












2024-25 Quarter to March Economic Growth and Development Performance Report - Service Plan

Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed



Section 4 - Strategic Level Outcomes - 1 (L) Developing a diverse, inclusive & sustainable economy. (CP) Building Stronger Greener Vibrant Economy

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 4.1	Progress Moray Growth Deal: Bring the remaining Moray Growth Deal projects into delivery: 7 of 8 projects expected to be in delivery by March 2025	1	By the end of the Deal (2031): MGD outcomes relating to GVA uplift, tourism numbers, affordable homes built, job creation and skills uplift to be achieved.	31-Mar-2025	At the end of March, 7 of the 8 Moray Growth Deal projects (Bus Revolution, Cultural Quarter, EY STEM, Digital Health, Housing Mix Delivery, MICM and the Business Enterprise Hub) have now reached the Government threshold for entering delivery. Work on the Business Enterprise Hub does require a project partner to close off conditions from their governance board prior to moving forward, but this is expected to conclude in June 2025. Moray Growth Deal work will continue as a priority within the 2025-2028 Service Plan.	95%	
EGD24-25 4.2	Delivery of the Community Wealth Building Strategy and Action Plan	1	Ensure wealth stays within the hands of our local communities	31-Mar-2025	The Community Wealth Building Strategy 2024 and Action Plan were approved by Economic Development and Infrastructure Services Committee on the 30th April 2024 with progress reported annually to Moray Council and the Community	30%	


					Planning Partnership. Delivery of the Strategy and actions has been restricted with some actions noted as being 'on hold' due to limited staff and financial resources. With planned staff leave during 2025, implementation of the strategy will be further constrained. However, recruitment has commenced for a 12-month FTE CWB Officer post following approval for funding from UK Shared Prosperity Fund (UKSPF). The planned Community Identified Benefits list for Moray has been developed in consultation with community organisations, stakeholders and local businesses. This project was funded by UKSPF and the portal is ready to go live following approval and when the CWB Officer is in post. Delivery of the Community Wealth Building Strategy will continue as part of the 2025-2028 Service Plan.		
EGD24-25 4.3	Improve access to fair work, employment and training opportunities	1	Increase the number of people in Moray benefitting from Fair Work practices	31-Mar-2025	<p>During the reporting period, the Local Employability Partnership Moray Pathways has continued to support individuals into fair and sustainable jobs. Ongoing projects include those aimed at tackling child poverty, supporting people with disabilities and improving access to community hubs (which included the launch of The Link in New Elgin). During quarter 4, assistance was also provided to employees affected by the closure of St Giles Centre through drop-in sessions held in conjunction with Skills Development Scotland. Collaboration has also improved with employers and partners including Moray Chamber of Commerce and DYW Moray.</p> <p>Overall, all planned work for 2024/25 is complete with 313 people supported, taking the total number of clients since the partnership was launched in 2023 to 712. 135 participants have been helped into employment (with 79% sustaining 13 weeks +). 285 are participating in vocational skills programme; Sector based Work Academy Programme (SWAP). 65 have gone onto further or higher education. Support has also been provided through; Barrier Removal activities (involving 205 service users), Creative Skills Network activities (112 service users), CLD personal development (56 service users) and Counselling (47 service users). 29 others are currently in the engagement phase.</p> <p>The 2024/25 Annual Report for the service is planned for ED&I on 17 June 2025 and work will continue as part of the 2025-2028 Service Plan.</p>	100%	
EGD24-25 4.4	Enable more people to work by supporting access to affordable childcare	1	Minimise barriers to people working such as childcare	31-Mar-2025	Barriers to work can be due to a variety of factors including childcare, transport issues, training and qualifications, language skills and confidence.	40%	

					<p>The School Aged Childcare (SACC) 5–12-year-olds project, co-ordinated by the Moray Pathways Local Employability Partnership (LEP) aims to address the issue of childcare availability. Part of this is the Progress for Parents project to support parents in accessing school aged childcare and into learning and employment via the Moray Employer Recruitment Incentive Scheme (MERI) This scheme offers a 6-month paid job placement and links into the Income Maximisation Team to share information around benefits and debt management. 27 people this year have been supported with 97% sustaining their placement.</p> <p>Other work to enable more people into employment and training includes, Childminders Grant Scheme, SACC Grant Scheme, Transport in collaboration with m.connect and the Bus Revolution project and a SACC project in Kinloss. Links have also been strengthened with regional and national partners with the Lead Officer for the Progress for Parents Project now chair of the Highlands and Islands Regional Economic Partnership Childcare subgroup attended by a range of partners including Scottish Government representatives.</p> <p>An update and next steps report on School Aged Childcare provision is due to be reported to the Community Planning Board on 4th June 2025 (Agenda TBC) Work will continue as part of the 2025-2028 Service Plan.</p>		
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Section 4 - Strategic Level Outcomes -2. (L) Empowering & connecting communities (CP) Building thriving, resilient, empowered communities

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 4.5	Delivery of the Levelling Up Fund elements of the Elgin City Centre Masterplan	1	Elgin City Centre is a prosperous, attractive and health place. No of empty properties and vacant/derelict sites in the city centre No of additional residential properties in Elgin city centre	31-Mar-2026	Funding was confirmed by the UK Government in the November budget announcement. Following this, a Memorandum of Understanding has been received and signed accordingly, a Programme Manager has been recruited via Jacobs and a Construction Manager recruited through internal secondment. The first significant spend has been investment in the South Street regeneration project. Legal agreements for the sawmill site and Creative Arts Centre have progressed, the planning application for Cooper Park toilets submitted and detailed design progressed for active travel measures. An extension has also been agreed to the end of March 2027 for spend. This action will continue in the 2025-2028 Service Plan.	10%	
EGD24-25 4.6	Delivery of Town Centre Improvement Plan & Annual Report	1	Developing a diverse, inclusive and sustainable economy: By the year 2030 Moray will have a sustainable and inclusive economy which generates improved opportunities for everyone, including more skilled and higher paid jobs Outcome Measure: Town Vacancy Rates SLAED annual report indicators – town centre vacancy rates	31-Mar-2025	An update on Town Centre Regeneration Projects and Funding was provided as an information report to the Planning and Regulatory Services Committee on 17th December. There has been delays in the anticipated workplan due to awaiting confirmation on levelling up funding and resourcing issues in Planning. Long term, work on the Town Centre Improvement Plan will continue as the basis for co-ordinating town centre regeneration projects and securing funding for the proposals. Plans will be reviewed and reflected in the new 'place-based' Local Development Plan which is currently in preparation with a more detailed breakdown of progress of each plan available during 2025. Work will continue to be monitored as part of the 2025-2028 Service Plan.	15%	

Section 5 - Service Level Outcomes - 5.1 Economic Growth & Regeneration


Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.1.1	Establishing Elgin Town Board and support engagement to prepare Investment Plan for submission to UK Government	1	Establish Elgin Town Board Prepare and deliver a 10-year vision and 3-year investment plan to UK Government by August 2024	31-Aug-2024	Elgin Town Board was established prior to the August deadline and now meets fortnightly. Community engagement has been undertaken to identify priority projects, and the Investment Plan and Vision is now awaiting confirmation of funding following submission to the UK Government on 31st July. Delivery is over a 10-year period.	100%	

Section 5 - Service Level Outcomes - 5.3 Climate Change and Biodiversity Route Map to Net Zero

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.3.1	Building heat and electricity - scoping and research into increased renewable energy generation from Council buildings and land.	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF, % RMNZ amber/red Heat and Electricity CO2 emissions areas wide per capita - (LGBF CLIM1) CO2 emissions within scope of LA per capita - (LGBF CLIM2)	31-Mar-2025	Actions to increase renewable energy generation from council buildings and land are included in the Climate Change Plan and Routemap to Net Zero 2024 update (section 3.1) approved at full council on 4th December (deferred from September due to a budgetary request) Case studies included in this plan highlight prioritising energy efficiency roll outs (such as solar panels and LED lights) can prove to be cost effective, particularly against the rising electricity costs seen in recent years. The Energy and Property Teams are progressing the spend to save Solar Panel project on 4 corporate buildings (HQ, Annex, Ashgrove Depot, Elgin Library). Contractors have been appointed with work taking place between May and July.	85%	
EGD24-25 5.3.2	Operating Emissions - Design and develop Climate Change Awareness Training; Adaption benchmarking; Develop carbon knowledge and skills		Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF % RMNZ amber/red	31-Mar-2025	The adaptation LCLIP (local climate impact assessment) is in draft and will go to committee alongside the Climate Change Strategy when ready. Climate Change Awareness training is now an essential training module for all new staff	80%	
EGD24-25 5.3.3	Nature & Biodiversity - Develop Carbon Offsetting Plan and maximise carbon sequestration	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF % RMNZ amber/red	31-Aug-2025	Due to resourcing issues, progress is yet to be made with developing a natural capital delivery model. A temporary Project Manager post to be funded by the Scot Gov Climate Change Fund, has recently been agreed. This post will be part of carbon offsetting and Just Transition planning.	0%	
EGD24-25 5.3.4	Prepare Climate Change Route Map - Review 2030 net zero targets; Update Climate Change Strategy; Raise awareness of Climate Change; Join support networks to assist progress	1	Achievement of targets, indicators and outcomes identified in Climate Change Action Plan to achieve Carbon Neutral by 2030. LGBF % RMNZ amber/red Milestones: Prepare Climate Change Route Map - August 2024 Review 2030 net zero targets - January 2025 Update Climate Change Strategy - August 2025* Consult, raise awareness, communicate and engage with staff, residents, businesses and organisations across Moray about Climate Change - March 2025	31-Aug-2025	The Climate Change Plan and Routemap to Net Zero 2024 and scope of work for updating the Climate Change Strategy were approved by Full Council on 4 Dec 2024. The Climate Change Working Group has met twice. Work to update the Climate Change Strategy will continue as part of the 2025-2028 Service Plan following agreed revised timelines: New Draft Climate Change Strategy Report - August 2025 Public Consultation on Draft Strategy Ends - October 2025 Final Climate Change Strategy Report - December 2025 In addition to this work, Moray Council are now members of the Sustainable Network and Hydrogen Scotland while work to raise awareness of Climate Change is ongoing.	50%	

			Join support networks to assist the progress of Climate Change work - March 2025 (*amended from original dates of published Service Plan)				
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Section 5 - Service Level Outcomes - 5.6 Develop proposals for Just Transition Bids

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.6.1	Develop a masterplan for discussion and to inform future submissions of Just Transition bids	2	Action wording amended from original Service Plan. Milestones - Appoint Consultancy Support - September 2024 Workshops for officers, members and partners - October 2024 Development of Master Plan to commence - December 2024 Master Plan complete - March 2025	31-Mar-2025	Following a series of stakeholder workshops, Officers have received the final version of the consultant's report. This will be reported to Committee in August 2025. Officers have participated in reviews of the Just Transition Fund and have continued dialogue with Scottish Government Officers.	100%	

Section 5 - Service Level Outcomes - 5.7 Health and Wellbeing

Action Code	Action Title	Priority	Desired Outcome	Due Date	Latest Status Update	Progress	Status Icon
EGD24-25 5.7.1	Ensure revised operational implementation of absence management procedures are applied by managers	2	Absence is managed effectively, and levels of absence are reduced efficiently and timeously.	31-Mar-2025	All absences have been managed in consultation with HR and in line with the Health and Work policy.	100%	