most deprived in Scotland, which is located in the Elgin South Lesmurdie area. It was ranked 789.

#### 6.4.3.2.2 Income Domain\*

One of Moray's data zones is in the 15% most income deprived in Scotland. The data zone is located in the Buckie Millbank area with a ranking of 948.

In total there are 11,015 people experiencing income deprivation in Moray.

#### 6.4.3.2.3 Employment Domain

There are 3 of Moray's data zones in the 15% most employment deprived in Scotland. These are the Forres Central area, Elgin South Lesmurdie, and Elgin Cathedral areas, with rankings of 798, 911 and 976 respectively. In the SIMD 2006, there were no data zones in the 15% most employment deprived.

#### 6.4.3.2.4 Health Domain\*

There was one data zone in Moray found in the 15% most health deprived in Scotland and this was the Elgin South Lesmurdie area, with a rank of 432.

It is worthy of mention that the next lowest ranking in the health domain in Moray is considerably higher at 1,610.

#### 6.4.3.2.5 Education, Skills and Training Domain\*

Four of Moray's data zones were in the 15% most education deprived in Scotland. These were New Elgin West Thornhill, Buckie Stripeside, Elgin South Lesmurdie and Buckie Millbank with rankings of 544, 646, 658 and 711 respectively.

#### 6.4.3.2.6 Housing Domain

Moray has no data zones in the 15% most housing deprived in Scotland. The housing domain uses 2001 census data as more recent suitable indicators have not yet been developed. No changes from SIMD 2006 as the same data were used for the SIMD 2009.

#### 6.4.3.2.7 Geographic Access Domain\*

There are 32 of Moray's data zones in the 15% most access deprived in Scotland, reflecting the rural nature of Moray.

The most access deprived data zone is the area of Dallas, Logie and Beachans with a rank of 53.

- In the public transport sub-domain, this data zone was the most deprived in Moray, ranking 3 out of 6,505, making it the 3<sup>rd</sup> most access deprived data zone in Scotland. It should be noted that this datazone is in close proximity to Forres yet ranks lower on the public transport domain than many remote datazones e.g. in the Highland region.
- In the drive time sub-domain, the most deprived data zone in Moray is in the Tomintoul, Glenlivet, Drumin and Chapelton area, with a rank of 106.

#### 6.4.3.2.8 Crime Domain

There are 13 of Moray's data zones in the 15% most crime deprived in Scotland, compared with 12 in the SIMD 2006.

The most deprived data zone is in the Elgin Ladyhill area with a rank of 20. This data zone is located in the centre of Elgin in the area of the main bars and nightclubs.

Four data zones have entered and 3 data zones have left the 15% most crime deprived in 2009 that did not feature in 2006. Those entering are: Forres Greshop area, Elgin Kingsmills area, Elgin South Lesmurdie area and Elgin Moycroft area. Those leaving are: Forres Waterford, Forres Grant Park and Keith Central.

#### 6.4.3.3 Summary of Deprived Data Zones

By far the most widespread type of deprivation is access deprivation, with 32 data zones in the 15% most deprived in Scotland. This is very much a reflection of the rural nature of Moray and the large number of small, widely scattered settlements it contains.

The rurality of Moray increases the necessity for car travel, which is reflected in the third highest proportion of households owning one or more cars in Scotland, 82% compared with the national average of 68%, despite the low average income in Moray. However, Moray has the 10<sup>th</sup> lowest estimated volume of traffic in Scotland, at nearly half the national average, suggesting that the longer drive times to key services used to determine the level of access deprivation does not have an undue influence on road collisions. Unfortunately there are no statistics to identify the specific destination of journeys that result in a collision so no definite links between access deprivation and road safety can be made. The high level of car ownership despite the low average wage in Moray could suggest that for cars to be affordable they are older and potentially more likely to be unroadworthy but there is no evidence to substantiate this.

Next most widespread is crime deprivation, with 15 of Moray's data zones in the 15% most deprived in Scotland. Only one domain, housing, has no data zones in the 15% most deprived in Scotland.

Although only a small number of data zones feature within the 15% most deprived in each of the other domains, 2 feature in more than one of the domains. The following table shows the 10 most deprived datazones in Moray, with the most deprived ranked 1.

**15% 20% 25% Most deprived nationally**

SIMD 2009 Rank	Name	Overall	Income	Employment	Health	Education	Housing	Access	Crime
1	Elgin South Lesmurdie	15%	25%	15%	15%	15%		20%	15%
2	Buckie Millbank	20%	15%	20%		15%			15%
3	New Elgin West Thornhill	20%	20%	25%	25%	15%			15%
4	Elgin Kingsmills	25%		25%		25%	20%	25%	15%
5	Elgin Cathedral	25%	25%	15%					15%
6	Forres Central	25%		15%					15%
7	Buckie Stripeside	25%	20%			15%			
8	Lhanbryde East		20%					15%	
9	Forres Plasmon Mills		25%			20%	20%		25%
10	Forres Waterford			20%					25%



Appendix 3 includes a table detailing the 32 datazones in Moray that are in the 15% most access deprived in Scotland. More information on each datazone, including location, can be found using the interactive mapping tool. Datazone numbers are included for ease of reference.

#### **6.4.4 Tackling Inequalities in Moray**

By its very nature Social Inclusion is an issue that cuts across all areas of work and as the above analysis demonstrates, inequalities are wide-ranging in both type and who they affect. The work being undertaken to tackle inequalities is equally wide-ranging. As some forms of inequality are closely related to other Community Planning themes, for example health and education inequalities, work being undertaken to tackle those inequalities is better placed in the relevant Community Planning theme Strategic Assessment, although outline information will be included here. Consideration of the National Outcomes that are the responsibility of the Safer and Stronger Strategic Group identifies the following inequalities as relevant to this theme: income, employment (employability), housing & homelessness, access and crime. As such, work being undertaken in these areas will be discussed in more detail in this Strategic Assessment.

An important aspect of Social Inclusion is ensuring that all sections of society are engaged with through consultation and other methods, in order that everyone is able to play a part and contribute to the development of their community. This aspect of Social Inclusion will be included within the Community Engagement section of this Strategic Assessment.

##### **6.4.4.1 National Frameworks**

There are three key frameworks that have been developed by the Scottish Government, COSLA and their partners to be utilised at a local level to bring about substantial change, particularly over the long term, in order to achieve maximum economic growth for Scotland.

###### **6.4.4.1.1 Achieving Our Potential (2008) [82]**

The framework is intended to improve the co-ordination of action by the Scottish Government, its agencies and delivery partners to maximise the impact of work on poverty and deprivation in Scotland, particularly child poverty. For details of the key principles of this framework please refer to appendix 4.

###### **6.4.4.1.2 The Early Years Framework (2008) [83]**

The framework seeks to address the needs of those children whose lives, opportunities and ambitions are being constrained by Scotland's historic legacies of poverty, poor health, poor attainment and unemployment. The policy is developed with partners at a local level to allow flexibility in approach based on local needs and priorities. Details of the aim of the framework are included in Appendix 4.

###### **6.4.4.1.3 The Equally Well Framework [84]**

This framework has been devised to tackle health inequalities, allowing those suffering from deprivation to access the maximum standards of health care and, by increasing healthy life-expectancy, contributing to the ultimate aim of enhancing Scotland's economy. Details of the framework's priorities are included in Appendix 4.

This framework will be discussed in more detail in the Healthier Strategic Assessment.

#### 6.4.4.2 Fairer Scotland Fund

The Fairer Scotland Fund (FSF) [85] is allocated to Community Planning Partnerships (CPPs) to help them achieve sustainable economic growth by:

- regenerating disadvantaged communities
- tackling poverty by helping vulnerable people and groups
- overcoming barriers to employment

The Fund is worth £435 million over three years, from 2008/09 to 2010/11 and is ring-fenced within the Local Government Settlement until March 2010. Allocations of the fund were informed by objective evidence of levels of need in each area, using the Scottish Index of Multiple Deprivation 2006 and took into account both concentrations of multiple deprivation and patterns of individual deprivation.

The guiding principles of the Fund are:

- a clear focus on investment to address the causes of poverty, not its symptoms;
- a strong emphasis placed on making early interventions for vulnerable individuals, families and disadvantaged communities;
- promotion of joint working between local partners;
- focused action on improving employability as a key means of tackling poverty;
- empowering communities and individuals to influence and inform the decisions made by CPPs.

The FSF replaced a number of funding streams, such as:

- Community Regeneration Fund
- Community Voices Fund
- Working for Families
- Workforce Plus
- More Choices More Chances
- Financial Inclusion
- Changing Children's Services Fund

CPPs have the freedom to use the FSF to tackle local issues related to poverty and disadvantage in the most effective way in order to meet their priority outcomes.

##### 6.4.4.2.1 FSF in Moray [86]

Moray's allocation of the FSF was more than £1.2million, which is being used to fund a variety of initiatives aimed at tackling inequalities in Moray. A second and related outcome for the fund was to change perceptions of poverty in Moray and identify a way of measuring rural poverty more accurately.

To achieve this aim the FSF team have been working with the Scottish Government and other rural Local Authority areas on a rural poverty indicator project, are developing an online look up tool for easier access to deprivation statistics (SIMD 2009) and are undertaking an in depth analysis of the SIMD 209 using a topic based approach over wider geographical spread. This work will also involve gathering of qualitative data from communities and services. It is expected that the once this work is completed then services will be able to make more accurate informed choices about the allocation of resources to tackling social exclusion and poverty.

A Strategic Assessment was carried out to provide sound evidence and a firm foundation for developing programmes relevant to the objectives of the Fairer Scotland Fund and allocating resources effectively.

The three main key priority areas for the investment of the fund in Moray are:

1. Regenerating the most disadvantaged areas
2. Improving the life chances of individuals and groups experiencing poverty and disadvantage
3. Improving employability

All partners, community groups and external organisations were invited to submit ideas in line with the above priorities for investment in the fund over the period April 2009 – October 2009. This resulted in eight projects being awarded funding, the commissioning of an employability service, the development of two year supported apprenticeship scheme and production of a financial inclusion strategy for Moray.

Programme	Community Planning theme
<u>Regenerating the most disadvantaged communities.</u>	
<a href="#">Milton Drive Community Project</a>	Safer & Stronger
<a href="#">NHS Mobile Information Bus</a>	Healthier
<u>Improving the Life Chances of Individuals and groups experiencing poverty and disadvantage</u>	
<a href="#">Moray Domestic Abuse Forum</a>	Safer & Stronger
<a href="#">Youth Justice</a>	Safer & Stronger
<a href="#">CFINE (Community Food Initiative North East)</a>	Healthier
<a href="#">Elgin High School</a>	Smarter
<a href="#">NHS Speech and Language Therapy (young people)</a>	Healthier
<a href="#">GIRFEC Co-ordinator</a>	Smarter
<a href="#">Financial Inclusion Projects</a>	Safer & Stronger
<u>Improving employability</u>	
<a href="#">Moray Employability Service</a>	Safer & Stronger
<a href="#">Moray Assisted Recruitment Scheme</a>	Wealthier & Fairer

Following the links in the table will provide detail about each project, including its aims and objectives.

The FSF can be used to tackle any form of inequality affecting any vulnerable group.

**Recommendation:**

**A full results analysis is carried out on Fairer Scotland Fund projects in Moray to establish their effectiveness and potential continuation from mainstream funding.**

**6.4.4.3 More Choices More Chances**

In 2006, the then Scottish Executive launched the More Choices, More Chances strategy [87] with the overarching aim of reducing the numbers of young people “Not in Employment, Education or Training” (NEET). The Government laid down 5 key areas for action:

- Pre-16 (opportunities for young people of school age)
- Post-16 (post compulsory education and training)
- Financial incentives (education, employment and training as viable options)
- The right support (removing the barriers to accessing opportunities)

- Joint commitment and action (national and local leadership, planning and delivery)

All Community Planning Partnerships were tasked with developing their own local strategy detailing how they would meet the 5 key areas for actions.

Moray launched its More Choices, More Chances Strategy in 2007. The 6 key aims of the Moray More Choices More Chances Strategy were:

- Establish accurate baseline figures in order to set targets and develop the Strategy for More Choices and More Chances in Moray
- Establish early intervention strategies
- Develop and enhance partnership working including the detail of the keyworker role
- Ensure strategic planning and integrated working – linking to current plans
- Establish a comprehensive shared system for the tracking of young people who are not in education employment, or training and those young people who could potentially join that group
- Celebrate success

The strategy aimed to reduce the estimated numbers of young people not in employment, education or training by 20% by 2009. An action plan was established detailing actions under each of the 6 key aims.

Various developments since its implementation have impacted on the More Choices More Chances agenda, including the introduction of Single Outcome Agreements, which has contributed to 'joint commitment and action' by bringing partners together in a more coordinated way with increased sharing of resources and mutual objectives. This led to a revision of the original approach with the inclusion of Workforce Plus to create a wider employability focus on all age individuals. The MCMC Strategy group membership and action plan was revised and this work is now led through the Employability Action Group. There still remains however, a key focus on the MCMC group.

#### 6.4.4.3.1 Curriculum for Excellence

*“The purpose of Curriculum for Excellence is encapsulated in the four capacities – to enable each child or young person to be a successful learner, a confident individual, a responsible citizen and an effective contributor.”*

The changes brought about by Curriculum for Excellence [88] should lead to improved quality of learning and teaching and increased attainment and achievement for all children and young people in Scotland, including those who need additional support in their learning.

All children and young people are entitled to a curriculum that includes a range of features at the different stages. In summary, children and young people are entitled to experience:

- a coherent curriculum from 3 to 18
- a broad general education, including the experiences and outcomes well planned across all the curriculum areas, from early years through to S3
- a senior phase of education after S3 which provides opportunity to obtain qualifications as well as to continue to develop the four capacities
- opportunities for developing skills for learning, skills for life and skills for work with a continuous focus on literacy, numeracy, and health and wellbeing

- personal support to enable them to gain as much as possible from the opportunities which Curriculum for Excellence can provide
- support in moving into positive and sustained destinations beyond school.

#### 6.4.4.3.2 16+ Learning Choices

16+ Learning Choices [89] is a new model for ensuring that every young person has an appropriate, relevant, attractive offer of learning (employment is also regarded as an offer) made to them, well in advance of their school leaving date and before leaving any subsequent episode of learning within the senior phase of CfE (generally those age 15 to 18) regardless of setting. For some young people, this will mean staying in school for S5 and S6 undertaking a traditional curriculum or a mixed programme of study which might include a variety of elements and qualifications provided by schools or by partner organisations. For others it will mean further or higher education, work-based learning, volunteering, or learning in a community or third sector setting. 16+ Learning Choices is an offer by local authorities and their partners to all young people in the cohort.

The overall aim is to increase the proportion of school leavers from Scottish publicly funded schools in positive and sustained destinations through personalised and flexible opportunities.

For 16+ Learning Choices to work for young people, it requires three key elements to be in place: the right learning provision, which is largely the responsibility of local authorities and their partners as they implement Curriculum for Excellence; the right information, advice and guidance, in which Skills Development Scotland will play a central role; and the right financial support, so young people are able to choose the learning that is right for them rather than the options which offer the most money.

21 local partnerships started implementing 16+ Learning Choices from December 2008. The remaining Local Authorities came on stream late 2009. Moray was in the later cohort. By December 2010 it is expected that it will be a universal model across Scotland.

In Moray, the 16+ Learning Choices Strategic Group composed of a partnership of key agencies from the public, third and voluntary sector have developed an action plan for the implementation of the model locally.

#### 6.4.4.4 Strategies

Numerous strategies aim to address some aspect of inequalities or the needs of vulnerable groups. The strategies that relate to Safer & Stronger are listed in Appendix 5 with information regarding the main aim/purpose of the strategy and/or the related target group. Where possible, the period of the strategy is also included.

Strategies that are not included but relate to other themes will be included in the relevant strategic assessment.

#### 6.4.4.5 Forums

There are various forums that provide a link between inequalities groups and the Community Planning Partnership, enabling concerns and other issues to be brought to the attention of the partnership to enable joint action to be taken.

In order to provide an indication of the minority groups that have a representative forum in Moray, the various forums are detailed below.

#### 6.4.4.5.1 Moray Equality Forum

The Moray Equality Forum acts as an advisory and consultative body to the Community Planning Partnership on issues relating to race, disability, age, sexual orientation, religion and gender in Moray.

Its role includes:

- Coordinating, organising and communicating to facilitate the inclusion of the views and voices of equality groups, community organisations and individuals across Moray.
- Providing advice and feedback on the impact of all Community Planning Partners policies and functions.
- Getting involved in the writing and development of policy across the range of Community Planning responsibilities
- Making any recommendations to review or amend policies and functions as necessary
- Assisting in the ongoing monitoring and evaluation of the implementation of policies
- Raising awareness within the Community Planning Partnership of potential barriers placed on disadvantaged groups
- Disseminating information between the Partnership and equalities groups and community, and to the Partnership.
- Bringing equalities groups and service providers together to inform planning and service delivery. Developing innovative, best practice for engaging and involving equalities groups
- Creating various opportunities for involvement (with regard to influencing planning and service delivery).

The Equalities Forum includes representation from all 6 of the equalities strands.

#### 6.4.4.5.2 Moray Disability Forum

The Moray Disability Forum promotes the welfare of disabled people in Moray through a number of objectives, including:

- Enabling people with any disability to overcome discrimination in all aspects of life
- Acting as a focal point for consultation and action on issues of common concern
- Promoting a range of good integrated services that are locally based
- Liaison with the voluntary, statutory and private organisations engaged in the provision of services such as care, treatment, social, leisure, housing, employment, advocacy and education
- Making available information, support and representation to, for and on behalf of people with a disability
- Creating, encouraging, fostering and maintaining the interest of the public by providing a link between Moray Disability Forum and the community which it serves
- Affiliating to or accepting affiliation from any body having objects similar to those of the Forum.

#### 6.4.4.5.3 Moray Youth Council

The Moray Youth Council was set up in October 2006 as a strategic representative body to engage with and reflect the views of young people across Moray. It is made up of representatives from all the school councils and youth forums across Moray and also a number of representatives from voluntary organisations.

The Moray Youth Council currently meets three times a year to discuss issues raised by both young people and of course the Moray Council that affect young people directly. The Youth Council is intended to be the bridge between all young people and local decision makers. A representative of the Youth Council has recently been appointed to each of the Strategic Theme Groups, which should assist in bringing issues affecting young people to the attention of the Community Planning Partners.

Two members of the Moray Youth Council are also members of the Scottish Youth Parliament. Their vision is of a stronger, more inclusive Scotland that empowers young people by truly involving them in the decision making process. This is done through the Members (MSYPs) who are elected young people aged 14-25yrs representing different areas and voluntary organisations from across the whole of Scotland. Every year there are at least three national meetings where issues that affect young people are discussed and proposals are made for new and sometimes radical solutions to these problems.

#### 6.4.4.5.4 Learning Disability Forum and Learning Disability Carers' Forum

These two forums provide an opportunity for providers of learning disability services and carers of those with learning disabilities respectively to discuss issues related to learning disability services and wider issues.

#### 6.4.4.5.5 Highland Rainbow Folk

This focus group was set up to work with older people from the Lesbian, Gay, Bisexual and Transgender (LGBT) community to explore how services are delivered, in particular health and social care services to older people from this community. It also aims to explore how older people's experience of being gay, lesbian, bisexual and/or transgender is substantially different from the experience of people from younger generations and how this can affect their response to service-providers.

#### 6.4.4.5.6 Moray Older Person's Reference Group

This group is currently under development and as such its remit is yet to be determined. However, it is hoped that the group will oversee the implementation of the Older People's Strategy and help to shape services for the older population in Moray.

#### 6.4.4.5.7 Carers Forum

This group is also currently under development. It is hoped that the group will become an avenue for independent consultation and help shape services and priorities locally.

#### 6.4.4.6 Summary

There are some groups for which there is either no existing local forum and/or no representation on the Equalities Forum. This is the case for those on a low income, lone parents, homeless people, NEET young people and gypsy travellers. Although there is no local forum for those suffering from mental illness, the Scottish Association for Mental Health (SAMH) operates locally and is represented on the Equalities Forum.

**Recommendation:**

The Equalities Forum to include members from local, Moray-based where possible, equalities groups and equality representatives from partner agencies. It should provide the link between Moray-based equalities groups and Community Planning Partnership. The Chair of the Equalities Forum should sit on the Community Engagement Group to provide an equalities perspective on Community Engagement issues and ensure appropriate consultation with equalities groups.



## 6.5 Community Engagement

### 6.5.1 Introduction

Community Engagement is the process of involving people in decisions that affect them. This can mean involving communities in the planning, development and management of services. Or, it may be about tackling the problems of a neighbourhood, such as crime, drug misuse or lack of play facilities for children.

With the introduction of community planning, community engagement has become even more important. Community planning aims to improve the quality and delivery of public services. At its heart is the involvement of local people in planning and managing services. The Local Government in Scotland Act 2003 introduced a legal duty for local authorities and key partners to take part in community planning. This involves joint service planning and delivery between service providers, which crucially, must be done in consultation with communities. In the context of Community Planning, the main aim of community engagement should be to improve the planning and delivery of services by making them more responsive to the needs and aspirations of communities. One way of securing these objectives is to provide for the representation of community interests in the partnership structure.

This section will describe the national requirements for community engagement and the existing structure in Moray.

#### PESTELO

<b>Social</b>	1 – Immigration 3 – Gypsy/Travelling families
<b>Technological</b>	1 – Social networking sites 2 – Internet 3 – Mobile phones
<b>Environmental</b>	3 – Rurality

### 6.5.2 National Standards for Community Engagement

With the involvement of over 500 people from communities and agencies throughout Scotland, the Scottish Government developed a set of National Standards for Community Engagement [90] with the aim of helping to develop and support better working relationships between communities and agencies delivering public services. They should help to improve the experience of all participants involved in community engagement to achieve the highest quality of process and results.

The standards can be used in both formal and informal community engagement. During the development of the standards for more formal settings such as community planning partnerships, community engagement was defined as:

*“Developing and sustaining a working relationship between one or more public body and one or more community group, to help them both to understand and act on the needs or issues that the community experiences.”*

Although these formal arrangements for community engagement are very important, it should be noted that the standards are also applicable to less formal ways of engaging people and can be used to enable large numbers to participate.

#### National standards for community engagement

1. *Involvement*: We will identify and involve the people and organisations who have an interest in the focus of the engagement.
2. *Support*: We will identify and overcome any barriers to involvement.
3. *Planning*: We will gather evidence of the needs and available resources and use this evidence to agree the purpose, scope and timescale of the engagement and the actions to be taken.
4. *Methods*: We will agree and use methods of engagement that are fit for purpose.
5. *Working together*: We will agree and use clear procedures that enable the participants to work with one another effectively and efficiently.
6. *Sharing information*: We will ensure that necessary information is communicated between the participants.
7. *Working with others*: We will work effectively with others with an interest in the engagement.
8. *Improvement*: We will develop actively the skills, knowledge and confidence of all the participants.
9. *Feedback*: We will feed back the results of the engagement to the wider community and agencies affected.
10. *Monitoring and evaluation*: We will monitor and evaluate whether the engagement achieves its purposes and meets the national standards for community engagement.

#### 6.5.2.1 Principles of Community Engagement

The standards are based on a number of principles, which highlight the importance of equality and recognising the diversity of people and communities; a clear sense of purpose; effective methods for achieving change; building on the skills and knowledge of all those involved; commitment to learning for continuous improvement [91].

- Fairness, equality and inclusion must underpin all aspects of community engagement, and should be reflected in both community engagement policies and the way that everyone involved participates.
- Community engagement should have clear and agreed purposes, and methods that achieve these purposes.
- Improving the quality of community engagement requires commitment to learning from experience.
- Skill must be exercised in order to build communities, to ensure practice of equalities principles, to share ownership of the agenda, and to enable all viewpoints to be reflected.
- As all parties to community engagement possess knowledge based on study, experience, observation and reflection, effective engagement processes will share and use that knowledge.
- All participants should be given the opportunity to build on their knowledge and skills.
- Accurate, timely information is crucial for effective engagement.

#### 6.5.3 **Methods of Involvement**

Community engagement activity can take place in many different ways. It can involve simply asking people to fill in a survey, or take part in a focus group. Or it can mean supporting a group of people to set up their own community group, or get involved in a local partnership. Examples of community engagement techniques include [92]:

- Discussion group techniques
- Public event techniques
- Survey techniques
- Regular involvement techniques

- Capacity building and support
- Using arts and innovation

A key principle of community engagement is ensuring that all communities are involved effectively in the community planning process. As a result of feedback from a number of groups the Scottish Government issued guidance on how to ensure that equalities groups are included in consultation exercises [93]. Equalities groups include:

- women
- minority ethnic communities
- gypsies/travellers
- asylum seekers
- refugees
- disabled people
- people with specific health issues
- lesbian, gay, bisexual and transgender (LGBT) groups
- young people and older people
- those in specific areas (such as rural areas or peripheral estates)
- religious/faith groups
- those on low incomes

#### **6.5.4 Community Engagement in Moray**

There are a number of groups that play a role in Community Engagement activity within Moray, which is coordinated by the Community Engagement Strategic Group. Groups vary in who they represent, some providing the views and a voice for specific areas of Moray, for example Community Councils and Area Forums, while others, such as Moray Equality Forum, Moray Disability Forum and Moray Youth Council, represent specific groups within the community.

In addition to the community groups, the Citizen's Panel was formed to provide a cross-sectional view of the people of Moray in relation to various issues. A representative sample of over 1,200 people was recruited in 2004 to serve on the Panel and provide their opinion, mainly via questionnaires. There are currently 973 Panel members. To date, 16 consultations have been conducted using the Citizens' Panel. While the majority of these have been questionnaire-based surveys, some of the more recent consultations have also used focus groups to gather further detailed information through discussion.

##### **6.5.4.1 Groups and Forums**

###### **6.5.4.1.1 Community Engagement Group**

The Community Engagement Group coordinates consultation and engagement with local communities and service users and facilitates more effective links between partners, Theme Groups and the communities of Moray.

In addition to the Group's co-ordinating role, it also provides reassurance to the people of Moray that the Partnership is listening and taking their views seriously in the process of Community Planning. They also ensure that information in relation to community engagement that has been undertaken is shared with the people of Moray.

The Group ensures that community engagement processes utilised across the partnership meet the National Standards for Community Engagement.

#### 6.5.4.1.2 The Joint Community Councils of Moray

This is a forum of all the Community Councils in the Moray area and provides a link between the Community Councils and the Moray Community Planning Partnership – the Chair of the Joint Community Councils sits on the Community Engagement Group as the representative of the Moray Community Councils. This committee holds quarterly meetings to discuss matters of local interest and to update each other on what is happening in their own areas.

#### 6.5.4.1.3 Community Councils

Community Councils are non-political, non-sectarian bodies that aim to represent all people in an area without prejudice. Anybody 18yrs or over and resident in the Community Council area can be elected to join their local Community Council. Community Councils are regularly consulted by the local authority and public bodies on a wide range of issues that affect their area, such as planning, environment and health. All Community Council meetings are open to the public.

#### 6.5.4.1.4 The Moray Forum

Providing a link between the Area Forums and the Moray Community Planning Partnership (MCP) is the Moray Forum. It provides a communication channel between the Area Forums and the MCP through 2 nominated appointees that sit on the Community Engagement Group. They represent the views and interests of the Area Forums and provide collective feedback to the MCP. They also provide a direct link between the Area Forums and the Theme Groups through appointed lead officers and disseminate information from the MCP partners and Theme Groups directly to the Area Forums.

The Moray Forum provides a vehicle for exchanging ideas, information and good practice amongst the Area Forums and enables key issues common to all Area Forums to be shared with a view to establishing a Moray-wide perspective.

Each Area Forum nominates the Chair and one other representative from its membership to sit on the Moray Forum. In addition the Chair of the Joint Community Councils attends all Moray Forum meetings.

#### 6.5.4.1.5 Area Forums

Area Forums bring together representatives of local community organisations and local residents to tackle issues that had been identified through local consultation. There are 8 Area Forums in Moray, aligned to the secondary school catchment areas: Buckie, Elgin North, Elgin South, Forres, Keith, Laich, Milnes and Speyside, although the Keith and Laich Area Forums are currently not operating.

#### 6.5.4.1.6 Moray Federation of Community Halls and Associations

The Moray Federation is an umbrella organisation, which brings together and supports the 49 village halls and community associations in Moray. There is a dedicated contact within The Moray Council and recognition of the important part played by village halls in today's rural life and of the part that the Federation plays in supporting them. In terms of community engagement, the Federation provides a link between the Moray Council and the village halls and community associations across Moray.

#### 6.5.4.1.7 Moray Tenants Core Group

The Moray Tenants Core Group (MTCG) is an umbrella organisation bringing together Moray's council tenant forums. It does not supersede its member forums, but instead aims to strengthen them through sharing and exchanging information, making shared responses to consultation and at times campaigning together. It aims to provide a strong voice for the Moray Council tenants.

MTCG member forums elect representatives to attend core group meetings. Member representatives are elected in their forums and accountable to the tenants in their area.

The MTCG responds collectively to council, regional and national consultation and encourages its member forums to also make individual responses.

High property and land values in Moray affect both the availability and affordability of housing in the county and impact on all issues relating to Moray's homes and communities. The MTCG argues strongly for more low cost publicly owned housing.

Through their involvement in regional decision making structures, the MTCG has argued in support of tenants of other tenures being involved in decision making at the regional level. The MTCG is not funded to represent housing association tenants but is keen to make links with housing association tenant organisations. It has campaigned for the development of a regional tenant organisation and this has now been achieved with the inauguration of the Northern Lights Region covering Moray, Aberdeenshire, Aberdeen City, Angus, Orkney and Shetland.

The committee of the Moray Tenants Core Group consists of up to three from each of the tenants forums in Moray. There are currently four tenants' forums active in Moray so the committee can be up to twelve strong. The primary aims of the committee are to:

- Bring to the attention of the Moray Council issues raised at forum meetings that cannot be resolved by the forum or which affect all the tenants of Moray.
- To send representatives to sit on working groups with council officers.
- To consult with the council on issues that affect tenants.
- To consult with the Scottish Government on issues that affect tenants.
- To send representatives to sit on the Housing Sub-Committee with councillors.

Members of the Core Group also sit on regional and national committees, including:

- the Northern Lights Regional Committee,
- the Tenants Regulation Advisory Group (a Scottish Government working group),
- the Inspection Advisory Group (a Scottish Government working group),

and some are inspectors with the Scottish Housing Best Value Network and the Scottish Government Housing Regulator.

#### 6.5.4.1.8 Tenants Forums

There are currently 4 Tenants Forums in Moray, following the merging of Bilbohall Estate Forum and Rothes Forum at the end of 2008. They are:

- Bilbohall Estate Forum incorporating Rothes Area
- Forres Tenants Forum
- Lossiemouth Tenants Forum
- Spey Coast Tenants Forum

All four Tenants' Forums are formal groups with a constitution and office bearers. This has the advantage that the forum has to be consulted by the landlord on all matters that affect their tenancy. It also means that they have access to funds from their landlord and from external sources such as the lottery, the Scottish government, etc to finance projects which will enhance the lives of the tenants.

In addition to the formal tenants' forums, the Council maintains a register of "armchair tenants", which any tenant can join. These are tenants who do not wish to belong to a formal or informal forum but wish to be consulted by their landlord on all matters concerning their tenancy or only on those subjects they request. When the forums are consulted the tenants on the armchair register are consulted. Without joining, armchair tenants can attend their local forum, as can all tenants in the forum's area, to give their opinion on a consultation or any other matter.

#### 6.5.4.1.9 Patient Participation Forum

The Patient Participation Forum (PPF) is a statutory body, which comprised 40/50 representatives of health/community care related groups within Moray. The PPF exists to maintain and support a broad network of volunteers who are keen to champion the Moray public's expectations of its Health and Social Care services. The group function as a communication channel for the two-way exchange of information between patient and wider public clients and the Health and Social Care service providers.

There is a direct link between the PPF and the Community Engagement Group but no representation on the Equalities Forum.

#### 6.5.4.1.10 Other Groups

The following groups have already been discussed in the previous section on Social Inclusion but for completeness, since they also have a role to play in relation to Community Engagement, they are listed here also.

- Moray Equality Forum
- Moray Youth Council
- Moray Disability Forum
- Learning Disability Forum
- Learning Disability Carers' Forum
- Highland Rainbow Folk
- Older People's Reference Group
- Carers' Forum

It is worthy of mention that none of these groups is represented on the Moray Equality Forum, a significant proportion of whose members are representatives of national groups such as Help the Aged, RNID and Capability Scotland. Since attendance at the MEF meetings has been fairly poor, perhaps consideration should be given to inviting representation from the Moray based groups to provide a more local perspective to the MEF.

#### 6.5.4.2 Community Support Unit

The Community Support Unit (CSU) was set up in August 2009 with the aim of developing and supporting Community Capacity Building and Better Community Engagement with Community Planning partners and community stakeholders.

The objective of the CSU is to facilitate development work that strengthens the ability of community organisations and groups to build their structures, systems, people and skills so that they are better able to define and achieve their objectives and engage in consultation and planning, manage community projects and take part in partnerships and community enterprises enabling them to take effective action and leading roles in the development of their communities.

It includes all aspects of training, organisational and personal development and resource building organised and planned systematically reflecting the principles of empowerment and equality.

Following the development of the CSU, a mapping exercise involving Community Councils, Area Forums and the Moray Federation of Community Halls and Associations (MFCCHA) was carried out to identify their needs in relation to community engagement and community capacity building. Additionally, a mini mapping seminar was conducted with the voluntary sector to identify their needs and the results of a Citizens Panel survey "Identifying Priorities for Moray" carried out in January 2009 were considered. As a result of this research a Community Support action plan [94] was compiled, which contains 14 outcomes in relation to community engagement and community capacity building requirements to be fulfilled during 2010/11 (see Appendix 8).

#### 6.5.4.3 Better Community Engagement Demonstration Pilot project

In April 2008 the Scottish Government (SG) and Convention of Scottish Local Authorities (CoSLA) issued a joint statement of commitment to community empowerment. In that statement community empowerment was defined as:

*"a process where people work together to make change happen in their communities by having more power and influence over what matters to them."*

Since issuing the statement the Government and CoSLA, working with the third sector (e.g. community and voluntary sectors), have been developing a community empowerment action plan.

Following the launch of this Action Plan in March 2009, the Scottish Government has provided national level investment in a programme to develop learning materials for people who are charged with working with communities, to ensure that they have the right skills and knowledge to fulfil their roles [95].

The aims of this programme are to;

- establish one or more working models of effective learning for community engagement across Scotland
- evidence how structured learning could impact or improve community engagement practice
- provide an evidence base for future development of learning for community engagement

The project is being delivered through a national development programme operating through 10 local demonstration projects. Moray's project was one of the 10 selected for the programme. All the demonstration projects are expected to:

- Provide experience that will contribute substantially to continued improvement of learning to support community engagement across Scotland
- Promote and enable continuing development of learning for community engagement in the Community Planning Partnership area concerned
- Contribute to tackling the inequalities in Scottish society through improving community engagement to enable people to have more influence over decisions and services that affect them.

#### 6.5.4.3.1 Moray's Demonstration Project [96]

A local steering group has been established to develop the activities of the local demonstration project. The group includes representatives of the Community Engagement Group, Moray Community Councils, Moray Area Forums, Moray Equalities Forum, Moray Federation of Community Halls and Associations, Moray Voluntary Services Organisation and Moray Volunteer Centre.

Direct support for the project locally is being provided by the Community Support Unit and a specified Scottish Community Development Centre, Better Community Engagement Team member.

An action plan for the programme has been developed containing 4 outcomes:

1. Community Planning Partners and community based groups and organisations will engage more effectively with local residents and groups who face additional barriers.
2. Community Planning Partners and community based groups and organisations will develop better shared understanding, skills and knowledge of community engagement.
3. There will be a wider shared ownership of community engagement in Moray.
4. There will be an improved flow of communication between statutory, voluntary and community based groups and organisations in Moray.

The programme is an Action Learning Programme whereby the main learning is generated from planning, implementing and evaluating pieces of community engagement activity. This is complemented by structured input around key targeted community engagement themes identified by participants, e.g. engaging with traditionally hard-to-reach groups, using participatory methods, etc.

To date, 6 pilot projects have been identified [97]:

- Moray Health & Social Care Partnership: "Involving and empowering carers in Health & Social Care services" – Developing a robust structure for engaging Carers in Health and Social Care service delivery.
- Open Doors Offenders Literacies Project: "Open Doors Research Project" – An action research initiative that will explore what support and learning opportunities need to be available to offenders and their families in order to support them to develop the skills they require to engage positively as effective contributors in their local community.
- Community Learning & Development, Youth Work: "Engaging with the young LGBT community in Moray" – Improve engagement with the young LGBT community in Moray in order to provide more opportunities for these young people to have a recognised voice within their community and establish sustainable support network.



- NHS Grampian: “Service User Involvement in Long-Term Conditions” – Develop a robust structure for engaging service users of long-term conditions in service delivery and in future planning of services.
- Milnes’ Area Forum: “Youth Involvement, Milne’s Area Forum” – Develop a local engagement structure that ensures meaningful “buy in” from young people and is recognised as relevant by local adult members. If successful, this could influence, impact and benefit similar groups in Moray.
- Community Learning & Development Youth Work and Elgin North Area Forum: “Engaging a hard to reach community (youth & adults), which is listed in the deprived data zones within the SIMD” – Develop, implement and evaluate an innovative community engagement model, which will allow consultation, identification of need and ways to respond to need within South Lesmurdie with both young and adult members of the community.

Each project will be supported by a member of CSU staff for the duration of the project. Additionally, those involved in pilot projects will receive training on VOICE, a database planning and recording tool to assist organisation to design and deliver effective community engagement.

The demonstration project programme activities can run until December 2010. A report on the pilot project programme is to be submitted to the National Advisory Group by February/March 2011.

#### **6.5.5 Summary**

The formation, existence and development of democratic, inclusive and competent community groups, is key to community empowerment. These are the groups who provide the focus for community led action. They are around for the long term and have strong ties into the wider community. They will take many forms: community councils; registered tenant organisations; area forums etc. The key thing is not the precise model, but that they are recognised in their communities as important, open organisations [98].

#### **Recommendation:**

Full results analysis to be carried out on pilot projects to determine their success and effectiveness.

#### **Recommendation:**

A directory/register of community groups and forums to be available to all partners, perhaps through yourmoray website.

See also recommendation concerning Moray Equalities Forum reorganisation in Social Inclusion section, which is also relevant to Community Engagement.

## **6.6 Emergency Planning and Response**

### **6.6.1 Introduction**

Following several serious events at the start of the new millennium, e.g. the fuel crisis and the severe flooding in the autumn and winter of 2000 and the Foot and Mouth Disease in 2001, the UK Government carried out a review of the emergency planning arrangements. This resulted in the Civil Contingencies Bill at the start of 2004, which became law later that year.

The Civil Contingencies Act 2004 [99] established a new legislative framework for civil protection in the UK. The Contingency Planning (Scotland) Regulations 2005 [100] describe how the provisions of the Act are to be implemented in Scotland. Both place clear roles and responsibilities on those organisations (local responders) with a part to play in preparing for and responding to emergencies. They also give greater structure and consistency to local civil protection activity and establish a sound basis for performance management at a local level.

Local Responders are divided into two categories, depending on the extent of their involvement in civil protection work.

- Category 1: Agencies placed under a statutory duty to cooperate to prepare for emergencies – the Police, Fire and Rescue Service, Ambulance Service, Maritime and Coastguard Agency, Local Authorities, National Health Service and the Scottish Environment Protection Agency.
- Category 2: Organisations required to cooperate with Category 1 responders -Health and Safety Executive, utility companies, transport infrastructure companies.

The Act is in two parts. Part 1 focuses on local arrangements for local responders while part 2 focuses in emergency powers for Government to establish a framework for the use of special legislative measures that might be necessary to deal with the effects of the most serious emergencies.

The Act defines an emergency as:

- An event or situation which threatens serious damage to human welfare;
- An event or situation which threatens serious damage to the environment; or
- War, or terrorism, which threatens serious damage to security.

Although an emergency is the same in both parts of the act, the size of the area that must be under threat for an event to be defined as an emergency is different. In part 1 of the Act, the threat posed must be to a “place” in the United Kingdom, reflecting that part 1 is designed to deal with preparations by local responders to a localised emergency. In part 2 of the Act, the threat posed must be to one of the English Regions or one of the other constituent parts of the UK – Scotland, Wales or Northern Ireland, reflecting that part 2 is designed to be used for very serious emergencies that affect a larger geographical area.

The Act applies to the whole of the UK and although civil protection is largely devolved to Scotland, the Scottish Parliament consented to Part 1 of the Act being extended to Scotland. Consequently the powers conferred on Ministers under Part 1 of the Act are, in relation to devolved matters in Scotland, exercisable by Scottish Ministers.

Emergency Powers are a reserved matter meaning that their use remains with Westminster. However, Part 2 ensures that the devolved administrations will be consulted wherever possible if emergency powers are to be used in their territory.

The Civil Contingencies Act 2004 (Contingency Planning) (Scotland) Regulations 2005 is supported by *Preparing Scotland: Scottish Guidance on Preparing for Emergencies*. This “brings together...guidance on the philosophy and structures, with statutory guidance on the implementation of the Regulations, good practice and the integration of national and local planning for emergencies” [101] (the English equivalent of preparing Scotland is Emergency Response and Recovery).

#### **PESTELO**

<b>Political</b>	10 – Flood alleviation
<b>Technological</b>	2 – Internet
<b>Environmental</b>	1 – Climate change 3 – Rurality
<b>Legal</b>	8 – Fire (Scotland) Act 2005 9 – The Fire (Additional Function) (Scotland) Order 2005

##### 6.6.1.1 Strategic Coordinating Groups

At the heart of emergency response is Integrated Emergency Management, which is cooperation between partners. As part of the measures to implement the Act, a Strategic Coordinating Group (SCG) has been established in each police authority area in Scotland. The SCG is the principal local forum for multi-agency cooperation to prepare for the response to emergencies and responders have a statutory duty to cooperate in this way. Since the introduction of the Civil Contingencies Act into Scotland in November 2005, the purpose of each of Scotland's Strategic Coordinating Groups has been directed by "Preparing Scotland", Scotland's guidance on preparing for emergencies.

The SCG consists of the Chief Officers and other senior management representatives of all of an area's public service organisations and key national organisations working in an area. Each SCG member attending has the ability to commit the assets of their entire organisation.

Each SCG aims to be an effective partnership of responders, providing strategic leadership and coordinating all elements of the area's preparedness for, response to, and recovery from emergencies.

Each SCG works closely with the Scottish Government, other SCG's in Scotland and other specialist advisors in responding proportionately to emergencies, minimising the impact of emergencies and promoting recovery from emergencies as quickly as possible.

##### 6.6.1.2 Community Risk Register

Each SCG produces a Community Risk Register (CRR), which identifies the range of potentially disruptive events that may occur in their area, and assesses the likelihood and impact of an event occurring. The likelihood and impact assessments are used to develop a risk rating of low, medium, high or very high. The CRR confirms the state of preparedness to deal with the occurrence of such emergencies ensuring a swift return to normality. It also provides the basis for the responder agencies to develop, implement and confirm emergency plans to meet the requirements of the relevant SCG.

### 6.6.1.3 Emergency Plans

There are a number of guidelines and plans produced by the Scottish and UK Governments for a variety of scenarios. Each SCG is required to produce a local procedure for their implementation, the need having been identified in the area's CRR. Some are generic and apply to every risk and hazard detailed in the Community Risk Register, while some are scenario specific.

In addition to local procedures regarding national plans, there may also be the requirement for local site/scenario specific plans. In determining whether an SCG plan is required, each potential hazard is reviewed to determine if each responder organisation's own plans can address the hazard with the support of the SCG's generic plans. If it is determined that these plans are insufficient to coordinate a multi-agency strategic and/or tactical response, then it is deemed that a site or scenario-specific plan is required.

The risk rating determined for each of the hazards and threats listed in the CRR provides the basis for emergency plans relating to each hazard. Each plan is supported by a Liaison Group whose purpose is to review the risk assessment, maintain the plan and exercise the plan.

## 6.6.2 **Moray Emergency Planning & Response**

### 6.6.2.1 Grampian SCG

As one of the three unitary authority areas in Grampian police force area, Integrated Emergency Management for Moray is led by Grampian SCG, previously known as Grampian Joint Emergencies Executive Committee [102]:

Grampian SCG is committed to a degree of cooperation which goes beyond the statutory duties placed on members under civil contingencies legislation. Grampian SCG members have put in place structures and procedures to cooperate in planning for, responding to and recovering from emergencies and disruptive events which may not meet the statutory definition of an emergency.

### 6.6.2.2 Grampian SCG Resilience Support Team

The work of Grampian SCG is supported and coordinated by the Grampian SCG Resilience Support Team (RST). The role of the team, on behalf of Grampian SCG members, is to manage, coordinate and support the activities of the Grampian SCG members in carrying out their duties to risk assess, plan, train, exercise and review SCG plans to prepare for, respond to, and recover from emergencies.

### 6.6.2.3 Workstream Groups

The work of preparing to respond to emergencies is implemented through four Workstream groups: Risk Assessment, Business Continuity, Exercise & Training, and Plans [102]:

**Risk Assessment:** This group advises the Plans Workstream Group, to ensure that each SCG emergency response plan produced will clearly reference the hazards that are being addressed by the plan, to tie each plan in to the risk assessment process.

**Business Continuity:** This group considers mechanisms for considering interdependencies between responders, best practice and wider business continuity advice to the community.

**Exercise & Training:** This group determines the priorities for training and is developing an SCG exercise programme to test the generic and certain specific plans on an annual basis with a three year rolling plan for major SCG exercises.

**Plans:** This group assesses SCG plans following their review by the relevant liaison group. Once agreed by the plans Workstream Group and signed off by the strategic lead, the plan is considered approved by the Grampian SCG.

#### 6.6.2.4 Liaison Groups

With the exception of the Grampian SCG Generic Emergency Response and Recovery Plan, each emergency plan is supported by a Liaison Group whose role is to keep the plan under review, to consider draft plans and to participate in coordinating training and exercising in relation to the plan.

There are 9 Liaison Groups relevant to Moray, most of which are Grampian-wide although some relate to just Moray. In two cases, there is a Moray group as well as a Grampian group. In addition, the Moray Liaison Group provides a focal point and shares information/best practice with those likely to respond to emergencies.

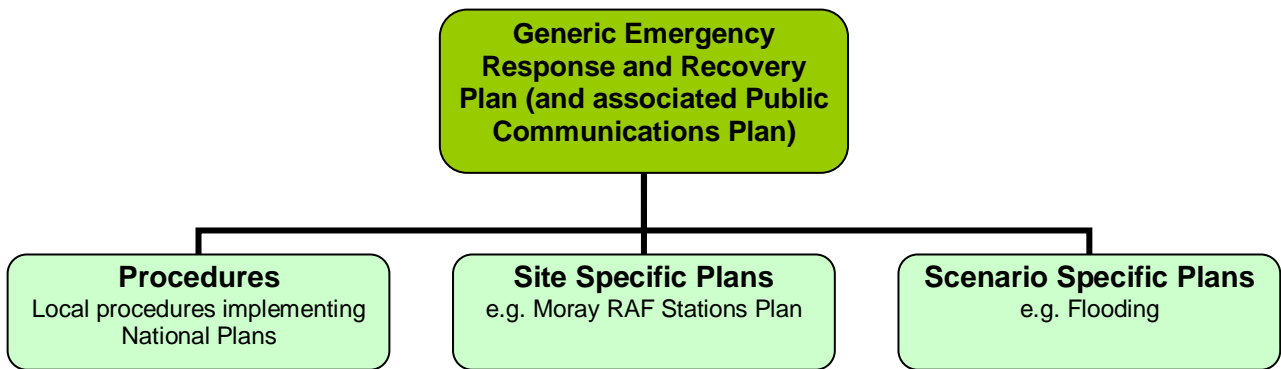
#### 6.6.2.5 Grampian Community Risk Register

Grampian SCG Community Risk Register (CRR) 2008/2009 [103] identifies a range of potentially disruptive non-malicious events (hazards) and malicious events (threats) that are relevant to all or part of the Grampian region. The areas of potential risk included in national guidance were reviewed by Grampian SCG and those categories that were relevant to all or part of Grampian are included. Categories that were not relevant are excluded from the CRR. Inclusion of a risk in the CRR is not an indication that the risk will lead to an actual event or occurrence, or occur at the scale described. The risk assessments are made on credible worst-case scenarios applied to identified hazards or threats present within the Grampian area.

#### 6.6.2.6 Emergency Plans

Grampian SCG has identified a number of issues which require Grampian SCG emergency response plans (SCG Plans). The general structure for SCG plans is detailed below.

The overarching plan in Grampian is the Grampian SCG Generic Emergency Response and Recovery Plan [102]. Its purpose is to describe the agreed strategic and tactical level procedures for the effective coordination of the joint efforts of the member agencies and partners of the Grampian SCG. It provides a framework within which those who are responsible for the successful resolution of an incident (be it site or non-site specific) can work together with maximum efficiency. Closely aligned with the generic plan is the Public Communications Plan which sets out a generic public communications response to any emergency.



The remaining plans, excluding those not relevant to Moray, fall into the following categories:

**Procedures** which implement national plans within Grampian

- Care for People (generic procedure)
- Evacuation (generic procedure)
- Mass Fatalities (generic procedure)
- Animal Diseases

**Site Specific** relating to individual sites

- Gleaner Oils
- Moray Distilleries COMAH offsite
- Moray RAF stations

**Scenario Specific**

- Coastal Pollution
- Flooding

All the Grampian SCG site or scenario specific plans should be read in conjunction with the Grampian SCG Generic Emergency Response and Recovery Plan and if the response to a site or scenario specific incident requires a generic response then the appropriate Grampian SCG plan should be activated.

**6.6.2.7 Responding to Emergencies**

In the event that an incident is beyond a normal operational response and has the potential for wider consequences, the SCG structures will be activated in a graduated and varied manner that suits the specific circumstances. In most cases the Grampian SCG is not required to convene.

In response mode, the key multi-agency group activated in response to an incident is the SCG Support Group. The SCG Support Group will comprise responder representatives, with a representative for the lead responder chairing the group. The group does not manage or command the response – all such decisions are taken within each responder organisation. The group is supported by the Resilience Support Team (RST).

The Grampian SCG will only convene in exceptional circumstances to determine strategic priorities for the wider consequence response and to coordinate the response, recovery and areas of responsibility and jurisdiction. Very rarely, the scale or complexity of an incident will require a degree of central government coordination, in which case the Scottish Government will activate its emergency response arrangements.

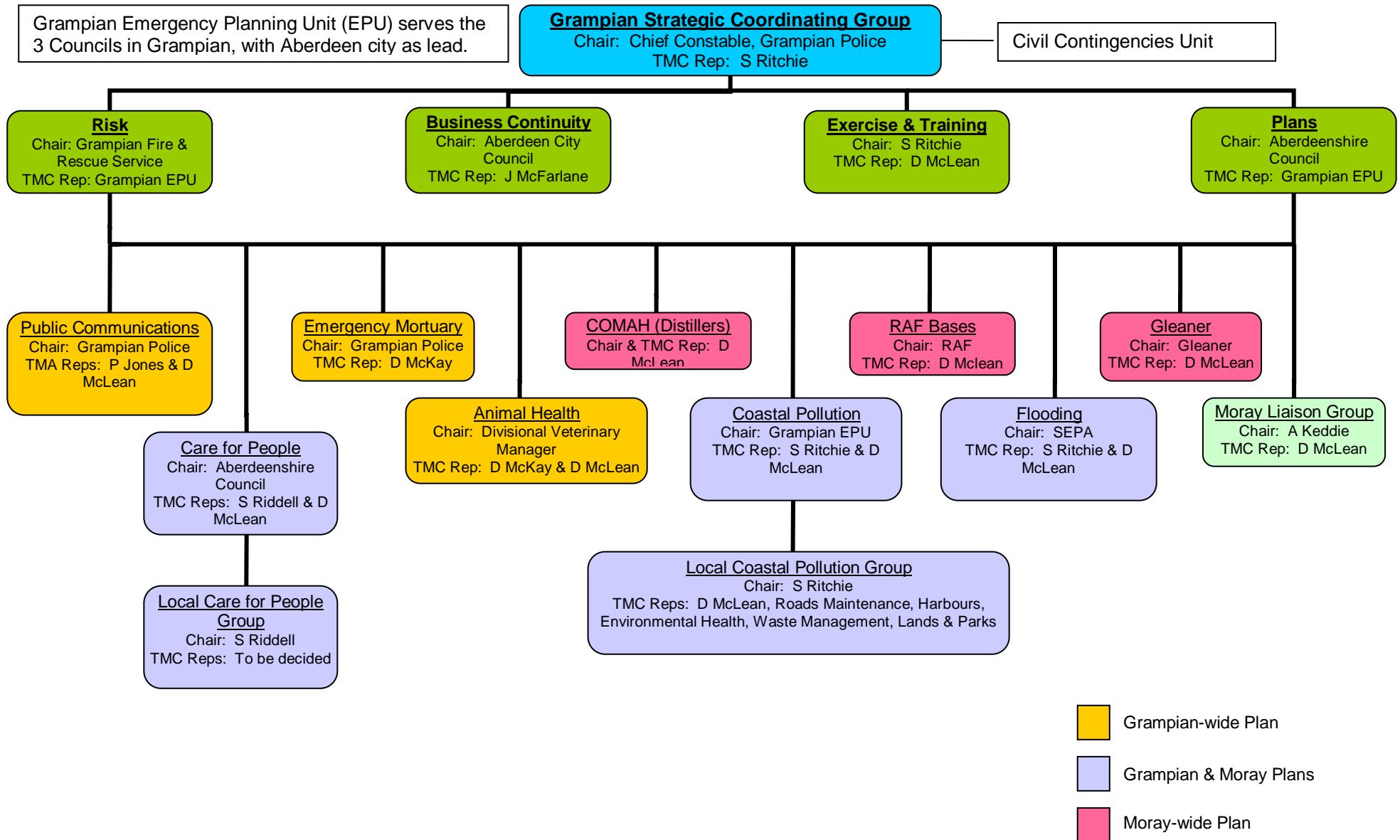
Debriefing following an incident is facilitated by the RST.

The chart on the next page details the various groups involved in Moray's Emergency Planning and Response procedures.

### **6.6.3 Voluntary Organisations involved in Emergency Response**

In addition to the professional organisations that are involved in emergency Planning and Response, there are many long-established, specialist voluntary organisations that provide round-the-clock emergency cover in Grampian. Appendix 6 contains details of the various organisations and the role they play.

## Emergency Planning and Response Structure





## 7 Demographic and Social Trend Analysis

A demographic and social trend analysis assists in identifying current or emerging issues that may need to be taken into account in relation to determining priorities and potential future pressures on resources. It aids both short and long-term planning and thus decision-making in relation to the allocation of resources.

Generally, demographic considerations relate to longer-term changes in the demographic make up of Moray, while the social considerations relate to shorter-term changes or individual occurrences. Both need to be taken into account in the planning and allocation of resources.

Although some of these trends are referred to in the relevant section of this document, for ease of reference they are presented together in this section.

### 7.1 Demographic Considerations

There are a number of changes that may occur over the next few years that will affect the demographic make-up of Moray.

#### 7.1.1 Increasing Older Population & Decreasing Working Age Population

The overall population is projected to increase by 2.9% by 2033 [104] to around 90,400. This is less than half the 7.3% projected increase for Scotland as a whole. However, a breakdown by broad age group indicates considerable differences in the projected changes for each band.

**Table B Projected percentage change in population (2008-based), by broad age group and council areas, 2008-2033**

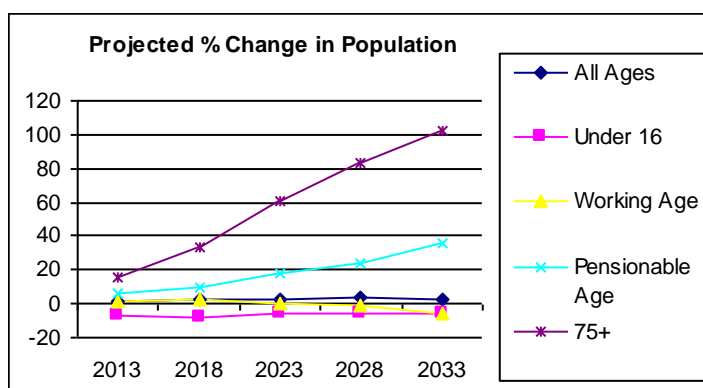
Area	All ages	Children (0-15)	Working Ages <sup>1</sup>	Pensionable Ages <sup>1</sup>
Moray	2.9	-6.3	-6.0	35.7
SCOTLAND	7.3	-1.5	2.2	31.4

<sup>1</sup> Includes the change in women's state pension age between 2010 and 2020 and the subsequent change of both male and female state pension age to 66 by 2026

As the table shows, the under 16s are projected to reduce by about 6% to around 14,710, the working age population is projected to reduce by about 6% to around 50,000 while the pensionable age population is expected to increase by nearly 36% to about 25,730 despite the planned rises in state pension age between now and 2033. The number of people aged 75+ is expected to more than double by 2033 and will account for more than half of all pensionable aged people.

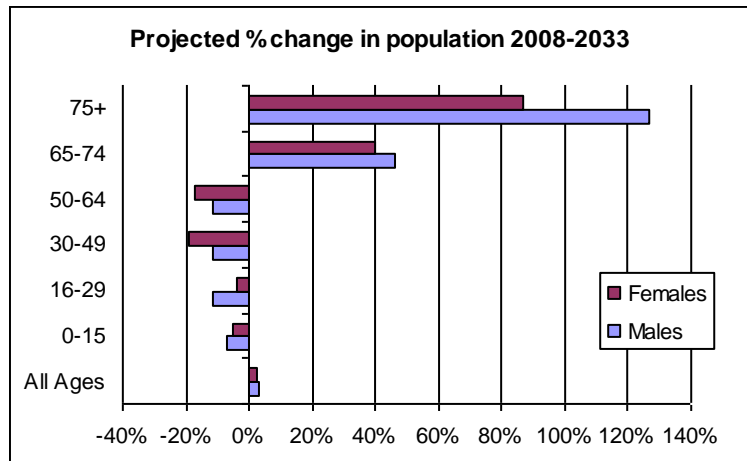
The graph shows the projected changes in Moray's population over the next 23 years and clearly illustrates the considerable increases expected in those of pensionable age, particularly the over 75s.

In relation to the rest of Scotland, Moray has the 11<sup>th</sup> largest projected



increase in pensionable age population and the 14<sup>th</sup> largest expected reductions in working age population and under 16s.

Overall there is little difference in the projected changes in the numbers of males and females in Moray. However, an age breakdown suggests a larger reduction in males than females aged 16-29 and a considerably larger increase in males aged 75+ than for females. Females aged 30-49 and 50-64 decrease by considerably more than males of this age. The population make-up in terms of gender does not change between now and 2033.



#### Implications of an Increasing Older Population & Decreasing Working Age Population:

- An increase in the pensionable age population will place additional demand on services, particularly health and social care services, e.g. increased falls, increased demand for home care services.
- A concurrent reduction in the working age population will mean fewer people able to work as paid carers placing more pressure on relatives to provide unpaid care.
- Safety issues relating to older people will be more evident.
- A reduction in the numbers of under 16s will impact on the school rolls.

#### 7.1.2 RAF changes

There has been a lot of publicity recently about potential downsizing/closure of the RAF bases in Moray, at Lossiemouth and Kinloss.

The Herald Scotland (13/12/09): "...it is understood that within the RAF alone, £200m-worth of cuts must be identified by April next year with a view to downsizing by a quarter over the coming decade. If the Moray bases, which are within 10 miles of each other, were to close, up to £156m could be lost from the local economy with 4500 jobs" [105].

The Herald Scotland (14/12/09): "If the Joint Combat Aircraft.....is cancelled or cut back, it could have implications for RAF Lossiemouth in Moray, currently a Tornado GRA aircraft base. The RAF Kinloss base could also find itself vulnerable in a scaling back of defence projects, although neither base is expected to be mothballed by the Secretary of State Bob Ainsworth in his statement on defence expenditure today" [106].

BBC News (15/12/09): "The RAF base at Kinloss in Moray is to bear the brunt of military budget cuts in Scotland, it has been confirmed. But all three of the large RAF bases in Scotland - at Kinloss, Leuchars and Lossiemouth - will remain open. However, the Kinloss announcement could see part of the base effectively put in "cold storage" to save money" [107].

An assessment of the impact of rationalisation at RAF Kinloss and RAF Lossiemouth carried out in 2004 estimates the potential impact of certain reductions in personnel. The scenarios used in the report were hypothetical and a simple approach was used in

assessing the impact of each scenario [115]. Since the assessment there has been a combined reduction of at least 1,160 personnel from the bases.

It is important to note that the actual impact of any changes at the bases will depend upon many factors, particularly:

- The scale of employment losses
- The speed at which reduction in activity occurs
- Extent to which changes are anticipated
- Economic context during the period of any reduction in activity

The following table illustrates the possible impacts resulting from the hypothetical scenarios discussed.

	10% Reduction in Personnel at both bases	25% Reduction in Personnel at both bases	Closure of one base	
			RAF Kinloss	RAF Lossiemouth
Reduction in employment (FTEs)	726	1,814	3,407	3,850
Reduction in Gross Income	£15,648,361	£39,120,902	£76,557,990	£79,925,619
Reduction in Income retained in Moray	£7,592,029	£18,980,073	£36,400,661	£39,519,631
Reduction in Population	653	1,633	2,990	3,543
Reduction in number of working spouses	103	259	488	547
Reduction in School roll	151	378	590	923
Housing units placed on market (MOD & Private)	238	595	992	1,388

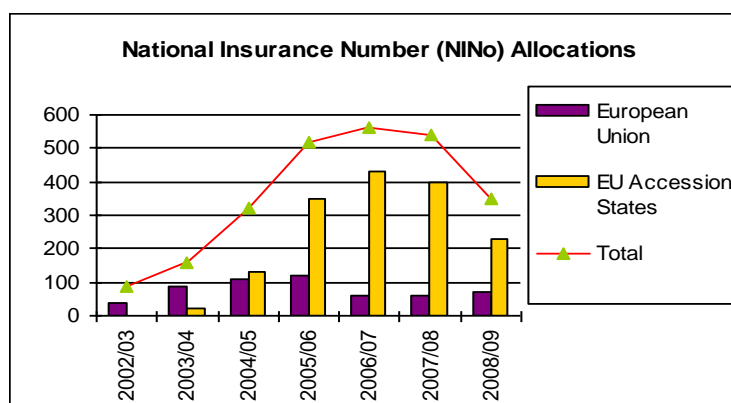
A strategic defence review is due to take place after the general election this year. “...much of the detail of any future plans will depend on a full Strategic Defence Review – due after the General Election, whichever party wins.” [108]

### 7.1.3 Changing Migrant population

#### 7.1.3.1 European Union Accessions States

Increases in the number of members of the European Union (EU) have led to considerable rises in the number of migrant workers in Moray.

In May 2004, 10 countries became EU Accession States (joined the EU after 1995) – Poland, Czech Republic, Slovakia, Hungary, Slovenia, Latvia, Lithuania, Estonia,



Malta and (Greek) Cyprus. Bulgaria and Romania joined in January 2007 [111].

The graph shows the marked increase in NINo. allocations in Moray over the period of the EU expansion. By far the largest number of migrants came from Poland. Of the 130 EU accession state nationals who received a NINo in 2004/05, 90 (69%) were Polish. In the following year 350 EU accession state nationals received a NINo in Moray, of whom 250 (71%) were Polish. The Moray Polish-Scottish Association estimated that in 2009 there were about 1,500 Polish nationals living in Moray [56].

In November 2009 there were 387 pupils in Moray's schools who did not have English as their first language. Within this group there were 42 languages spoken, the most common of which was Polish being spoken by 142 pupils [59].

### 7.1.3.2 Further EU enlargement

There are currently 3 candidate countries for EU Accession: Croatia, Turkey and the Former Yugoslav Republic of Macedonia, although there is no indication when they may become full members of the EU. Additionally, there are 6 potential candidate countries: Albania, Bosnia & Herzegovina, Montenegro, Serbia, Kosovo and Iceland [112].

If the net migration projections are accurate the accession of additional countries to the EU should not affect overall population figures. However, it may alter the ethnic make up of Moray slightly.

Implications of a changing migrant population:

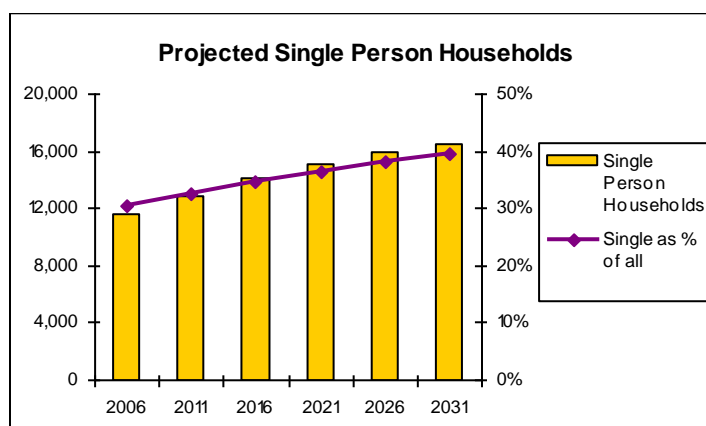
- Increased demand for language related services e.g. ESOL, translation, EAL
- Increased demand on housing services, health services etc
- Seasonal and unskilled jobs that may suit economic migrants are less available for local residents, which may lead to racial tensions/incidents.
- Transient population can result in issues around schooling, housing etc
- Increased diversity of communities

### 7.1.4 Projected increase in single person households

In 2006, it was estimated that 11,590 households in Moray were one person households, representing 31% of all households in Moray, slightly lower than the national figure of 35%. By 2031 it is projected that there will be 16,470 single person households in Moray, accounting for 39% of all households, compared with 44% nationally. This represents a 42% increase on 2006 figures [80].

More immediately, it is projected that by 2011 there will be 12,830 single person households, an increase of 11% from 2006, accounting for 33% of all households in 2011.

The graph shows the projected increase in number of single person households over the next 25yrs and the proportion of all households that they represent [80].



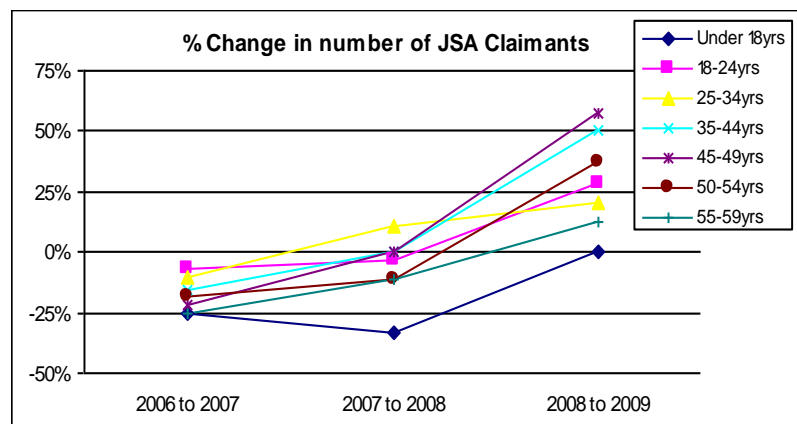
In addition to the expected increase in single person households, it is also projected that the proportion of single person households aged 60+yrs will increase, from 55% in 2006 to 63% in 2031. Around 71% of single person households aged 60+yrs are female. This proportion increases with age to about 82% of single households aged 85+yrs. However, these proportions are not projected to change over the next 25yrs [48].

Implications of projected increase in single person households:

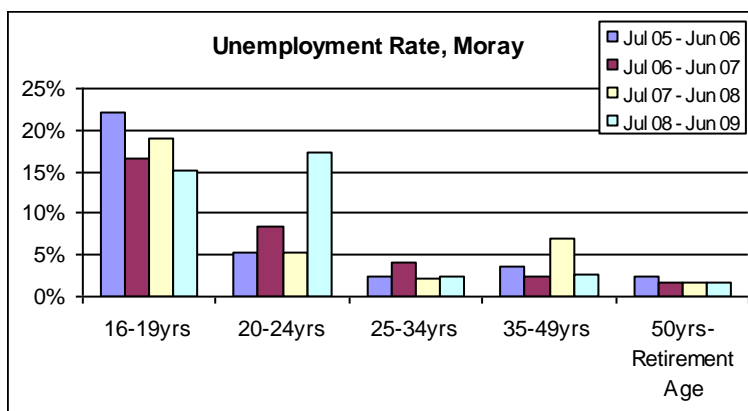
- Safety issues associated with living alone, particularly older people
  - One of the most vulnerable groups for dwelling fires is males over 60yrs, living alone and a drinker
- Increased demand for one bedroom properties
- Increased demand for home-related health & social care services such as home care and community nurses

### 7.1.5 Rising Unemployment

Over the last 4 years the number of people in Moray claiming Jobseekers Allowance has increased from 1,070 in August 2006 to 1,190 in August 2009, a rise of 11%. However, between August 2006 and August 2008 the number of claimants reduced each year by a total of 160 (15%) to 910, meaning that the four year increase is due to a sharp rise of 280 between August 2008 and August 2009, an rise of 31% [6].



An age breakdown reiterates these changes for all but one age group – the number of claimants aged 25-34yrs increased between August 2007 and August 2008. Between August 2008 and August 2009, the number of JSA claimants increased in all age groups except the under 18s, which remained the same. The largest increase was in the number of claimants aged 45-49yrs, closely followed by 35-44yrs [6].



Although the number of JSA claimants has increased more in the older age groups, the unemployment rate for 16-19yr olds is considerably higher than all other age groups, with the exception of the rate for 20-24yr olds between July 2008 and June 2009 [6].

Implications of Rising Unemployment:

- Reduction in labour market due to out-migration of people, especially young people from Moray in order to find work
- Potential rise in antisocial behaviour and acquisitive crime

- Rise in debt and other financial-related problems
- Housing issues such as a rise in homelessness, increased demand for an already short supply of social housing.

## **7.2 Social Considerations**

There are numerous social considerations that should be taken into account in relation to planning and allocation of resources.

### **7.2.1 Seasonal Effects**

Certain times of year give rise to social changes that need considering:

- Summer Months – road safety (drivers unfamiliar with the area and rural roads); fire safety (dry weather and bbqs); ASB & underage drinking (warmer weather and longer daylight hours); DIY accidents.
- Winter months – weather-related road safety issues; weather-related rise in falls.
- Festive period – drink driving (Christmas parties and post New Years Eve parties); domestic abuse (financial stress, at home more and influence of alcohol); violent crimes (influence of alcohol and larger numbers of people in pubs & clubs); rise in debt due to Christmas spending (potential rise in acquisitive crime, alcohol misuse).
- Weekends – anti-social behaviour (young people gathering and influence of alcohol); violent crimes (influence of alcohol and more people in pubs & clubs).

### **7.2.2 Tourism**

In 2008 Moray had 2.1million tourist trips generating £106million, an increase of 7% on 2007 [113].

Accommodation occupancy figures, which are for Aberdeen & Grampian region (not published at Moray level) show that for 2008 hotels were on average 64% occupied, guest house/bed & breakfast room occupancy was 42%, self-catering units were 51% occupied and caravan/camping pitch occupancy was 42%. The highest occupancy rates for all accommodation types were in July and August when the average for the two months was: hotels – 67%; guest house/B&B rooms – 65%; self catering units – 73%; caravan/camping pitches – 55% [114].

Two of the top ten visitor attractions in Aberdeen and Grampian region during 2008 were in Moray. The WDCS Wildlife Centre at Spey Bay attracted nearly 65,000 visitors and the Logie Steading Visitor Centre at Forres attracted over 51,000 visitors [114].

There are a number of activities that attract tourists to Moray such as:

- Walking
  - Speyside Way
  - Dava Way
  - Moray Coast Trail
  - Cairngorms National Park.
- Skiing
- Mountain Biking
- Sailing

### **7.2.3 Social Events**

There are many and varied social events that take place in Moray over the course of the year, which will need to be taken into account in terms of planning, for example traffic control requirements, emergency service presence requirements. Appendix 7 contains a table detailing the numerous events taking place or likely to take place over the next year.

### **7.2.4 RAF Tours**

The presence of the RAF bases in Moray means that large numbers of personnel regularly go away on tours or detachments to other countries. These can be practice or operational tours and last varying lengths.

Operational tours to Afghanistan tend to last for about 3 months and are by definition the most stressful. Some squadrons and personnel go for longer than this, for example 51 Squadron RAF Regiment recently returned from a 6 month tour in Afghanistan.

While away on operational tours there is minimal time for unwinding and alcohol intake is also very minimal if at all.

Squadrons that are away for 6 months or more now have a compulsory 2 day stop off at Camp Bloodhound in Cyprus before returning to the UK. This is a 'decompression camp' where personnel are confined to barracks, can relax and have access to counsellors and chaplains. This short time gives the squadron members time to unwind and begin to adjust to going home. There are no such arrangements for personnel away for less than this.

Other staff that have been on operational tours, e.g. caterers, suppliers – are given a briefing prior to leaving, an interview on their return and a 'recall day' when they can participate in adventure activities and relax.

The purpose of these arrangements is to help personnel to vent frustration and acclimatise to "normal" life. While there was initial resistance to these initiatives, personnel are now appreciative and recognise the benefits.

The RAF does not keep relevant statistics that might indicate increased problems with the return of personnel from tours, operational or otherwise. However, anecdotally there are increased visits to marriage guidance services and increased birth rates that tie in with return dates.

It is worthy of consideration that a large number of personnel returning from a 3 month period with little relaxation time and minimal or no alcohol may be a contributory factor in weekend night-time incidents, particularly in town centres around pubs and clubs.

## 8 PESTELO Analysis

PESTELO	FACTOR	CONSIDERATIONS
Political	1. Promoting positive Outcomes – Working together to prevent Antisocial Behaviour	<ul style="list-style-type: none"> <li>• Focus on prevention by addressing causes rather than symptoms.</li> <li>• 4 pillars to framework:               <ul style="list-style-type: none"> <li>○ Prevention – tackling causes of involvement in ASB, such as substance misuse, rather than symptoms</li> <li>○ Integration – working together, sharing information and resources, to achieve shared outcomes</li> <li>○ Engagement – work with communities in structured way in development of national &amp; local strategies and keeping them informed of progress</li> <li>○ Communication – challenge negative stereotypes and promote positive role models, public reassurance, coordination of national and local communications</li> </ul> </li> </ul> <p><a href="http://www.scotland.gov.uk/Publications/2009/03/18112243/0">http://www.scotland.gov.uk/Publications/2009/03/18112243/0</a></p>
	2. North East Scotland Road Casualty Reduction Strategy 2009	<ul style="list-style-type: none"> <li>• Sets out actions to take in short term in order to influence work of partners in longer term</li> <li>• Provides a regional framework for the future development of each partner's Community/Business/Operational plans.</li> <li>• 4 key topic areas: Education, Engineering, Enforcement and Encouragement</li> <li>• 10 issues identified with related actions for completion by end 2010, each with specified lead agency (Grampian Police – 2; Grampian Fire &amp; Rescue Service – 2; Moray Council – 2).</li> </ul> <p><a href="http://www.aberdeenshire.gov.uk/transportation/roadsafety/casualtyreduction.asp">http://www.aberdeenshire.gov.uk/transportation/roadsafety/casualtyreduction.asp</a></p>
	3. Go Safe on Scotland's Roads it's Everyone's Responsibility: Scotland's Road Safety Framework to 2020	<ul style="list-style-type: none"> <li>• Road Safety vision “A steady reduction in the numbers of those killed and those seriously injured, with the ultimate vision of a future where no-one is killed on Scotland's roads and the injury rate is much reduced”</li> <li>• <b>Scottish Road Safety targets from 2010 to 2020:</b> <ul style="list-style-type: none"> <li>○ <b>40% reduction in people killed (30% 2015 milestone)</b></li> <li>○ <b>55% reduction in people seriously injured (43% 2015 milestone)</b></li> <li>○ <b>50% reduction in children (aged &lt;16) killed (35% 2015 milestone)</b></li> <li>○ <b>65% reduction in children (aged &lt;16) seriously injured (50% 2015 milestone)</b></li> </ul> </li> <li>• Scotland's Road Safety priorities:               <ul style="list-style-type: none"> <li>○ Leadership</li> <li>○ Sharing intelligence and good practice</li> <li>○ Children</li> <li>○ Drivers aged 17-25</li> <li>○ Rural roads</li> <li>○ Drink Drive</li> <li>○ Seatbelts</li> </ul> </li> </ul>



		<ul style="list-style-type: none"> <li>○ Speed</li> <li>● Commitments and Strategic Aims: <ul style="list-style-type: none"> <li>○ <b>Join up</b> strands of road safety across various delivery partners</li> <li>○ Reinforcing message of <b>responsibility</b> of all road users for won and others' safety</li> <li>○ Encouraging a <b>Drive for Life</b> culture</li> <li>○ Reducing tolerance of <b>risk</b> on roads</li> <li>○ Upholding <b>rights</b> of all road users to expect safe road travel</li> </ul> </li> </ul> <p><a href="http://www.scotland.gov.uk/Publications/2009/10/01090036/0">http://www.scotland.gov.uk/Publications/2009/10/01090036/0</a></p>
	<p>4. ACPOS: Scottish Road Policing Framework 2009-2012</p>	<ul style="list-style-type: none"> <li>● Approach based on 5 pillars: Education, Enforcement, Engineering, Encouragement and Evaluation.</li> <li>● Focuses on areas of national importance: Children, young drivers, rural roads, drink/drug driving, seat belt compliance, use of mobile phones, impact on communities of speeding motorists.</li> <li>● 5 objectives: <ul style="list-style-type: none"> <li>○ Reduce the number of persons injured on our roads</li> <li>○ Deny criminals the use of our roads</li> <li>○ Reduce antisocial use of our roads</li> <li>○ Enhance reassurance by patrolling our roads</li> <li>○ Tackle the threat of terrorism</li> </ul> </li> <li>● Each objective contributes to each of the first four pillars.</li> <li>● Evaluation through key performance indicators set out in current Scottish Policing Performance Framework, current National DfT casualty reduction targets and targets set by Scottish Government for 2020.</li> <li>● 6 Key Operational Behaviours for focus of action: <ul style="list-style-type: none"> <li>○ Drink and drug driving</li> <li>○ Speeding</li> <li>○ Seatbelt use</li> <li>○ Driving in a way which is dangerous, careless, or otherwise threatening to other road users</li> <li>○ Use of mobile phones and other electronic devices</li> <li>○ Targeting vehicles which are not roadworthy and which thereby present a danger to road users</li> </ul> </li> </ul> <p><a href="http://www.acpos.police.uk/Policies.html#road%20policing">http://www.acpos.police.uk/Policies.html#road%20policing</a></p>
	<p>5. Alcohol approach – “Changing Scotland’s relationship with alcohol”</p>	<ul style="list-style-type: none"> <li>● Four areas identified as requiring sustained action: <ul style="list-style-type: none"> <li>○ Reduced alcohol consumption – actions to include: <ul style="list-style-type: none"> <li>▪ Ending off-sales promotions, such as buy one get one free, buy one get one half price</li> <li>▪ Potential minimum price per unit of alcohol</li> <li>▪ Wine to be available in 125ml measure</li> <li>▪ Lobbying for UK law to allow 25ml &amp; 35ml measures on premises</li> </ul> </li> <li>○ Supporting families and communities – actions to include:</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>▪ Youth Commission exploring issues faced by young people re misuse of alcohol</li> <li>▪ Licensing Boards required to consider raising minimum age for off-sales to 21yrs.</li> <li>▪ Introduction of Social Responsibility Fee</li> <li>▪ Improved substance misuse education in schools</li> <li>▪ Continued support for 3<sup>rd</sup> sector provision of youth work and/or diversionary opportunities</li> <li>▪ Improved identification and assessment of those affected by parental substance misuse</li> <li>▪ Consideration for Trading Standards Officers to enforce licensing law in off-sales, including test purchasing</li> <li>▪ Working to ensure effective and innovative use of prevention and enforcement measures in relation to alcohol-fuelled violence</li> <li>▪ Support for reduction in drink drive limit from 80mg to 50mg per 100ml blood</li> <li>○ Positive public attitudes, positive choices – actions to include: <ul style="list-style-type: none"> <li>▪ Restriction of marketing materials within licensed premises</li> <li>▪ Development of workplace alcohol policies</li> <li>▪ Support for improved alcohol product labelling</li> </ul> </li> <li>○ Improved treatment and support</li> </ul> <p><a href="http://www.scotland.gov.uk/Publications/2009/03/04144703/0">http://www.scotland.gov.uk/Publications/2009/03/04144703/0</a></p>
	<p>6. Drug Strategy – “The Road to Recovery”</p>	<ul style="list-style-type: none"> <li>● 5 key priorities: <ul style="list-style-type: none"> <li>○ Better prevention <ul style="list-style-type: none"> <li>▪ Addressing factors associated with drug use e.g. deprivation</li> <li>▪ Provision of credible and accurate information for public and young people outwith school</li> <li>▪ Improved substance misuse education in schools</li> </ul> </li> <li>○ Improved recovery rates <ul style="list-style-type: none"> <li>▪ Importance of recovery in reducing re-offending</li> <li>▪ Equal opportunities and access to same services as others</li> </ul> </li> <li>○ Safer Communities from reduced drug related crime, disorder and danger <ul style="list-style-type: none"> <li>▪ Reducing supply of illegal drugs</li> <li>▪ Continued enforcement activity</li> <li>▪ Strengthening Proceeds of Crime Act 2002</li> <li>▪ Provide access to treatment to promote recovery at all stages of criminal justice system <ul style="list-style-type: none"> <li>● Arrest referral schemes</li> <li>● Potential mandatory drug testing of those arrested for “trigger” offences</li> <li>● Drug Courts</li> <li>● Drug Treatment and Testing Orders (DTTOs)</li> </ul> </li> <li>▪ Early response to concerns about a child or young person, including involvement of specialist drug worker when appropriate</li> <li>▪ Procedures for continuation of treatment and support for drug problems on release from prison</li> <li>▪ Resolving problems of addressing wider needs of short stay prisoners</li> </ul> </li> <li>○ Improved safety for children affected by a parental drug problem (closely linked to GIRFEC). Key areas for action: <ul style="list-style-type: none"> <li>▪ Improving identification, assessment, recording and planning and information sharing</li> <li>▪ Build the capacity, availability and quality of support services <ul style="list-style-type: none"> <li>● Work to improve parenting capacity, recognising the role of wider family and community networks in promoting resilience in children and their families</li> </ul> </li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▪ Strengthen the consistency and effectiveness of the management of immediate risk <ul style="list-style-type: none"> <li>• Promote collaborative working between Child Protection Committees and ADPs in planning and meeting the needs of this group</li> <li>• Work with all relevant partners to develop and disseminate effective strategies to engage parents, including compulsory measures as appropriate</li> </ul> </li> <li>▪ National gateway line to local child protection services (0888 022 3222) to encourage communities to play part in tackling this issue. Enables individuals to be “the eyes and ears of the community”. <ul style="list-style-type: none"> <li>○ Support for families affected by drug misuse</li> <li>○ Improved effectiveness of service delivery</li> </ul> </li> </ul> <p><a href="http://www.scotland.gov.uk/Publications/2008/05/22161610/0">http://www.scotland.gov.uk/Publications/2008/05/22161610/0</a></p>
7. Moray Alcohol & Drug Partnership Strategy	<ul style="list-style-type: none"> <li>• 5 Key Priorities: <ul style="list-style-type: none"> <li>○ Prevention</li> <li>○ Recovery</li> <li>○ Law Enforcement</li> <li>○ Children &amp; Families and Family Support</li> <li>○ Service Delivery</li> </ul> </li> </ul>
8. Housing (Scotland) Bill 2010 proposes curbing the “Right to Buy” for new social housing tenants	<ul style="list-style-type: none"> <li>• New council house and housing association tenants will no longer have the Right to Buy (RTB) their homes</li> <li>• RTB for new-build social housing in Scotland will also be scrapped.</li> <li>• An amendment to the Bill will allow ex-forces veterans to establish 'local connections' that improve their chances of accessing social housing in their area.</li> </ul> <p><a href="http://www.scottish.parliament.uk/s3/bills/36-Housing/index.htm">http://www.scottish.parliament.uk/s3/bills/36-Housing/index.htm</a></p>
9. MOD Review	<ul style="list-style-type: none"> <li>• Potential changes to personnel levels at RAF bases at Kinloss &amp; Lossiemouth <ul style="list-style-type: none"> <li>○ Economic impact of a reduction in personnel levels</li> <li>○ Reduction in labour market due to due to wives/husbands of RAF personnel moving away with their spouse</li> <li>○ Reduction in school pupils</li> </ul> </li> </ul>
10. Flood alleviation	<ul style="list-style-type: none"> <li>• Reputational effects of flood alleviation programmes in Moray</li> </ul>
11. Road Safety	<ul style="list-style-type: none"> <li>• High priority of road safety at national level</li> </ul>
12. Potential change in Government, both Scottish and UK	<ul style="list-style-type: none"> <li>• Changes to relationship between Scottish and local government e.g. abolition of SOA</li> </ul>
13. Potential cut in custodial sentences of less than 6months. Preference for Community Sentencing.	<ul style="list-style-type: none"> <li>• Scottish Government wants a presumption against six-month sentences, as recommended by The Scottish Prisons commission in 2008: <ul style="list-style-type: none"> <li>○ Imprisonment should be reserved for people whose offences are so serious that no other form of punishment will do and for those who pose a threat of serious harm to the public.</li> <li>○ Paying back in the community should become the default position in dealing with less serious offenders.</li> </ul> </li> <li>• The introduction of such a change will lead to: <ul style="list-style-type: none"> <li>○ An increase in number of offenders receiving non-custodial sentences</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>▪ In 2008/09, 785 people, 69% of those receiving a custodial sentence were sentenced to 6 months or less.</li> <li>▪ Of the 785, 15 (less than 2%) were convicted of a 'Non-sexual crime of violence' or a 'Crime of indecency'. The rest were more minor crimes and offences.</li> </ul>
<b>Economic</b>	1. Budget cuts, both local and national	<ul style="list-style-type: none"> <li>• Reduced funding for non-statutory services</li> </ul>
	2. Recession and associated issues such as unemployment and reduced availability of mortgage credit	<ul style="list-style-type: none"> <li>• Increased level of unemployment</li> <li>• More people living in poverty</li> <li>• Higher demand on social housing</li> <li>• Higher demand for benefits such as housing benefit, council tax benefit etc</li> </ul>
	3. Housing and Homelessness needs assessment to be completed by August 2010	<ul style="list-style-type: none"> <li>• Comprehensive assessment of Moray's Housing Need and Demand</li> <li>• Includes assessment of the requirements of specific household groups – Families, Older people, Minority and hard to reach households and Households with specific needs</li> </ul> <p><a href="http://www.scotland.gov.uk/Resource/Doc/1125/0057729.doc">http://www.scotland.gov.uk/Resource/Doc/1125/0057729.doc</a></p>
	4. Termination of Fairer Scotland Fund ring-fencing in March 2010	<ul style="list-style-type: none"> <li>• "In 2010-2011, and in future, the Scottish Government, local authorities and their community planning partners need to work in partnership to obtain the maximum benefit for local people and areas from the combined influence of all mainstream resources and new regeneration investment going into our most deprived communities".</li> </ul> <p><a href="http://www.scotland.gov.uk/Topics/Built-Environment/regeneration/fairer-scotland-fund">http://www.scotland.gov.uk/Topics/Built-Environment/regeneration/fairer-scotland-fund</a></p>
	5. 4% year on year reduction in Grampian Fire & Rescue Service funding for next 3yrs	<ul style="list-style-type: none"> <li>• Possible impact on non-statutory duties</li> </ul>
	6. Change in way Voluntary Sector funded from April 2011	<ul style="list-style-type: none"> <li>• Increased opportunity for partnership working, Voluntary Organisations working together, collaborative tenders and funding bids.</li> <li>• Less money to invest in staff and volunteers re training, professional development etc</li> <li>• Probable increased requirement to deliver core services due to reduced funding to public agencies, meaning less opportunity to be creative and meet need.</li> <li>• Potential perceived loss of independence</li> </ul>
<b>Social</b>	1. Immigration – RAF families and foreign workers	<ul style="list-style-type: none"> <li>• In- and out-migration of RAF personnel <ul style="list-style-type: none"> <li>○ GRFS have welcome pack regarding fire safety issues for RAAF personnel moving into the area</li> </ul> </li> <li>• In- and out-migration of foreign workers from EU countries <ul style="list-style-type: none"> <li>○ Changing demand for translation services, ESOL etc</li> </ul> </li> </ul>
	2. CONTEST 2 counter terrorism strategy through Delphinus Groups	<ul style="list-style-type: none"> <li>• 4 strands: PURSUE, PREVENT, PROTECT, PREPARE.</li> <li>• Most relevant to Community Safety is PREVENT strand, which is about disrupting terrorist activities and countering those factors which push and pull people into violent extremism and terrorism.</li> <li>• The Scottish Preventing Violent Extremism Unit (SPVEU) has been established within the Scottish Government's Equality Unit in order to lead work on the prevent strand in</li> </ul>

		<p>Scotland - this is a collaboration between the Scottish Government and the Association of Chief Police Officers in Scotland</p> <p><a href="http://www.scotland.gov.uk/Topics/Justice/crimes/counterterrorism">http://www.scotland.gov.uk/Topics/Justice/crimes/counterterrorism</a></p>
3. Gypsy/Travelling families	<ul style="list-style-type: none"> <li>• Shortage of accommodation pitches</li> <li>• Discrimination</li> <li>• Unauthorised encampments, which can cause tensions with settled community</li> <li>• Lack of awareness of general rights or where to go to find out.</li> <li>• Tendency for gypsy/travelling families to be socially excluded from the communities they live in</li> <li>• An Accommodation needs assessment of Gypsies/Travellers in Grampian in 2009 identified 3 priorities translated into 4 outcomes: <ul style="list-style-type: none"> <li>○ Outcome 1: Better planning by local authorities, RSLs and partner organisations to anticipate, and plan to meet, the future needs and aspirations of Gypsies/Travellers in Grampian.</li> <li>○ Outcome 2: Gypsies/Travellers normally resident in Grampian and Gypsies/Travellers visiting the area have accommodation that meets their needs, culture and lifestyle.</li> <li>○ Outcome 3: Individual support and community development needs are identified and met.</li> <li>○ Outcome 4: Better and more constructive relationships are developed between Gypsies/Travellers and settled communities.</li> </ul> </li> </ul> <p><a href="http://www.moray.gov.uk/downloads/file60896.pdf">http://www.moray.gov.uk/downloads/file60896.pdf</a></p>	
4. Projected increase in single person households	<ul style="list-style-type: none"> <li>• Projected increase of 42% in single person households between 2006 and 2031 (Assessment of Moray's Housing Market 2009)</li> <li>• Demand on housing – mismatch between existing stock and potential future demand <ul style="list-style-type: none"> <li>○ E.g. Young people presenting as homeless have statutory right to housing but not enough single person accommodation to fulfil demand</li> </ul> </li> <li>• Safety issues associated with living alone, particularly vulnerable people</li> <li>• One of most vulnerable groups for fires is males aged over 60 that have been drinking and live alone</li> </ul>	
5. Houses in Multiple Occupation	<ul style="list-style-type: none"> <li>• Safety issues associated with multiple occupation <ul style="list-style-type: none"> <li>○ Fire risks – dealt with by GFRS</li> <li>○ Electrical testing – system and appliances</li> <li>○ Heating system</li> <li>○ Flooring (tears etc)</li> </ul> </li> <li>• Unlicensed premises</li> </ul>	
6. Increased deprivation	<ul style="list-style-type: none"> <li>• Increased family and community tensions could result in increased levels of some problems including acquisitive crime, domestic abuse, youth unemployment</li> </ul>	
7. Bullying	<ul style="list-style-type: none"> <li>• Reasons for bullying related to inequalities</li> </ul>	

<b>Technological</b>	1. Social networking sites	<ul style="list-style-type: none"> <li>• Use of social networking sites to arrange young people's gatherings</li> </ul>
	2. Internet	<ul style="list-style-type: none"> <li>• Children and young people's Internet safety</li> <li>• Monitoring access of offenders</li> </ul>
	3. Mobile phones	<ul style="list-style-type: none"> <li>• Use of mobile phones for arranging gatherings/meetings</li> <li>• Happy Slapping</li> </ul>
	4. Telecare	<ul style="list-style-type: none"> <li>• Interactive care services for vulnerable people in their own homes</li> <li>• Telecare covers a range of devices and services that harness developing technology and are available to people in their home, including those leaving hospital, to help them live with greater independence and safety. Provide peace of mind that help is at hand.</li> <li>• Examples include devices that trigger a response from a call centre, such as falls monitors or motion sensors.</li> <li>• Projected increase in older population, higher demand for these services</li> <li>• Telecare Development Funding has been responsible for a minimum of: <ul style="list-style-type: none"> <li>○ Around 1,300 additional people able to maintain themselves at home with support</li> <li>○ 66 delayed hospital discharges and 140 emergency hospital admissions avoided, with 1,800 hospital bed days saved</li> <li>○ 74 care home admissions avoided, and 6,900 care home bed days saved</li> <li>○ 1,250 nights of sleepover care and 107,000 home check visits saved</li> </ul> </li> <li>• Associated with these impacts are efficiency savings of around £2.9 million  <a href="http://www.scotland.gov.uk/News/Releases/2008/03/17152649">http://www.scotland.gov.uk/News/Releases/2008/03/17152649</a> </li> </ul>
<b>Environmental</b>	1. Climate change	<ul style="list-style-type: none"> <li>• More frequent flooding</li> <li>• More frequent winter cold spells like 2009/10</li> <li>• Warmer summers</li> <li>• Potential protests in relation to flood alleviation, Fochabers bypass, aviation</li> </ul>
	2. Suicide locations	<ul style="list-style-type: none"> <li>• Identification of popular suicide locations and determination of safety measures to reduce risk of future use.</li> </ul>
	3. Rurality	<ul style="list-style-type: none"> <li>• Dangers of rural roads <ul style="list-style-type: none"> <li>○ Seen as low risk but nearly ¾ of fatalities occur on rural roads, and majority of KSI casualties are involved in collisions on rural roads (Rural Road Safety: Drivers and Driving <a href="http://www.scotland.gov.uk/Publications/2008/10/03140548/0">http://www.scotland.gov.uk/Publications/2008/10/03140548/0</a>)</li> </ul> </li> <li>• Difficulties in reaching all communities</li> </ul>
<b>Legal</b>	1. MAPPA (Multi-agency Public Protection Arrangements)	<ul style="list-style-type: none"> <li>• Introduced in April 2007</li> <li>• Framework that joins up the agencies who manage offenders, providing a framework for assessing and managing the risk posed by some of those offenders. The fundamental purpose of MAPPA is public safety and the reduction of serious harm.  <a href="http://www.scotland.gov.uk/Publications/2008/04/18144823/0">http://www.scotland.gov.uk/Publications/2008/04/18144823/0</a> </li> </ul>

2. Adult Protection – The Adult Support and Protection (Scotland) Act 2007	<ul style="list-style-type: none"> <li>• Makes provision for the purposes of protecting adults from harm <a href="http://www.opsi.gov.uk/legislation/scotland/acts2007/asp_20070010_en_1">http://www.opsi.gov.uk/legislation/scotland/acts2007/asp_20070010_en_1</a></li> </ul>
3. Child Protection – Protection of Children (Scotland) Act 2003	<ul style="list-style-type: none"> <li>• Requires Scottish Ministers to keep a list of individuals whom they consider to be unsuitable to work with children <a href="http://www.opsi.gov.uk/legislation/scotland/acts2003/asp_20030005_en_1">http://www.opsi.gov.uk/legislation/scotland/acts2003/asp_20030005_en_1</a></li> </ul>
4. GIRFEC – Getting It Right For Every Child	<ul style="list-style-type: none"> <li>• National approach to supporting and working with all children and young people in Scotland. It affects all services for children and adult services where children are involved.</li> <li>• Requires that all services for children and young people - social work, health, education, police, housing and voluntary organisations - adapt and streamline their systems and practices to improve how they work together to support children and young people, including strengthening information sharing.</li> <li>• 10 core components: <ul style="list-style-type: none"> <li>○ A focus on improving outcomes for children, young people and their families based on a shared understanding of well-being</li> <li>○ A common approach to gaining consent and to sharing information where appropriate</li> <li>○ An integral role for children, young people and families in assessment, planning and intervention</li> <li>○ A co-ordinated and unified approach to identifying concerns, assessing needs, agreeing actions and outcomes, based on the Well-being Indicators</li> <li>○ Streamlined planning, assessment and decision-making processes that lead to the right help at the right time</li> <li>○ Consistent high standards of co-operation, joint working and communication where more than one agency needs to be involved, locally and across Scotland</li> <li>○ A Lead Professional to co-ordinate and monitor multi-agency activity where necessary</li> <li>○ Maximising the skilled workforce within universal services to address needs and risks at the earliest possible time</li> <li>○ A confident and competent workforce across all services for children, young people and their families</li> <li>○ The capacity to share demographic, assessment, and planning information electronically within and across agency boundaries through the national eCare programme where appropriate</li> </ul> </li> </ul> <p><a href="http://www.scotland.gov.uk/Topics/People/Young-People/childrenservices/girfec">http://www.scotland.gov.uk/Topics/People/Young-People/childrenservices/girfec</a></p>
5. Housing (Scotland) Act 2001	<ul style="list-style-type: none"> <li>• Makes provision about housing, including provision about homelessness and the allocation of housing accommodation by social landlords, the tenants of social landlords, the regulation of social landlords, Scottish Homes, the strategic housing functions of the Scottish Ministers and local authorities and grants for improvement and repairs. <a href="http://www.opsi.gov.uk/legislation/scotland/acts2001/asp_20010010_en_1">http://www.opsi.gov.uk/legislation/scotland/acts2001/asp_20010010_en_1</a></li> </ul>
6. Homelessness etc (Scotland) Act 2003	<ul style="list-style-type: none"> <li>• Makes further provision about homelessness, including the abolition of the</li> </ul>

and the abolition of the Homelessness Priority Need test by 2012	Homelessness Priority Need test by 2012. <a href="http://www.opsi.gov.uk/legislation/scotland/acts2003/asp_20030010_en_1#pb6-l1q10">http://www.opsi.gov.uk/legislation/scotland/acts2003/asp_20030010_en_1#pb6-l1q10</a>
7. Equality Bill	<ul style="list-style-type: none"> <li>The Equality Bill, introduced at Westminster in April 2009, will replace the 3 existing duties relating to race, disability and gender with a single Equality Duty. This new duty will also extend to age, religion and belief, sexual orientation, gender reassignment and pregnancy and maternity. The new single Equality Duty is in 2 parts - a <b>general duty</b>, which is set out in the Equality Bill; and <b>specific duties</b>, which can be placed on certain public authorities to ensure the better performance of the general duty. The specific duties are to be determined by Scottish ministers through consultation. The new general Equality Duty is expected to come into force around April 2011.</li> </ul> <a href="http://www.scotland.gov.uk/Publications/2009/09/28154835/10">http://www.scotland.gov.uk/Publications/2009/09/28154835/10</a>
8. Fire (Scotland) Act 2005	<ul style="list-style-type: none"> <li>Sets out statutory principal and ancillary functions of Fire and Rescue Services, including: <ul style="list-style-type: none"> <li>Fire Safety</li> <li>Fire-fighting</li> <li>Road Traffic Accidents</li> <li>Conferral by Scottish ministers of functions in relation to other emergencies</li> <li>Emergency directions from Scottish ministers</li> <li>Power to respond to other eventualities</li> <li>Provision of other services</li> </ul> </li> </ul> <a href="http://www.opsi.gov.uk/legislation/scotland/acts2005/asp_20050005_en_1">http://www.opsi.gov.uk/legislation/scotland/acts2005/asp_20050005_en_1</a>
9. The Fire (Additional Function) (Scotland) Order 2005	<ul style="list-style-type: none"> <li>Sets out additional functions of Fire and Rescue Services relating to <ul style="list-style-type: none"> <li>Chemical, biological, radiological or nuclear incident</li> <li>Search and rescue</li> <li>Serious Flooding</li> <li>Serious Transport incidents</li> </ul> </li> </ul> <a href="http://www.opsi.gov.uk/legislation/scotland/ssi2005/20050342.htm">http://www.opsi.gov.uk/legislation/scotland/ssi2005/20050342.htm</a>
10. Potential minimum pricing of alcohol	<ul style="list-style-type: none"> <li>Some of the Scotland-wide benefits are: <ul style="list-style-type: none"> <li>Total alcohol consumption across society would fall 5.4 per cent, concentrated among hazardous and harmful drinkers</li> <li>A fall in crime of 3,200 offences per year</li> <li>Nearly 30,000 fewer workdays lost through absenteeism and 1,250 fewer people unemployed because of alcohol misuse per year</li> <li>A financial saving from harm reduction (health, employment, crime, etc) of £60 million in year one and £950 million over 10 years.</li> </ul> </li> </ul> <a href="http://www.scotland.gov.uk/News/Releases/2009/09/28081626">http://www.scotland.gov.uk/News/Releases/2009/09/28081626</a>
11. Sarah's Law	<ul style="list-style-type: none"> <li>Calls for a range of measures to curb and control paedophiles</li> <li>Main aim is to establish the legal right of every parent to know the identity of serious child sex offenders living in their community</li> </ul>



		<ul style="list-style-type: none"><li>• Potential national roll-out of powers allowing parents to check whether those who regularly care for their children are convicted sex offenders. Follows a pilot scheme in four police areas in England, which gave parents and carers controlled access to the sex offenders register.</li></ul>
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## **9 Recommendations**

### **9.1 Public Protection**

- 1) It is recommended that Public Protection feature in the SOA given:
  4. The responsibility for managing RSOs and violent offenders.
  5. The recency of the introduction of adult protection legislation and related measures.
  6. The forthcoming child protection inspection.

### **9.2 Violence**

- 2) Ensure implementation of the Moray Alcohol and Drug Partnership Strategy is progressed to help address the involvement of alcohol in violent crime and domestic abuse.

### **9.3 Road Safety**

- 3) Ensure implementation of the North East Scotland Road Casualty Reduction Strategy is progressed in order to address the high proportions of casualties that are aged 16-25yrs, that are male and that occur on rural roads.
- 4) It is recommended that Road Safety feature in the SOA to help maintain focus and resources on the achievement of further casualty reductions in accordance with the new Scottish 2020 Casualty Reduction Targets.

### **9.4 Fire Safety**

- 5) The Community Planning Partnership investigates ways of gaining access to the harder-to-reach and vulnerable groups in the community to enable Home Fire Safety Visits to be carried out. Initial steps should include the identification of channels that exist through other agencies/services, which should be utilised where possible. All information should be shared with partners to enable use across the Community Planning Partnership.
- 6) Given the high proportion of wilful secondary fires and its link to youth, further diversionary schemes should be targeted and delivered on a partnership basis as has been successfully done in the past during 2004.
- 7) Given the slight upward trend in the involvement of substance misuse in fires, the current economic climate potentially meaning people are staying in more rather than going out and the relatively low awareness of the “Alcohol – fuel for fire” and “No smoke without fire” safety messages, consider an increased effort in conveying these messages.

### **9.5 Home Safety**

- 8) The causal factor is recorded for A&E admissions, as well as the injury type.
- 9) A full results analysis to be carried out on the Speyside Project to determine the effectiveness of the initiatives and activities implemented before rolling out across Moray. The projected rise in the pensionable aged population confers a priority on tackling falls in Moray.

## **9.6 Antisocial Behaviour**

- 10) Identify trends and repeat incidents of noise to aid future interventions and minimise disruption to quality of life.
- 11) A full results analysis is carried out after e.g. 6 months, of the “Green Dog Walkers” and “Adopt a Street” initiatives to determine their effectiveness.

## **9.7 Housing, Homelessness and Fuel Poverty**

- 12) Given the abolition of the Homelessness Priority Need test by 2012, the provision of affordable housing should feature in the SOA.
- 13) Given the Scottish Government’s target of eradicating fuel poverty as far as is reasonably practicable by 2016, the fuel poverty risk factors identified in the Scottish House Condition Survey and the types of housing and household in Moray, addressing fuel poverty, particularly in relation to the owner-occupier and private rented sectors, should feature in the SOA.

## **9.8 Social Inclusion**

- 14) Addressing the high unemployment rate in 16-19yr olds should feature in the SOA.
- 15) A full results analysis is carried out on Fairer Scotland Fund projects in Moray to establish their effectiveness and potential continuation from mainstream funding.
- 16) The Equalities Forum to include members from local, Moray-based where possible, equalities groups and equality representatives from partner agencies. It should provide the link between Moray-based equalities groups and Community Planning Partnership. The Chair of the Equalities Forum should sit on the Community Engagement Group to provide an equalities perspective on Community Engagement issues and ensure appropriate consultation with equalities groups.

## **9.9 Community Engagement**

- 17) Full results analysis to be carried out on pilot projects to determine their success and effectiveness.
- 18) A directory/register of community groups and forums to be available to all partners, perhaps through yourmoray website.
- 19) Partner coordination in relation to community engagement and some form of measurement of the changes/impact of Community Engagement activities to be introduced.

## 10 Risk Analysis

TOPIC	ISSUE	LIKELIHOOD SCORE	IMPACT SCORE	OVERALL RISK SCORE (Impact x Likelihood)
<b>Public Protection</b>	1) Insufficient capacity for affective management of Registered Sex Offenders and Violent Offenders residing in Moray.	3	3*	
	2) Failure to protect Vulnerable Adults	3	3	
<b>Violence</b>	3) Frequency of alcohol as a factor in violent crime, particularly among younger people and males.	4	3	
	4) Frequency of alcohol as a factor in domestic abuse.	4	3	
<b>Road Safety</b>	5) Continuing large majority of fatalities on Moray's roads are male and a significant proportion is aged 16-25yrs.	5	4	
	6) Higher than average casualty rate on rural roads and the effect this will have on achievement of casualty reduction targets 2020.	5	4	
<b>Fire Safety</b>	7) Lack of accessibility to hard to reach groups in Moray, especially the most vulnerable.	3	3	
	8) High occurrence of wilful secondary fires	3	3	
	9) Increasing trend of substance misuse as a factor in fires.	3	3	
<b>Home Safety</b>	10) High number of head injuries among under 5s – cause not recorded.	3	3	
	11) High numbers of falls among over 50s.	4	3	
<b>Antisocial Behaviour</b>	12) Disruption to quality of life due to noise	5	2	
<b>Housing &amp; Homelessness</b>	13) Lack of affordable housing, especially one bedroom properties, to meet target of abolition of homelessness priority need test by 2012	4	3	
	14) There is an increase in fuel poverty in Moray.	4	3	
<b>Social Inclusion</b>	15) High unemployment among 16-19yrs olds (around 5x the working age unemployment rate).	5	4	
<b>Community Engagement</b>	16) Failure to engage constructively with Moray communities	2	2	
	17) No evidence of changes/impact of Community Engagement	4	3	

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## 12 Appendices

### 12.1 Appendix 1

#### Purpose targets

	<a href="#"><u>Economic Growth (GDP)</u></a>	To raise the GDP growth rate to the UK level by 2011 To match the GDP growth rate of the small independent EU countries by 2017
	<a href="#"><u>Productivity</u></a>	To rank in the top quartile for productivity against our key trading partners in the OECD by 2017
	<a href="#"><u>Participation</u></a>	To maintain our position on labour market participation as the top performing country in the UK To close the gap with the top five OECD economies by 2017
	<a href="#"><u>Population</u></a>	To match average European (EU15) population growth over the period from 2007 to 2017 Supported by increased healthy life expectancy in Scotland over the period from 2007 to 2017
	<a href="#"><u>Solidarity</u></a>	To increase overall income and the proportion of income earned by the three lowest income deciles as a group by 2017
	<a href="#"><u>Cohesion</u></a>	To narrow the gap in participation between Scotland's best and worst performing regions by 2017
	<a href="#"><u>Sustainability</u></a>	To reduce emissions over the period to 2011 To reduce emissions by 80 percent by 2050

#### Strategic Objectives



##### [Wealthier and Fairer](#)

Enable businesses and people to increase their wealth and more people to share fairly in that wealth.



##### [Safer and Stronger](#)

Help local communities to flourish, becoming stronger, safer place to live, offering improved opportunities and a better quality of life.



### Smarter

Expand opportunities for Scots to succeed from nurture through to life long learning ensuring higher and more widely shared achievements.



### Greener

Improve Scotland's natural and built environment and the sustainable use and enjoyment of it.







### Healthier

Help people to sustain and improve their health, especially in disadvantaged communities, ensuring better, local and faster access to health care.

## **National Outcomes**

1		We live in a Scotland that is the most attractive place for doing <a href="#">business</a> in Europe.
2		We realise our full economic potential with more and better <a href="#">employment opportunities</a> for our people.
3		We are better educated, more skilled and more successful, renowned for our <a href="#">research and innovation</a> .
4		Our <a href="#">young people</a> are successful learners, confident individuals, effective contributors and responsible citizens.
5		Our <a href="#">children</a> have the best start in life and are ready to succeed.
6		We live longer, <a href="#">healthier lives</a> .
7		We have tackled the significant <a href="#">inequalities</a> in Scottish society.
8		We have improved the life chances for <a href="#">children, young people and families</a> at risk.
9		We live our lives safe from <a href="#">crime</a> , disorder and danger.
10		We live in well-designed, <a href="#">sustainable places</a> where we are able to access the amenities and services we need.
11		We have strong, resilient and supportive <a href="#">communities</a> where people take responsibility for their own actions and how they affect others.

12		We value and enjoy our built and natural <a href="#">environment</a> and protect it and enhance it for future generations.
13		We take pride in a strong, fair and inclusive <a href="#">national identity</a> .
14		We reduce the local and global <a href="#">environmental impact</a> of our consumption and production.
15		Our <a href="#">public services</a> are high quality, continually improving, efficient and responsive to local people's needs.

## 12.2 Appendix 2

### Benefits Definitions

**Attendance Allowance (AA):** provides a non-contributory, non-means-tested and tax-free contribution towards the disability-related extra costs of severely disabled people who are aged 65 and over when they claim help with those costs. It can be awarded for a fixed or an indefinite period. To qualify, people must have needed help with personal care (i.e.: attention in connection with their bodily functions and/or continual supervision to avoid substantial danger to themselves or others) for a least 6 months (the "qualifying period").

**Carer's Allowance (CA):** is a non-contributory benefit for people:

- who look after a severely disabled person for at least 35 hours a week
- who are not gainfully employed (i.e. not earning more than £95 per week after certain deductions) and
- who are not in full-time education

The severely disabled person must be getting either the highest or middle rate of Disability Living Allowance care component, or Attendance Allowance, or a Constant Attendance Allowance at the maximum rate under the War Pensions or Industrial Injuries Scheme.

To claim CA the customer has to be aged 16 or over.

**Disability Living Allowance (DLA):** provides a non-contributory, non means-tested and tax-free contribution towards the disability-related extra costs of severely disabled people who claim help with those costs before the age of 65. It replaced and extended Attendance Allowance and Mobility Allowance for people in this age group from April 1992. DLA can be awarded for a fixed or an indefinite period. People can continue to receive the allowance after reaching age 65 if they continue to satisfy the entitlement conditions.

DLA has two components which can be paid together or on their own:

- **A care component** - for people who have needed help with personal care (i.e. attention in connection with their bodily functions and/or continual supervision to avoid substantial danger to themselves or others) for at least 3 months (the 'qualifying period') and are likely to go on needing that help for at least a further 6 months (the 'prospective test').
- **A mobility component** - for people who have had walking difficulties for at least 3 months and are likely to continue to have those difficulties for at least a further 6 months.

Children under 16 years of age qualify for the care component or the lower rate mobility component only if their needs are substantially in excess of those of a child of the same age in normal health. They cannot qualify for the lower rate care component through the "cooking test" route. Children under 3 years of age cannot qualify for the higher-rate mobility component; children under 5 years of age cannot qualify for the lower-rate mobility component.

**Employment and Support Allowance (ESA):** introduced on 27 October 2008, and replaced Incapacity Benefit and Income Support, paid because of an illness or disability, for new customers only. Paid to people who have an illness or disability that affects their ability to work, and:

- are over 16 and under State Pension age, and
- are unemployed, or
- self employed, or

- work for an employer but cannot get Statutory Sick Pay, or
- have been getting Statutory Sick Pay but it has now stopped

**Incapacity Benefit (IB):** replaced Sickness Benefit and Invalidity Benefit from 13 April 1995. It is paid to people who are assessed as being incapable of work and who meet certain contribution conditions. There are three rates of IB. There are two short-term rates: the lower rate (IBST(L)) is paid for the first 28 weeks of sickness and the higher rate (IBST(H)) for weeks 29 to 52. The long-term rate (IBLT) applies to people who have been sick for more than a year. The higher short-term rate and the long-term rate are treated as taxable income.

**Severe Disablement Allowance (SDA):** replaced Non-Contributory Invalidity Pension and Housewives Non-Contributory Invalidity Pension from 29 November 1984. Until April 2001, people who were incapable of work and did not satisfy the contribution conditions for Incapacity Benefit (IB) could get SDA. People had to be aged between 16 and 65 when they made their claim. There is no upper age limit for receiving the allowance once it has been awarded. People had to have been incapable of work for at least 28 weeks. Anyone who became incapable of work before their 20th birthday could qualify on this basis alone. People who became incapable of work after their 20th birthday also had to prove they had been 80% disabled for at least 28 weeks.

### **Household types**

The SHS uses eight household types defined as follows:

- A single adult household contains one adult of working age and no children.
- A single parent household contains one adult of any age and one or more children.
- A single pensioner household contains one adult of pensionable age and no children. Pensionable age is 60 for women and 65 for men.
- A small family household contains two adults of any age and one or two children.
- An older smaller household contains one adult of working age and one of pensionable age and no children, or two adults of pensionable age and no children.
- A large adult household contains three or more adults and no children.
- A small adult household contains two adults of working age and no children.
- A large family household contains two adults of any age and three or more children, or three or more adults of any age and one or more children.



### 12.3 Appendix 3

Moray datazones featuring in the 15% most access deprived in Scotland.

<b>Access</b>			
S01004242 Dallas, Logie & Beachans	S01004298 Paddockhaugh, Miltonduff and Coltfoot	S01004258 Glen of Newmill, Aultmore, Ordliquish and Clochan	S01004287 Mosstodloch, Crofts Of Dipple and Muir of Lochs
S01004246 Knock and Mains of Mayen	S01004238 Milltown of Auchindoun, Hugh of Glass, Towiemore, Drummur and Midtown of Buckrumb	S01004234 Aberlour Gardens, Bridgehaugh, Bridgend, Ballochford and Cabrach	S01004307 Findhorn, Muirhead and Hempriggs
S01004240 Upper Knockando, Knockando, Cardow, Archiestown, Dailuaine and Robertstown	S01004243 Mulben, Forgie, Maggieknockater, Auchlunkart, Glentauchers and Rosarie	S01004334 Duffus, Muirton, Salterhill and Covesea	S01004279 Lhanbryde East
S01004233 Tomintoul, Glenlivet, Drumin & Chapelton	S01004254 Rafford, Easter Lawrenceton and Califer	S01004245 Auchinroath, Newlands, Orton and Nether Ringorm	S01004312 Findhorn
S01004252 Farmtown, Gavoch of Grange, Grange Crossroads and Sillyearn	S01004301 Spey Bay, Nether Dallachy, Enzie and Slackhead	S01004255 Glenlatterach, Thomshill, Fogwatt, Moss of Barmuckity	S01004285 East Kinloss
S01004235 Tomnavoulin, Knockandhu, Belleheiglash, Bridge of Avon, Marypark, Cragganmore, Inveravon and Kirkhill	S01004274 Blinkbonny, Dyke, Mains Of Moy, Cloddymoss and Kintessack	S01004290 Slate Haugh and Drybridge	S01004253 Newmill, Burn of Aultmore and Garraiburn
S01004262 Barnhill, Mains of Burgie, Kellas,	S01004313 Lochill, Darkland North and Urquhart	S01004281 Berryhillock, Milton, Kirkton of Deskford and Craibstone	S01004241 Dandaleith and Craigellachie
S01004257 Longmorn, Clackmarras, Whitereath, Altonside, Orblistone and Dipple	S01004319 Garmouth, Blinkbonnie and Kingston	S01004330 Cunningston and Roseisle	S01004272 Forres Forbeshill

## 12.4 Appendix 4

### 12.4.1 Achieving Our Potential (2008)

#### Key Principles

- A focus on tackling the causes as well as the symptoms of poverty.
- An approach that improves the internal capacity of disadvantaged individuals to lift themselves and their families out of poverty by developing their resilience, while also seeking to tackle the structural barriers (such as market failures, unresponsive public services or prejudice and discrimination) that prevent some people from accessing the opportunities available to others.
- A focus on early intervention and prevention wherever possible – to break the cycle of disadvantage.
- A focus on providing work for those who can work, alongside support for those who can't – this should of course be sustainable work that lifts households out of poverty and provides real personal development opportunities.
- A conviction that everyone – regardless of their circumstances – should be supported to achieve their potential.
- The need for gendered analyses - and, where necessary, gendered approaches.
- Targeted support for the most disadvantaged – but within a framework of universal service provision and a minimum 'offer' that we expect everyone to be able to access.
- The promotion and adoption of partnership working and seamless service provision which effectively connects with individuals and successfully moves them through the system (with service providers focusing on what they do best and then passing people on) in order that, as far as is feasible, they make progress at every stage and do not become stuck in the 'revolving door' of support services, circulating in and out of poverty or work.
- Delivery of sustained, holistic, personalised support which is client rather than provider-focused and equips individuals to sustain themselves into the future.
- The adoption of policies and services that are founded upon user involvement, consultation with people experiencing poverty, and community engagement and empowerment, so that policies and practice are informed by the real experience of those whom we are trying to help.
- Achievement of the right balance between closing the gap/tackling inequality and helping the very poorest in society.
- The development of more active public engagement around poverty in Scotland as an issue which should concern us all and which requires action from the private as well as the public and third sectors.

## 12.4.2 The Early Years Framework (2008)

### The Vision

#### **Children**

Children and families are valued and respected at all levels in our society and have the right to have their voices sought, heard and acted upon by all those who support them and who provide services to help them.

- Children with disabilities and from minority communities have their individual needs recognised and responded to.
- Children grow up free from poverty in their early years and have their outcomes defined by their ability and potential rather than their family background.
- Children have good infant nutrition and a healthy diet.
- Children are not harmed by alcohol, tobacco or drugs during pregnancy.
- Children have a safe and warm place to stay.
- Every child fulfils their potential as a successful learner, confident individual, effective contributor and responsible citizen. Every child has access to world class learning and healthcare services that meet their individual needs and which promote resilience and wellbeing.
- Children have safe, stable, stimulating and nurturing relationships with parents that develop resilience and a sense of security and trust in the relationship. Where birth parents are unable to provide those conditions, children are entitled to expect the state to move swiftly to address these needs, including alternative care that fulfils these requirements.
- Children and families are given the support they need to help them build resilience and confidence about dealing with their problems themselves, wherever this is possible, and to have the confidence to approach services for help where this is needed.
- Young children are protected from harm and have their rights respected. Children have their welfare put at the centre of decisions made by parents and services, including adult and community services.
- Children are entitled to take part in physical activities and to play, including outdoors, and have an opportunity to experience and judge and manage risk.
- Transformational change is needed in order to deliver the vision and a step change in long-term outcomes. The sections below set out what transformational change would look like in relation to parents, including anyone who plays a parental role in the life of a child, communities and the workforce.

#### **Parents**

- Parents are given appropriate support to help them understand the responsibilities and sustained commitment associated with bringing up a child and to develop the

skills needed to provide a nurturing and stimulating home environment free from conflict.

- Parents have access to world-class antenatal, maternity and postnatal care that meets their individual needs.
- Parents are involved in their children's learning and are given learning opportunities that will help them support their child's learning and development.
- Parents are supported to access employment and training to help reduce the risk of child poverty, including through the provision of flexible, accessible and affordable childcare.
- Parents and children have integrated support from services to meet a range of needs they may have. This includes help for parents to develop relationships to their child and to address stresses which may impact on their ability to perform their parenting role.

### **Communities**

- Children, young people and families are regarded as assets to our communities.
- Communities accept the benefits of play for children and encourage play.
- Communities feel empowered and responsible about supporting children and families and parents take responsibility for their children.
- Communities are enabled to develop their own aspirations and challenged to deliver their own outcomes.

### **Services**

- Historic cycles of poor health, poor attainment and other inequalities are broken by shifting the balance of support from crisis intervention to prevention and early identification and intervention.
- Universal services are empowered and confident about identifying needs and assessing risks. Service providers use their skills to address individual needs and bring in more specialised support where that is necessary.
- All services for children, young people and families are planned and delivered in an accessible, flexible and affordable way where providers feel confident about working together to provide a holistic service and sharing information to bring about improved outcomes for all.
- Services are ready and able to deal with children and families whatever their circumstances. All service providers engage with service users and the wider community to ensure that their needs are identified, assessed and addressed.
- Access to services is not restricted by disability or additional needs, by ethnicity or language, by where people live or their social or economic circumstances.

- All service providers develop and implement services which take account of and learn from research evidence and evaluation, best practice and the outcomes from pilot and test projects.

### **Workforce**

- Children and families are supported by a workforce that is highly skilled, well trained, appropriately rewarded, well supported, highly valued by all and with attractive career paths.
- All those who work with children in the early years, whether in the statutory, voluntary or private sectors, are committed to delivering the highest quality provision for children and families. They are outward looking; confident about working together across organisational and professional boundaries; share information and resources; and have strong interpersonal skills and understanding of relationships.
- Those who work with children and families in the early years are committed to their own continuous professional development to improve their knowledge and skills. Employers provide resources, advice and support to deliver this effectively.
- People working in adult services recognise the contribution they can make to outcomes for young children and make this a priority within their service planning and delivery.

### **12.4.3 The Equally Well Framework**

#### Priorities

The following priorities have been identified by the Task Force for health inequalities to reduce inequalities in healthy life expectancy and wellbeing generally:

- 1) Children's very early years, where inequalities may first arise and influence the rest of people's lives.
- 2) The high economic, social and health burden imposed by mental illness, and the corresponding requirement to improve mental wellbeing.
- 3) The "big killer" diseases: cardiovascular disease and cancer. Some risk factors for these, such as smoking, are strongly linked to deprivation.
- 4) Drug and alcohol problems and links to violence that affect younger men in particular and where inequalities are widening.

## 12.5 Appendix 5

Strategy	Detail
Employability Strategy	To be developed. Action plan exists, which is continually being monitored.
Financial Inclusion Strategy	<p>Aims to address Financial Exclusion through 5 strategic priorities:</p> <ol style="list-style-type: none"> <li>1. Establish a structure to achieve a co-ordinated and integrated approach to financial inclusion</li> <li>2. Increase the availability of and access to financial information and advice.</li> <li>3. Support in the delivery of financial education provision.</li> <li>4. Increase awareness of and access to financial services.</li> <li>5. Identify those not accessing service and seek to reduce the numbers at risk of Financial Exclusion.</li> </ol>
Local Housing Strategy	<p>Overarching aim is to ensure that good quality, affordable housing is available to meet the needs of people living in or requiring housing in Moray. It assesses housing needs in the area, across all tenures, sets out how housing problems within Moray will be tackled, what needs to be done to alleviate the housing problems in Moray, the resources that are needed and the time in which the various tasks need to be completed.</p> <p><i>Strategy period: Interim Local Housing Strategy 2010-2013, to be published in April 2010.</i></p>
Homelessness Strategy	<p>The Homelessness Strategy sets out the key challenges in tackling homelessness in Moray and translates them into priorities for action. The purpose of the strategy is to outline how the Council, with its partners, will prevent and alleviate homelessness in Moray over the next five years.</p> <p><i>Strategy period: 2010-2015 (draft currently out for consultation)</i></p>
Fuel Poverty Strategy	<p>Overarching aim of the strategy is to meet the Scottish Executive's target of the eradication of Fuel Poverty as far as reasonably practical by 2016 as legislated in the Housing (Scotland) Act 2001.</p> <p>Tackling fuel poverty is arranged under six strategic themes:</p> <ol style="list-style-type: none"> <li>1. Ascertain the Nature and Extent of Fuel Poverty in Moray</li> <li>2. Raise Awareness of Fuel Poverty</li> <li>3. Improve the Housing Stock Across All Tenures</li> <li>4. Influence the Cost of Fuel for Householders</li> <li>5. Maximise the Income of Households</li> <li>6. Provide Impartial Energy Advice</li> </ol> <p>The strategy is reviewed and updated annually.</p>
Older People's Strategy	<p>An integrated Health, Housing and Social Care strategy that aims to ensure that these services meet the needs of Moray's older population and are able to respond to an ageing population, health trends, changing public expectations and workforce availability.</p> <p>3 key areas: Promoting a healthy and active older age; Improving community based services; Improving Nursing, Residential and Hospital care.</p> <p>4 principles:</p> <ul style="list-style-type: none"> <li>• <u>Involvement</u>: Involving older people and their carers at the centre of developing and implementing the strategy</li> <li>• <u>Independence</u>: Help people to move from dependency to greater independence by improving the way we help people to recover from injury or illness</li> <li>• <u>Choice</u>: Working with older people and their carers so they have more control over their own health and well-being</li> <li>• <u>Assessment</u>: Ensuring a joined up approach to assessing people's needs, planning and managing their care responding to emerging problems ahead of crisis</li> </ul> <p><i>Strategy period: 2009-2014</i></p>

Youth Strategy	<p>Aims to improve the quality of life for all young people in Moray by ensuring all young people:</p> <ul style="list-style-type: none"> <li>• Have a voice</li> <li>• Have opportunities</li> <li>• Are able to learn</li> <li>• Are able to get around</li> <li>• Have access to appropriate housing</li> <li>• Have access to information and support regarding healthy choices</li> <li>• Feel safe and secure</li> <li>• Feel valued and respected and are included in decisions that affect them</li> </ul> <p><i>Strategy period: 2006-2010</i></p>
Moray Carers Strategy	<p>Purpose is to improve the quality of life of carers living in Moray and to support them in their vital caring role. Acknowledges importance of carers' role and demonstrates commitment to providing responsive and appropriate services that support carers in their caring role. The strategy includes specific information regarding young carers but a Young Carers Strategy is to be produced.</p> <p><i>Strategy period: 2007-2010</i></p>
Safer Communities Strategy	<p>Aims to reduce antisocial behaviour by investigating and tackling reported incidents in Moray.</p> <p><i>Strategy period: 2008-2011</i></p>
Local Transport Strategy	<p>Vision is "To improve accessibility and provide a sustainable approach to transport which meets the economic and community requirements of Moray."</p> <ul style="list-style-type: none"> <li>• Key Objective 1: to improve accessibility to jobs, services and facilities within Moray.</li> <li>• Key Objective 2: to promote sustainability and safety.</li> </ul>
Moray Framework for Mental Health	<p>Purpose</p> <ul style="list-style-type: none"> <li>• Supporting and promoting recovery</li> <li>• Raising awareness and promoting positive mental health</li> <li>• Working in partnership to sustain and develop appropriate and sustainable services for people suffering/recovering from mental health problems</li> </ul>

## 12.6 Appendix 6

Voluntary Organisations involved in Emergency Response.

Organisation	Activity
Skywatch Civil Air Patrol <a href="http://www.skywatchcivilairpatrol.org.uk">www.skywatchcivilairpatrol.org.uk</a>	Acting as an extra set of eyes for the Emergency Services, Sky Watch pilots provide valuable support to the professional search and rescue teams.
COTAG 4x4 Response <a href="http://www.cotag.net">www.cotag.net</a>	The Community Off-Road Transport Action Group (COTAG) provides 4x4 vehicle response support in times of need to the emergency services, local authorities and charitable groups. Although not an emergency or rescue service, COTAG 4x4 Response specialises in logistics in extreme conditions and aims to provide a reliable, 24-hr/365-day transport service when other arrangements are at full stretch.
The British Red Cross <a href="http://www.redcross.org.uk">www.redcross.org.uk</a>	British Red Cross can provide emotional and practical support in a number of areas including: <ul style="list-style-type: none"> <li>• First aid</li> <li>• Medical Loan (e.g. wheelchairs)</li> <li>• Transportation</li> <li>• Blankets/clothing</li> <li>• Therapeutic massage</li> </ul> <p>Red Cross also have trained volunteers and specialist equipment to enable them to respond to flooding and inland water search and rescue.</p>
WRVS <a href="http://www.wrvs.org.uk">www.wrvs.org.uk</a>	Largest volunteer group able to deal with crisis situations anywhere in the UK. WRVS gives professional support to the blue-light services and the public in emergency situations, such as floods, fires, rail disasters and evacuations. They are on call 24 hours a day, 365 days a year. Moray Council have a Service Level Agreement with the WRVS. Types of assistance they may offer include rest centres support, Help lines, Crisis support, Emergency feeding & Emergency response training.
Action For Children <a href="http://www.actionforchildren.org.uk">www.actionforchildren.org.uk</a>	Can provide practical assistance and support for children involved in an emergency.
Freshstart <a href="http://www.morayfreshstart.org.uk">www.morayfreshstart.org.uk</a>	Furniture and household starter packs for people moving to a new home who don't have any resources
Buckie RNLI station <a href="http://www.rnli.org.uk/rnli_near_you/scotland/stations/BuckieGrampian/">www.rnli.org.uk/rnli_near_you/scotland/stations/BuckieGrampian/</a>	Buckie Lifeboat Station is an Explore Station, which is normally open all year round. There are 3 other stations on the Moray Firth at Macduff, Kessock and Invergordon all of which are Discover Stations, which are usually only open during the summer months. The present Buckie volunteer crew is ready to deal with any emergency in the waters of the Moray Firth.
St Andrews First Aid <a href="http://www.firstaid.org.uk">www.firstaid.org.uk</a>	Responsible for training over 20,000 people in first aid skills every year. The Grampian Executive Committee is responsible for providing the First Aid services for St Andrew's in the Grampian area.



RAYNET <a href="http://www.raynet-uk.net">www.raynet-uk.net</a>	Use of amateur radio by dedicated volunteers gives the emergency services additional communication possibilities in the event of serious crisis.
British Association of Ski Patrollers (BASP) <a href="http://www.basp.org.uk">www.basp.org.uk</a>	Provide quality training in Outdoor First Aid and Ski Rescue. Operate in the 5 ski areas in Scotland, including Cairngorm and Lecht.
Salvation Army <a href="http://www1.salvationarmy.org.uk/uki/www_uki.nsf/vw-dynamic-arrays/D84DBE1F9F3EFFF780256F07004CF131">www1.salvationarmy.org.uk/uki/www_uki.nsf/vw-dynamic-arrays/D84DBE1F9F3EFFF780256F07004CF131</a>	May provide assistance with refreshments, clothing and other social support.
Cruse <a href="http://www.crusescotland.org.uk">www.crusescotland.org.uk</a>	At a later stage in the response they may be able to provide support to the bereaved, and on-going bereavement support.
Victim Support <a href="http://www.victimsupportscotland.org.uk">www.victimsupportscotland.org.uk</a>	May be able to provide assistance with counselling.

## 12.7 Appendix 7

Social events taking place or likely to take place over the coming year. Some events have a 2009 date for information purposes as no 2010 date is yet known.

\* Attended by the Red Cross

Event	Date (s)	No's attending (approx. 2009 figs)
Blood donors*	January 2010	
Clavie – Burghead*	11 <sup>th</sup> January 2010	
Round 1 Motocross Autos to Adults	14 <sup>th</sup> February 2010	
Old Firm Games	28 <sup>th</sup> February 2010	
Nairn 10K	7 <sup>th</sup> March 2010	
Scottish Enduro Competition*	11 <sup>th</sup> & 12 <sup>th</sup> March 2009	
Primary schools cross country*	26 <sup>th</sup> March 2009	
Elgin 10K	28 <sup>th</sup> March 2010	
Moray Road Runners 10K*	29 <sup>th</sup> March 2009	
Round 2 British Enduro Championship Lossiemouth/Woodside track Elgin	3 <sup>rd</sup> & 4 <sup>th</sup> April 2010	
Great North of Scotland Model Railway Exhibition*	11 <sup>th</sup> & 12 <sup>th</sup> April 2009	
Round 2 Motocross Autos to Adults	18 <sup>th</sup> April 2010	
Fight Night*	25 <sup>th</sup> April 2009	
Spirit of Speyside Whisky Festival*	29 <sup>th</sup> April – 3 <sup>rd</sup> May 2010	17, 000 over 5 days
Six Harbour Walk*	3 <sup>rd</sup> May 2009	
Forres 10K	15 <sup>th</sup> May 2010	
Springbank Tournament*	24 <sup>th</sup> May 2009	
The Vikings are Coming*	31 <sup>st</sup> May 2009	
World Cup	June 2010	
Round 3 Motocross Autos to Adults <b>Round 4 date to be confirmed</b>	6 <sup>th</sup> June 2010	
Moray Motorfun (every 2 years)	5 <sup>th</sup> & 6 <sup>th</sup> June 2010	8 – 10, 000
Moray Marafun (every 2 years)*	7 <sup>th</sup> June 2009	8 – 10, 000
Aberlour House Junior Highland Games*	12 <sup>th</sup> June 2010	
Forres Highland Games*	10 <sup>th</sup> July 2010	
Tattie Shed*	13 <sup>th</sup> June 2009	
Burgie International Horse Trials*	21 <sup>st</sup> June 2009	
Hopeman Golf Club Open Day*	21 <sup>st</sup> June 2009	
Round 3 Adult Scottish Championship: National Motocross Championship at Woodside, Elgin	27 <sup>th</sup> June 2010	
Macduff Lions FC Annual 5 aside Gala*	28 <sup>th</sup> June 2009	
Scottish Traditional Boats Festival*	3 <sup>rd</sup> – 5 <sup>th</sup> July 2009	
Tattie Shed Dance*	4 <sup>th</sup> July 2009	
Dallas Gala*	11 <sup>th</sup> & 12 <sup>th</sup> July 2009	
Tomintoul Highland Games	17 <sup>th</sup> July 2010	
Tattie Shed Dance*	18 <sup>th</sup> July 2009	
Hopeman Gala Week*	18 <sup>th</sup> – 25 <sup>th</sup> July (2009)	40/50 individual events; up to 700 people on Saturday afternoon fete

Forres Theme Day*	19 <sup>th</sup> July 2009	
Whitehills Playing Field Gala*	25 <sup>th</sup> July 2009	
Carnival of Street Football*	25 <sup>th</sup> July 2009	
Portgordon Gala*	26 <sup>th</sup> July 2009	
Fochabers Annual Gala*	26 <sup>th</sup> July 2009	
Speyfest*	29 <sup>th</sup> July – 1 <sup>st</sup> August 2010	Approx. 6000 over the whole event. Fri night events approx. 1000 people. Sat night events approx. 2000. Survey carried out last year showed that 75% of people attending were locals. There is an issue on the transport side of things – and this may be worsened this year due to the bypass. However, most people walk to/from the event.
Dufftown Highland Games	31 <sup>st</sup> July 2010	
Aberlour Highland Games	7 <sup>th</sup> August 2010	
Round 5 Scottish Enduro Championship Monaughty Forest, Near Elgin	8 <sup>th</sup> August 2010	
Speyside Stages Rally	8 <sup>th</sup> August 2009	
Keith Show*	8 <sup>th</sup> & 9 <sup>th</sup> August 2010	10, 000
Historic Wheels Club Rally*	9 <sup>th</sup> August 2009	
Round 6 Scottish Youth Championship: National Motocross Championship Events at Woodside, near Elgin	14 <sup>th</sup> & 15 <sup>th</sup> August 2010	
Devron Boys Football Gala*	15 <sup>th</sup> August 2009	
Lhanbryde Gala*	23 <sup>rd</sup> August 2009	
RAF Lossie Friends and Family Day*	29 <sup>th</sup> August 2009	
Moray Marathon, ½ marathon, and 10K	5 <sup>th</sup> September 2010	
Devoted to Life Walk*	13 <sup>th</sup> September 2009	
Annual Vintage Rally and Fun Day*	27 <sup>th</sup> September 2009	
Round 5 Motocross Autos to Adults	3 <sup>rd</sup> October 2010	
Moray Great Bike Ride*	4 <sup>th</sup> October 2009	
Big Man Walking*	17 <sup>th</sup> October 2009	
Focus Cup*	1 <sup>st</sup> November 2009	
Round 6 Motocross Autos to Adults	7 <sup>th</sup> November 2010	
RAF Lossiemouth Turkey Trot*	13 <sup>th</sup> December 2009	
Harbour Jump - Burghead	26 <sup>th</sup> December	

## **12.8 Appendix 8**

### **Vision Statement**

The Community Support Team is committed to developing and supporting Community Capacity Building and Better Community Engagement with community planning partners and community stakeholders in:

Development work that strengthens the ability of community organisations and groups to build their structures, systems, people and skills so that they are better able to define and achieve their objectives and engage in consultation and planning, manage community projects and take part in partnerships and community enterprises enabling them to take effective action and leading roles in the development of their communities.

It includes aspects of training, organisational and personal development and resource building organised and planned systematically reflecting the principles of empowerment and equality.

### **Relevant Documents**

#### Local and National

- Moray Single Outcome Agreement (2009 - 2010)
- Craigforth Report – Moray SOA Appendix 2 (2009)
- Scottish Community Empowerment Action Plan – Celebrating Success: Inspiring Change (Scottish Government, 2009)
- Equally Well – Health Inequalities Strategy (Scottish Government, 2008)
- Achieving Our Potential – A Framework to tackle poverty and income inequality in Scotland (Scottish Government, 2008)
- The Early Years Framework (Scottish Government, 2008)
- Delivering Change: Understanding the Outcomes of Community Learning & Development (Communities Scotland, 2006)
- Better Community Engagement: A framework for Learning (Communities Scotland, 2005)
- National Standards for Community Engagement (Communities Scotland, 2005)
- The Learning in Regeneration Skills Pack (Communities Scotland, 2005)
- Working and Learning Together to Build Stronger Communities (Communities Scotland, 2004)

<b>Outcome 1</b>	The capacity and effectiveness of Area Forums is increased through dedicated CSU staff support
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<b>Area</b>	Moray	<b>QI</b>	5.8
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<b>National Outcomes</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National Indicators:</b></p> <p>28. Increase the percentage of adults who rate their neighbourhood a good place to live</p>
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<b>Lead Officers / Team Involved</b>	CSOs	
<b>Evidence of Need which is not highlighted above</b>	Mapping exercise carried out by CSU	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	Moray Area Forum	Support and guidance
	Moray Council	Support and guidance Information and promotion Training
	CPP	Support and guidance

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• CSU staff attend Area Forum meetings as and when requested / required</li> <li>• CSU support staff ensure local Area Forum members are kept up to date of CSU / community developments in their locality either by attending forum meetings, submitting reports or through regular contact with the chairperson</li> <li>• Where appropriate CSU staff negotiate and produce a Community Support Agreement outlining level of support and staff time the local Area Forum can expect. Any support agreement produced will be reviewed quarterly to ensure the local Area Forum members are satisfied with the level and quality of support given</li> <li>• CSU staff support local Area Forum action group / working parties as required / requested</li> <li>• Respond to training needs as identified by Area Forum members</li> <li>• Support local groups / organisations / residents to explore the benefits of re-establishing Keith and Laich Area Forums</li> </ul>
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Specific Target Rationale	Target Number	Rationale										
	<ul style="list-style-type: none"> <li>• 8 x Area Forums</li> <li>• Local groups / organisations / residents to re-establish Forums for Laich &amp; Keith</li> <li>• 1 x Moray Forum</li> </ul>	Recognition by CPPs and Moray Council on the key role these groups have in delivering outcomes at a local level										
<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• QIE</li> <li>• HGIOCLD 2</li> <li>• Covalent</li> <li>• Community Support Agreements</li> <li>• Minutes</li> <li>• Publicity materials</li> <li>• Reports to Area and Moray Forums</li> <li>• Reports to Communities Committee &amp; Community Engagement Strategy Group</li> <li>• Illuminating Practice</li> </ul>											
<b>Time scale</b>	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">April 2010</td> <td style="width: 50%;">Develop baseline data</td> </tr> <tr> <td>June 2010</td> <td>Review</td> </tr> <tr> <td>September 2010</td> <td>Review</td> </tr> <tr> <td>December 2010</td> <td>Review</td> </tr> <tr> <td>March 2011</td> <td>Review and evaluate</td> </tr> </table>		April 2010	Develop baseline data	June 2010	Review	September 2010	Review	December 2010	Review	March 2011	Review and evaluate
April 2010	Develop baseline data											
June 2010	Review											
September 2010	Review											
December 2010	Review											
March 2011	Review and evaluate											

<b>Outcome 2</b>	The capacity and effectiveness of Community Councils is increased through dedicated CSU staff support
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<b>Area</b>	Moray	<b>QI</b>	5.8
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National Indicators:</b></p> <p>28. Increase the percentage of adults who rate their neighbourhood a good place to live</p>
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<b>Lead Officers / Team Involved</b>	CSOs CCLO	
<b>Evidence of Need which is not highlighted above</b>	Mapping Exercise carried out by CSU and completed questionnaires by newly elected CC members at 16 Inaugural meetings 2009 / 2010	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	JCC	Information exchange Support and guidance
	Moray Council	Statutory responsibilities Support and guidance Information and promotion Training

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• CSU staff attend CC meetings as and when requested / required</li> <li>• CSU support staff ensure local CC members are kept up to date on CSU community developments in their locality either by attending CC meetings, submitting reports or through regular contact with the chairperson</li> <li>• Where appropriate CSU staff negotiates and produce a Community Support Agreement outlining level of support and staff time the local CC can expect. Any support agreement produced will be reviewed quarterly to ensure local CC are satisfied with the level and quality of support given</li> <li>• CSU staff will be available to support local CC action group / working parties as required / requested</li> <li>• Respond to training needs as identified by CC members</li> <li>• Ensure the JCC and local CCs have dedicated administration information support centrally via the CSU Community Council Liaison Officer. This support to include distribution of CC minutes amongst all CCs, changes to legislation, processing elections, support in setting up inaugural meetings, publication and updating of the Community Council Handbook</li> </ul>
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Specific Target Rationale	Target Number	Rationale										
	<ul style="list-style-type: none"> <li>• 16 Community Councils</li> <li>• 1x Moray Joint Community Council</li> </ul>	Recognition by CPPs and Moray Council on the key role these groups have in delivering outcomes at a local level										
<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• QIE</li> <li>• HGIOCLD 2</li> <li>• Covalent</li> <li>• Community Council Handbook</li> <li>• Community Support Agreements</li> <li>• Minutes</li> <li>• Publicity materials</li> <li>• Reports to CCs and JCC</li> <li>• Reports to Communities Committee &amp; Community Engagement Strategy Group</li> <li>• Illuminating Practice</li> </ul>											
<b>Time scale</b>	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">April 2010</td> <td style="width: 50%;">Develop baseline data</td> </tr> <tr> <td>June 2010</td> <td>Review</td> </tr> <tr> <td>September 2010</td> <td>Review</td> </tr> <tr> <td>December 2010</td> <td>Review</td> </tr> <tr> <td>March 2011</td> <td>Review and evaluate</td> </tr> </table>		April 2010	Develop baseline data	June 2010	Review	September 2010	Review	December 2010	Review	March 2011	Review and evaluate
April 2010	Develop baseline data											
June 2010	Review											
September 2010	Review											
December 2010	Review											
March 2011	Review and evaluate											



<b>Outcome 3</b>	The capacity and effectiveness of Village Halls / Community Associations is increased through dedicated CSU staff support
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<b>Area</b>	Moray	<b>QI</b>	5.8
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National Indicators:</b></p> <p>28. Increase the percentage of adults who rate their neighbourhood a good place to live.</p>
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<b>Lead Officers / Team Involved</b>	CSOs	
<b>Evidence of Need which is not highlighted above</b>	Mapping exercise carried out by CSU	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	Moray Federation of Village Halls / Local village hall committees / Community Associations	Support and guidance
	Moray Council	Support and guidance
	CPP	Support and guidance

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• CSU staff attend Village Hall Committee / Community Association meetings as and when requested / required</li> <li>• CSU support staff ensure local Village Hall Committee / Community Association members are kept up to date of CSU / community developments in their locality either by attending hall meetings, submitting reports or through regular contact with the chairperson</li> <li>• Where appropriate CSU staff negotiates and produce a Community Support Agreement outlining level of support and staff time the local village hall committee / Community Association can expect. Any support agreement produced will be reviewed quarterly to ensure the local hall committee members are satisfied with the level and quality of support given</li> <li>• CSU staff will be available to support local village hall action group / working parties as required / requested</li> <li>• Respond to training needs as identified by village hall committee / Community Association members</li> </ul>
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Specific Target Rationale	Target Number	Rationale
	49 x Village Hall Committees 22 x Community Associations	As a result of the mapping exercise Village Hall / Community Association representatives raised a number of issues that required dedicated CSU staff support e.g. recruitment, funding, governance etc  Recognition by CPPs and Moray Council on the key role these groups have in delivering outcomes at a local level

<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• QIE</li> <li>• HGIOCLD 2</li> <li>• Covalent</li> <li>• Community Support Agreements</li> <li>• Minutes / notes of meetings</li> <li>• Training programmes</li> <li>• Publicity materials</li> <li>• Reports to Community Associations/ Village Hall Committees and MFVH &amp; CA</li> <li>• Reports to Communities Committee &amp; Community Engagement Strategy Group</li> <li>• Illuminating Practice</li> </ul>	
<b>Time scale</b>	April 2010 June 2010 September 2010 December 2010 March 2011	Develop baseline data Review Review Review Review and evaluate

<b>Outcome 4</b>	The capacity and support to community based groups and organisations (other than those specified in this team plan) will be increased through CSU staff operating in the ASG areas of Moray
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<b>Area</b>	Moray	<b>QI</b>	5.6
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National Indicators:</b></p> <p>28. Increase the percentage of adults who rate their neighbourhood a good place to live</p>
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<b>Lead Officers / Team Involved</b>	CSOs	
<b>Evidence of Need which is not highlighted above</b>	<ul style="list-style-type: none"> <li>Representation from community groups to elected members as highlighted in Policy &amp; Resources Committee report April 2009</li> <li>Direct contact from community group representatives to CSU staff</li> <li>Craigforth report</li> </ul>	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	CPPs	Information, training and advice
	BCE Steering Group	Development of local Pilot projects
	MVSO	Promotion of CSU and it's resources

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>Produce and distribute publicity literature on the aims, objectives and role of the CSU</li> <li>CSU staff attend meetings of local community based groups and organisations</li> <li>Facilitate relationship development between Community Based Groups / organisations and Community Planning Partners</li> <li>Facilitate a needs assessment exercise with local community based groups and organisations if required</li> <li>Assist with offer of support, advice and guidance (depending on CSU staff capacity).</li> </ul>
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<b>Specific Target Rationale</b>	<b>Target Number</b>	<b>Rationale</b>
	As and when requested / identified in the locality	It is anticipated that local groups and organisations will establish contact with the CSU as a result of CSU staff activity in local areas and via CSU publicity materials

<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• QIE</li> <li>• HGIOCLD 2</li> <li>• Covalent</li> <li>• Community Support Agreements</li> <li>• Publicity materials</li> <li>• Minutes / notes of meetings</li> <li>• Feedback from groups / organisations</li> <li>• Reports to Communities Committee &amp; Community Engagement Strategy Group</li> <li>• Illuminating Practice</li> </ul>	
<b>Time scale</b>	April 2010 June 2010 September 2010 December 2010 March 2011	Develop baseline data Review Review Review Review and evaluate

<b>Outcome 5</b>	Community based groups and organisations in Moray have developed and enhanced their marketing skills to promote their aims, objectives and activity.
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<b>Area</b>	Moray	<b>QI</b>	2.1 4.1
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others</p> <p><b>National Indicators:</b></p> <p>13. Increase the social economy turnover</p> <p>28. Increase the percentage of adults who rate their neighbourhood a good place to live</p>
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<b>Lead Officers / Team Involved</b>	CSOs	
<b>Evidence of Need which is not highlighted above</b>	Mapping exercise carried out by CSU	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	Area Forums, Community Councils, Village Halls, Voluntary sector, Community Planning Partners, Community Associations	Membership of Steering Group Action planning
	MVSO / Voluntary Sector Community Planning Partners	Member of Steering Group Guidance, Information and training
	Moray Council – Economic Development	Guidance, Information and training
	Local business associations	Advice, support & sponsorship
	Business Gateway	Guidance, Information and training

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• Promote and publicise the identified need from the mapping exercise amongst community based organisations and partners.</li> <li>• Identify what strategies or tools are in use by community based organisations and the voluntary sector in Moray to promote their organisations aims and objectives</li> <li>• Identify and recruit representatives from Community Based groups and community planning partners to form a steering group to explore the development of a 'marketing guide' that groups throughout Moray can utilise and adapt for their own use</li> <li>• Ensure steering group is adequately supported and that outputs and actions from planning meetings are shared with key stakeholders</li> <li>• Publicise progress as widely as possible to ensure community based groups and partners are kept up to date with developments i.e. MVSO newsletter, Moray Area Forum, Moray Joint Community Councils, Federation of Village Halls contact lists etc</li> <li>• Identify partners and agencies with proven track record in marketing and promotion who could assist with the development</li> </ul>
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	<ul style="list-style-type: none"> <li>• Pilot marketing guide with an urban and rural group in Moray</li> <li>• Launch guide and develop with partners a rolling training / follow up support programme on use of guide</li> </ul>
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Specific Target Rationale	Target Number	Rationale
	1x Steering group Area Forums, Community Councils, Community Associations, Village Hall Committees MVS0 group members	Developing and producing a standard guide with follow up support to stakeholders in its use will strengthen sustainability to community based groups and organisations in Moray long term

<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• HGIOCLD 2</li> <li>• QIE</li> <li>• VOiCE</li> <li>• Covalent</li> <li>• Community Support Agreements</li> <li>• Participant Evaluations</li> <li>• Minutes of Meetings</li> <li>• Marketing Guide / Strategy Produced</li> <li>• Publicity materials</li> <li>• Illuminating Practice</li> </ul>	
<b>Time scale</b>	April – June 2010 July – September 2010 October – December 2010 March 2011	Establish Working Groups Content and collation of materials Production of guide Promotion and implementation Review and evaluation

<b>Outcome 6</b>	Community Planning Partners and community based organisations have increased and developed their skills and knowledge of Community Capacity Building and Community Engagement
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<b>Area</b>	Moray	<b>QI</b>	8.1, 5.8
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>7. We have tackled the significant inequalities in Scottish society.</p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they effect others</p> <p><b>National Indicators:</b></p> <p>43. Improve peoples perceptions of the quality of public services delivered</p>
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<b>Lead Officers / Team Involved</b>	CSM/CSOs	
<b>Evidence of Need which is not highlighted above</b>	Scottish Government Better Community Engagement National project	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	CPP	Commitment and participation
	Scottish Government	National Lead Organisation
	SCDC	National support / co-ordination
	Community Councils, Area Forums, Equality Forum, Village Hall Committees, MVSO, Volunteer Centre Moray, Equalities Forum	Members of steering Group Overall management of BCE Demonstration Project in Moray

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• Deliver training workshops to Community Planning Partner staff and others on the use of <i>Building Community Capacity: Guidance for Staff working with communities</i>, the Scottish Government Learning Connections web based planning tool that was launched in late 2009.</li> <li>• Publicise widely amongst CPPs and others the availability of the guidance and training opportunities available</li> <li>• Update reports submitted to Communities Committee and Community Engagement Group</li> <li>• Support BCE Steering Group to progress Action Plan</li> <li>• Implement actions as identified in Better Community Engagement Demonstration Project Action Plan</li> <li>• Identify key pilot projects</li> <li>• Support partners to implement and develop pilot actions</li> </ul>
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Specific Target Rationale	Target Number	Rationale
	<ul style="list-style-type: none"> <li>• 6 - 8 Pilot projects</li> <li>• 4 x Community Capacity Building Guidance workshops</li> </ul>	<p>The BCE Demonstration Project aims to support CPPs and community based groups develop skills in engaging with communities, particularly the engagement with inequalities groups.</p> <p>The Community Capacity Building e-Guidance will be an additional resource tool for agencies developing community capacity in Moray</p>

<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• HGIOCLD 2</li> <li>• QIE</li> <li>• VOiCE</li> <li>• Covalent</li> <li>• Community Support Agreements</li> <li>• Participant Evaluations</li> <li>• BCE Training Session notes and evaluations</li> <li>• Networking Opportunities</li> <li>• BCE Pilot Action Plan – Outcome reports</li> <li>• Publicity materials</li> <li>• Reports to Communities Committee, Community Engagement Strategy Group, Moray Area Forum, Joint Community Council</li> <li>• Illuminating Practice</li> </ul>																
<b>Time scale</b>	<p><b>Better Community Engagement Demonstration Project</b></p> <table border="0"> <tr> <td>April 2010 – March 2011</td> <td>Supporting projects</td> </tr> <tr> <td>June 2010</td> <td>Review</td> </tr> <tr> <td>September 2010</td> <td>Review</td> </tr> <tr> <td>December 2010</td> <td>Review</td> </tr> <tr> <td>January – March 2011</td> <td>Writing up projects</td> </tr> <tr> <td>March 2011</td> <td>Reporting</td> </tr> </table> <p><b>Community Capacity Building Workshops</b></p> <table border="0"> <tr> <td>October – December 2010</td> <td>Deliver 2 workshops</td> </tr> <tr> <td>January – March 2011</td> <td>Deliver 2 workshops</td> </tr> </table>	April 2010 – March 2011	Supporting projects	June 2010	Review	September 2010	Review	December 2010	Review	January – March 2011	Writing up projects	March 2011	Reporting	October – December 2010	Deliver 2 workshops	January – March 2011	Deliver 2 workshops
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January – March 2011	Deliver 2 workshops																



<b>Outcome 7</b>	Community based groups and organisations are skilled and confident in their governance roles and responsibilities		
<b>Area</b>	Moray	<b>QI</b>	2.1, 4.1
<b>National Priorities</b>	<b>National Outcomes</b> 11. We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others. <b>National Indicator</b> 28. Increase the percentage of adults who rate their neighbourhood a good place to live.		
<b>Lead Officers / Team Involved</b>	CSOs		
<b>Evidence of Need which is not highlighted above</b>	Mapping exercise carried out by CSU Lhanbryde Voluntary Sector Mapping Seminar (July 2009) Previous discussions with partners re capacity to respond to need		
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>	
	MVSO / CPPs	Training for trainers for CSU staff Joint programme delivery Training delivery Information, advice, promotion & support	
	Village Hall Committees, Area Forums, Community Associations, Community Councils / MVSO membership	Information, advice, support and promotion	
<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• Arrange to meet with partners ( MVSO/voluntary sector ) to explore training requirements of CSU staff</li> <li>• Develop training support assistance programme for CSU staff on Committee / Governance / Constitution etc with partners</li> <li>• Discuss with partners, particular within the voluntary sector, what partnership work the CSU staff team can be of assistance with in their support of community based organisations and groups in Moray</li> <li>• Plan joint training support programme for community based groups / organisations on committee roles and responsibilities with key partners and stakeholders</li> <li>• In partnership facilitate / deliver training programmes, such as governance to community based groups and organisations in Moray</li> </ul>		

<b>Specific Target Rationale</b>	<b>Target Number</b>	<b>Rationale</b>
	<ul style="list-style-type: none"> <li>• X Joint training workshops delivered.</li> </ul>	<ul style="list-style-type: none"> <li>• Mapping exercise</li> <li>• Discussions with partners</li> <li>• Capacity within the voluntary sector</li> </ul>
<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• HGIOCLD 2</li> <li>• QIE</li> <li>• VOiCE</li> <li>• Covalent</li> <li>• Community Support Agreements</li> <li>• Minutes / notes of meetings with partners</li> <li>• Training programmes</li> <li>• Publicity materials</li> <li>• Participant evaluations</li> <li>• Illuminating Practice</li> </ul>	
<b>Time scale</b>	October – December 2010 December 2010 January – March 2011 March 2011	Content and collation of training materials Review Implementation Review and evaluation

<b>Outcome 8</b>	Community based groups and organisations have developed and attained skills on how to increase their membership
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<b>Area</b>	Moray	<b>QI</b>	4.1
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National Indicators:</b></p> <p>28. Increase the percentage of adults who rate their neighbourhood a good place to live</p>
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<b>Lead Officers / Team Involved</b>	CSOs	
<b>Evidence of Need which is not highlighted above</b>	Mapping exercise carried out by CSU	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	CPPs/ Voluntary Sector/MVSO	Joint Planning, sharing information, training, advice and support Member of Steering group
	Community Councils, Area Forums, Village Hall Committees, Community Councils	Identifying need, participating in pilots, promoting the use of the guide Membership of steering Group
	Moray Business Association	Advice and guidance
	Local media / MFR	Advice, guidance, promotion & training

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>Identify what strategies are in use by community based organisations and the voluntary sector in Moray to increase membership</li> <li>Identify and recruit membership of working group to develop guide</li> <li>Discuss with partners the idea of jointly developing a standard 'Step by Step Guide' as a support tool for community based groups and organisations in Moray that will enable them to recruit and increase their membership</li> <li>Jointly develop with partners a training programme to compliment the 'step by step' guide</li> <li>Research availability of adapting training programmes and guides from web based sites such as <i>Building Community Capacity: Guidance for Staff working with communities</i>, MVSO, Moray Federation of Village Halls and Community Associations website, HMle etc</li> <li>Pilot guide with an urban and rural group in Moray</li> <li>Launch guide and develop with partners a rolling training /support programme on using the guide</li> </ul>
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	<ul style="list-style-type: none"> <li>• Ensure key stakeholders and partners are kept abreast of developments through minutes etc</li> </ul>
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Specific Target Rationale	Target Number	Rationale
	Recruitment of working group 2 x Pilot Projects	Given the number of groups in Moray, being able to pilot the guide in a rural and urban environment will strengthen the confidence of other community based groups to use the guide for their own aims.

<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• HGIOCLD2</li> <li>• QIE</li> <li>• VOiCE</li> <li>• Covalent</li> <li>• Community Support Agreements</li> <li>• Step by Step Guide produced</li> <li>• Feedback from Community Based Groups and organisations</li> <li>• Recruitment Strategy completed</li> <li>• Publicity material</li> <li>• Participant evaluations</li> <li>• Illuminating Practice</li> </ul>	
<b>Time scale</b>	April – June 2010  July – September 2010 October – December 2010 March 2011	Establish Working Groups Content and collation of materials Production of guide Promotion and implementation Review and evaluation

<b>Outcome 9</b>	Community groups and organisations develop knowledge on where to access funding and to develop skills on how to be successful in applying for funding		
<b>Area</b>	Moray	<b>QI</b>	4.1, 5.6
<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National indicators:</b></p> <p>13. Increase the social economy turnover.</p>		
<b>Lead Officers / Team Involved</b>	CSOs		
<b>Evidence of Need which is not highlighted above</b>	<p>Mapping exercise carried out by CSU</p> <p>Lhanbryde Voluntary Sector Mapping Seminar (July 2009)</p> <p>Craigforth Report</p>		
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>	
	MVSO / Voluntary Sector / Council	<ul style="list-style-type: none"> <li>• Development planning</li> <li>• Co – delivery of training programme</li> <li>• Research</li> <li>• Project planning</li> <li>• Members of working group</li> </ul>	
	Members of Area Forums/Community Councils/Village Hall Committees & other community group stakeholders	<ul style="list-style-type: none"> <li>• Members of working group</li> <li>• Project planning and timescales</li> <li>• Input on content</li> </ul>	
<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• Collate mapping exercise data</li> <li>• Meet and share data with partners</li> <li>• Set up a working group</li> <li>• Through planning meetings develop action plan with partners to include: <ul style="list-style-type: none"> <li>- Stage 1 identify existing funding awareness training programmes planned for 2010</li> <li>- Stage 2 follow up from funding awareness training programmes to individual community based groups and organisations who are progressing applications and who may require assistance re preparation / data collection / evidencing need etc</li> </ul> </li> <li>• Explore with partners the feasibility of developing a ‘traffic light’ data base that: <ul style="list-style-type: none"> <li>a) ensures early warning indicator on end of funding for community based groups and organisations</li> <li>b) allows early support on developing exit strategy</li> </ul> </li> </ul>		

	<p>c) supports community based groups and organisations to explore options for continuous progression</p> <ul style="list-style-type: none"> <li>• Develop a process that creates links and networks between those seeking funding and those who were successful to ensure skills and experiences are shared at a community level</li> <li>• Explore the production of a 'Funding Road Map' Guide to assist community based groups and organisations in Moray on how to find out what funding may be available, key data / information that applicants may need to supply to funders and key steps in the processing of a funding application.</li> </ul>
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Specific Target Rationale	Target Number	Rationale
	1x Working group.	There is a number of funding awareness programmes / sessions delivered in Moray that highlights particular funding streams. The aim is to ensure that community based groups and organisations have the confidence and support to follow through with the information they have gained on what is available.

<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• HGIOCLD2</li> <li>• QIE</li> <li>• VOiCE</li> <li>• Covalent</li> <li>• Community Support Agreements</li> <li>• Participant evaluations</li> <li>• Production of 'Traffic Light' funding data base</li> <li>• Funding Road Map guide produced</li> <li>• Publicity material</li> <li>• Documentation of current funding sources</li> <li>• Audit of usage</li> <li>• Illuminating Practice</li> <li>• Reports to Communities Committee, Community Engagement Strategy Group, Moray Area Forum, Joint Community Council, Moray Federation of Village Halls and Community Associations</li> </ul>	
<b>Time scale</b>	April – June 2010	Establish Working Groups
	July – September 2010	Content and collation of materials
	October – December 2010	Production of guide
	March 2011	Promotion and implementation
		Review and evaluation

<b>Outcome 10</b>	Accredited training programme established to support community activists involved in all aspects of Community Capacity Building and Community Engagement activity
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<b>Area</b>	Moray	<b>QI</b>	2.1, 5.1
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National Indicators:</b></p> <p>28. Increase the percentage of adults who rate their neighbourhood as a good place to live</p>
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<b>Lead Officers / Team Involved</b>	CSOs	
<b>Evidence of need which is not highlighted above</b>	<p>Mapping exercise carried out by CSU</p> <p>Issue raised at Moray area Forum</p> <p>Feedback/requests from local activists</p>	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	<p>Moray College, Moray Library Learning Centres, Social Enterprise Academy, Aberdeen University, Scottish Qualification Authority (SQA), Open University/ Private Training Agencies</p> <p>MVSO, Moray Volunteer Centre , Voluntary Sector – other / CLD Youth Team</p>	<ul style="list-style-type: none"> <li>• Accreditation and Delivery</li> <li>• Programme development</li> <li>• research</li> <li>• Delivery</li> <li>• Promotion</li> </ul>

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• Research the availability of accredited learning courses available for community activists : <ul style="list-style-type: none"> <li>- Locally</li> <li>- Web based / Distance learning</li> <li>- Costing / funding implications</li> </ul> </li> <li>• Organise and facilitate meetings of key partners and stakeholders</li> <li>• Identify and engage with potential learners</li> <li>• Produce regular reports and updates for key partners and stakeholders</li> </ul>
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Specific Target Rationale	Target Number	Rationale								
	8 x Area Forums 16 x Community Councils 49 x Village Hall Committees 22 x Community Associations Plus members of local community based groups and organisations	A significant number of local activists and volunteers have been involved in Community Capacity Building over a number of years. Accredited learning to complement their experience will enhance employability and voluntary progression for the benefit of Moray								
<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• HGIOCLD2</li> <li>• QIE</li> <li>• Covalent</li> <li>• VOiCE</li> <li>• Learners evaluations</li> <li>• Partner Evaluations</li> <li>• Accredited Training Programme produced</li> <li>• Publicity material</li> <li>• Community activists / learners participation</li> <li>• Learners celebration of success events</li> <li>• Reports to CLD Strategy Group, Community Engagement Strategy Group</li> <li>• Illuminating Practice</li> </ul>									
<b>Time scale</b>	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">October – December 2010</td> <td style="width: 50%;">Content and collation of training materials</td> </tr> <tr> <td>December 2010</td> <td>Review</td> </tr> <tr> <td>January – March 2011</td> <td>Implementation</td> </tr> <tr> <td>March 2011</td> <td>Review and evaluation</td> </tr> </table>		October – December 2010	Content and collation of training materials	December 2010	Review	January – March 2011	Implementation	March 2011	Review and evaluation
October – December 2010	Content and collation of training materials									
December 2010	Review									
January – March 2011	Implementation									
March 2011	Review and evaluation									



<b>Outcome 11</b>	Produce a practice example/ reference tool/ training manual incorporating elements of Learning Evaluation And Planning (LEAP) frameworks, Quality Indicators (HGIOCLD 2) and VOiCE that will assist Community Planning Partnership frontline staff and other key stakeholders to better plan, evaluate, engage and develop community capacity building with community based groups and organisations
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<b>Area</b>	Moray	<b>QI</b>	8.1, 9.3
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National Indicators:</b></p> <p>43. Improve people's perceptions of the quality of public services delivered.</p>
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<b>Lead Officers / Team Involved</b>	CSOs	
<b>Evidence of Need which is not highlighted above</b>	Recognition by HMIE in previous capacity building inspections Feedback from partners and stakeholders in previous capacity building work in CLD	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	Literacies and Language Team	<ul style="list-style-type: none"> <li>• Member of planning group</li> <li>• Contributing Illuminating Practice examples</li> <li>• Development of training manual / Tool</li> </ul>
	CLD Youth Work Team	<ul style="list-style-type: none"> <li>• Member of planning group</li> <li>• Contributing Illuminating Practice examples</li> <li>• Development of training manual / tool</li> </ul>
	MVSO	<ul style="list-style-type: none"> <li>• Member of Planning Group</li> </ul>

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• Identify key stakeholders and facilitate formation of partnership working group</li> <li>• Support partnership working by ensuring meetings take place and minutes and actions are followed through</li> <li>• Collate relevant Community Capacity and Community Engagement examples of engagement activity from previous Illuminating Practice publications in Moray</li> <li>• Develop, plan and incorporate a training programme to compliment the practice example reference tool to compliment it's use</li> <li>• Ensure illuminating practice examples highlight a cross section of high and low scoring engagements as illustrative practice</li> <li>• Co-ordinate launch of 'The Big Book of Illuminating Practice: A guide for Moray Community Planning Partnership staff to engage with</li> </ul>
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	<p><i>communities'</i></p> <ul style="list-style-type: none"> <li>• Produce, plan and deliver a series of workshop sessions for Community Planning Partner staff on the use of the toolkit in Moray</li> </ul>
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Specific Target Rationale	Target Number	Rationale
	Community Planning Partnership members	Developing and producing a CCB / CE practice guide incorporating a LEAP training programme will compliment other tools and initiatives in Moray and will enhance staff practice in working with community based groups and organisations in Moray

<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• QIE</li> <li>• HGIOCLD 2</li> <li>• Training support programme</li> <li>• Planning notes and minutes</li> <li>• Production and launch of <i>The Big Book of Illuminating Practice: A guide for Moray Community Planning Partnership staff to engage with communities'</i></li> <li>• Feedback on its use from partners</li> <li>• Evaluations from workshops</li> </ul>	
<b>Time scale</b>	October – December 2010 December 2010 January – March 2011 March 2011	Content and collation of training materials Review Implementation Review and evaluation

<b>Outcome 12</b>	Existing and new Area Forum and Village Hall Committee members are supported in their roles and responsibilities through the production of an Area Forum and Village Hall Committee Members Handbook and Induction Pack
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<b>Area</b>	Moray	<b>QI</b>	2.1, 5.7
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National Indicators:</b></p> <p>28. Increase the percentage of adults who rate their neighbourhood as a good place to live.</p>
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<b>Lead Officers / Team Involved</b>	CSU	
<b>Evidence of Need which is not highlighted above</b>	Mapping exercise carried out by CSU Positive feedback from Community Council members on the use of the Moray Community Council Handbook	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	Moray Area Forum / Moray Federation of Village Halls and Community Associations (MFVH&CA)	<ul style="list-style-type: none"> <li>• Members of working Group</li> <li>• Work planning timetable</li> <li>• Responsible for the content of the handbooks</li> <li>• Organising launch programmes</li> </ul>
	MVSO	<ul style="list-style-type: none"> <li>• Member of Working Group</li> <li>• Advice, guidance, support and contribution to handbook content</li> <li>• Publicising the handbooks through MVSO networks in Moray</li> <li>• Delivery of training and support programme</li> </ul>

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>• Facilitate the development of two small working groups whose members include representatives from Moray Area Forum and MFVH&amp;CA</li> <li>• Review existing handbooks available in Moray, particularly the Moray Community Council Members Handbook</li> <li>• Research content appropriate for inclusion in the handbooks by discussing with and encouraging contributions by current members of Area Forums and Village Hall Committees</li> <li>• Incorporate 'Induction Training Programme' for new members in the handbooks</li> <li>• Offer training support to local Area Forums and Village Hall Committee members in delivering 'Induction Training Programme' to new members</li> </ul>
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	<ul style="list-style-type: none"> <li>• Regularly report to the Moray Area Forum and MFVH&amp;CA on progress of handbooks</li> <li>• Facilitate and support 'official' launch of handbooks by the Moray Area Forum and MFVH&amp;CA</li> <li>• Plan and implement local 'launch' workshop sessions for local members on the use of the handbooks</li> </ul>
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Specific Target Rationale	Target Number	Rationale
	1x Moray Forum 8 x Area Forums 1 x Moray Federation of Village Halls and Community Associations 49 x Village Hall Committees	<p>The current protocols and guidelines for Area Forums is out of date</p> <p>The handbooks will support new or potential new members make informed choices about becoming members.</p> <p>Clear operational guidelines will support committees to manage local resource and strengthen democracy</p>

<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• QIE</li> <li>• HGIOCLD 2</li> <li>• VOiCE</li> <li>• Community Support Agreements</li> <li>• Notes / minutes of meetings of working Groups</li> <li>• Induction Training Programme produced</li> <li>• Training evaluations</li> <li>• Production of the handbooks</li> <li>• Official Launch of the handbooks</li> <li>• Publicity materials</li> <li>• Illuminating Practice</li> </ul>	
<b>Time scale</b>	April – June 2010  July – September 2010 October – December 2010 March 2011	Establish Working Groups Content and collation of materials Production of guide Promotion and implementation Review and evaluation

<b>Outcome 13</b>	Establish a central Community Capacity Building / Community Engagement Resource Library bank for use by CSU staff and other Community Planning Partners and Stakeholders
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<b>Area</b>	Moray	<b>QI</b>	8.1, 9.3
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<b>National Priorities</b>	<p><b>National Outcomes:</b></p> <p>11. We have strong resilient and supported communities where people take responsibility for their own actions and how they affect others.</p> <p><b>National Indicators:</b></p> <p>43. Improve people's perceptions, attitudes and awareness of the quality of public services delivered.</p>
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<b>Lead Officers / Team Involved</b>	CSOs / CSU Admin	
<b>Evidence of Need which is not highlighted above</b>	Mapping exercise highlighted the range and diversity of training, information and support based materials that may be required to support Community based groups and organisations in Moray	
<b>Who else is involved / Key Partners and Contribution</b>	<b>Partners</b>	<b>Contributions</b>
	Community Planning Partners	<ul style="list-style-type: none"> <li>Materials for inclusion in the Central Resource Library Bank</li> <li>Training support on the use of the material</li> </ul>

<b>Output as per LEAP</b>	<ul style="list-style-type: none"> <li>Identify Central Location for library</li> <li>Develop library database</li> <li>Produce easily accessible borrowing / access protocol</li> <li>Research appropriate content for inclusion in the library e.g. all training and support material produced and delivered by CSU staff and others to be converted to 'off the shelf' support tools, LEAP Planners, VOICE, Illuminating Practice examples etc</li> <li>Ensure those accessing library material are supported in its use</li> <li>Publicise the existence of and support available to those wishing to use library resources.</li> </ul>
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<b>Specific Target Rationale</b>	<b>Target Number</b>	<b>Rationale</b>
	Agency staff and key stakeholders who have Community Capacity Building / Community Engagement job / agency remits	No specific support materials in CCB / Community Engagement available to frontline operational staff

<b>Performance Indicators / Measures</b>	<ul style="list-style-type: none"> <li>• LEAP</li> <li>• QIE</li> <li>• HGIOCLD 2</li> <li>• CSU staff utilising material</li> <li>• Central Resource Library Bank operational</li> <li>• CPP staff accessing / utilising resource</li> <li>• Evaluation and feedback on quality of resources accessed</li> <li>• Illuminating Practice</li> </ul>	
<b>Time scale</b>	April – December 2010 January – March 2011 March 2011	Content, gathering, indexing Promote Review