

Safer and Str er Strategic Group: Key Actions and **ad Officers**

Appendix 7
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Inequalities in Moray					
NO7 LO14 608856	Key Action 1	Implement Fairer Scotland Fund	Jacqui Taylor	TMC	✓
612575	Key Action 2	Implement Social Inclusion Strategy	John Ferguson	TMC	✓
612578	Key Action 3	Implement Safer Strategy	Andy Jamieson	TMC	✓
612582	Key Action 4	Implement Equalities Schemes	Bridget Mustard	TMC	✓
Affordable Housing					
NO10 LO18 608891	Key Action 1	Increase the supply of affordable housing	Jill Stewart	TMC	✓
612584	Key Action 2	Improve housing quality in the public and private sectors	Jill Stewart	TMC	✓
Homelessness					
NO10 LO19 608894	Key Action 1	Tackle Homelessness	Jill Stewart	TMC	✓
Resilient to Emergencies					
NO11 L21 608898	Key Action 1	Multi-agency approach to address issues of national security (Government's Contest Strategy)	Adrian Moar	GP	X
612587	Key Action 2	Multi-agency approach to address local security and emergency issues	Sandy Ritchie	TMC	✓

NO = National Outcome; LO = Local Outcome; TMC = The Moray Council; GP = Grampian Police
618077

National Outcome 7 – We have tackled the significant inequalities in Scottish society

Local Outcome 14 - Inequalities in Moray will be addressed

KEY ACTION	Implement Fairer Scotland Fund	
SMART Targets for Key Action		
<ul style="list-style-type: none"> • produce Fairer Scotland Fund Strategic Assessment • identify pockets of deprivation in Moray and production of accurate poverty indicators for Moray to allow effective targeting of resources • produce employability strategy • produce integrated strategy on financial inclusion • invest the fund to effectively tackle poverty in Moray for individuals and communities. 		
Quarter 1 Milestone		Date
FSF process for applicants launched		May
Production of initial FSF strategic assessment		May June June
Financial Inclusion seminar to agree integrated financial inclusion strategy		
Draft Employability Action Plan produced		
Quarter 2 Milestone		Date
First contracts for delivery under the fund awarded		July
Employability tendering process complete		August
Award employability tenders		September
Finalised employability strategy and Action Plan		September
Set accurate poverty indicators for Moray		September
Quarter 3 Milestone (October – December)		Date
Financial Inclusion Strategy and action plan agreed and launched		November
Established Financial Inclusion Strategy and Network		November
Commence initial targeted research into aspects of poverty in Moray		October
Quarter 4 Milestone (Jan – March)		Date
All contracts now awarded the fund allocation complete.		March
Annual evaluation of the impact of the Fairer Scotland Fund complete		March
Complete review of Social Inclusion Strategy and Employability Strategies		March
Complete review of FSF submission/action plan		March
Established structure to facilitate effective networking and communication across sectors working in the poverty field.		February
Expected outcome/contribution to the local and national outcome		
<ul style="list-style-type: none"> • Raised awareness of the causes of poverty and its impact in Moray • Improved engagement of individuals, groups and communities facing poverty and disadvantage • Increased understanding of inequality issues faced by disadvantaged groups • Reduced income deprivation. • Increased resources to support individuals facing poverty. 		
Resources		
<ul style="list-style-type: none"> • Fairer Scotland Fund Team • Fairer Scotland Fund • Social Inclusion Implementation Group • 		

Lead Officer, including contact details	Jacqui Taylor The Moray Council Tel: 554311
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National Outcome 7 – We have tackled the significant inequalities in Scottish society

Local Outcome 14 - Inequalities in Moray will be addressed

KEY ACTION	Implement Social Inclusion Strategy	
SMART Targets for Key Action		
<ul style="list-style-type: none"> Identify pockets of deprivation in Moray and produce of accurate poverty Indicators for Moray Review Social Inclusion Strategy Produce Financial Inclusion Strategy Produce Employability Strategy Develop the Fairer Scotland Fund Develop targeted interventions to support socially excluded individuals. 		
Quarter 1 Milestone		Date
Production of initial FSF Strategic Assessment		May
Financial Inclusion Seminar		June
Produce draft Employability Action Plan		June
Quarter 2 Milestone		Date
Complete initial review of Social Inclusion Strategy		August
Complete and get agreement of Social Inclusion action plan		September
Finalised Employability Strategy and Action Plan		September
Set accurate poverty indicators for Moray		September
Quarter 3 Milestone		Date
Financial Inclusion Strategy and Action Plan agreed and launched		November
Established Financial Inclusion Strategy and Network.		November
Commence initial targeted research into aspects of social exclusion and poverty in Moray.		October
Agree targeted interventions to tackle social exclusion, align with the development of the Fairer Scotland Fund and develop an integrated approach across both strategies.		November
Quarter 4 Milestone		Date
Complete end of year review of Social Inclusion Strategy		March
Complete review of the Employability Strategy and Fairer Scotland Fund.		March
Established structure to facilitate effective networking and communication across sectors working in the social exclusion and poverty field.		February
Expected outcome/contribution to the local and national outcome		
<ul style="list-style-type: none"> Raised awareness and understanding of poverty and inequalities in Moray amongst partnership Improve engagement of individuals, groups and communities facing poverty and disadvantage Increased understanding of inequality issues faced by disadvantaged groups Reduced income deprivation. Increase resource targeted at socially excluded individuals. 		
Resources		
<ul style="list-style-type: none"> Fairer Scotland Fund Team Fairer Scotland Fund Social Inclusion Implementation Group 16+ learning choices development officer 		
Lead Officer, including contact details	John Ferguson, The Moray Council Tel: 563404	

National Outcome 7 – We have tackled the significant inequalities in Scottish society

Local Outcome 14 - Inequalities in Moray will be addressed

KEY ACTION	Implement Safer Strategy	
SMART Targets for Key Action		
Reduced level of Antisocial Behaviour as measured by Safer Communities Reduce level of Fires as measured by Safer Communities		
Quarter 1 Milestone		Date
Litter and Dog Fouling Campaigns in Forres, Lossiemouth and Elgin Continue Operations Avon Carry out educational visits to schools to raise the awareness of the dangers of setting fires in grass and shrubland. Rocksafes Disco at Joannas		
Quarter 2 Milestone		Date
Target identified areas where neighbours disputes are disproportionately high. Carry out an Operation in the Elgin Academy area to tackle graffiti which is disproportionately high in this area. Additional Street Football sessions.		
Quarter 3 Milestone		Date
Carry out joint GFRS and Community Warden patrols to tackle unauthorised bonfires. Operations Avon in targeted areas. Contribution to Safer Streets Initiative.		
Quarter 4 Milestone		Date
Litter and Dog Fouling Campaign in targeted areas making full use of fixed penalties Carry out Home Fire Safety visits to Identified vulnerable and at risk households. Make use of local ASB meeting to tackle identified problem addresses and to identify suitable candidates for referral to Education Sessions by GFRS.		
Expected outcome/contribution to the local and national outcome		
By reducing ASB there will be an improvement in Community Wellbeing. Reduce accidents within the vulnerable and at risk households.		

Resources	
No additional resources are required	
Lead Officer, including contact details	Andy Jamieson, The Moray Council Tel: 563322

National Outcome 7 – We have tackled the significant inequalities in Scottish society

Local Outcome 14 - Inequalities in Moray will be addressed

KEY ACTION	Implement Single Equality Scheme	
SMART Targets for Key Action		
Reduce the disadvantage within priority areas identified via the equalities forum.		
Quarter 1 Milestone		Date
Gain partnership input to the Equalities Forum		End June
Ensure EIA's are carried out quarterly		End June
Collate information gathered from EIA recommendations every quarter		End June
Quarter 2 Milestone		Date
Raise awareness of Equalities Incident Monitoring Form		End July
Ensure EIA's are carried out quarterly		End July
Collate information gathered from EIA recommendations every quarter		End July
Quarter 3 Milestone		Date
Create Single Equality Scheme		4 Dec
Consult Equalities Forum and include actions		4 Dec
Ensure EIA's are carried out quarterly		End Dec
Collate information gathered from EIA recommendations every quarter		End Dec
Quarter 4 Milestone		Date
Assist GVJB to meet equalities legislation		End March
Ensure EIA's are carried out quarterly		End March
Collate information gathered from EIA recommendations every quarter		End March

Expected outcome/contribution to the local and national outcome	
Disadvantage eliminated by partnership agencies within the priority areas identified by the Equalities Forum, therefore increasing fairness and inclusion within the community.	
Resources	
Staff required for rigorous equality impact assessment completion. Budget for Equalities Forum – Community Engagement – CLD?	
Lead Officer, including contact details	Bridget Mustard, The Moray Council Tel: 563048

National Outcome 10 – We live in well-designed, sustainable places where we are able to access the amenities and service we need

Local Outcome 18 – More people in Moray will have access to affordable housing

KEY ACTION	Increase the supply of affordable housing
SMART Targets for Key Action	
Reduce the gap between new affordable houses required annually (shortfall identified in Housing Needs Study and updated annually) and the number of new affordable houses provided.	
Quarter 1 Milestone	Date
Affordable Housing Guidelines for Developers agreed	19 May 2009
Tender for Council new build accepted	2 June 2009
Affordable Housing Investment Programme for 2009/10 agreed with Scottish Government/RSLs	End June 2009
Quarter 2 Milestone	Date
Meetings with RSLs/Developers held to assist in preparation of Strategic Housing Investment Plan 2010/15	End September 2009
Quarter 3 Milestone	Date
Submission of Strategic Housing Investment Plan 2010/15 to Scottish Government	End November 2009
Draft Interim LHS available for consultation	End December 2009
Quarter 4 Milestone	Date
Council new build Phase 1 project on site	End March 2010
Interim LHS 2010/13 agreed	End March 2010

Expected outcome/contribution to the local and national outcome	
The shortage of affordable housing in Moray is the greatest barrier to achievement of this outcome. Increasing the supply will therefore contribute to addressing this.	
Resources	
Affordable Housing Investment Programme (via SG to RSLs) = £12.5m. Council new build =£4.6m Staff	
Lead Officer, including contact details	Jill Stewart, The Moray Council Tel: 563532

National Outcome 10 – We live in well-designed, sustainable places where we are able to access the amenities and service we need

Local Outcome 18 – More people in Moray will have access to affordable housing

KEY ACTION	Improve housing quality in the public and private sectors
SMART Targets for Key Action	
Achieve Private Sector Housing Grant budget spend for 2009/10. Target = £1.667m. Achieve Housing Investment Programme spend in 2009/10. Target= £8.555m.	
Quarter 1 Milestone	Date
% of Council houses compliant with SHQS	End June 2009
Quarter 2 Milestone	Date
Consultative draft Scheme of Assistance agreed	11 August 2009
Draft Asset Management Plan produced	End September 2009
% of Council houses compliant with SHQS	End September 2009
Quarter 3 Milestone	Date
Draft Housing Investment Strategy produced	December 2009
% Council houses compliant with SHQS	End December 2009
Quarter 4 Milestone	Date
Final Scheme of Assistance agreed	By March 2010
Housing Investment Programme for 2010/11 agreed	February 2010
% Council houses compliant with SHQS	End March 2010

Expected outcome/contribution to the local and national outcome	
Improving housing quality in both the private and public sectors will enable best use to be made of existing housing resources and can contribute to enabling people to remain in their current homes, thus reducing pressure through the Housing List.	
Resources	
Private Sector Housing Grant =£1.667m Housing Investment Programme = £8.555m Staff	
Lead Officer, including contact details	Jill Stewart, The Moray Council Tel: 563532

National Outcome 10 – We live in well-designed, sustainable places where we are able to access the amenities and service we need

Local Outcome 19 – Homeless people will be provided with appropriate accommodation

KEY ACTION	Tackle Homelessness
SMART Targets for Key Action	
Achieve increase in temporary accommodation in 2009/10. Target= 49 properties (of which 20 will be Council properties)	
Achieve target of 0 breaches of Unsuitable Accommodation Order 2004 in 2009/10	
Quarter 1 Milestone	Date
Breaches of Unsuitable Accommodation Order	End June 2009
No. of additional temporary accommodation units provided	End June 2009
Quarter 2 Milestone	Date
Draft Homelessness Strategy agreed for consultation	11 August 2009
Breaches of Unsuitable Accommodation Order	End September 2009
No. of additional temporary accommodation units provided	End September 2009
Quarter 3 Milestone	Date
Progress report on implementation Homelessness Improvement Plan	December 2009
No. of additional temporary accommodation units provided	End December 2009
Breaches of Unsuitable Accommodation Order	End December 2009
Quarter 4 Milestone	Date
Revised Homelessness Strategy in place.	End March 2010

Increase in temporary accommodation units achieved.	End March 2010
Breaches of Unsuitable Accommodation Order	End March 2010
Expected outcome/contribution to the local and national outcome	
Increasing the number of temporary units for homeless households will assist in the provision of appropriate accommodation for homeless households.	
Resources	
General Services Homelessness Budget	
Use of Council owned properties for temporary accommodation	
Use of RSL/private sector landlord properties for temporary accommodation	
Lead Officer, including contact details	Jill Stewart, The Moray Council Tel: 563532

National Outcome 11 – We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

Local Outcome 21 – Our communities will be resilient to emergencies

KEY ACTION	Multi-agency approach to implementing local security and emergency issues	
SMART Targets for Key Action		
<ul style="list-style-type: none"> • Critical functions for each service identified and agreed (June 2009) • Service Business Continuity Plans (BCP) produced (September 2009) • Testing schedule for BCP developed (December 2009) • BCP Awareness training for staff developed (March 2010) • Service and Operational emergency plans reviewed annually (March 2010) • Emergency Contact Directory details for Moray Council reviewed twice a year • Test and review of the Control of Major Accident Hazards (COMAH) – Moray Distilleries and Maturation Warehouses plan (Sept 2009) • Review and test of the Moray Council Flooding arrangements (Dec 2009) • Review and test of the Moray Council Coastal Flooding Plan (Mar 2010) • Update and test of the Automated Warning System (Dec 2009) • Review system for the issue of Automated Warnings (Mar 2010) 		
Quarter 1 Milestone		Date
Critical functions for each service identified and agreed		June 2009
Emergency Contact Directory details for Moray Council reviewed		June 2009
Test of Control of Major Accident Hazards (COMAH) – Moray Distilleries and Maturation Warehouses plan		May 2009
Quarter 2 Milestone		Date
Service Business Continuity Plans produced		Sept 2009
Service Emergency plans reviewed		Sept 2009
Moray Council – Coastal Pollution Plan reviewed		Sept 2009
Contact details for Automated Warning System reviewed		Sept 2009
Review Control of Major Accident Hazards (COMAH) – Moray Distilleries and Maturation Warehouses plan		Sept 2009
Quarter 3 Milestone		Date
Testing schedule for BCP developed		Dec 2009
Emergency Contact Directory details for Moray Council reviewed		Dec 2009
Moray Council – Coastal Pollution Plan tested		Dec 2009
Test of the Automated Warning System		Dec 2009
Test of the Moray Council – Operational Flooding Arrangements		Dec 2009

Quarter 4 Milestone		Date
BCP Awareness training for staff developed		Mar 2010
Review of the Moray Council – Operational Flooding Arrangements		Mar 2010
Review system for issue of automated warnings		Mar 2010
Expected outcome/contribution to the local and national outcome		
Plans are updated and relevant in case of a local emergency		
Resources		
Emergency Planning Unit Officer and Business Continuity Officer to lead with support from Council departmental staff as required.		
Lead Officer, including contact details	Sandy Ritchie, The Moray Council Tel: 562502	