



MORAY COMMUNITY PLANNING PARTNERSHIP
SINGLE OUTCOME AGREEMENT
(2008/09)

Smarter

(National Outcomes 3, 4, 5 and 8)

Smarter Annual Progress Report

Action Status	
<input type="radio"/> This Action has not contributed	<input checked="" type="radio"/> This Action has partially contributed.
<input type="radio"/> This Action has not contributed	<input checked="" type="radio"/> This Action has contributed.

Smarter			
03. We are better educated, more skilled and more successful, renowned for our research Better trained workforce			
Title	Lead / Contact	31/03/2011	31/03/2009
Development of a high quality Moray business leadership programme	Lead: HIEM Contact: Martin Johnson, Ian Fraser	10 participants have taken part in the Institute of Directors HIE High Level Leadership training programme over the past year.	This project has contributed to the outcome of a better trained workforce.
Pilot volunteer recognition programme with Moray Council	Lead: TMC	This action was considered during the year and incorporated into the volunteering policy. The policy supports and promotes volunteering within the work of all departments. Volunteers are valued as a key community resource in helping to strengthen citizenship involvement and in turn improve the quality of life. Evidence shows that many people involved in volunteering use it as a way to gain new skills and experience.	The policy ensures that volunteers are supported, trained and supervised to enable them to achieve their best and this has contributed to an overall better trained workforce in Moray.
Development of an integrated workforce development plan for Moray.	Lead: UHI Contact: Mike Devenney	This project is designed to meet a recognised problem with the qualification profile of Moray workforce, which is not currently meeting the needs of employers. A number of sectors have already established plans, including construction and engineering, and work is being done to develop plans within other sectors, including the care sector and tourism.	A targeted approach has been developed to address this long term project but the work carried out over the first year has contributed to ensuring a better trained workforce.

Smarter			
03. We are better educated, more skilled and more successful, renowned for our research Better trained workforce; Development of research and development focussing on growth sectors and areas of strength in Moray			
Title	Lead / Contact	31/03/2009	31/03/2009
Research and development in distance technology	Lead: UHI Contact: Mike Devenney	The Distance Lab research facility was established in 2008 at Forres Enterprise Park. It is now in year 2 of operation and working towards targets set. 3 full-time staff are now employed with 7 full time researchers and 3 interns. A full evaluation of the project will be carried out at the end of this year.	This project has contributed to new employment opportunities and the development of research facilities in a growth sector.

Smarter

03. We are better educated, more skilled and more successful, renowned for our research Development of research and development focussing on growth sectors and areas of strength in Moray

Title	Lead / Contact	Due Date	Contribution to the Outcome
Developing a Sustainability Cluster	Lead: HIEM Contact: Martin Johnson, Ian Fraser	31/03/2010	Meetings have taken place with local organisations and stakeholders active in sustainability in Moray, who are keen to be involved in a Sustainability Cluster. This is an initiative to examine and address common opportunities and barriers to progress for businesses, leading to improved GVA and productivity. Further work in progressing the project will continue this year. Discussions are still ongoing with Higher Education partners and the Forestry Commission regarding the establishment of the National Centre for Sustainability to be sited in Moray. Site options have been provisionally explored. Much of the anticipated benefits from the development of a sustainability cluster hinge on the success of this National Centre, and it is recognised that this is a complex area to resolve
Institute for Food & Drink Technology	Lead: HIEM Contact: Martin Johnson, Ian Fraser	31/03/2009	This project is aimed at moving businesses in Moray up the value chain through innovation and development and management training. It is no longer proceeding in terms of a stand alone facility in Moray, but options of collaboration with similar activity in Grampian are being explored.
Development of Research Cluster	Lead: HIEM Contact: Martin Johnson, Ian Fraser	31/03/2010	Two meetings of potential members of a Moray Research Group were held in early 2008/09. A conscious decision was taken not to meet again until individual agendas have been clarified. Meetings will resume early in 2009/10 with a view to progressing the project further.
Realising and marketing Moray's Health and Social Care potential	Lead: NHSG Contact: Andrew Fowle, Mike Devenney	31/03/2009	The Masterplan and Business Case in respect of taking this project forward are being progressed and are due to be completed in June 2009. The proposed Moray Lifesciences Centre now forms phase 1 part of the campus master plan.
International learning centre for health and community care in remote and rural areas	Lead: NHSG Contact: Andrew Fowle, Mike Devenney	31/03/2009	Elements of this project are now being incorporated within the Life Science Centre project.
Managing integrated health and social care	Lead: NHSG Contact: Andrew Fowle	31/03/2010	Elements of this project are now being incorporated within the Life Science Centre project.
Chair in Food & Drink Technology	Lead: UHI Contact: Mike Devenney	31/03/2009	Creating a Chair in Food and Drink Technology is a longer-term vision, being considered as part of a potential Food and Drink research facility. In the meantime a PhD studentship in Food is to be created as a step towards that

Chair in Healthcare Training in remote and rural areas	Lead: UHI Contact: Mike Devenney	31/03/2009	Creating a Chair in Healthcare Training is again a longer-term vision. linked to the proposed Life Sciences facility. In the meantime, a PhD studentship in Rural Health is to be created. It is expected that an appointment will be made by June 2009.	contributed to research and development within the food industry. Though the original action was not achieved, they have put in place interim measure which has contributed to research and development within the food industry.
Chair in Integrated Health Care Management	Lead: UHI Contact: Mike Devenney	31/03/2009	Creating a Chair in Integrated Health Care Management is a longer-term vision, linked to the proposed Life Sciences facility. In the meantime, a PhD studentship in Rural Health is to be created with an appointment expected by June 2009.	Though the original action was not achieved, they have put in place interim measure which has contributed to research and development within the food industry.

Smarter				
04. Our young people are successful learners, confident individuals, effective contributors and responsible citizens.				
Title	Lead / Contact	Due Date	Summary	Assessed Outcome / Cross-Cutting Strategy
Implement the Parental Involvement Act	Lead: TMC Contact: John Trodden	31/03/2009	<p>The Bill abolished school boards to replace them with Parent Forums. A duty is placed on authorities to promote the formation of Parent Forums and support their operation. All parents who have children in a school are automatically a part of the Parent Forum for that school. The Parent Forum can set up a Parent council to represent them and act of their behalf.</p> <p>Parent Councils play an active role in supporting parental involvement in the work and the life of the school while also providing opportunities of parents to express their views on children's education and learning. The Parent council, as a statutory body, has the right to information and advice on matters which affect children's education. The school and authority must consult with the Parent council and take their views into account whenever decisions are being taken on education provided by the school.</p> <p>Training courses for Parent Council members took place in March 2009 when 3 courses were offered to participants. There was a good turnout for this training and evaluations were positive. Parents were also invited to attend an evening event on Curriculum for Excellence in March 2009 and further sessions are planned for the summer term 2009. A full consultation on the Council's Strategy for Parental involvement will take place during the final term of the 2009/10 academic session however, after discussions with Parent Council representatives, it has been decided not to proceed with the action of establishing a Moray Parents Forum at this time.</p> <p>There are also 2 more courses which promote healthy living are available in the Spring Training Prospectus. Support is ongoing for pre-school groups developing outdoor play. A Parent Leaflet, jointly produced by NHS Grampian,</p>	Parent Councils support the involvement of parents to enable them to be effective contributors.
Promote Health, Well-Being and Respect within all learning	Lead: TMC Contact: Sheila Duffus, Jim Gibson, Nick	31/03/2009	There are also 2 more courses which promote healthy living are available in the Spring Training Prospectus. Support is ongoing for pre-school groups developing outdoor play. A Parent Leaflet, jointly produced by NHS Grampian,	The various measures outlined have contributed to meeting relevant outcomes within the Curriculum for

communities in Moray	Goodchild			Excellence
Celebrate the success and achievements of learners	Lead: TMC Contact: George Sinclair	31/03/2009	Aberdeenshire, Aberdeen City and Moray is now available. Moray Childcare Partnership training is based on the Nutritional Guidelines for Early Years and Childminders now have access to this training for the under 3s as part of the Healthy and Active Strategy. A Strategy is now in place and used on an ongoing basis to celebrate the success and achievement of youth and adult learners. Regular reports are submitted to the Council, highlighting these achievements.	The implementation of the strategy has contributed to the outcome of promoting effective learners, confident individuals and active citizens. ✓
All schools have a Pupil Council or equivalent	Lead: TMC Contact: George Sinclair	31/03/2009	All Moray Schools have Pupil Councils in place, while 53 of the 54 schools have also established Parent Councils.	The 100% coverage of Pupil Councils has contributed to the outcome. ✓
Agree target between Council and NHS Grampian for schools attaining health promoting accreditation:	Lead: NHSG, TMC Contact: Jim Gibson	31/03/2009	All schools in Moray have secured Health Promoting Schools status, which was the target set between the Council and NHS Grampian. 23 schools have now advanced from commitment to commended level with a few aspiring to excellent status.	The meeting of this target has contributed to the outcome. ✓
Consider continued support of jointly funded Health Improvement Officer post	Lead: NHSG, TMC Contact: Bridget Mustard	31/03/2009	During the past year the Director of Community Services reviewed the previous work of the Health Improvement Officer and decided to revise the post to a higher strategic role within the Council. This will give the new postholder greater responsibility to deliver the Council's commitment to health improvement. A Job Description and Person Specification have been drawn up in respect of this post. It is hoped to advertise the posts during May 2009.	The commitment to review the post and agreement to make it a more strategic role has contributed to this outcome. ✓
Review systems which recognise wider achievement	Lead: TMC Contact: Donald Durcan, Sheila Campbell, Vivienne Cross, Karen Delaney	31/03/2009	A pilot project is currently underway with 12 local authorities. This project is expected to be completed by Summer 09 and Moray Council will move forward in line with national decisions made. However all schools in Moray have been canvassed on how they collect information on their pupils' wider achievements and how these are celebrated. It was noted that all schools recognise the achievements of pupils and most are celebrated via inclusion in School Newsletters. Usually achievements are highlighted under the four headings of Curriculum for Excellence which then clearly shows the impact that being involved has on our pupils and how they develop as a result. The current system will be adjusted if required to address best practice from the national pilot project.	The council already has a system in place to recognise wider achievement. Refinements to this process will be developed in line with best practice. ✓
Promote engagement with CPD to improve learning experiences	Lead: TMC Contact: Lynn Whitelaw	31/03/2009	Paperwork on the Professional Review and Development system is ready to be reviewed by the Local Negotiating Committee for Teachers. Arrangements for implementation are expected to be agreed in the near future.	This action has not yet contributed to meeting the outcome. ●
Support establishments in improving practice in learning and teaching	Lead: TMC Contact: Paul Watson	31/03/2009	Work is now complete in all identified schools to embed the principles of writing across the curriculum and work is ongoing with the development of a support pack. This will continue into session 2009/10. Work on the development of an authority literacy policy is ongoing and will extend beyond March due to national advice. This will be taken forward at a later date in line with national developments.	Schools have been supported over the year to improve their practices for the benefit of the pupils' learning. ●

Smarter 04. Our young people are successful learners, confident individuals, effective contributors and responsible citizens. Curriculum for Excellence – Successful Learners			
Task	Lead / Contact	Due Date	Outcomes
Continue to address underachievement at credit level and in S5/6	Lead: TMC Contact: George Sinclair, Vivienne Cross	31/03/2009	All six of the underlying actions have now been undertaken which has enhanced the data available to schools and the capacity of schools to use this data meaningfully. On-going work is being undertaken, including meetings with secondary head teachers to support the attainment agenda.
Support staff in schools to raise attainment, particularly in under attaining schools and departments	Lead: TMC Contact: George Sinclair	31/03/2011	Proposals for the restructuring of the Inclusion and Support Service have been consulted on with the aim of improving provision. Training to team members and specialist school staff has been undertaken but will be ongoing as required. Self-evaluation has improved in HMIE reports in 2008/09 compared with the previous two sessions. In-service training took place on the topic in February for all head teachers and Quality Improvement Officers, which was positively evaluated and will be followed up in April. Wider initiatives and a review are now being undertaken to improve self-evaluation of Community Learning and Development staff, Libraries and Museum staff and Central Officers. In respect of developing further the use of available data, particularly attainment data in schools, at all levels a new format for prelim analysis is now used and issues from this are being followed up.

Parents are encouraged to be part of their child's education at a variety of levels.

There are many ways in which parents are involved in their child's education. Some of the examples are:

Hythehill Primary School - Creativity and Enterprise: For a number of years we have held a very successful Creativity and Enterprise week in the school. All classes, including nursery, have been involved in activities that are stimulating, challenging and lively, culminating in class open afternoons, or performances, for family and friends. This year, for example, P6 pupils contributed towards the Health Promoting School agenda and led workshops based on healthy lifestyles for P4 pupils and for their own parents.

Lhanbryde Primary School - Abernethy Residential Trip: Forty one P6/7 pupils and five members of staff thoroughly enjoyed their four days at Nethybridge. They benefited greatly from this experience and took part in a number of exciting activities including ski-ing, archery and the zip wire as well as a number of problem solving tasks. Parents and pupils were invited to view all the film footage and photographs as well as chat about their memories at an evening in April.

Yoga Day: On Monday, 24th March we held another Yoga Day, where Mrs Susan Anderson provided pupils, parents and staff with a variety of relaxation techniques. The children particularly enjoyed taking part in the animal yoga sessions.

Hungary for Success Workshops: Our P4/5 and P5/6 classes thoroughly enjoyed their experiences with Jenny Curran, the H4S dietician, and members of the Health Promotions Team. They learned how to make a simple, savoury wrap and fruit kebab, had fun while blind tasting a variety of food, learned about the Eat Well Plate and discovered how much sugar there really is in some of our favourite snacks. Kevin Collins, the Active Schools Coordinator also provided a physical activity workshop as part of this initiative. The pupils then delivered all the workshops to their peers and finally to their own families at an evening event.

Forres Academy - Transition Day: Over 130 Primary 7 pupils came to a fun filled transition day on Saturday 22 June. They had the chance to participate in a number of activities such as rugby, drumming, badminton, arts and crafts and many, many more. This gave P7 pupils a chance to bond and get to know each other before coming up to the Academy for their two induction days. In tandem with pupil events on the Saturday, we ran parental workshops such as "Internet Safety" and "Getting to know your teenager" which were very popular with some parents. The day was a huge success.

St Thomas RC Primary School - ACE Afternoons: As part of our Curriculum for Excellence work we have an ACE afternoon every Monday. This involves children from P1-P7 working together in House groups, giving them each a chance to work with different children and staff than they would normally see. Each group works for 5/6 weeks on either, Health, Enterprise or Eco-School activities. At the end of each block, they may produce something to present to

31/03/2011

Lead: TMC
Contact: John Trodden

Involve parents more directly in supporting all aspects of their child's education

<p>Develop strategies to achieve high standards of performance in national examinations</p>	<p>Lead: TMC Contact: George Sinclair</p>	<p>31/03/2011</p>	<p>the rest of the school community including parents and visitors or to exhibit in the community.</p> <p>Findochty Primary School – parents were invited to attend an awards ceremony in terms of Reciprocal Science.</p> <p>Dyke Primary School – A very successful Curriculum for Excellence evening was held in the Village Hall in September and we were delighted with the large turnout of parents at this event.</p> <p>In terms of S4 attainment, achieving 5 or more awards at level 5 was included as a service improvement plan action with performance improving from 35% in 2006-7 to 37% in 2007-8.</p> <p>Improving S5 attainment with a service improvement plan action and results improved in 2 out of the 3 actions.</p> <p>Improving S6 attainment was a service improvement plan action and results improved in all 4 areas.</p>	<p>By concentrating effort of the service in improving the attainment the exam results have improved over the past year.</p>	<p>✓</p>
<p>Publish a comprehensive Schools Information Report covering achievement, attainment and attendance</p>	<p>Lead: TMC Contact: George Sinclair</p>	<p>31/03/2011</p>	<p>The Public Performance Report was completed in March 2009, setting out information on achievement, attainment and attendance. The report compares previous performance and highlights when areas were identified for specific action for the service and if the improvement was achieved.</p>	<p>The PPR highlights achievements through performance monitoring which informs the service priorities. As mentioned above the service priorities have now achieved an increase in attainment results.</p>	<p>✓</p>
<p>Support schools to implement finalised Curriculum for Excellence outcomes</p>	<p>Lead: TMC Contact: George Sinclair</p>	<p>31/03/2011</p>	<p>Work on the 32 week period model has gone for consultation in February as anticipated and schools are to respond by July. Work at Area School Group level continues to improve and cross-sectoral working is ongoing. The Learning and Teaching Scotland Area Adviser has provided positive feedback regarding Moray's ongoing implementation of Curriculum for Excellence.</p>	<p>Work is on schedule to complete these actions and contributes to the achievements of this outcome.</p>	<p>✓</p>
<p>Continue to address issues of underachievement in the lowest attaining 20%</p>	<p>Lead: TMC Contact: Mark Elvines, Vivienne Cross</p>	<p>31/03/2011</p>	<p>All 6 underlying actions have been undertaken which has enhanced the data available to schools and the capacity of schools to use this data meaningfully. Ongoing work is being undertaken including meetings with secondary head teachers and the Director of Educational Services to support the attainment agenda.</p> <p>The draft strategy to facilitate the planning and use of the Looked After Children database has been completed and the database has been revised.</p> <p>All Continuing Professional Development related to Looked After Children will be under the auspices of the 'We Can and Must do Better' initiative, and be guided by the similarly named DVD-Rom that has been produced to replace the 'Learning with Care'. Officers from Moray Council have attended the Scottish Government's 'Training for Trainers' events and now planning for training events will be taken forward on a multi-agency basis.</p>	<p>Work continues to support the school and the attainment agenda resulting in better attainment in exams.</p>	<p>✓</p>

Smarter
05. Our children have the best start in life and are ready to succeed.

Children cared for and supported

Title	Lead/Contact	Date	Progress to Date	Outcomes
Roll out the Solution Oriented Schools Programme across all Moray schools	Lead: TMC Contact: Graeme Gordon	31/03/2009	All 3 underlying actions in relation to rolling out the Programme have progressed within expected timescales and are complete for 08/09. Training continues to be offered to school staff with support provided on Solution Oriented approaches by our Outreach Team. Training for partner agencies has also been provided.	The rolling out of the programme has contributed to ensuring that children are supported in their learning. ✓
Develop integrated work with Community Service and other partners	Lead: TMC Contact: Richard Donald	31/03/2009	<p>The development work for the Integrated Service Plan for Children and Young People began at multi-agency seminars in March 2008. The seminars were designed to focus on collecting inter agency efforts on high-level outcomes for children and young people. These are backed up by a series of indicators identified on a cross-agency basis and developed to measure progress against the outcomes.</p> <p>The Plan is in 2 sections:</p> <ul style="list-style-type: none"> ➤ The first part identified the high-level outcomes and indicators. These have been backed up by a series of action plans including locality plans (based on ASG areas) developed by the Locality Management Groups ➤ The second part of the plan sets out actions by which services can work together more effectively and in a similar way to part 1, detailed action plans have been developed. 	The development of the Integrated Plan has ensured integrated working with partners ✓
Strengthen provision and staff development in specific areas (e.g. Autism, Challenging Behaviour, Child Protection)	Lead: TMC Contact: Richard Donald, Graeme Gordon	31/03/2009	The 3 underlying actions have been achieved within appropriate timescales and greater support provided in the specified areas. Proposals for the restructuring of the Inclusion and Support Service have been consulted on with the aim of improving provision. Training to team members and specialist school staff has been undertaken but will be ongoing as required.	The actions taken have contributed towards supporting and caring for children more effectively. ✓
Continue and develop the Moray Surestart Programme directed at the under 5s.	Lead: NHSG Contact: John Carney	31/03/2009	The Surestart Programme is a multi-agency initiative aimed at helping vulnerable children and families. The majority of areas covered by the programme have been developed and implemented and are ongoing and well received by those targeted. One area identified for strengthening was helping vulnerable families/children living with Substance Misuse. An impact assessment covering this area has recently been completed and a review is ongoing. Once the review is complete, a response to this assessment will be given and actions improving the help given will be implemented and the impact of these changes will be monitored.	The continuing roll out of the Surestart Programme has contributed to supporting children in the early years of development. ✓
Develop procedures and processes to ensure systematic use of Individual Learning Plans	Lead: TMC Contact: Ian Todd, Karen Delaney	31/03/2009	All adults engaged in opportunities in targeted ESOL, Essential skills and day/evening class provision completed an Individual Learning Plans which identified appropriate achievable targets and timescales including levels of potential achievement and attainment, Procedure proformas have been produced and implemented by the team to ensure the systematic use of Individual Learning Plans by all adults in the core Community Learning and Development Adult learning service e.g. targeted, ESOL, Essential Skills and day time and evening classes for adults.	The continuing work on the systematic use of Individual Learning Plans has contributed to making successful learners by identifying achievements and setting targets ✓

Implement Moray Dental Action Plan	Lead: NHSG Contact: Elaine Brown	31/03/2009	A Moray response to the Grampian Dental Action Plan is being implemented. This includes new dental facilities in Buckie and Keith and the recruitment of dentists to provide the service. A new dental facility is also due to open within the new Glassgreen Medical Centre in Elgin later this year.	The new dental practices in Buckie and Keith have contributed towards the outcome of promoting the healthy development of young children.
------------------------------------	-------------------------------------	------------	--	---

Smarter
05. Our children have the best start in life and are ready to succeed. Early Years' development, learning and care experiences

Review bi-lingual support provision to take account of increased enrolment of non-English speakers	Lead: TMC Contact: Richard Donald	31/03/2009	Pupil enrolment for the school year 09/10 was finalised in February and a review of non-English speaking pupils requiring support in the forthcoming academic year has been undertaken. This needs driven support is provided by a full team of teachers and translators. Needs are assessed on an individual basis and the support required is provided within school time. This support will not only improve the English skills of these pupils but should also improve their integration with others in the school and the community as a whole. An extra benefit of providing this help to non-English speaking children is the impact it may have on the language skills of older members of their families who may also have limited English. Improving the language skills of these older family members will also help improve their integration with the community in Moray. It should be noted that as the demand for this support increases, it will be a requirement to increase the resources involved in providing the support.	This outcome has been addressed through ongoing support for non-English pupils.
--	--------------------------------------	------------	--	---

Smarter
05. Our children have the best start in life and are ready to succeed. Health development

Title	Lead/Contact	Due Date	Contribution to the Outcome	Status
Review Youth intervention initiatives	Lead: TMC Contact: Graham Jarvis	31/03/2009	Youth Services Review is has been reported to Full Council in April. In this report interim recommendations have been made alongside proposals for medium term work that will remodel the initiatives of the service. At the moment these recommendations and proposals are confidential to enable further investigations into their impact.	This review has made a partial contribution to date but until the full impact of the proposals are explored this cannot be progressed further.
All children 0-5 participating in Play @ Home	Lead: NHSG Contact: Tracy Gervaise	31/03/2009	The final Play@Home programme (Pre-school) was launched March 2009. This is a pre-school programme to be disseminated to children/families via nurseries/pre-school groups/developmental nurseries when children commence a funded placement. The Programme focuses on stimulating physical activity as well as speech and language skills. The roll out of Play@Home training for nursery/pre-school/developmental nurseries has been completed with over forty nursery/preschool staff attending. (Local Trainer for Trainers programme is also included). Over 1100 children in Moray have benefited from the play @ home programme.	The play @ home programme has contributed to providing Moray's children with the best start in life.
Develop dental facilities in Moray	Lead: NHSG Contact: Elaine Brown	31/03/2009	Buckie and Keith facilities are complete and patients are being treated. The construction of a dental facility at Spynie has commenced and is forecast to be completed by September 2009. The dental facility within the new Glassgreen	The development of these new dental facilities has contributed to the healthy development of young