



Single Outcome Agreement Community Plan 2013/14

Introduction

The monitoring statements are an important aspect to demonstrate to the Scottish Government that the community planning partnerships have contributed to the delivery against local and national outcomes.



A range of national and local indicators are included to analyse performance against outcomes although due to national publication dates, results for the most recent period may not be available.

The tables immediately below provide a summary, in statistical terms under each of the outcomes. It should be noted that with long term objectives, dramatic improvements within one year are unlikely.

Within the indicator and milestone tables, narrative is provided where available to provide comparison against national performance. While some indicators may show improved performance from the previous result, levels reported may still be below the national average or local target; again this is highlighted in the notes field where appropriate.

The performance information provided in the tables below informs the Public Performance Report. The Single Outcome Agreement Guidance outlines reporting requirements to have a dual purpose; an outward focus reporting to communities and the public on the delivery of outcomes in the local area and; feedback to the Scottish Government on the Council or Partnership's contribution towards the delivery of outcomes, which support the National Performance Framework. This report, noting the progress against key actions and indicators will be submitted to the Scottish Government for one part of the reporting process, whilst a public performance report will fulfil the requirement to produce a public document giving a balanced view of performance.

Single Outcome Agreement Performance Summary – 2013/14

Outcome	Performance Trend				Comparison against National Average				
	No. of Indicators	Improving 	No change	Worsening 	Not available	No. of comparable indicators	Better than national average >	Same as national average	Worse than national average <
Healthier Citizens (Key Actions - 98% complete)									
Obesity - The percentage of the population that is overweight or obese will reduce in line with the national average (Milestones - 91% complete)	11	4		4	3	10	3		7
Smoking – The proportion of smokers will reduce, particularly in SIMD areas, to 22% (Milestones - 100% complete)	3	2			1	3		2	1
Sexual health and blood borne viruses – Fewer newly acquired blood borne viruses and sexually transmitted infections; fewer unintended pregnancies (Milestones - 100% complete)	2	2				2	2		
Alcohol dependency – Work with partners to reduce the impact of problematic alcohol use, focusing on individuals and families (Milestones – 100% complete)	12	7		3	2	3	1		2
Mental health and wellbeing – The mental health of Moray citizens will improve (Milestones – 100% complete)	2	1			1				

Summary:

With the rates of adult obesity increasing nationally and to a greater extent here in Moray, from 10.94 in 2011/12 to 11.38 in 2012/13, the local priority to reduce levels has not been achieved. In the same period, the prevalence of type 2 diabetes also increased to 4% in Grampian, but remained just below the national average. Encouragingly about a third of adults sampled in Moray actively travel to work; a significant increase over the 3 years to 2012, the percentage result is now above the national average which has remained static over the same period. Positive achievements in the younger age groups is more evident with increases in completion rates for child healthy weight interventions and improvement in the percentage of children with a healthy weight in primary 1 to 84.3% in 2012/13. During 2013/14, the Partnership worked to encourage the development of Active for Life amongst older people, promoting physical activity; established a food network in Moray and piloted Moray Food Strategy in one school group promoting making better choices amongst those approaching adulthood.

In line with the local priority, the prevalence of smoking amongst the adult population in Moray did reduce to 22.9% in 2011/12. More recent information from Scottish Household Survey results report that in 2012 7.3% of adult smokers made quit attempts below the national average of 11%, 3.3% successfully quitting at one month follow-up, below the national average of 4.2%, these are similar results to the previous year. The implementation of the NHS Grampian Tobacco Control Strategy Action plan will contribute to future improvements.



The Partnership has achieved its objective to reduce the rate of unintended pregnancies. Figures taken over a 3 year average between 2010-2012 show a reduction in rates in the under 16 and under 18 age categories to 5.3 and 24.5 per 1,000 population. Both rates are below national averages.

Implementation of the Moray Alcohol and Drug Partnership Strategy and Delivery Plan contributed to the partnerships local priority to reduce the impact of problematic alcohol use. Indicators evidence that the partnership has had a degree of success; in terms of general acute inpatient discharges, the rate with an alcohol related diagnosis reduced to 420 per 100,000 population in 2012/13 (significantly below the national average of 693) as did the proportion with a diagnosis of alcohol dependence to 19.9% in the same period (narrowing the gap to the national average 14.4%). That said the rate of deaths per 100,000 population from alcohol related disease increased slightly to 22.6, just above the Scottish average of 21.2. In terms of behaviour under the influence, after two consecutive years where the number of alcohol related adult offending has increased sharply, there was a reduction in 2013/14 with the number falling by 8.5% to 2,225 crimes recorded; alcohol related domestic recorded cases also fell in the year, reducing from 515 (2012/13) to 368 (2013/4), a 29% decrease.

There was continued improvement in the levels of alcohol related juvenile offending reducing from 72 crimes recorded in 2011/12 to 26 in 2013/14, this is likely to be a direct result of Operation Avons which targets underage drinking.

Moray Feelgood Festival aimed to get people thinking and talking about mental health and wellbeing. The second Festival ran during October 2013 with over 30 events across Moray. Since the launch of the Festival website in 2012, there have been upward of 27k visits to the online site. The 2013 Festival was attended by an estimated 2,000 people, drew positive feedback from around 120 of the 600 evaluation forms returned giving strong agreement that participation in the arts and creativity makes a positive contribution to mental health and wellbeing. The Primary Care Mental Health Pilot Project was implemented providing stress control self help courses to the four main towns in Moray with an average of 10 attendees, feedback was very positive. The Guided Self Help Clinic has been active for a year with 78 GP referrals experiencing mild or moderate depression, anxiety or other common mental health problems. The Institute of Research and Innovation in the Social Service implemented a project developing self directed support for those with mental health problems. The evaluation of the project was very positive and is now informing future access to services. Child and adolescent Mental Health Services had 55 patients waiting more than 26 weeks in 2012, this improved significantly with 92% of patients receiving a referral within target timescales and a commitment to lower the target timescales to 18 weeks going forward. Moray Mental Health Services, as at March 2014 had 283 clients aged 16-64. The national target is to reduce suicide rates by 20% by 2013; in Moray relatively small numbers against a 2002 baseline significantly affect results, since 2009 results have been above baseline whereas nationally there has been a 15% reduction on baseline.

Reducing the incidence of obesity, the number of smokers and alcohol dependency remain as priorities within Moray 2023 a Plan for the Future.

Outcome	No. of Indicators	Local Performance Trend				Comparison against National Average			
		Improving 	No change	Worsening 	Not available	No. of comparable indicators	Above national average >	Same as national average	Below national average <
Ambitious and confident children and young people (Key Actions - 100% complete)									
GIRFEC – More ambitious and confident children and young people able to fulfil their potential (Milestones – 100 complete)	5	3		2		3	3		
Early Years – To make Moray the best place in Scotland to grow up by improving outcomes and reducing inequalities, for all babies, children, parents and families to ensure that all children have the best start in life and are ready to succeed (Milestones – 100 complete)	9	5		2	2	6	5		1
Achievement and Attainment – Improving learning and attainment (Milestones – 100 complete)	14	9	3	2		13	3	5	5
Achieving our potential – A framework to tackle poverty and income inequality in Scotland (Milestones – 100 complete)	8	5		3		7	6		1



Summary:

The Integrated Children Services Plan 2013-2016 launched in January 2014 will significantly contribute to Moray having more ambitious and confident children and young people able to fulfil their potential. Education outcomes data for Scotland's Looked After Children available for 2012/13 shows that the percentage of looked after children attending school in Moray is improving to 90.8% as are attainment tariff scores, with Moray achieving the tenth highest score in Scotland. Local data for the period to 2013/14 shows that service users and specifically those looked after and accommodated showing evidence of progress fell to 69.38% and 71% respectively against targets of 78% for both.

To ensure all children have the best start in life, Moray Community Planning Partnership Early Years Collaborative has increased awareness and knowledge through briefings and workshops. In addition extensive training opportunities were delivered on child and adolescent development, attachment and principles of parenting and family therapy to around 200 personnel. In line with the national commitment, tests of change have been undertaken. The Moray Early Years Profile was reviewed and key priority areas to inform the Collaborative Framework identified. Related indicators show some evidence of improvement, the percentage of low weight births has reduced for a fourth consecutive year to 1.28%, below Grampian and national results. In addition, the proportion of new born children exclusively breast-fed at 6-8 weeks increased to 29.8% against a national average of 26.2%. There was a slight

increase in the percentage of children showing signs of dental decay but the result 29.4% remains significantly below the national average 33.6%.

In 2013/14, attainment levels improved across some S4 categories, in all S5 categories and the majority of S6 categories, in all other cases attainment levels remained unchanged from last year. Alongside comparator data, performance in Moray is above the national average in all S4 attainment categories and against Moray's family group comparator authorities', performance is positive. Performance in S5 categories now equals national averages in two categories and is only slightly below in the third. Attainment in S5 also compares well against family group comparator authorities. In S6, although improvements in performance have been made locally, attainment in Moray remains below or the same as national averages but features at the lower end of family group results. In the 5 years to 2012, there has been continual increases in the percentage of pupils remaining in school beyond 16 in S5 (77%) and in S6 (54%). Focused work in previous years to improve attainment is evidenced in recent indicator results; remaining a priority within the departmental service plan will ensure continued focus and improvement.



Outcome	No. of Indicators	Local Performance Trend				Comparison against National Average			
		Improving 	No change	Worsening 	Not available	No. of comparable indicators	Above national average >	Same as national average	Below national average <
Adults living healthier, sustainable independent lives safeguarded from harm (Key Action – 98% complete)									
Self-directed Support – Clients have more choice, an increasing number take greater control, enabling them to enjoy greater independence through self-directed support (Milestones – 96% complete)	2	2							
Reshaping Care for Older People – We will promote a culture of choice, independence and quality with older people, supporting them to share responsibility for leading healthy, fulfilling lives in active communities that value and respect them (Milestones – 100% complete)	7	5		2		6	3		3

Summary:



The implementation of the Self Directed Support Implementation Plan 2013/14 has ensured that service users, carers and families are empowered to maximise choice over how they meet their social care needs to lead the best quality of life possible and that the market place for social care services has developed to support a more diverse group of providers to deliver the services needed. Local indicators provide evidence of the increasing uptake of direct payments and personal budget with both results exceeding local targets.

The Moray Community Health and Social Care Partnership's Joint Commissioning Strategy 2013/2023 sets out the direction for the reshaping of local services to better meet the needs of the older population and maximise people's ability to manage their own health and well being as close to home and as independently as possible. This partnership approach that included older people themselves, reflected what is important to keep our older people well and independent in the seven commissioning themes; building supportive communities; carers; housing; dementia; frail elderly; modernising community services; and embracing technology/24-hour care.

Supporting indicators report that the Partnership is reshaping care for older people. In 2012/13 there were 485 homecare hours per 1,000 population aged 65+ delivered, a reduction of around 5% from last year, but above the national average of 482. The proportion of clients aged 65+ receiving personal care, a service during evenings / overnight and at weekends all increased following a change to terms and conditions of home care staff, albeit whilst proportions across the three areas remain below national averages further improvement in the coming years is anticipated. In 2013/14, 35.36% of all service users receiving personal care were in permanent care. Investigations suggest that small annual increases relate to fewer people leaving long term care as opposed to more going in to permanent care.

Outcome	No. of Indicators	Local Performance Trend				Comparison against National Average			
		Improving 	No change	Worsening 	Not available	No. of comparable indicators	Above national average >	Same as national average	Below national average <
A growing and diverse economy (Key Action - 89% complete)									
Moray Economic Strategy – A more prosperous and fairer Moray with a strong, more competitive and more diverse business base (Milestones – 100% complete)	17	9		7	1	10	5		5
Transport and Infrastructure – Transport provision in Moray is more sustainable and equitable in meeting users needs with an infrastructure that supports a more competitive and diverse economy (Milestones – 100% complete)	7								
Housing / Homelessness – There is sufficient good quality, affordable housing available to meet the needs of people living in or requiring housing in Moray (Milestones – 90% complete)	5	1	1	3		1			1
Carbon Management – Our local people live in an attractive natural and built environment that is sustainable and enhanced for future generations through efficient use of resources, mitigating the effects of climate change and reduced carbon emissions (Milestones – 80% complete)	4	2		2		3	2		1
Broadband and Mobile - Moray residents and businesses benefit from the same standard of Next Generation Broadband and Mobile coverage as the rest of Scotland (Milestones – 77% complete)	1				1				
<p>Summary:</p> <p>Statistics report that in Moray, there was a slight annual increase in the percentage of working age population to 62.8% in 2013/14, slightly below the national average of 65.1%; for the same period the employment rate (16-64) increased to 79.1%, notably above the national average rate of 71.5%. In Moray, healthy rates of employment are balanced with below average wages; the average salary in 2013/14 was £27,778, below the Scottish average of £31, 598. Similarly, 2013 median gross weekly full time earnings for those residing in Moray increased slightly to £449.20, this equated to 88% of the national median of £508. Further analysis reveals that median weekly full time earnings for women at £358.90 were much lower than men £512.50 and that of the national average for women, £453. In terms of new business, the Committee of Scottish Bankers reported a continued drop in the number of new businesses opening an account at a Scottish bank, albeit the reduction of 6% from last year to this was less than the 16% drop nationally. Locally, Moray Business Gateway continues to increasingly provide assistance and support to new businesses in Moray. The implementation of Moray Economic Strategy and the Community Planning Partnership's 10 year plan aims to address the issues of lower than average wage by encouraging new business to ensure a more prosperous and fairer Moray with a strong, more competitive and diverse business base.</p> <p>As at March 2014, 43% (£3.210m) of Moray's Scottish Government funding allocation for 2012-15 Affordable Housing Programme has been drawn down. The three year programme to March 2015 will deliver a total of 182 houses. Projects proving 109 houses were on site as at March 2014. It is anticipated that all the allocation will be spent by March 2015 making a significant contribution in contributing to good quality, affordable housing in Moray.</p> <p>In August 2014, consultants provided a report on alternative options for the treatment of residual waste which will be taken forward through a working group to include representatives from Aberdeenshire and Aberdeen City Councils. New fortnightly domestic waste / recycling service to urban areas and new recycling services to trade waste customers were implemented contributing to the improvement in the percentage of municipal waste recycled or composted from 52.7% in 2012/13 to 57.7% in 2013/14, exceeding the Scottish</p>									

Government target of 50%. Results published by the Department of Energy and Climate Change report that in 2012 the CO₂ emissions within the scope of influence of Local Authorities increased by one tonne to 9.8 tonnes, above the national average of 6.8 tonnes. There has been some slippage against developing a Community Planning Partnership strategy for managing resources and carbon emissions; the Communities and Sustainability Group met in September and November 2014 and has formed the basis of an action plan around behavioural change and reducing energy consumption but have sought specialist input from consultants in terms of innovative solutions to reducing energy consumption across the Council and Community Planning Partners. Addressing carbon management will ensure the efficient use of resources to mitigate the effects of climate change and reduce carbon emissions.



Outcome	No. of Indicators	Local Performance Trend				Comparison against National Average			
		Improving 	No change	Worsening 	Not available	No. of comparable indicators	Above national average >	Same as national average	Below national average <
Employability and Employment Skills (Key Action - 100% complete)									
Positive Destinations – Support all our young people into positive and sustained destinations (Milestones – 100% complete)	10	7		3		8	6		2
Opportunities for All – Quarterly report provided to Scottish Government based on Opportunity for All (Milestones – 100% complete)	1	1					1		1
Community Learning and Development – More of our residents have the skills needed for employment (Milestones – 100% complete)	3	3				2	1		1

Summary:

School leaver data for 2012/13 largely shows a positive picture for Moray with an increasing rate of leavers in a positive destination at both initial survey (3 months after leaving school) and follow up survey (9 months after leaving school); percentages increased to 94.1% and 92.4% respectively in Moray compared to national averages of 91.4% and 90%. Of particular note was the increase of school leavers entering full-time Higher Education, up by 3.6% on the previous year to 38% and above the national average of 36.5%. The percentage entering Further Education (FE) was up marginally to 27.5%, slightly below the national average at 27.8%; percentage entering employment fell for the second year in a row to 26.3%, however remained above the national figure of 20.4%; and the proportion entering training fell to 1% and continued to be well below the national average of 5%. The percentage of looked after school leavers in a positive destination at initial survey fell slightly in 2012/13 to 77%, this was above the national average of 75%; while the percentage of looked after school leavers in a positive destination at follow up survey increased to 82% in 2012/13, well above the national average of 60%. The overall positive results in leaver destinations can be linked to the significant partnership work that has been done around supporting young people into positive and sustained destination, including closer analysis and tracking of leavers, reviewing suitability of destinations in particular FE, exploring engagement opportunities with partner agencies such as Social Care and NHS- in particular for those who are or are likely to become unemployed, and closer working with the 16+ initiative.

As part of Opportunities for All initiative all secondary schools are working closer with Skills Development Scotland and training providers to identify those at risk of a negative destination post school, ensuring all are offered an opportunity of post school activity or training. Of those who are entering an activity agreement an increasing number are going on to a positive destination with 65% of leavers moving onto another positive destination (2013/14), nationally the average rate was 68%.

The percentage of those with a degree level qualification in employment (aged 25-64) in Moray increased for the third year in a row, increasing to 19.4%, however this is still well below the national average of 31.1%. The proportion of the population (aged 16 to 64) with low (SCQF level 4 or below) or no qualifications continued to decrease, with 10.8% of the Moray population in that category (2013) compared to a national figure of 12.6%. The percentage of school leavers who have entered transitional employability programmes that have progressed to a positive destination increased from 79% to 88%. With the finalisation of the Moray Lifelong Learning Strategy during the year there will be increased focus on increasing the quality of learning provision in Moray, ensuring all have access to learning and development opportunities and increasing their learning, skills and employment chances.

Outcome	No. of Indicators	Local Performance Trend				Comparison against National Average			
		Improving 	No change	Worsening 	Not available	No. of comparable indicators	Above national average >	Same as national average	Below national average <
Safer Communities (Key Action - 97% complete)									
Child protection – Child protection services in Moray will improve (Milestones – 100% complete)	9	2	1	6					
Living in safer communities – The quality of life of everyone who lives in, works in and visits the area will improve by working together to provide a safer environment	9	3		6		2	2		
Reducing reoffending – prevent crime, antisocial behaviour and offending to deliver better outcomes for individuals and communities (Milestones – 100% complete)	4	4				2	2		
Fuel poverty – People live in housing that they can afford to heat	4	3			1	3	2		1
Adult protection (Milestones – 100% complete)	3				3				

Summary:

In April 2013 the Moray Child Protection Committee (MCPC) was established taking over the role previously provided by the North East Scotland Child Protection Committee (NESPCPC). The multi-agency group is responsible for ensuring that their agencies, individually and collectively, work to protect children and young people as effectively as possible. The MCPC is the primary strategic mechanism for inter agency child protection work in the area, the committee meet four times a year to review the progress of the implementation plan and other strategic level plans. The implementation plan was approved in July 2013, outcomes achieved in the plan during the year include: improved communication, planning and assessment processes with the establishment of the Moray Child Protection Coordinating Group; increased awareness through revised CPC webpages; increased knowledge of child exploitation and sexting guidelines / trafficking and forced marriage / child neglect.

Supporting indicators show initial case conferences are increasingly being held within planned timescales; overall agency attendances have remained relatively high however where individual agencies are not attending this is now being flagged up; the number of child re-registrations on the child protection register fell for the second year in a row. The rate per thousand of child population subject to compulsory measures of supervision or care, and looked after and accommodated by the local authority have both increased slightly in the year, however remain within locally set target levels.

The new community safety strategy is an integral part of the Public Protection Partnership, the live document is being implemented through a coordinating group involving all partners which reviews performance and develops targeted interventions based on intelligence and evidence based reporting. Performance indicators show that the number of noise complaints rose slightly from the previous year to 1,170 and above the local target of 1,060; recorded numbers of serious and common assaults increased by 60 to 1,003 in the year – although the number of serious assaults actually fell from 36 to 19 however common assaults increased from 907 to 984; the number of domestic abuse incidences and repeat incidences both increased to 657 and 415 respectively, while not encouraging this may be a reflection of several high profile action days undertaken by Scotland and partner agencies for Domestic Abuse. During the year 230 children and young people were diverted to the Early Intervention Officer, with referrals being received through a number of agencies including Social Work, Education, Police, Community Wardens. The number of home accidental dwelling fires resulting in death or casualties reduced in 2013/14 from 19 to 15, no fatalities were recorded; however the number of people killed or seriously injured in road collisions increased sharply after four years of reductions, with 47 collisions (4 fatalities and 43 serious injuries) recorded in 2013/14 compared to 31 the previous year.

The rate of crimes and offences recorded by police per 10,000 population fell in 2012/13 to 845, compared to the previous year's rate of 1,035 and well below the national rate of 1,537. Reconviction rates are also down on the previous year, with the Moray reconviction frequency rate down by 0.03 to 0.52, which is below the national rate of 0.53. As part of the recommendations set out in the Scottish Government's Commission on Women Offenders, the Moray Connect (Employability) Project was established and is delivering a structured, offence focused, supervision programme for women offenders. Moray Integrated Drug and Alcohol Services has also co-located with Criminal Justice Social Work allowing improved access to key services for women who offend.

As part of the Moray Home Energy Efficiency Programme Scotland (HEEPS), commitment was made for 507 fuel poor households to have energy efficiency measures installed in 2013/14, with further funding secured from Scottish Government (£992k) to continue the HEEPS programme in 2014/15. Council housing stock meeting the Scottish Housing Quality Standard (SHQS) for energy efficiency increased to 94.3% (2012/13) compared to a national figure of 88.8%, while the proportion of households in fuel poverty reduced slightly in 2011 to 33% - further reduction in fuel poverty households anticipated through the assistance of Moray HEEPS.

The Adult Protection Unit was established in 2008 and is about to begin the second review of the Moray Adult Protection policy. As part of the policy a training strategy is in place to ensure relevant staff across partner agencies has up to date and relevant adult protection training and knowledge of current legislation.

Single Outcome Agreement 2013/14 - Performance Indicator and Milestone Tables



1. Healthier Citizens


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




1. Healthier Citizens



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

Milestone	Milestone Due Date	Milestone Note	Progress
Develop Active for Life (Community Care) small grants programme promoting physical activity amongst older people; provide seed-funding and support to establish new community projects	31-Mar-2014	Small grants programme launched early 2013. Seed funding provided to successful applicants promoting physical activity amongst older people in the community. Whilst many of the applications did not meet the funding criteria, the process did identify a range of practical and support needs for existing groups to support in other ways. One of the new projects is self-sustaining and attracts a membership of 30+ on a regular basis.	100%
Development of Moray Food Education Strategy and Delivery Plan	31-Dec-2013	A Moray Food Strategy has been developed and will be piloted in one ASG in 2014. Funding to support this has been received from Education Scotland. The next step is to share this strategy with secondary Principal Teachers of Home Economics so it can aid transition arrangements from primary to secondary schools.	75%
Establishment of Moray (community) Food Network promoting food and health in Moray	31-Mar-2014	Moray Community Food Network established. Moray Community Health & Social Care Partnership health improvement officers supporting via steering group representation. Long term sustainability of network being explored.	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Completion rates for child healthy weight interventions programme over the three years ending March 2014	N/A	N/A	N/A	451	1,156		1,556	Data is for Grampian. Target 2011/14 for Grampian 1,556. Cumulative result. <i>Source: HEAT Target</i>		Local Indicator
Rate of adult obesity in Moray per 100 of the total population of Moray GP practices	9.55	10.06	10.55	10.94	11.38			Increased nationally from 7.02 (2008/09) to 8.63 (2011/12) to 8.77 (2012/13) (per 100 of the total population of Scottish GP practices. Published June. <i>Source: Quality Outcomes Framework (QOF)</i>		<



Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Proportion of men and women overweight (BMI 25–30) (National Obesity Route Map – Long Term Indicator available at Health Board)	N/A	N/A	N/A	66.8%	N/A	September 2014		The data for Health Board comparisons is from the combined 2008-2011 Scottish Health Surveys. In 2008, the survey was designed to allow analysis at Health Board level based on four years of combined data. Grampian 66.8% overweight (Male 70.2% Female 63.4%). Nationally 64.6% overweight (Male 68.2% Female 61.1%). <i>Source: Scottish Health Survey</i>	N/A	<
Proportion of men and women obese (BMI 30 and over) (National Obesity Route Map – Long Term Indicator available at Health Board)	N/A	N/A	N/A	28.8%	N/A	September 2014		The data for Health Board comparisons is from the combined 2008-2011 Scottish Health Surveys. In 2008, the survey was designed to allow analysis at Health Board level based on four years of combined data. Grampian 28.8% overweight (Male 28.9% Female 28.7%). Nationally 27.4% overweight (Male 27.0% Female 27.8%). <i>Source: Scottish Health Survey</i>	N/A	<
Proportion of adults meeting physical activity guidelines (National Obesity Route Map – Intermediate Term Indicator available at Health Board from 2012)	N/A	N/A	N/A	39%	N/A	September 2014		The data for Health Board comparisons is from the combined 2008-2011 Scottish Health Surveys. In 2008, the survey was designed to allow analysis at Health Board level based on four years of combined data. Grampian 39% (Male 45% Female 34%). Nationally 38% (Male 45% Female 33%). <i>Source: Scottish Health Survey</i>	N/A	<
Prevalence of type 2 diabetes in Scottish population (National Obesity Route Map – Long Term Indicator available at Health Board from 2009)	N/A	N/A	N/A	2.9%	4%			The NHS Grampian age/sex standardised prevalence for Type 2 diabetes in 2012 was 4.0% with 22,037 registered cases. The national average figure was 4.3%. <i>Source: ScotPHO Scottish Diabetes Survey 2012</i>		>

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Percentage of adults who have taken part in a sporting activity in the last 12 months (excluding walking)	N/A	55.2%	N/A	54%	N/A	December 2014	56%	Sports participation figures (2012) show that 54% of Moray adults took part in some form of sporting activity in the last four weeks (excluding walking) slightly down on 55.2% recorded in 2009/010. Nationally 51% reported to have taken part in a sporting activity in the last 12 months. <i>Annual reporting – 2013 due to be December 2014 Source: SHS</i>		>
% of children's journeys to school by cycling/walking	61.1%	61.8%	57.9%	58.9%	54.7%	57.2%	60%	Data from the annual Sustrans Hands Up Survey. There has been a decrease of 4.2% from last year; this is largely due to a drop of 3.2% in the proportion of children walking to school. Moray is now below the national average, 57.4%. (Modes counted include Walk, Cycle, Scooter/Skate and Park & Stride) <i>Source: Sustrans Hands up Survey</i>		<
% of active travel journeys to work	N/A	25.9%	N/A	N/A	24.8%		28%	The percentage of adults actively travelling to work (bus, train, walking and cycling) fell from 25.9% (2009/10) to 24.8% in 2012/13. The Moray figure is below the national average of 30.4% which has remained relatively static since 2009/10. <i>Source: SNS</i>		<

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Estimated percentage of children with a healthy weight in primary 1 (Clinical)	N/A	84.6%	82.8%	82.4%	84.3%	April 2015		Of the 928 primary 1 pupils in Moray schools (2012/13) 84.3% were a healthy weight. This is up 1.9% from the previous year's primary 1's. Nationally 85.1% of primary 1's were of a healthy weight. Underweight 0.5% Healthy Weight 84.3% Overweight 9.6% (down from 10.8%) Obese 3.2% (down from 3.9%) Severely Obese 2.4% (down from 2.9%) <i>2013/14 figures due to be published April 2015 Source: ISD Scotland</i>		<
Proportion of new-born children exclusively breast-fed at 6-8 weeks	N/A	33.3%	31.8%	28.9%	29.8%	October 2014	41.2%	The proportion of new born children exclusively breast fed at 6-8 weeks in Moray rose slightly from 28.9% (2011/12) to 29.8% in 2012/13. Moray remains behind the NHS Grampian rate (32.3%), although is above the Scotland average of 26.2%. The NHS Grampian figure rose from 31.8% the previous year whereas the Scotland rate remained static. <i>Data for 2013/14 available October 2014 Source: ISD Scotland</i>		>



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

Milestone	Milestone Due Date	Milestone Note	Progress
Implementation of the NHS Grampian Tobacco Control Strategy Action Plan 2012/14	31-Mar-2014	<p>NHS Grampian Tobacco Control Strategy 2020 and Action Plan 2012-14; the aim of the Strategy is to reduce the number of people who smoke in Grampian with a clear focus on Prevention, Protection and Cessation. The Action Plan is intended to support staff in NHS Grampian and Community Planning Partners in implementing and supporting the Tobacco Control Strategy 2020. The Action Plan outlines a series of work streams, which will be evaluated against defined milestones and the national framework and results chain for tobacco control.</p> <p>The Moray CPP Local Tobacco Alliance was re-convened in the spring 2013, the Alliance has a key co-ordinating and decision-making role on the use of tobacco resources, as informed by evidence; representation includes Trading Standards, Education and Public Health. The Local Tobacco Alliance has completed the following key tasks to enable the implementation of the aforementioned strategy and action plan: stakeholder analysis, vision, outcomes and indicators, terms of reference and structure, action planning and evaluation, monitoring and reporting.</p> <p>There are a number of local tobacco control inputs in place, which directly respond to the NHS Grampian Strategy and Action Plan e.g Kick Butt Smoking Prevention Programme for School Aged Children (P6/7 upwards) and Smoke Free Homes.</p> <ul style="list-style-type: none"> • The Local Tobacco Alliance has reported its progress on the NHS Grampian Tobacco Control Strategy 2020 in November 2013 • The Moray sector has achieved its target for the NHS Grampian smoking cessation HEAT target. • A smoking cessation pathway to support pregnant mothers is fully operational. • The TMC Fostering and Adoption Smoking Policy is currently under review. • As per ScotPHO Health and Wellbeing Profile for Moray smoking prevalence of adult population (>16 years) has reduced from 28.8% to 22.9%. • A draft Local Tobacco Alliance Action Plan 2014-15 has been completed; the plan identifies and confirms current and future inputs to prevention, protection and cessation in Moray. 	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Smoking Prevalence of adults (16+)	N/A	28.2%	N/A	22.9%	N/A	December 2014	22%	Based on 2012 Scottish Householder Survey results: Question – Do you smoke cigarettes nowadays? Moray – Yes 22.9% No 77.1% (Base 240) Scotland – Yes 22.9% No 77.1% (Base 9,890) <i>2013 data due to be published December 2014</i> <i>Source: Scottish Household Survey</i>		Same
Smoking prevalence of adults (16+) SIMD 15% most deprived	N/A	30%	N/A	N/A	N/A	December 2014		2012 data has been suppressed as the base figure is so low. The figure for Scotland was 23% for those adults in the SIMD 20% most deprived. <i>2013 data due to be published December 2014.</i> <i>Source: Scottish Household Survey</i>	N/A	<
Reduction in smoking 13 and 15 year olds	N/A	N/A	8%	N/A	N/A	November 2014		Reduction in 'regular smokers' aged 13/15 years old from 13% (2006) to 8% (2010). Increase in 13/15 year olds never smoked from 55% (2006) to 66% (2010). National average is 8% of 13/15 year olds classed as 'regular smokers'. <i>The 2013 survey has been completed and results are due to be published in November 2014.</i> <i>Source: SALSUS</i>		Same

1. Healthier Citizens
1.3 Sexual health and blood borne viruses – Fewer newly acquired blood borne viruses and sexually transmitted infections; fewer unintended pregnancies





Milestone	Milestone Due Date	Milestone Note	Progress
Review and implement the Moray Sexual Health and Blood Borne Viruses Network and delivery plan	31-Jul-2013	<ul style="list-style-type: none"> • Moray Sexual Health and BBV Network established. • Terms of Reference established. • Multi-agency sprint audit completed, gaps identified. • Local delivery plan developed, management and performance infrastructure in place, actions directly respond to gaps identified via multi-agency sprint audit and include; co-ordination of multi-agency training, co-ordination of a bespoke health and wellbeing programme for After Through Care client cohort, development and implementation of Health Hub model in ASG` s. 	100%
Review and implement the Moray Sexual Health and Blood Borne Viruses Strategy Group and delivery plan	30-Sep-2013	<ul style="list-style-type: none"> • Moray Sexual Health and BBV Network established. • Terms of Reference established. • Multi-agency sprint audit completed, gaps identified. • Local delivery plan developed, management and performance infrastructure in place, actions directly respond to gaps identified via multi-agency sprint audit and include; co-ordination of multi-agency training, co-ordination of a bespoke health and wellbeing programme for After Through Care client cohort, development and implementation of Health Hub model in ASG` s. 	100%
Review sexual health needs and issues of looked after children/leaving care and of those supporting LAC and implement a programme of training and resource support to carers, staff	31-Dec-2013	<p>Review of needs and issues undertaken at Corporate Parenting / LAC Health planning group. Formal consultation with Look After and Accommodated Children (LAAC) began on 7th November to develop a 12 week health and well being programme. This involved a pre-identified group of young people who are being supported by the Through Care and After Care team. Core training programme for foster carers inc SH & BBV in development and to be delivered. Linking with Moray Sexual Health & BBV Multi-Agency Group and the SH & BBV plan for Moray.</p> <p>Cohort of Foster Carers have been recruited to participate in a training programme on sexual health, so to educate, update and support them within their respective carer role and responsibilities.</p> <p>An After Through Care Pilot Project has been co-ordinated and completed with a focus on supporting vulnerable young people to make informed decisions on health and wellbeing (this includes sexual health and Blood Borne Viruses - BBV), an evaluation report is available.</p> <p>The Moray CPP Children and Young People’s Partnership have recently approved the formal review of TMC Corporate Parenting Strategy.</p> <p>A local sexual health and BBV campaign is planned with an aim to raise public awareness on safe methods of contraception and Hepatitis B and C.</p> <p>A local charity event is planned for 10th May, organisers have requested specific information and resources on BBV` s to be made available to members of the public.</p>	100%




Short Name	2006/08	2007/09	2008/10	2009/11	2010/12	2011/13	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Teenage pregnancies aged under 16, rate per 1,000 women aged 13-15	6.1	5.6	5.5	5.6	5.3	June 2015		Figures taken over a 3 year average (2010-2012). In Moray the rate of teenage pregnancies (under 16) for the period 2010 to 2012 decreased slightly to 5.3 per 1,000. The Moray rate remains above that of Grampian (4.1) but below that of the Scottish average (6.1). <i>Source: ISD</i>		>
Teenage pregnancies aged under 18, rate per 1,000 women aged 15-17	34.3	32.9	31.4	27.5	24.5	June 2015		Figures taken over a 3 year average (2010-2012). In Moray the rate of teenage pregnancies (under 18) for the period 2010 to 2012 fell to 24.5 per 1,000. The Moray rate is below that of Grampian (25.2) and Scotland as a whole (31.3). <i>Source: SNS</i>		>



1. Healthier Citizens

1.4 Alcohol dependency – Work with partners to reduce the impact of problematic alcohol use, focusing on individuals and families

Milestone	Milestone Due Date	Milestone Note	Progress
Implementation of Moray Alcohol and Drug Partnership Strategy & Delivery Plan	31-Mar-2014	The MADP Strategy and Delivery Plan have now been fully implemented and new arrangements, goals and targets have now been set. The MADP will now work towards the development of a new Strategy to look forward over the next 5 years.	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Number of accused persons involved in Serious Assault while under the influence of alcohol	49	24	34	22	17	14		Number of accused persons involved in serious assault fell for the second year in a row to 17, a reduction of 50% from 2010/11 <i>Source: MADP</i>		Local Indicator
Number of accused persons involved in Common Assault while under the influence of alcohol	370	389	314	249	294	528		The number of accused involved in common assault while under the influence of alcohol increased from 294 to 528, representing an 80% rise. <i>Source: MADP</i>		Local Indicator
% of service users receiving a first treatment appointment within 3 weeks of referral	N/A	N/A	N/A	N/A	96.5%	100%	100%	New service indicator from 2012/13. <i>Source: Moray Council Performance Monitoring Statements</i>		Local Indicator
All users of the service will be performance managed using Outcomes Star	N/A	N/A	N/A	N/A	N/A	100%		<i>Source: MADP</i>	N/A	Local Indicator
Deaths per 100,000 population from alcohol related disease	29.6	27.4	20.5	20.4	22.6	May 2015		Moray deaths due to alcohol related disease (per 100,000) increased from 20.4 (2011) to 22.6 (2012), above the Scottish average of 21.2. <i>2013 data due to be published May 2015 Source: ScotPHO</i>		<

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Rate of general acute inpatient discharges with an alcohol-related diagnosis in any position	604	528	460	528	420	May 2015		In Moray there were a total of 386 general acute inpatient and day case discharges with an alcohol-related diagnosis in 2012/13, a decrease of 105 from the previous year. This calculates as a rate of 420 (per 100,000 pop'n). Nationally the rate was 693 , with 35,914 discharges recorded in the year. <i>2013/14 due to be published May 2015 Source: ISD Scotland</i>		>
Proportion of general acute inpatient discharges with an alcohol-related diagnosis in any position, with a diagnosis of alcohol dependence	20.7%	20.3%	25.8%	28.1%	19.9%	May 2015		The number diagnosed with Alcohol Dependence reduced from 138 to 77. This equates to 19.9% of the overall discharges, a reduction from 5.9% from 2011/12. The percentage of discharges with Alcohol Dependence in Moray has narrowed the gap to the Scottish average (14.4%). <i>2013/14 due to be published May 2015 Source: ISD Scotland</i>		<
Number of screenings using the setting-appropriate screening tool and appropriate alcohol brief intervention, in line with SIGN 74 guidelines	35	306	1,399	815	N/A	N/A		815 Alcohol Brief Interventions (ABI's) were carried out in Moray in 2011/12, 88% of the 925 target. Overall in Grampian 8,682 ABI's were carried out in the same period, exceeding the target of 6,054. In Scotland 97,830 ABI's were carried out in 2011/12, again significantly exceeding the target of 61,081. Data for NHS Board shows that, Grampian in 2012/13 achieved 8,282 137% of target and in 2013/14 7,301 121% of target was achieved. <i>Data for 2012/13 available June 2014 Source: ISD Scotland</i>		N/A


Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Alcohol related adult offending in all crime categories – crimes recorded	2,519	1,972	1,363	1,994	2,431	2,225		After two years in a row of increases in alcohol related adult offending in there was a reduction in 2013/14 of 206 to 2,225 recorded crimes. <i>Source: MADP</i>		Local Indicator
Alcohol related juvenile offending in all crime categories – crimes recorded	71	76	62	72	62	26		A marked reduction in alcohol related juvenile offences in 2013/14, down from 62 (2012/13) to 26 this year. <i>Source: MADP</i>		Local Indicator
No. of incidents of Domestic Abuse involving alcohol	n/a	439	558	583	515	368		The number of alcohol related domestic abuse (recorded crimes) fell for the second year, with a 29% reduction in 2013/14. <i>Source: MADP</i>		Local Indicator

1. Healthier Citizens

1.5 Mental health and wellbeing – The mental health of Moray citizens will improve

Milestone	Milestone Due Date	Milestone Note	Progress
Develop and implement Primary Care Mental Health Pilot Project, monitoring and evaluation infrastructures	30-Sep-2013	<ul style="list-style-type: none"> Stress Control has been rolled out across Moray e.g. Keith Forres Buckie and Elgin, average number of attendees 10, service user satisfaction questionnaires reported very positive ratings, that participants enjoyed and valued the course. Stress control is a 6 week CBT self help course open to members of the public aged 18 and over who feel they may benefit from stress management. The course aims to provide attendees with the knowledge and practical skills they need to help manage their stress and associated problems such as anxiety, depression, panic, low self confidence and poor sleep. The Guided Self Help (GSH) clinic has been active since June 2013. To date the number of referrals is 78. The Clinic offers a brief course of supported self help sessions to people 16 years and over (if still at school individuals should be referred to CAMH service), experiencing mild or moderate depression, anxiety and other common mental health problems. Access to GSH Clinic is via GP referral. The Primary Care Mental Health Pilot has also provided input to the following local initiatives and programmes; Weight Management Programmes for NHS staff, SMARTT Health Programme and "My Mood Matter" training, "My Mood Matters" is a 6 week CBT based group intervention for low mood and depression. 	100%

Milestone	Milestone Due Date	Milestone Note	Progress
Implement Institute of Research and Innovation in the Social Service (IRISS) co-production 'Pilotlight' project developing self-directed support for those with mental health problems	31-Dec-2013	IRISS co-production project completed. Project evaluated very positively. Report and resources from the process now informing access to Self-Directed Support for Mental Health.	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Reduce suicide rates by 20% by 2013 (20% Reduction or more on 2002 baseline)	33%	-13%	-40%	-6.7%	-40%	-13%	20%	For 2002 there were 15 suicides, a 20% reduction would provide a target of 12 suicides or less. In 2008 there were 10 suicides, 17 in 2009, 21 in 2010, and 16 in 2011. A new action plan was created after the 2011 result and in 2012 the number of suicides increased to 21. The number has fallen in 2013 to 17, 13% above the 2002 number. The Scottish figure in 2002 was 899, this has fallen to 746 in 2013 (old coding rules) which represents a 17% reduction. Annual PI. (Source: National Records of Scotland published in 2nd week in August Annually)		Local Indicator
Percentage of service users receiving referral to treatment from specialist Child and Adolescent Mental Health Services (CAMHS) within 26 weeks	N/A	N/A	N/A	N/A	92%		100	Moray Child and Adolescent Mental Health Services (CAMHS) had 55 patients waiting more than 26 weeks on 1st April 2012. The introduction of Choice and Partnership approach (CAPA) has allowed the Moray CAMHS team to meet the 26 week target and work below trajectory for most of the 2013 target. Target will be moving to 18 weeks for 2014/15.	N/A	Local Indicator


2. Ambitious and confident children and young people





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

2. Ambitious and confident children and young people

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

Milestone	Milestone Due Date	Milestone Note	Progress
Develop and implement new structure to include Early Engagement and Early Intervention teams to include performance indicators in accordance with new structure for reporting from April 2014	31-Mar-2014	New structure in place, performance indicators reviewed and regularly reported to Children & young people’s Service Committee as part of the overall Education and Social Care Performance Report.	100%
Prepare Integrated Children’s Services Plan 2013-2016	30-Nov-2013	Integrated Children’s Services Plan has been developed and was launched on 28 Jan 2014 after final approval by the Community Planning Partnership.	100%






Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Average tariff scores by looked after children (school leavers)	N/A	N/A	37	116 (3 year average)	117 (4 year average)	June 2015		Number of Moray LAC school leavers too small to be reported by individual year, however average tariff score from 2009/10 to 2012/13 was 117 against a Scottish figure of 86. Moray had the seventh highest average tariff score in Scotland for the period. <i>Source: Scottish Government Education Outcomes Looked After Children 2012-13 - Additional Tables</i>		>



Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Percentage attendance by looked after children	N/A	91.6%	90%	89.9%	90.8%	June 2015		In 2012/13 percentage attendance in Moray was 90.8%, against a national average score of 89.5%. <i>2013/14 National data will be published in June 2015</i> <i>Source: Scottish Government: Educational Outcomes for Scotland's Looked After Children</i>		>
Cases of exclusions per 1,000 pupils who were looked after	N/A	333	257	N/A	N/A	N/A		In 2009/10, cases of exclusion per 1,000 pupils in Moray were 333 against a national average of 365; in 2010/11 result in Moray was 257 against 326 nationally. 2012/13 results 209 nationally, results at local authority level no longer published. <i>Source: Scottish Government: Educational Outcomes for Scotland's Looked After Children published biennially 2012/13 data due June 2014</i> <i>Publication no longer includes exclusions per 1,000 pupils at Local Authority level.</i>		>
% Looked After and Accommodated Children and Young People showing evidence of progress at Review.	N/A	65.6%	74.63%	80.5%	79.25%	69.38%	78%			Local Indicator
% services users, overall, showing evidence of progress	N/A	70%	74%	71.5%	73.25%	71%	78%			Local Indicator

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

Milestone	Milestone Due Date	Milestone Note	Progress
Co-ordination and delivery of 2 targeted briefing sessions for Elected Members and Community Planning Partnership Heads of Service and 6 Moray Early Years Collaborative Workshops.	31-Mar-2014	The Moray CPP Early Years Collaborative formally reports to the Community Planning Board and Children and Young People's Partnership on a regular basis; <ul style="list-style-type: none"> • Provides bi- monthly briefings to TMC Chief Executive; • Provides Bi-monthly Moray Early Years Collaborative update reports to the NHS Grampian Early Years Leadership Group and Patient Safety Executive Board; Five bespoke Moray Early Years Collaborative workshops have been delivered with no less	100%


		<p>than 30 early years practitioners and managers in attendance. A high profile Moray CPP EYC took place on the 7th February 2014, Chair and Speakers secured from Regional, International, National and SG positions, over 80 delegates attended.</p>	
<p>Co-ordination of tailored training delivered by CELCIS on child and adolescent development, attachment and principles of parenting and family therapy to 200 Community Planning Partnership personnel with a defined early years role.</p>	<p>31-Dec-2013</p>	<ul style="list-style-type: none"> • Training co-ordinated, one day and three day training programmes made available to multi-agency early years workforce. • One day programme: Why Understanding Attachment Matters; this multi-agency one day course looks at the development of attachment theory, types of attachment and factors that can affect the formation of a secure `enough` attachment. The links between attachment and resilience are also outlined. • Three day programme: Understanding and Working with the Impact of Attachment Experiences, Parenting Style, Trauma and Loss on Child Development and Behaviour; this three day course provides multi-agency practitioners with additional knowledge, understanding and skills in working and caring for vulnerable children and their families. 	<p>100%</p>
<p>Implementation of no less than 5 `tests of change` per Early Years Collaborative `workstream` `stretch aims`.</p>	<p>31-Mar-2014</p>	<p>Workstream 1 Conception – 1yr; currently 5 small tests of change, with a focus on food access, food skills, weaning, early communication, attachment, Bonding and parenting. Workstream 2 1 yr – 27-30 months; currently 1 small test of change, with a focus on early communication, attachment and parenting. Workstream 3 27-30 months – pre-school entry; currently 5 small tests of change, with a focus on partnership working, communication, parenting, early identification of children with ASN`s.</p> <ul style="list-style-type: none"> • A recent national directive (Jan 2014) has been received by CPP EYC`s, requesting that small tests of change now focus on key themes so to secure breakthrough improvement in the early years agenda: <ul style="list-style-type: none"> <input type="checkbox"/> Workforce Development <input type="checkbox"/> Improving Access to Maternity Services <input type="checkbox"/> Nutritional Interventions <input type="checkbox"/> Income Maximisation for Young Families <p>In response to the aforementioned directive an executive decision has been made that locally we focus on four small tests of change per workstream.</p>	<p>100%</p>
<p>Review and update Moray Early Years Profile identification of 5 key priority areas to inform the Moray Early Years Collaborative Strategic Framework and supporting Delivery Plan 2013-14.</p>	<p>31-Aug-2013</p>	<ul style="list-style-type: none"> • Moray Early Years Profile reviewed and updated, profile includes CPP early years intelligence and provides a mechanism to identify priority areas and aids to monitor and evaluate areas of improvement. The Profile will be reviewed and updated on an annual basis. • 5 key priority areas identified; <ul style="list-style-type: none"> <input type="checkbox"/> Accidents in the home (due to burns/scalds/foreign bodies/head injuries/overdoses/poisoning, falls) and Road traffic related accidents; <input type="checkbox"/> Childhood Obesity; <input type="checkbox"/> Child protection (including children exposed to domestic violence); <input type="checkbox"/> Children and families residing in access deprived areas; <input type="checkbox"/> Children living in low income households. 	<p>100%</p>



Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Number of children (pre birth to 8) looked after - at home	16	21	33	28	N/A		Data Only		N/A	Local Indicator
Number of children (pre birth to 8) looked after - accommodated	43	53	48	53	N/A		Data Only		N/A	Local Indicator
Children (pre-birth to 8) referred to reporter on care and protection grounds	215	177	135	174	N/A		Data Only	A method to collect data for this new indicator is being developed.		Local Indicator
Percentage of children with dental decay in Primary 1	N/A	30.8%	34%	29.1%	29.4%			There were 29.4% of Primary 1 children in 2012/13 showing signs of dental decay. The Grampian Health Board rate was 29.6% and the national figure was 33.6%. <i>Source: ScotPHO</i>		>
Still birth rates – Early Years Collaborative Workstream 1	6.2	5.3	1.1	2.3	1.1	August 2015		In Moray the still birth rate recorded for 2012/13 was 1.1 per 1,000 births, a decrease from 2.3 in 2011/12. The Scotland average for 2012/13 was 3.6 per 1,000 births. National Target: reduce to 4.3 per 1,000 births by 2015 <i>Source: ISD Scotland</i>		>
Percentage of Children in Families in receipt of Child Tax Credit (less than 60% median income) or Income Support / Job Seekers Allowance	N/A	12.1%	11.8%	N/A	N/A	October 2014		In 2010 Moray had an estimated 11.8% of children in families who were in receipt of Child Tax Credit (earning less than 60% median income) or Income Support / Job Seekers Allowance. This is slightly down on 12.1% in 2009 and is well below the national average of 18.6%. <i>Data to be published October</i> <i>Source: SNS</i>		>
Low weight live singleton birth percentage of live singleton births	2.42%	1.81%	1.38%	1.28%	N/A	October 2015		Figures taken over a 3 year average (2008-2010). In Moray the percentage of low weight live singleton births for the period 2008 to 2010 was 1.38%. The Moray rate is below that of Grampian (1.67%) and Scotland (2.16%). <i>Data to be published October</i> <i>Source: SNS</i>		>





Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Teenage pregnancies aged under 16, rate per 1,000 women aged 13-15	6.1	5.6	5.5	5.6	5.3	June 2015		Figures taken over a 3 year average (2010-2011). In Moray the rate of teenage pregnancies for the period 2010 to 2012 decreased slightly to 5.3 per 1,000. The Moray rate remains above that of Grampian (4.1) but below that of the Scottish average (6.1). <i>Source: ISD</i>		>
Proportion of new-born children exclusively breast-fed at 6-8 weeks	N/A	33.3%	31.8%	28.9%	29.8%	October 2014	41.2%	The proportion of new born children exclusively breast fed at 6-8 weeks in Moray rose slightly from 28.9% (2011/12) to 29.8% in 2012/13. Moray remains behind the NHS Grampian rate (32.3%), although is above the Scotland average of 26.2%. The NHS Grampian figure rose from 31.8% the previous year whereas the Scotland rate remained static. <i>Data for 2013/14 available October 2014</i> <i>Source: ISD Scotland</i>		<





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

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

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Achieve or exceed attainment targets across award categories S4-S6 (11 indicators)	73%	100%	91%	100%	91%	N/A	100%	Local targets achieved against 10 of 11 indicators. S6; 3 or more awards at Level 6 fell just short of target.		Local Indicator
S4 Results: % of pupils attaining Level 3 or better in English and Maths	94%	95%	94%	96%	96%	N/A	95%	Post appeal exam results 2012/13 - S4 - Level 3 or better Eng & Maths Moray - 96% Angus - 97% D&G - 94% Falkirk - 96% Highland - 94% Scottish Borders - 96% National - 95% 4 schools at or above Moray average 4 schools below Moray average. National 3, 4 & 5 replaced standard grade exams in 2013/14.	No change	>
S4 Results: % of pupils attaining 5 or more awards at Level 3 or better	92%	93%	94%	95%	95%	N/A	95%	Post appeal exam results 2012/13 - S4 - 5+ at Level 3 or better Moray - 95% Angus - 96% D&G - 96% Falkirk - 93% Highland - 94% Scottish Borders - 95% National - 95% 5 schools above Moray average 3 schools below Moray average. National 3, 4 & 5 replaced standard grade exams in 2013/14.	No change	Same

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
S4 Results: % of pupils attaining 5 or more awards at Level 4 or better	83%	83%	81%	84%	85%	N/A	84%	Post appeal exam results 2012/13 - S4 - 5+ at Level 4 or better Moray - 85% Angus - 79% D&G - 86% Falkirk - 83% Highland - 85% Scottish Borders - 85% National - 82% 4 schools above Moray average 4 schools below Moray average. National 3, 4 & 5 replaced standard grade exams in 2013/14.		>
S4 Results: % of pupils attaining 5 or more awards at Level 5 or better	40%	37%	37%	40%	40%	N/A	40%	Post appeal exam results 2012/13 - S4 - 5+ at Level 5 or better Moray - 41% Angus - 35% D&G - 44% Falkirk - 39% Highland - 42% Scottish Borders - 47% National - 39% 5 schools above Moray average 3 schools below Moray average. National 3, 4 & 5 replaced standard grade exams in 2013/14.	No change	>
S5 Results: % of pupils attaining 1 or more awards at Level 6 or better	41%	46%	44%	47%	49%	50% (pre-appeal)		Pre appeal exam results 2012/13 - S5 - 1+ at Level 6 or better Moray - 49% Angus - 47% D&G - 47% Falkirk - 49% Highland - 49% Scottish Borders - 49% National - 49%		Same





Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
S5 Results: % of pupils attaining 3 or more awards at Level 6 or better	22%	25%	23%	26%	29%	28% (pre-appeal)		Post appeal exam results 2012/13 - S5 - 3+ at Level 6 or better Moray - 29% Angus - 25% D&G - 28% Falkirk - 27% Highland - 29% Scottish Borders - 31% National - 29%		Same
S5 Results: % of pupils attaining 5 or more awards at Level 6 or better	10%	9%	11%	11%	13%	14% (pre-appeal)		Post appeal exam results 2012/13 - S5 - 5+ at Level 6 or better Moray - 13% Angus - 11% D&G - 13% Falkirk - 13% Highland - 13% Scottish Borders - 13% National - 14%		<
S6 Results: % of pupils attaining 1 or more awards at Level 6 or better	46%	46%	51%	52%	53%	55% (pre-appeal)		Post appeal exam results 2012/13 - S6 - 1+ at Level 6 or better Moray - 53% Angus - 51% D&G - 55% Falkirk - 55% Highland - 57% Scottish Borders - 54% National - 53%		Same
S6 Results: % of pupils attaining 3 or more awards at Level 6 or better	30%	33%	35%	35%	36%	39% (pre-appeal)		Post appeal exam results 2012/13 - S6 - 3+ at Level 6 or better Moray - 36% Angus - 36% D&G - 40% Falkirk - 38% Highland - 40% Scottish Borders - 43% National - 38%		<





Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
S6 Results: % of pupils attaining 5 or more awards at Level 6 or better	18%	20%	22%	24%	24%	27% (pre-appeal)		Post appeal exam results 2012/13 - S6 - 5+ at Level 6 or better Moray - 24% Angus - 25% D&G - 28% Falkirk - 26% Highland - 27% Scottish Borders - 30% National - 27%		<
S6 Results: % of pupils attaining 1 or more awards at Level 7 or better	13%	14%	16%	14%	17%	18% (pre-appeal)		Post appeal exam results 2012/13 - S6 - 1+ at Level 7 or better Moray - 17% Angus - 16% D&G - 19% Falkirk - 17% Highland - 16% Scottish Borders - 18% National - 17%		Same
% remaining in school beyond age 16 in S5	65%	72%	73%	74%	77%	December 2014		The percentage of Moray S4 year group staying on to S5 (post Christmas) increased 3% to 77% in 2011/12. Comparator group rose 2% to 79% in the same period and national average increased by 1% to 78%.		<
% remaining in school beyond age 16 in S6	40%	44%	50%	52%	54%	December 2014		The percentage of Moray S4 year group staying on to S6 increased by 2% to 54% in 2012/13. The national average increased by 3% to 59%.		<

2. Ambitious and confident children and young people

2.4 Achieving our potential – A framework to tackle poverty and income inequality in Scotland

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

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Proportion of school leavers not entering a positive destination (initial)	10.1%	8.9%	11.5%	8.2%	5.6%	December 2014		National average 8.6% (2012/13) <i>Source: Skills Development Scotland</i>		>
Percentage of total population who are income deprived	11.2%	11.6%	11.4%	9.6%	N/A			In the 2012 SIMD data (released December 2012), 9.6% of the Moray population was classed as being income deprived - the equivalent to 8,450 people. Nationally the figure is 13.4% - equivalent to 700,480 people. The SIMD 2012 results are not directly comparable with previous years due to the change in methodology for calculating the low income threshold associated with the tax credit indicator. <i>Source: SIMD data Scottish Government</i>		>
Percentage of Children in Families in receipt of Child Tax Credit (less than 60% median income) or Income Support / Job Seekers Allowance	N/A	12.1%	11.8%	N/A	N/A	October 2014		In 2010 Moray had an estimated 11.8% of children in families who were in receipt of Child Tax Credit (earning less than 60% median income) or Income Support / Job Seekers Allowance. This is slightly down on 12.1% in 2009 and is well below the national average of 18.6%. <i>Source: SNS</i>		>
Homeless households in temporary accommodation as percentage of all households	0.4%	0.5%	0.6%	0%	N/A	N/A		Moray is meeting the target of no homeless households in temporary accommodation at the end of 2011/12. Data no longer collected.		Local Indicator

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
% of households where respondent or partner has a bank, building society or credit union account	N/A	97.6%	N/A	97%	N/A	December 2014		The percentage of Moray households where respondent has a bank, building society or credit union account decreased slightly from 97.6 % (2009/10) to 97% in 2012. Nationally the figure has remained steady at 93%. Figure has changed from biennial to annual. <i>Source: SHS</i>		>
% of households that have some savings	N/A	78.7%	N/A	N/A	N/A	December 2014		The percentage of Moray households that have some savings increased from 56.4% (2007-08) to 78.7% in 2009-10. Nationally there was also an increase from 49.8% to 67.8% over the same period. <i>Source: SHS</i>		>
% of households describing themselves as coping well or very well financially	N/A	60.7%	N/A	51%	N/A	December 2014		The percentage of Moray households describing themselves as coping well or very well financially decreased from 60.7% (2009-10) to 51% in 2012. Nationally there was also a decrease from 49% to 47% over the same period. This was an annual figure published in August 2013 whereas previous results were based on a biennial survey. <i>Source: SHS</i>		>
Percentage of households in Fuel Poverty	29.7%	31.4%	33.7%	33%	N/A	December 2014		The rate of fuel poverty in Moray has decreased slightly from 33.7% in 2008-10 to 33% (equivalent to 13,000 households) in 2009-11. The national rate is 27.8%. Moray ranks as the 9th most fuel deprived local authority by household. <i>Source: SHS / Scottish House Condition Survey</i>		<



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

Local Priority	Due Date	Progress
3.1 Self-directed Support – Clients have more choice, an increasing number take greater control, enabling them to enjoy greater independence through self-directed support	31-Mar-2014	96%
3.2 Reshaping Care for Older People – We will promote a culture of choice, independence and quality with older people, supporting them to share responsibility for leading healthy, fulfilling lives in active communities that value and respect them	31-Mar-2014	100%

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


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






Milestone	Milestone Due Date	Milestone Note	Progress
Agree and implement the Self-Directed Support Implementation Plan for 2013/14	31-Mar-2014	Plan developed, implemented and monitored through SDS steering group	100%
Implement self directed support for children	31-Mar-2014	Feedback and analysis from the 'Self Assessment Questionnaire' and scoring system has been assessed. The 'Resource Allocation System' has been developed from this information. Training in "person-centred planning", the methodology implicit in Self-directed Support, has been delivered to a mixed group of staff and parents. A Strategic Commissioning Framework, incorporating requirements relevant to Self-directed Support has been created. Papers regarding both will be presented to committee in June, with a view to immediate implementation.	90%
Increase the number of adults signed up to self directed support where appropriate	31-Mar-2014	SDS is an integral part of the 3 tier health and social care model (tier 3), for people who have ongoing community care support needs. All 4 options are offered to anyone requiring ongoing support. This is recorded on carefirst, and uptake is monitored through the Community care performance management meeting	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Number of people (over 18) using Direct Payments	43	42	98	103	105	125	115			Local Indicator
Number of people (over 18) securing a personal budget	N/A	N/A	N/A	N/A	79	129	100			Local Indicator

3. Adults living healthier, sustainable independent lives safeguarded from harm
3.2 Reshaping Care for Older People – We will promote a culture of choice, independence and quality with older people, supporting them to share responsibility for leading healthy, fulfilling lives in active communities that value and respect them

Milestone	Milestone Due Date	Milestone Note	Progress
Development and implement plans for each identified work stream – Community capacity building, Frail elderly, Housing, Modernising community services, Dementia, Carers, Embracing technology	31-May-2013	A Joint Commissioning Strategy Group was established to oversee the production of the strategy to identify plans for each of the work streams. This included staff from Moray Council, NHS Grampian, the Voluntary Sector, Private Sector and General Practitioners. The Joint Commissioning Strategy for Older People 2013–2023 has been developed and approved by the Health and Social Care Services Committee on 13 Feb 13. This has now been approved by the NHS Board and is currently being implemented.	100%
Increase the number of service users receiving a reablement service	31-Mar-2014	The reablement service is in the process of being redesigned and a Reablement Manager is in the process of being appointed to further develop the service. Reablement reports are being redeveloped based on a more specific definition of reablement and these will be reported monthly by the reablement team manager to the care at home manager, service managers and head of service. Current reports are being scrutinised on a weekly basis by the management team.	100%
Open a new day service at Seafeld Hospital	31-Mar-2014	A day service is running 3 days a week at Seafield Hospital on a Monday, Tuesday and Thursday with an average of 8 patients attending in the morning and 6 in the afternoon. Discussions are ongoing with the the Moray Council, NHS and Care inspectorate to determine the criteria and eligibility of those able to access the day service before this milestone can be fully completed. Closer links with home from hospital teams to establish a seam free discharge process from hospital with greater patient engagement and ongoing re ablement support once discharged. Service moving to 5 days once current building works completed at the hospital.	100%
Pilot Keith Resource Centre as a Community Hub	31-Mar-2014	Work has been carried out to deregister Keith Resource Centre so it can open as a Community Hub. Waiting for confirmation of the service de registration. Service change now in place.	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
The number of homecare hours provided as a rate per 1,000 population age 65+	491.4	475.9	493.1	512	485.0			The number of people aged 65+ receiving homecare reduced by 5% in 2012/13 as did the number of homecare hours as a rate per 1,000 population just above the national average of 482.0.		>

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
As a proportion of home care clients age 65+, the number receiving: - personal care	84.7%	81.6%	87.2%	88.9%	89.3%			The overall trend for the 4 year period shows an increase in the percentage of homecare clients receiving personal care. The national average in 2012/13 was 93.8%.		<
As a proportion of home care clients age 65+, the number receiving: - a service during evenings/overnight	35.1%	N/A	30.4%	42.2%	43.8%			In the past, Moray's relatively low ranking for providing a service during evenings and weekends was caused by the terms and conditions which were in place for Home Care staff. As of February 2011, these terms and conditions were revised and new rota arrangements were deployed. As anticipated, this has resulted in a significant improvement performance in relation to this indicator. 2012/13 national average 46.8%.		<
As a proportion of home care clients age 65+, the number receiving: - a service at weekends	52.9%	62.4%	65%	72.9%	73.6%			As noted above, the change in the terms and conditions for Home Care staff also related to the level of service provided during weekends. As anticipated, this has also resulted in significantly improved performance in relation to this indicator. 2012/13 national average 79.5%		<
Proportion of service users 65+ in permanent care	N/A	N/A	32.92%	32.93%	33.05%	35.36%	31%	There has been an increase in the last 4 years in the number of those in permanent care, initial investigations indicate the reasons for higher numbers is not that less are going into care but rather fewer people leaving long term care.		Local Indicator
% of people aged 65+ with intensive care needs receiving care at home	N/A	N/A	38.4%	38.6%	39.8%			In Moray the level of people aged 65+ with intensive care needs who are being cared for at home, increased slightly to 39.8% in 2012/13. The Scotland average also increased slightly 34.1%. <i>Source: Local Government Benchmarking Framework</i>		>

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Emergency inpatient bed day rates for people aged 75+	6,176	4,979	4,686	4,447	N/A			Provisional data for 2012/13 available at NHS Board level shows Grampian having had a 9% decrease against a 3% decrease nationally. <i>Source: ISD Scotland (HEAT Target)</i>		>


4. A growing and diverse economy






Local Priority	Due Date	Progress
4.1 Moray Economic Strategy – A more prosperous and fairer Moray with a strong, more competitive and more diverse business base	31-Mar-2014	100%
4.2 Transport and Infrastructure – Transport provision in Moray is more sustainable and equitable in meeting users needs with an infrastructure that supports a more competitive and diverse economy	31-Mar-2014	100%
4.3 Housing / Homelessness – There is sufficient good quality, affordable housing available to meet the needs of people living in or requiring housing in Moray	31-Mar-2014	90%
4.4 Carbon Management – Our local people live in an attractive natural and built environment that is sustainable and enhanced for future generations through efficient use of resources, mitigating the effects of climate change and reduced carbon emissions	31-Mar-2014	80%
4.5 Broadband and Mobile - Moray residents and businesses benefit from the same standard of Next Generation Broadband and Mobile coverage as the rest of Scotland	31-Mar-2014	77%





4. A growing and diverse economy







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

Milestone	Milestone Due Date	Milestone Note	Progress
Implement Moray Economic Strategy	31-Mar-2014	The Moray Economic Strategy is a long range strategy to grow and diversify the local economy. A prioritised Implementation programme was provided to the Moray Economic Partnership in June 2013. Five programme groups have been established to manage the implementation of the strategy: Skills and Training, Tourism and Culture, Development, Transportation, Inward Investment and Business Growth. The programme groups provide a quarterly status update which is distributed to all stakeholders and interested parties including the Council.	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Number of working age population	N/A	N/A	55,690	59,181	58,294	59,269		Mid year estimate for 2013 population aged 16-64. <i>Source: General Register of Scotland</i>		N/A

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Percentage of working age population to total population	N/A	N/A	63.6%	63.3%	62.7%	62.8%		Based on mid year estimates for 2013 (population aged 16-64/total population). National average 65.1% <i>Source: General Register of Scotland</i>		<
Employment Rate (16-64)	79.5%	77.7%	79.5%	78.4%	77.7%	79.1%		79.1% of Moray working age population is in employment compared to the Scotland average of 71.5%. Moray employment rate remains above the national average. Statistics refer to 12 month period April 2013 to March 2014 <i>Source: NOMIS based on the Annual Population Survey (query dataset function)</i>		>
Female employment rate	75.1%	68.5%	72.5%	73%	73.9%	72.8%		Figure of 72.8% is the employment rate of females aged 16-64 between April 2013 and March 2014. National average 2012/13 67.1 to 2013/14 68%. <i>Source: NOMIS based on Annual Population Survey (query dataset function)</i>		>
Youth unemployment rates	12%	14.8%	N/A	11.1%	31%	16.7%		Figure of 16.7% is based on those aged 16-19 from April 2013 to March 2014. National average fell from 28.8% to 27.7% in 2013/14. <i>Source: NOMIS based on the Annual Population Survey (query dataset function)</i>		>
Employment private / public	73.4%	73.8%	73%	77.2%	80.1%	79.2%		The figure of 79.2% is the percentage of employed people working in the private sector between April 2013 and March 2014. National average rose slightly from 73.2% to 73.5% in 2013/14. <i>Source: NOMIS based on the Annual Population Survey (query dataset function)</i>		>

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Average salary per year	£24,686	£26,770	£27,707	£26,172	£27,778	N/A		Average annual salary for full time workers in 2013 was £27,778 which is below the national average of £31,598. <i>Source: NOMIS based on the Annual Population Survey (query dataset function)</i>		<
Average salary per week	£484.20	£517.50	£532.50	£524.20	£529.30	N/A		The average gross weekly pay for full time workers in Moray during 2013 was £529.3 which was below the National average of £600.7.		<
Median gross weekly earnings of full time employees in Moray (residing in area)	£388.60	£405.70	£428.70	£466.00	£442.40	£449.20		2013 median gross weekly full time earnings (residing in area) for Moray was £449.20, 88% of Scottish median (£508.00). Other neighbouring local authorities - Aberdeenshire (£572.30), Aberdeen City (£547.80) and Highland (£477.10). Earnings (Moray) by men remained much higher than women at £512.50 and £358.90 respectively. Women in Moray continue to earn considerably less than the national average, with the national average at £453.00 which equates to Moray women earning 79% of the national average. Men earned 94% of the national average (£546.30). <i>Source: NOMIS based on the Annual Population Survey (query dataset function)</i>		<
Number of modern apprentices	N/A	640	639	643	662	653		There were 653 modern apprentices in training as at 31 March 2014. <i>Source: Skills Development Scotland</i>		N/A

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Number of new businesses in Scottish banks	N/A	267	210	207	190	179		The number of new businesses opening an account at a Scottish bank has fallen year on year since 2009, with 179 new accounts created in 2013 (6% fewer than 2012). Nationally the number has fallen to 11,679, representing a 16% drop from 2012 (13,856). <i>Source: The Committee of Scottish Bankers</i>		N/A
Forecast turnover increase over next 3 years (£million)	N/A	N/A	N/A	£30.6	£27.6	N/A				N/A
Forecast export increase over next 3 years (£million)	N/A	N/A	N/A	N/A	£7	N/A			N/A	N/A
Forecast jobs supported over next 3 years	N/A	N/A	N/A	436	386	N/A				N/A
% of school leavers in initial positive destination (3 months after leaving school)	88.2%	90.9%	88.4%	91.8%	94.1%	N/A		National average 91.4% (2012/13) <i>Source: Skills Development Scotland</i>		>
Business stock data per 10,000 adults	453	455	429	426	436	435		The business stock (number of enterprises) per 10,000 adult population. Moray has consistently performed above the national average, in 2013 the national average sat at 364. <i>Source: Scottish Neighbourhood Statistics Topic – Business Stock</i>		<
Business Start Ups - Business Gateway provided assistance and support in creation of new businesses in Moray	N/A	83	117	120	124	132	80	<i>Source: Moray Business Gateway</i>		N/A

4. A growing and diverse economy

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




Milestone	Milestone Due Date	Milestone Note	Lead Officer	Progress
Develop bus links between Moray and the central belt	31-Mar-2014	The proposal for a coach service linking Moray with the central belt is no longer on the agenda as the funding application to Transport Scotland for this project failed. The project may be resurrected if there are any future funding opportunities.	Peter Findlay	0%
Developments at Buckie Harbour, with potential for also increasing commercial activity at Burghead	31-Mar-2014	Proposals progressing well for redevelopment of Net Store and surrounding area in Buckie. Planning permission and Building Warrant obtained. Chiller to be installed later this year in Burghead. Project on schedule. Completion of construction phase in Buckie end December 2014.	Gordon Holland	100%
Lifting the Spirit project – pilot to transfer freight from whisky industry from road to rail	31-Dec-2013	Pilot project complete.		100%
Participate with other NE Scotland Councils and NHS to establish a Transport Information Hub to assist with access to healthcare facilities	31-Dec-2013	Following the pilot project the transport information hub based in Elgin is now fully rolled out across the 3 Council areas. Further evaluation will be carried out during 2014 to determine whether continuation of the project is justified.	Gordon Holland	100%


Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Dial-a-Bus passenger numbers – Forres	N/A	N/A	N/A	N/A	N/A	5,321		Data provided relates to 6 months between February and July 2014. Due to changes to ticketing system, information before the period reported is unavailable.	N/A	N/A
Dial-a-Bus passenger numbers – Speyside	N/A	N/A	N/A	N/A	N/A	3,729			N/A	N/A
Dial-a-Bus passenger numbers – Buckie	N/A	N/A	N/A	N/A	N/A	1,055			N/A	N/A
Dial-a-Bus passenger numbers – Keith	N/A	N/A	N/A	N/A	N/A	1,360			N/A	N/A
Dial-a-Bus passenger numbers – Elgin	N/A	N/A	N/A	N/A	N/A	326			N/A	N/A
Number of enquiries to Transport Information Hub	N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A
Number of enquiries to Transport Information Hub that find no available transport option	N/A	N/A	N/A	N/A	N/A	N/A			N/A	N/A

4. A growing and diverse economy

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





Milestone	Milestone Due Date	Milestone Note	Progress
Deliver new affordable housing and new Council housing	31-Mar-2014	Good progress has been made on the delivery of the Moray Affordable Housing Programme. The programme covers a 3 year period until March 2015 and will deliver a total of 182 houses. Projects providing 109 houses were on site at 31 March 2014 and will be completed during 2014/15. Projects providing 99 houses will start on site in 2014 though a number of these houses will form part of the 2015-18 programme. 43% (£3.210m) of Moray's Scottish Government funding allocation of £7.370m for the 2012-15 programme has been drawn down. It is anticipated that all the allocation will be spent by the target date of 31 March 2015.	90%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Ratio between lower quartile house prices and lower quartile earnings	4.6	4.3	4.3	N/A	N/A	N/A		Ratio based on the 2010 figures of Medium Properties £95,000 and 1 full time + 1 part time earner £22,227. The Scottish figure for 2010 was 4.0. <i>Source: Scottish Government</i>	No change	<
Homelessness - No of homeless applications registered in period	N/A	901	662	528	555	505		<i>Source: Local Indicator</i>		N/A
Average length of time in temporary accommodation by type (weeks): Local Authority ordinary dwelling	N/A	N/A	N/A	N/A	14.5	14.9		<i>Source: Scottish Housing Regulator</i>		N/A
Number of affordable house completions	112	88	232	145	132	N/A		The number of affordable house completions down on the previous year, although well above the number completed in 2009/10 and 2008/09.		N/A

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Rate of new house building completed (new housing supply through new build, conversion and refurbishment)	293	397	743	619	565	335		The rate of new house building fell to 335 in 2013/14 compared to 565 in the previous year. The Scottish figure increased from 14,895 to 15,957. Of the new houses built in Moray in 2013/14 88% were private builds and 12% Local Authority. This compares to a national picture of 67% (private), 18% (HA), 7% (LA), 4% (refurbishments) and 3% (conversions). <i>Source: Scottish Government – 'Supply of New Housing in Scotland'</i>		N/A

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

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

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Installed capacity of renewable in Moray	N/A	290	333	510	N/A	N/A		Source: <i>The Moray Council (SLAED)</i>		N/A
CO ₂ emissions (tonnes) within the scope of influence of Local Authorities (previously; Per capita CO ₂ emissions in the LA areas)	10.0	9.1	9.7	8.8	9.8	N/A		In 2012 Moray produced 9.8 tonnes of CO ₂ per capita, an increase of 1 tonne per capita from 2011. National average for 2012 was 6.8 tonnes. Source: <i>Department of Energy and Climate Change</i> https://www.gov.uk/government/publications/local-authority-emissions-estimates		<
% of Municipal Waste (MSW) recycled or composted.	43.9%	41.5%	42.4%	45.4%	52.7%	57.7%	50%	The rate of household recycling of municipal waste in Moray increased by 5% in 2013/14. The Scottish Government has set a waste recycling rate at 50% to be achieved by 2013. Source: <i>Local Government Benchmarking Framework</i>		>
The cleanliness index achieved following inspection (annual)	73	83	84	80	84	83	70	National Average – 75 (2012/13) Source: <i>Local Indicator</i>		>

4. A growing and diverse economy

4.5 Broadband and Mobile - Moray residents and businesses benefit from the same standard of Next Generation Broadband and Mobile coverage as the rest of Scotland

Milestone	Milestone Due Date	Milestone Note	Lead Officer	Progress
Develop digital connectivity	31-Mar-2014	The HIE contract is in place to deliver 90% coverage and is currently being rolled out and the item is therefore achieved as Moray will have one of the best connected areas in Scotland. There will need to be a further programme of work associated with remote communities once the full coverage provided by BT has been finalised. This cannot be predicted at this stage as BT continue to expand their fibre coverage.	Denise Whitworth	90%
Develop digital participation and literacy	31-Mar-2014	Scoping study of existing providers to be carried out January to March. Integration of Moray College and Library Learning Centres at Buckie and Forres agreed for implementation in 2014-15. Delivery of courses by libraries service	Alistair Campbell	65%

		restricted during libraries budget review period, but uptake of learning opportunities remains very positive. Partnership between Citizens Online and libraries service now in place to widen learning opportunities. Digital Participation Strategy to be in place by June 2014, with key objectives of increased number of digital participants, particularly from most needy target groups and with clear evidence of benefits this learning has delivered both to learners and to providers of online services. Scoping study did not take place on instructions of CMT as ICT apparently has overview of existing provision of ICT learning opportunities across the council. Libraries service increasing delivery on behalf of Citizens Online and through own opportunities and is being funded by Scottish government in respect of wi-fi at 4 libraries.		
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Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Percentage of population to have access to Next Generation Broadband, by 2015/16	N/A	N/A	N/A	N/A	N/A	N/A	85%	Target relates to 2015/16	N/A	N/A





5. Employability and Employment Skills







Local Priority	Due Date	Progress
5.1 Positive Destinations – Support all our young people into positive and sustained destinations	31-Mar-2014	100%
5.2 Opportunities for All – Quarterly report provided to Scottish Government based on Opportunity for All	31-Mar-2014	100%
5.3 Community Learning and Development – More of our residents have the skills needed for employment	31-Mar-2014	100%

5. Employability and Employment Skills

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


Milestone	Milestone Due Date	Milestone Note	Progress
Analyse and identify action arising from the SLDR initial and follow up with particular regard to sustainability	30-Sep-2013	SLDR follow up for 2011/2012 revealed an issue of FE college drop out. Analysis of and identification of those young people who dropped out and did not go to another positive destination undertaken with schools to ascertain the suitability of FE for their school leavers and with College in terms of reviewing their recruitment/induction/support/early warning and alerting Employability partnership (specifically SDS). Figures also revealed a significant proportion (third highest in Scotland) of young people unemployed not seeking more work/analysis needed in particular engagement with Social Care and NHS colleagues.	100%
Deliver transition planning, with appropriate timely offers of a place in learning/training for young people beyond school leaving age, particularly those with ASN/furthest from labour market, through delivery of CfE senior phase transition planning model	31-Mar-2014	Change in line management has been positive in closer aligning the agenda to schools Curriculum for Excellence and Senior Phase and in particular with HQ colleagues, as has closer involvement with GIRFEC.	100%
Engage with and support the development of programmes available for young people 16+ (LAC)	31-Mar-2014	Working closely with 16+ Initiative; trained as 'Main Contacts' in order to offer Activity Agreements to young people with a view of leading them from 'negative destination' towards 'positive destinations'. Linking in with NHS Health Co-ordinator to offer a Health & Wellbeing Awareness Group. Working closely with Employment Support Service in devising and delivering Employability Group. Linking in with Action for Children & Findhorn Foundation who provides Care Farming Project with an Employability element allowing young people the opportunity to achieve a City in Guilds Certificate in Personal Development. Set up and deliver a Group Work Programme on developing young people's Independent Living/Life Skills. Link in with Skills Development Scotland who can offer young people various Employability Groups depending level of need.	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Percentage of looked after school leavers in a positive destination at initial survey	N/A	N/A	17%	86%	77%	June 2015		In 2012/13 there were 17 looked after school leavers in the initial survey, against 7 in 2011/12. 77% of looked after children in Moray were in a positive destination at initial survey. The Scottish figure was 70% from 75% in 2011/12. <i>Source: Education outcomes for Scotland's looked after children 12/13</i>		>
Percentage of looked after school leavers in a positive destination at follow up survey	N/A	N/A	0%	71%	82%	June 2015		There were 17 looked after school leavers in the follow up survey. 82% of looked after children in Moray were in a positive destination at follow up survey. The Scottish figure was 60% from 67% in 2011/12. the Scottish figure was 67%. <i>Source: Education outcomes for Scotland's looked after children 12/13</i>		>
School Leaver destinations - % entering full-time higher education	30.4%	32%	31.6%	34.4%	38%	December 2014		Of the 1,082 Moray school leavers (2012/13) 38% initially entered higher education, up on the 34.4% in 2011/12. Moray now has a larger proportion than the national average of 36.5% and is ranked 2nd among its comparators, only Angus having a larger proportion of school leavers going into HE at 38.9%. <i>Source: Skills Development Scotland – School Leaver Destination Return</i>		>
School Leaver destinations - % entering full-time further education	26.3%	29%	26.2%	27.3%	27.4%	December 2014		Of the 1,082 Moray school leavers (2012/13) 27.4% initially entered further education, the same as last year. Moray is marginally lower than the national average of 27.8% and is ranked 4th among its comparators, with Angus 30.8%, Dumfries & Galloway 29% and Scottish Borders 32% having larger proportions of school leavers going into FE. <i>Source: Skills Development Scotland – School Leaver Destination Return</i>		<

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
School Leaver destinations - % entering employment	30.5%	29%	29.2%	27.3%	26.3%	December 2014		Of the 1,082 Moray school leavers (2012/13) 26.3% initially entered employment, down from 27.3% in 2011/12. The percentage of school leavers entering employment in Moray still continues to be well above the national average of 20.4% and is ranked 3rd among its comparators, with Falkirk 26.9% and Highland 31.2% having larger proportions of school leavers going into employment. Source: <i>Skills Development Scotland – School Leaver Destination Return</i>		>
School Leaver destinations - % entering training	0.9%	0.8%	1%	1.9%	1%	December 2014		Of the 1,082 Moray school leavers (2012/13) 1% initially entered training, down from 1.9% in 2011/12. The percentage of school leavers entering training continues to lag behind the national average of 5% and is ranked lowest among its comparators, which range from 1.9% in Highland to 12.9% in Falkirk. Source: <i>Skills Development Scotland – School Leaver Destination Return</i>		<
% of school leavers in initial positive destination (3 months after leaving school)	88.2%	90.9%	88.4%	91.8%	94.1%	December 2014		National average 91.4%		>
% of leavers from publicly funded secondary schools in positive follow-up destinations	84.3%	86%	84.6%	87.9%	92.4%	June 2015		National average 90.0%		>
% remaining in school beyond age 16 in S5	65%	72%	73%	74%	77%	December 2014		The percentage of Moray S4 year group staying on to S5 (post Christmas) increased 3% to 77% in 2011/12. Comparator group rose 2% to 79% in the same period.		N/A
% remaining in school beyond age 16 in S6	40%	44%	50%	52%	54%	December 2014		The percentage of Moray S4 year group staying on to S6 increased by 2% to 54% in 2012/13.		N/A




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

Milestone	Milestone Due Date	Milestone Note	Progress
Deliver improved post-16 transitions, and participation in learning and training for all young people through 16+	31-Mar-2014	All secondary schools identify with Skills Development Scotland who are at risk of going to a negative destination and/or of risk of not sustaining a positive destination. Transition work throughout year to address the risk Opportunities for post school activity/training provided through Skills and training Pipeline disseminated to all schools	100%
Develop and implement youth employment action plan	31-Mar-2014	Updating of plan taking account of Schools leavers destination/Job Centre Plus and Skills development Scotland monthly updates and ensuring Pipeline is kept regularly updated(quarterly). Final quarter report on Opportunities for all sent to Scottish Government.	100%
Learning Choices, and Activity Agreements as a viable post-16 option for those furthest from the labour market in accordance with Activity Agreement Guidance	31-Mar-2014	Schools and external partners involved with Activity Agreements in terms of referral(s) as part of transition/pick up after leaving school and in taking on the role of Main Contact. Involvement with national co-ordinator and a key partner in developing measures/success criteria for young people on Activity Agreements.	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Percentage of Activity Agreements leading to another positive destination	N/A	N/A	N/A	N/A	55%	65%		National average 2013/14 – 68% 2014/15 Target 70% <i>Source: Skills Development Scotland</i>		<

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

Milestone	Milestone Due Date	Milestone Note	Progress
Update and implement Lifelong Learning Strategy including community learning and development	30-Sep-2013	The Lifelong Learning Strategy, prepared in partnership with Moray College is now finalised and being presented to Moray Community Planning Partnership for approval. A key new emphasis is increased involvement of learners in preparing the strategy and monitoring its implementation and the quality of learning provision.	100%


Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Percentage of people with degree level qualification as a proportion of those in employment aged 25-64	16.9%	14.9%	16%	16.8%	19.4%	N/A		The percentage of working age people in Moray with a degree level qualification has increased over the last two years to 19.4%; however this is well below the national average of 31.1%. <i>Source: Annual Population Survey</i>		<
% of young people 16+ who participated in an employability programme that progressed to a positive destination (FE, HE, Training, Employment, Activity Agreement, Volunteering)	N/A	N/A	N/A	N/A	79.1%	88%		<i>Source: Local Indicator</i>		N/A
% of the population (aged 16 to 64 years) with low or no qualifications	14.1%	13.2%	12.6%	12.6%	12%	10.8%		The rate of working aged population in Moray with no or low qualification (i.e. whose highest qualification is SCQF Level 4 or below) has continued to fall to a low of 10.8% in 2013. This compares well with the national figure of 12.6% in 2013. <i>Source: SNS</i>		>




6. Safer Communities





Local Priority	Due Date	Progress
6.1 Child protection – Child protection services in Moray will improve	31-Mar-2014	100%
6.2 Living in safer communities – The quality of life of everyone who lives in, works in and visits the area will improve by working together to provide a safer environment	31-Mar-2014	90%
6.3 Reducing reoffending – prevent crime, antisocial behaviour and offending to deliver better outcomes for individuals and communities	31-Mar-2014	100%
6.4 Fuel poverty – People live in housing that they can afford to heat	31-Mar-2014	95%
6.5 Adult protection	31-Mar-2014	100%

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

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

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
% of initial case conferences held within planned timescales	94%	94%	100%	100%	96%	97%		61 of the 63 initial case conferences were held within planned timescale. <i>Source: Local Indicator</i>		N/A



Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
% of agencies attending case conferences in the reporting period	46%	48%	43%	73%	90%	88%		<p>In total there were 193 case conferences in 2013/14, attendance rates were:</p> <p>Education: 84 Case Conference (CC) invitations - at least one representative attended 64 (76%).</p> <p>Police: 189 CC invitations - at least one representative attended 180 (95%).</p> <p>Health: 188 CC invitations - at least one representative attended 179 (95%).</p> <p>Social Work: 190 CC invitations - at least one representative attended 190 (100%).</p> <p>Housing: 36 CC invitations - at least one representative attended 11 (31%).</p> <p>Foster Carer: 16 CC invitations - at least one Representative attended 13 (81%).</p> <p>Support Workers: 124 CC invitations - at least one Representative attended 96 (77%).</p> <p>Relatives: 61 CC invitations - at least one representative attended 49 (80%).</p> <p>Advocacy NE: 3 CC invitations - at least one Representative attended 3 (100%).</p> <p>MOD: 2 CC invitations - at least one representative attended 1 (50%).</p> <p>Other LA: 1 CC invitation - at least one representative attended 1 (100%).</p> <p>Overall attendance rate: 787/894 = 88%</p>		N/A
Number of children re-registered on Child Protection Register	N/A	7	11	13	10	4	-	As at March 2014, 4 children on the Child Protection register had previously been on the register.		N/A
% of Looked After and Accommodated Children in family placement	N/A	80%	82%	81.8%	81%	81%	80%		No change	N/A
% of Looked After and Accommodated Children in residential placement	N/A	10%	8.9%	8%	7.6%	7.8%	8.5%			N/A







Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
The number of available foster placements	N/A	93	84	95	89.5	N/A	91			N/A
The number, per thousand of the child population in Moray, looked after and accommodated by the local authority	N/A	8.2	7.3	7.3	7.7	7.9	8			N/A
The number, per thousand of the child population in Moray, subject to compulsory measures of supervision or care	N/A	9.9	9.7	9.1	8.9	9.2	10			N/A
% services users on CP register showing evidence of progress	N/A	70.3%	73.9%	71.5%	72%	63%	62.5%			N/A

6. Safer Communities

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

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





Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
The number of Noise Complaints	587	874	897	1,179	1,102	1,170	1,060			N/A
Number of people killed or seriously injured in road collisions	48	38	37	34	31	47		4 Fatalities and 43 Serious Injuries reported		N/A
Number of incidences of Domestic Abuse	529	400	582	729	636	657	648			N/A

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Number of repeat incidences of Domestic Abuse	307	262	405	481	336	415	404			N/A
Number of Accidental Dwelling Fires Resulting Fatalities / Number of Accidental Dwelling Fires Resulting in Casualties	19	10	25	12	19	15		0 Fatalities and 15 Casualties reported		N/A
Number of children and young people diverted to early and effective intervention processes	N/A	N/A	N/A	N/A	52	230		230 children and young people have been diverted to the Early Intervention Officer during 2013/14. Referrals have been received from a wide range of agencies, including SWS, Education, Police, Community Wardens and YJMU.		N/A
Recorded number of serious and common assaults	1,281	1,183	1,214	1,011	943	1,003	988	The number of serious assaults fell from 36 to 19; however common assaults have increased from 907 to 984, resulting in an overall increase of 60.		N/A
% of adult residents stating that they feel 'very safe' or 'fairly safe' when at home at night AND feel 'very safe' or 'fairly safe' when walking alone in the local neighbourhood after dark	N/A	59.5%	N/A	83.6%	N/A	August 2015		Moray 83.6% of adults surveyed stated they felt very/fairly safe when home alone at night AND when walking alone in neighbourhood after dark, up from 59.5% recorded in 2009/10. Nationally the rate also increased from 56.6% in 2009/10 to 79.4% in 2012. <i>2013 data available 2015</i> <i>Source: Scottish Household Survey</i>		>
% of adults who rate their neighbourhood as a very good place to live	N/A	68.7%	N/A	66%	N/A	August 2015		Scottish Household Survey 20012 survey results: In Moray 66% of residents surveyed rated their neighbourhood as a very good place to live (base 240 respondents). Scotland: 55% rated their neighbourhood very good to live. <i>2013 data available August 2015</i> <i>Source: Scottish Household Survey</i>		>

6. Safer Communities




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

Milestone	Milestone Due Date	Milestone Note	Progress
Prepare an implementation plan for Moray to the recommendations from the Scottish Government's Commission on Women Offenders.	31-Mar-2014	<p>The Connect (Employability) Project has been established as planned and is delivering a structured, offence focused, supervision programme for Women Offenders. Key partner agencies, both statutory and third sector are closely involved in the delivery of the programme.</p> <p>As planned Moray Integrated Drug and Alcohol Service is now co-located with Criminal Justice Social Work at 11 North Guildry Street and is allowing better access to key services for women who offend.</p>	100%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Reduce the total number of offences committed by juveniles (8-17 year olds).	1,864	1,244	1,072	861	N/A	N/A				
Number of crimes and offences recorded by the police per 10,000 population	1,197	1,038	984	1,035	845	July 2015		Rate of recorded crimes and offences per 10,000 population (2012/13) in Moray was 845, down by 190 from the previous year (2011/12). Scotland rate also decreased, down from 1,616 per 10,000, to 1,537 in 2012/13. <i>Source: SNS</i>		>
Reconviction frequency rates of offenders released from custody or given non-custodial sentences (1 year)	0.6	0.55	0.55	0.52	June 2015	June 2016		In Moray the reconviction frequency rate (1 year after release) fell in 2011/12 to 0.52. The rate for the Northern Community Justice Authority was 0.5 and for Scotland as a whole it was 0.53. <i>2012/13 data available September 2014 Source: Scottish Government Crime and Justice Statistics</i>		>
M. Number of young offenders	626	511	458	389	N/A	N/A				



6. Safer Communities
6.4 Fuel poverty – People live in housing that they can afford to heat

Milestone	Milestone Due Date	Milestone Note	Progress
Implement as part of Local Housing Strategy	31-Mar-2014	Good progress has been made on key fuel poverty actions for 2013/14 period. As part of the Moray Home Energy Efficiency Programme Scotland (HEEPS), contractual commitments have been made to deliver energy efficiency measures to 507 fuel poor households. The cost of these measures will be met from the Scottish Governments 2013/14 HEEPS funding allocation of £787k and Energy Company Obligation (ECO) funding of £507k. Scottish Government funding of £992k has also been secured for the 2014/15 Moray HEEPS programme. A review of energy advice services in Moray has been completed and a locally-based service has been operational since December 2013. The Council has achieved its 2013/14 targets for properties complying the SHQS. A model for the delivery of the Energy Company Obligation element of the Green Deal has being developed as part of the Moray HEEPS programme. All new affordable homes being built as part of the Moray Affordable Housing Programme will comply with "greener" standards, achieving 'Silver level' of the Building Standards and a minimum EPC rating of B.	95%

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Increase the number of households accessing home energy advice	N/A	N/A	N/A	N/A	N/A	N/A			N/A	
% of stock meeting the SHQS	N/A	N/A	76%	86%	89%	95.1%	94.3%			>
The proportion of the council's housing stock being brought up to the Scottish Housing Quality Standard -Energy Efficient	87.04%	86.47%	86.95%	94.1%	94.3%	N/A		Scottish average 2012-13 was 88.8% <i>Source: Audit Scotland</i>		>
Percentage of households in Fuel Poverty	29.7%	31.4%	33.7%	33%	December 2014	December 2015		The rate of fuel poverty in Moray has decreased slightly from 33.7% in 2008-10 to 32.99% (equivalent to 13, 000 households) in 2009-11. The national rate is 27.79%. Moray ranks as the 9th most fuel deprived local authority by household. <i>Source: SHS / Scottish House Condition Survey</i>		<

6. Safer Communities
6.5 Adult protection

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

Short Name	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Current Target	Latest Note	Trend Arrow	National Comparison
	Value	Value	Value	Value	Value	Value				
Initial referral: Any case that meets the Adult Support and Protection 3 point test involving harm to an adult that comes to the attention of staff is referred to the Adult Support & Protection team the same day (24 hours)	N/A	N/A	N/A	N/A			100%			
Within 3 Days: On decision that the person is at risk of harm and meets the 3 point test, the case is to be allocated to a Council Officer for a stage 2 Adult Support Protection safeguarding assessment. The assessment is to be completed within 28 days	N/A	N/A	N/A	N/A			100%			
Percentage of Community Care Officers trained in adult protection	N/A	N/A	N/A	N/A						