Moray 2023
A Plan for the Future

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1. Introduction

1.1 The aim of this document is to describe what Moray will look like 10 years from now.

1.2 As a starting point a description of the current traits of Moray (good, bad and indifferent) is provided to give an understanding of our community and communities. This is referred to as having a sense of "place" – what is Moray like. This sense of place will identify areas of strength for us to build upon, inequalities and other trends that need to be addressed and aspects of life in Moray that should be maintained.

1.3 Having established a sense of Moray as a place, we need to be aware of the external factors that will, or are likely to affect Moray communities over the next 10 years. These factors will include changes in the population, direction from national government, technological advances and international changes.

1.4 The final section describes the vision for life in Moray in 2023. This includes targets for improvement, targets to address changing demands for specific services and targets to maintain a high quality of life for many communities. These targets give a clear view of the priorities that public sector partners have identified and give a firm indication about the scale of improvement we are aiming to achieve. The vision for 2023 is ambitious and will require a significant shift in resources to be achieved; inevitably this will require a reduction in some areas of public service activity and these areas are clearly identified. Community leaders believe that fundamental changes need to be delivered to ensure that Moray is a great place to live in 2023 and are determined to do all they can to target public funds towards the areas that will support change and maintain the high quality of life already enjoyed by many of Moray's communities.

1.5 The plan is designed to be a dynamic document that will be reviewed and updated annually by the Moray Community Planning Board[1]. Delivering the improvements and changes necessary to thrive in a changing world will require ongoing engagement with community groups and the preparation of shorter term delivery plans.

1.6 The document has been written by public sector providers in collaboration with the Third Sector Interface (TSI[2] Moray). The evidence used to prepare the plan includes previous communication and consultation feedback from a wide range of communities and individuals. As described in section 6, there will be ongoing engagement with communities to develop the 10 year plan and the outcomes from this will be reflected in updated versions of the plan to be produced annually.

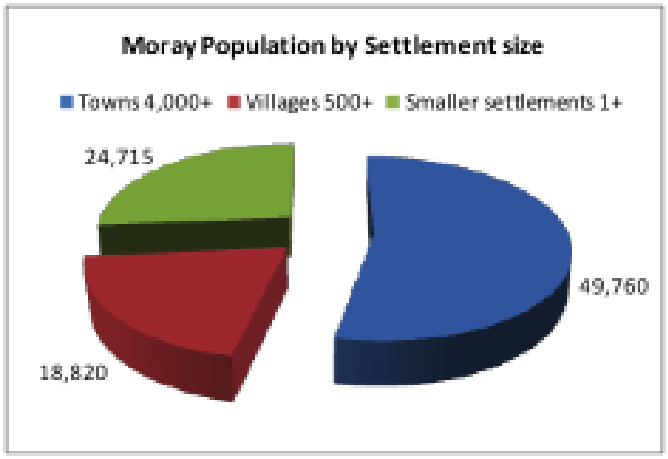
[1] Community Planning Board is the board that oversees the work of all public sector bodies with the aim of improving outcomes for the community.

[2] The Third Sector Interface is the local organisation that provides coordination and guidance for voluntary groups and social enterprises.

2. Where We Are Now

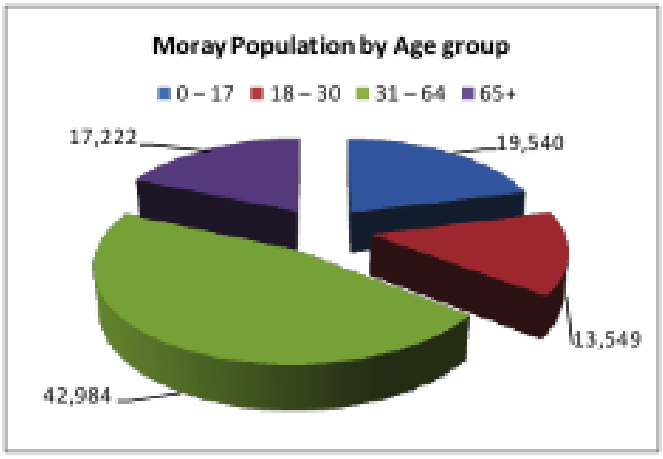
2.1 Moray is the 8th largest Council area in Scotland, covering an area of 2,238 square kilometres, from the Cairngorm Mountains in the south to the coast of the Moray Firth in the north. However, in terms of its population, it ranks 22nd out of 32 with a population of just 93,300. Over 27% of Moray is covered by woodland. The average population density is low at just 39 people per square kilometre, compared with 67 people per square kilometre nationally. However, approximately 57% of the population live in the five main towns of Elgin, Forres, Buckie, Lossiemouth and Keith, where the population density is approximately 2,500 people per square kilometre.

2.2 The most recent census (2011) shows the total population of Moray to be is 93,295. Analysis by settlement type is provided below.



Moray has diverse communities, with around half of the population living in towns with easy access to a wide range of services, and the remainder, living in a range of more rural settings with a high reliance on the road network for accessing services.

2.3 Analysis of the population by age is as follows:



The growth in the number of older people compared to economically active younger people is recognised as a major challenge for Scotland, and in Moray the proportion of the population that is 65+ is growing faster than the rest of Scotland as a whole. Older people have a lot to contribute to their communities and there is a significant shift occurring in relation to this group being seen as contributors rather than focussing on the additional support some older people require.

2.4 In economic terms Moray is characterised by high levels of employment, low wages, significant presence of the food and drink industries and a natural environment well suited to tourism. In addition there is a high dependency on seasonal and part-time work and a low number of graduate opportunities. However, Moray has a willing workforce with high levels of employment and lower than average levels of benefit claimants.

The largest employers are the public sector, including the armed forces bases, food processing (including Baxters and Walkers), construction and a significant number of small and medium size businesses. More than half of Scotland's malt whisky distilleries are located in Moray.

The third sector makes a significant contribution to the local economy and is estimated to be worth around £40 million per annum. It directly impacts on growth in the economy and delivery of public services, supporting resilient and sustainable communities. It is estimated that around 1,000 paid staff and 18,000 volunteers are involved in third sector activity.

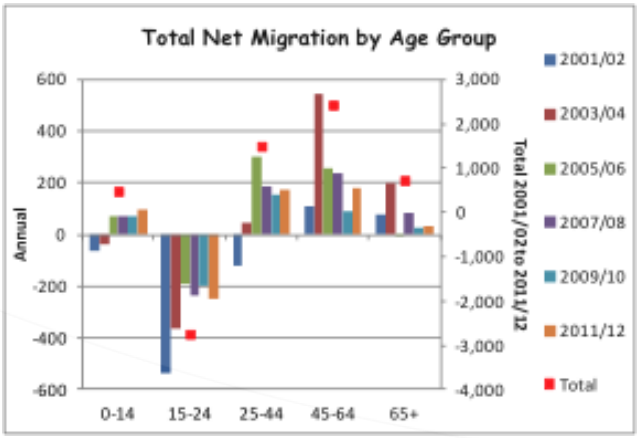
Progress in diversifying the economy is taking place. Recent partnership working with IT companies (e.g. Atos and Capita) has helped to increase the number of people working in this industry, and plans exist to develop higher education programmes tailored to meet the needs of the IT industry.

Building on Moray's current strengths, 'life sciences' has been identified as one of the key sectors to be developed to drive forward economic growth. The purpose-built Moray Life Sciences Centre will provide facilities for - and expertise in - life sciences research and education, all within a space specifically designed to encourage innovation and knowledge transfer amongst the academic, health care and business worlds.

Moray College UHI Hospitality and Tourism Academy works closely with local employers within the hospitality and tourism trades and is well placed to provide high quality training to local businesses. Other developments are in the planning stage in relation to the Food and Drink and Energy sectors.

Using Moray's natural assets, there are opportunities emerging in respect of offshore energy servicing and maintenance, offshore engineering, tourism development, life sciences, the expanding Forres Enterprise Park, and the new commercial site at Barmuckity.

The Wood Commission Report, called 'Developing Scotland's Young Workforce', will guide and drive our plans for closer partnership working between college and secondary schools to improve young peoples' chances of gaining sustainable employment. In addition to addressing sustainable employment for Moray's young people, Moray also has a high level of youth migration out of the area.



2.5 Life expectancy in Moray is above the national average and generally a longer period is spent in better health. Emergency hospital admissions per 100,000 population are below the national average, whereas, cost per attendance is slightly above. Rates of admission for cancer, respiratory, coronary heart and circulatory diseases are in line with national rates.

The percentage of births with a low birth weight is around 1.5% and decreasing. The percentage of P1 children considered to be obese or severely obese is in line with the national average.

An increase in smoking prevalence in the over 16 age range in Moray contradicts the downward trend evident nationally over the same period. In addition, from 2004, the percentage of mothers who were smokers during pregnancy has consistently been above the national average.

Despite improvement in recent years, Moray has the 2nd lowest rate in Scotland for children registering with a dentist, with 0-2 age category showing the lowest rate. Low registration rates are also evident in adults with only just over half registered – the lowest rate in Scotland.

Alcohol and other drug related illnesses are a significant issue across Scotland and the statistics for Moray show an improving but challenging picture. Moray is currently ranked 12th lowest (of 32) for alcohol-related illness, 5th lowest for drug-related illness and 21st lowest for alcohol dependence. Alcohol abuse is also a significant factor for community safety as described later.

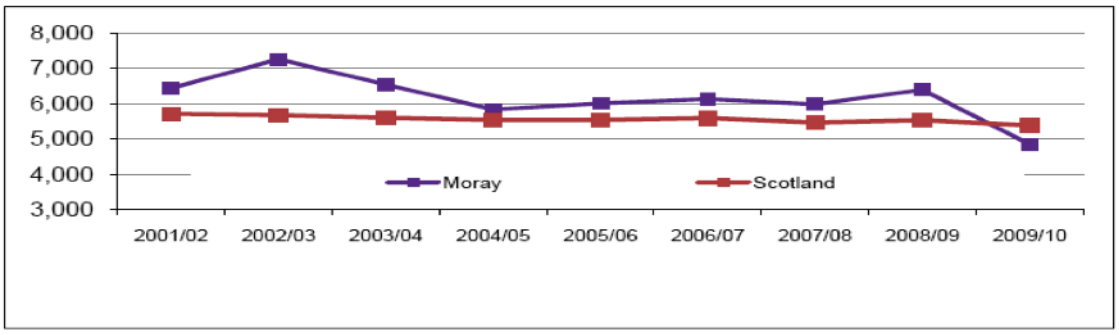
The number of long-stay care home residents has remained fairly static since 2003; it was 505 then and has risen slightly to 532 this year. This has not increased as projected, which means that - despite an ageing population - we are successfully shifting the balance of care by supporting more people than ever to live independently for longer in their own homes. This shift has meant that adult community care services are providing more intensive hours of care proportionally in Moray (10 hours or more) than the rest of Scotland

Although the annual number of planned hospital emergency admissions for the over 65s has increased over the last 10 years from 2,885 to 3,044, the rate of admissions has fallen from 197.4 per 1,000 population to 169.6. For the same period the rate in Scotland rose from 231.9 per 1,000 population to 250.9. Moray had the lowest rate in Scotland for 6 out of the last 10 years.

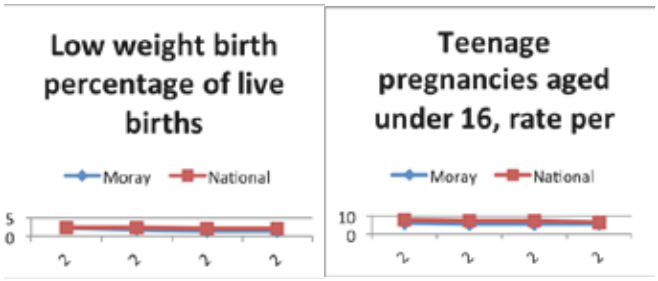
The annual number of hospital emergency bed days for the over 65s has reduced over the last 10 years from 50,051 to 40,452. The rate of admissions has also fallen from 3430.5 per 1,000 population to 2253.3 for the same period. In comparison the rate in Scotland has also fallen but at a slower pace. As a result, Moray's rate has improved comparatively from being the 13th highest in Scotland in 2003/04 to being the lowest rate in Scotland in 2012/13.

Older people have a critical role to play in enabling other older people to remain in their home safely, independently and with dignity, and out of the formal care system. They provide far more care than they receive. It is estimated that there are between 2,734 and 4,651 older people living with an unpaid carer or receiving unpaid care in Moray.

Rate per 1,000 of emergency bed days for patients aged 75+, 2001/02 to 2009/10

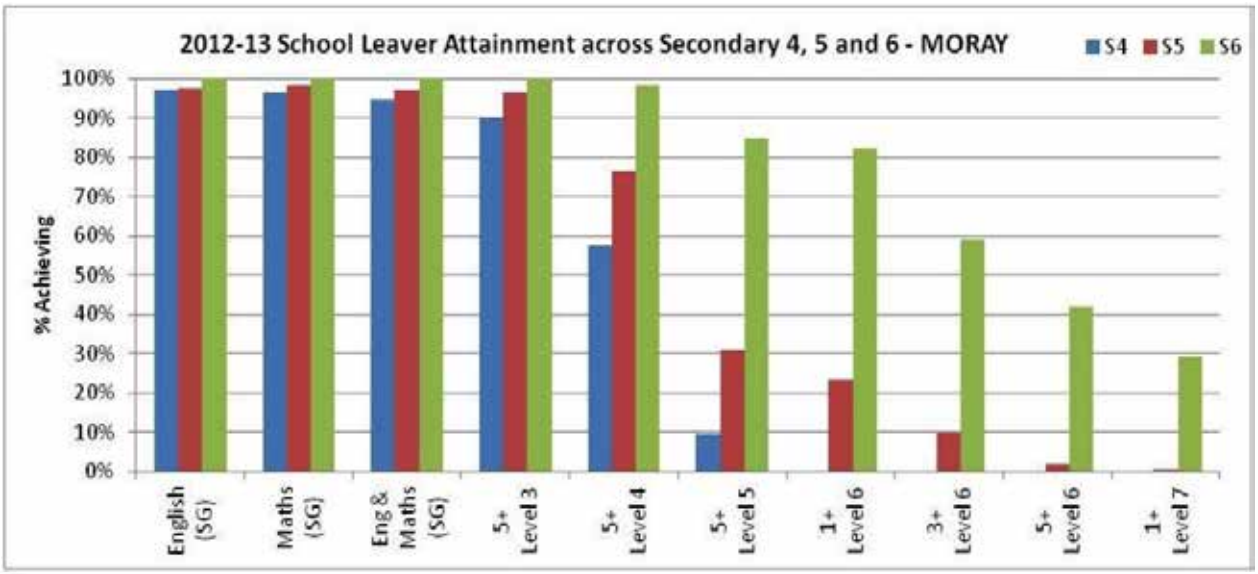


2.6 Most children thrive in our schools and are supported by parents, communities and their teachers to develop into economically active, successful and happy young people. Our children start well in life with good birth weight and high levels of pre-school uptake. But in school exams Moray performs at or below the average in Scotland at both S5 and S6 levels. A more detailed analysis of grades at S5 highlights a significant gap in the proportion of 'A' grades achieved in Moray compared with the Scottish average, in almost all subjects. There is also concern from parents and pupils that our schools often struggle to meet the subject choices selected by pupils.

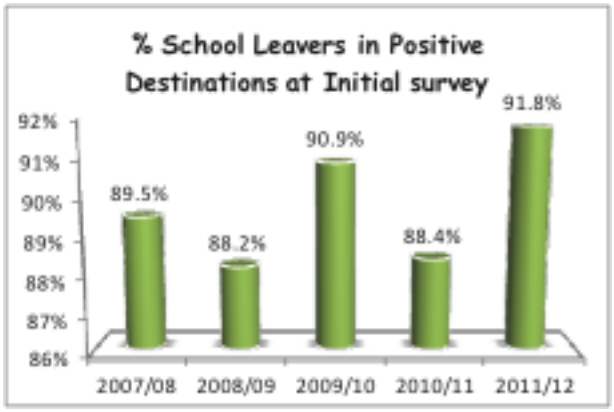


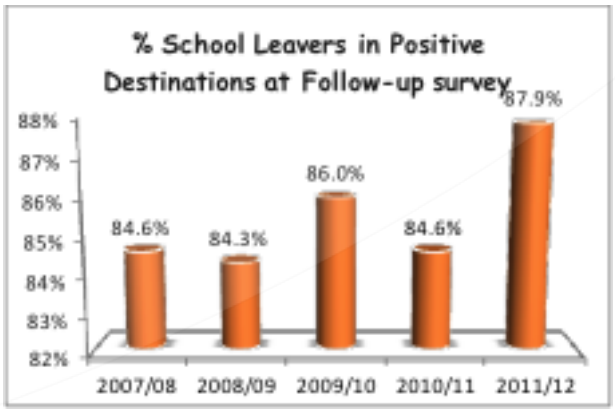
Results - 2012-13 School Leavers (MORAY)						
	English (SG)		Maths (SG)		Eng & Maths (SG)	
	Attained	Didn't Attain	Attained	Didn't Attain	Attained	Didn't Attain
S4	145	4	144	5	141	8
S5	248	6	250	4	247	7
S6	574	0	574	0	574	0
Total	967	10	968	9	962	15

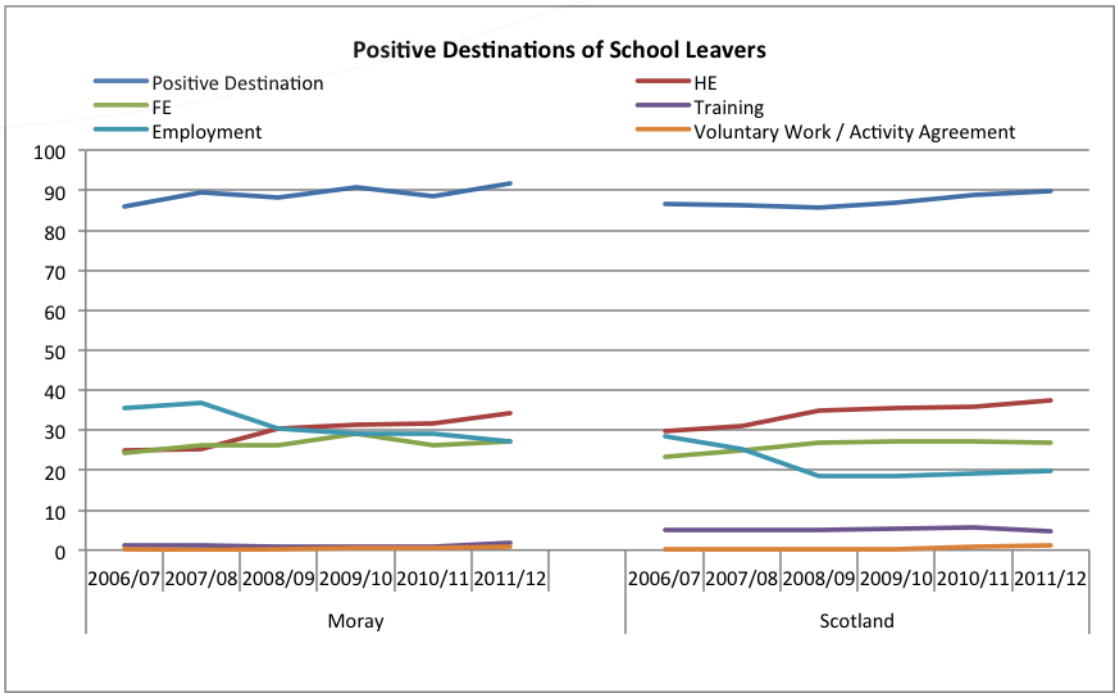
Results - 2012-13 School Leavers (MORAY)										
	English (SG)	Maths (SG)	Eng & Maths (SG)	5+ Level 3	5+ Level 4	5+ Level 5	1+ Level 6	3+ Level 6	5+ Level 6	1+ Level 7
S4	97.3%	96.6%	94.6%	89.9%	57.7%	9.4%	NA	NA	NA	NA
S5	97.6%	98.4%	97.2%	96.5%	76.4%	31.1%	23.2%	9.8%	2.0%	0.4%
S6	100.0%	100.0%	100.0%	100.0%	98.4%	85.0%	82.4%	59.1%	42.0%	29.3%



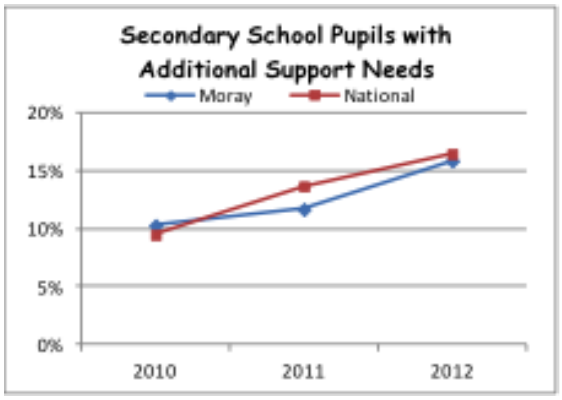
In terms of initial positive destinations, Moray is improving and in last five years has performed above the Scottish average. In terms of follow up positive destinations (i.e. employment or further education) the figures - while improving - show that Moray performs less well than the average for Scotland.

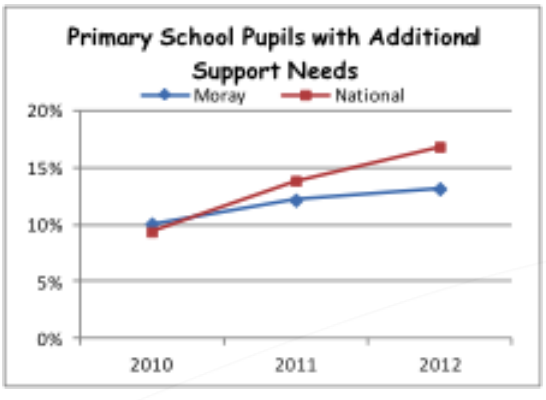






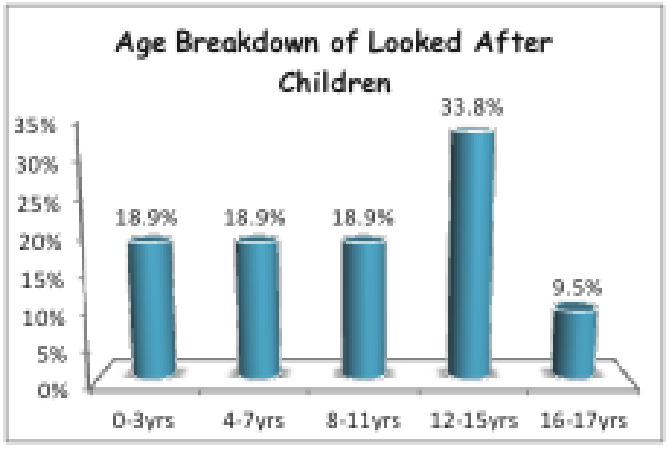
As far as possible, additional support needs are met within our schools. The number of pupils requiring additional support needs in Moray and nationally is increasing.





Current provision follows a conventional approach to education in our schools, enhanced by some alternative arrangements for pupils for whom the standard model does not work

As at September 2013 there were 159 children in the care of the local authority, and a further 63 at home and under the supervision of the local authority. Of the 159 looked after and accommodated children, 19 are in residential placements out of the area as their needs could not be met within Moray.

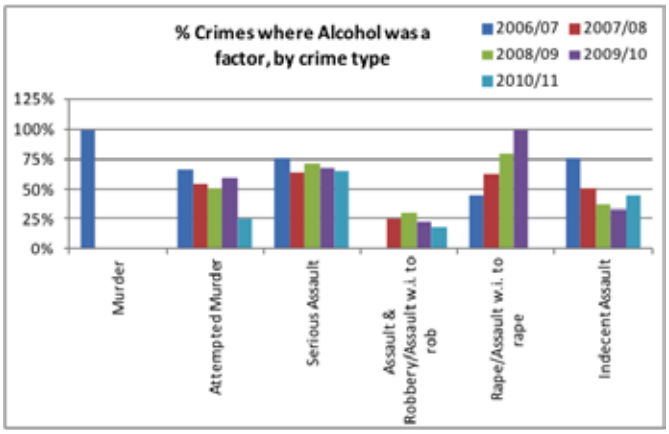


Public services are well established to respond to supporting these children, but in most cases this support relies heavily on reactive services such as social work input. This cannot replicate the nurturing environment of a family and therefore frequently results both in a poor start to life for these children and fosters in them a culture of dependency.

2.7 Life long learning is well supported in Moray and includes services for those in need of support with literacy and numeracy skills, further Education at Moray College and Higher Education at the University of the Highlands and Islands (UHI).

On average the essential skills service is accessed by around 70-80 individual learners at any given time. As of July 2013 there were 78 individual learners undertaking a range of essential skills instruction, with the majority of the learning for literacy (38) and numeracy (18). The other learning includes financial literacy, ICT, English as a Second or Other Language, driving theory and youth literacy.

2.8 Moray is a safe place to live with amongst the lowest recorded crime in the country. Crime is at a 35-year low in Moray. Over the past year (2012), serious assaults have reduced by 28%, common assault by 19% and vandalism by almost 11% with other recorded crime numbering amongst the lowest in the country.

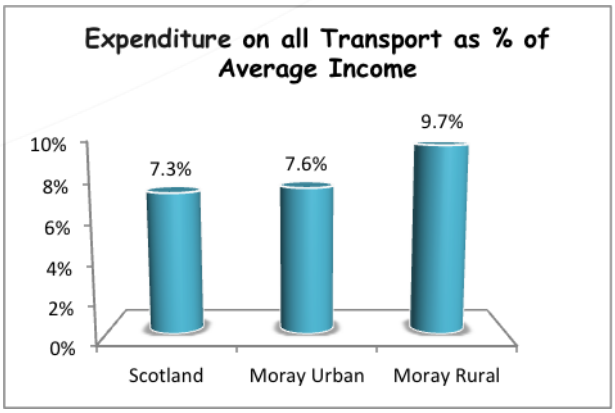


However, a number of indications suggest that the prevalence of problem or inappropriate alcohol consumption in Moray is higher than the national average. This is shown as a factor in a significant proportion of community safety issues in Moray - a quarter of all serious and violent crimes from 2009 to 2012 were committed whilst the perpetrator was under the influence of alcohol. This correlation was most significant for serious assault, with well over a third of all serious assaults being committed whilst under the influence of alcohol. A similar proportion of antisocial behaviour was committed whilst the offenders were under the

influence of alcohol. Nevertheless, Moray saw a positive downward trend in the number of calls made to the Police in relation to alcohol or substance misuse over the past three years.

2.9 Technology has developed rapidly over the last 2 decades and the public sector have implemented a lot of IT solutions to improve service delivery and to reduce costs. More recently the public sector, led by Highlands and Islands Enterprise (HIE), has been involved in enhancing the provision of superfast broadband for business and domestic use. Most but not all areas in Moray will benefit from these improvements, but further consideration will need to be given to addressing access to higher speed broadband for these communities.

2.10 There are 1,018 miles of public roads in Moray and 958 of these are the responsibility of the local authority. The road network is well maintained relative to other Scottish local authorities; the condition of Moray's roads are judged to be 4th best out of the 32 council areas. Of our 958 miles of road, 73.9% requires no maintenance at this time. Predicted climate change scenarios of wetter and more extreme weather patterns are likely to impact on the condition of the road network. There are challenges in providing accessible public transport in rural areas however, and development work has started in providing better demand-led transport, such as the recently enhanced Dial-a-Bus service.



Rural local authorities tend to have higher numbers of cars per head of population than urban local authorities. The impact on high car ownership has a disproportionate impact on household incomes, as shown below with high levels of expenditure on transport, particularly for our rural communities. For example, households in rural Moray spend significantly more on transport than nationally.

2.11 There are a number of harbours along the Moray coast. Most are better suited to recreational users, and the council operates 3 of these, with minimal and dated facilities. There is a large commercial harbour in Buckie that is well placed for expansion to service the increased the volume of work from the offshore energy sector.

2.12 Moray residents have responded well to reducing the amount of rubbish that goes to landfill, which is now half of what it was 10 years ago. The cost of collecting and disposing of the remaining waste is significant and the savings in landfill tax alone from reducing or recycling another 20% of the waste collected would be around £1M every year.

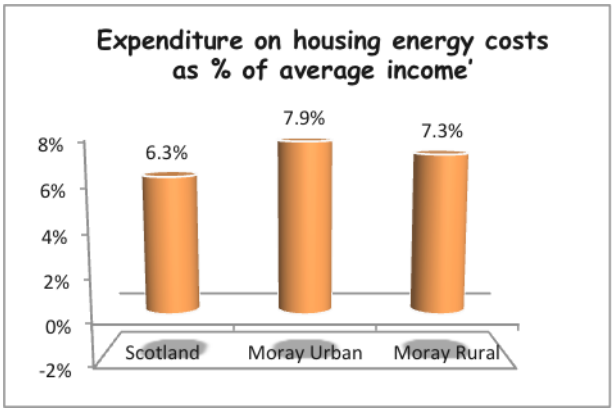
Where We Are Now

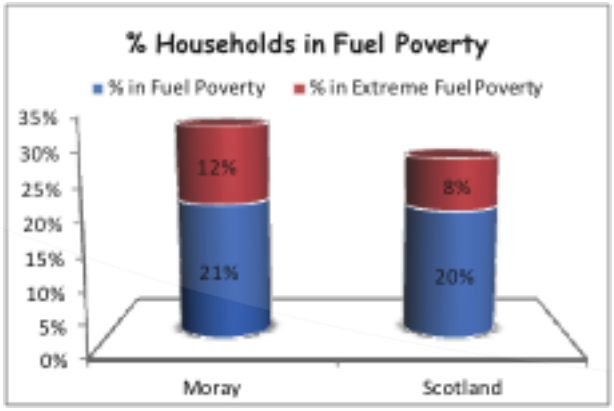
2.13 The Council is the largest social housing landlord in Moray with just under 6,000 houses. Its housing is of a good quality and affordable, with rent levels remaining the lowest in Scotland for many years. The major and perennial challenge is addressing the shortfall of affordable housing in the area.

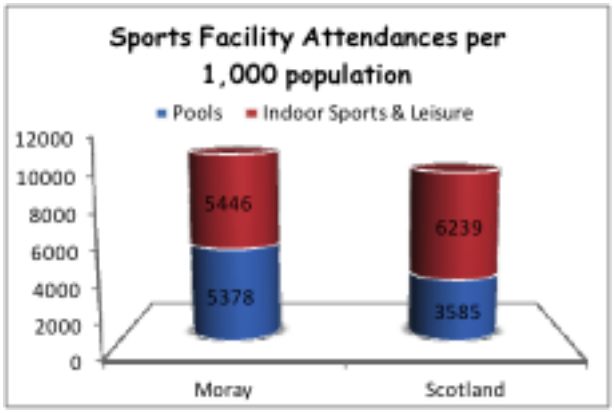
The recent Housing Needs and Demand Assessment showed that by 2023, 6,456 new houses will be needed for the number of people that will require housing. A high proportion (78%) of these is for affordable housing, for households unable to afford to buy or rent a house on the open market. Just over 3,300 applicants are currently on the waiting list for Council housing. In addition, the Council receives around 550 homeless applications per year. When the supply of existing development land is subtracted, there is a balance of land for 1,952 new houses still to be allocated. Current planning policy is that proposals for private housing developments of 10 or more dwellings should provide an affordable housing contribution of 25%.

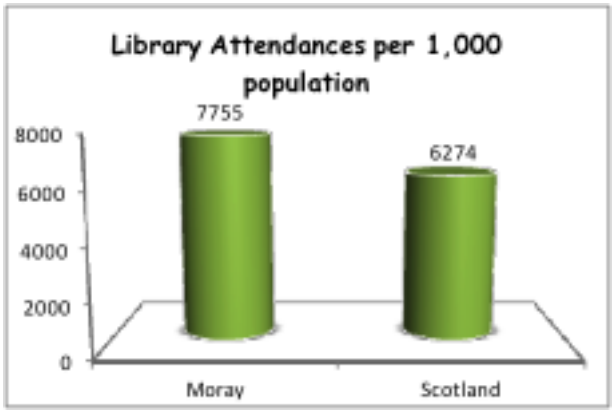
Moray has a high number of households in fuel poverty with a higher than average number of households in extreme fuel poverty.

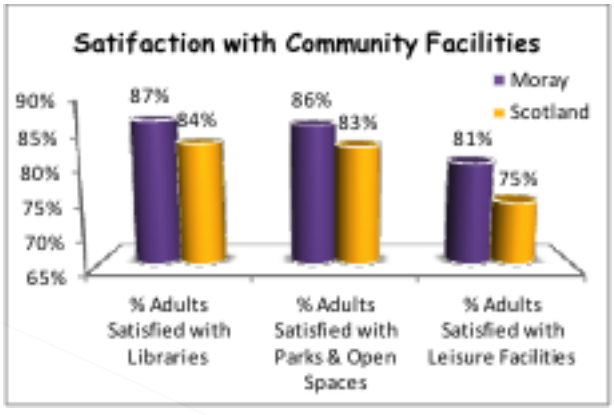
2.14 Attendances at sports facilities are above average, available at a low cost with high satisfaction rates among residents. Similarly library attendances whilst declining are above average for Scotland and residents are satisfied with the service. Parks and open spaces please a significant proportion of our population.











2.15 Over the past fifteen years Moray Council has prioritised the reduction of flood risk within Moray. This approach has enabled it to procure sufficient government funding to construct five major flood protection schemes. Three of these schemes are complete, Lhanbryde, Burn of Mosset and Rothes; and two are programmed for completion in 2015, Elgin and Findhorn & Pilmuir. Collectively these schemes provide protection from flooding to 2955 residential and 434 commercial properties in Moray.

2.16 There are 68 designated protected areas either wholly or partially within Moray representing the very best of Scotland's landscapes and protected species. The Moray coast has been designated by National Geographic magazine as among the top ten unspoilt areas of the world, and the Cairngorms National Park covers part of Moray.

2.17 The Scottish Index of Multiple Deprivation (SIMD) is one of the Scottish Government's key analytical outputs and provides a measure of the extent to which multiple deprivation is concentrated in particular areas. The latest SIMD (2012) divided Scotland up into 6,505 small geographical areas (called 'datazones'), each with an average population of 767. These are ranked from 1 (most deprived) to 6,505 (least deprived) using 38 indicators of deprivation across seven categories:

- Employment
- Income
- Health
- Education, Skills, and Training
- Geographic Access to Services
- Crime
- Housing

There are two categories of deprivation that particularly affect Moray; geographic access to services and crime. As Moray is a largely rural area it is always likely to perform poorly in the geographic access to services category. Further work is needed on this issue to determine access to which particular services could be improved and which communities would gain most benefit. This is particularly true for communities that have a high dependency on public transport.

Two distinct types of datazone fall in the 15% 'most exposed to crime' areas. These are in and around town centres, and those that are the most deprived in the Income, Employment, Health and the Education, Skills and Training categories. There are six datazones with higher levels of admissions for alcohol misuse and six for drug misuse, five have both. Of the 10 datazones that are included in the 15% 'most exposed to crime' areas the most prevalent single indicator within these group is the number of 16-19 year olds that are not in education, employment or training (NEETs). The results against those datazones are all above the Moray average for that category.

The Partners have been working together over recent months to prepare for the impact of the introduction of Welfare Reforms. Issues such as the introduction of social sector size criteria will have a large impact on households in the Moray as the options to move to smaller properties are extremely limited due to lack of housing with one bedroom. The ability to search for, and secure work in an area with such a large geographical spread and job scarcity will be a particular challenge for those living in the Moray

2.18 Social wellbeing and happiness

2.18.1 Why is Moray a good place to live?

- Natural environment – beautiful coastline, forests, rivers and hills
- Low crime rate
- Low cost housing, and low rent for many.
- High rate of employment.

(Quality of Life graph-appendix)

2.18.2 Does Moray provide well for all of its citizens? The evidence shows a number of groups for whom life in Moray is not so good…

a) There are currently 222 children in Moray who are either looked after or cared for in some way. Whilst the care provided can be of a very high standard, it is far from ideal that this number of children require the level of intervention they currently receive from the care services.

b) There is currently a shortage of affordable housing. A shortage of affordable rented housing has been a feature in Moray for a number of years. In 2011, the Council estimated that 424 new affordable houses (mostly for rent) would be required each year for the next 10 years to meet the shortfall.

c) Low wages – Average levels of pay in Moray are lower than the average in Scotland. The average for Moray includes those working in the armed forces bases on national pay scales, so the true picture of indigenous pay rates would show that there are a high number of people managing on low wages. Poverty is 'hidden' in rural areas, where it tends to be individual households affected rather than communities experiencing deprivation, as in more urban areas. The gender pay gap is more evident in rural areas where part-time work tends to be low paid and below the skill level of workers.

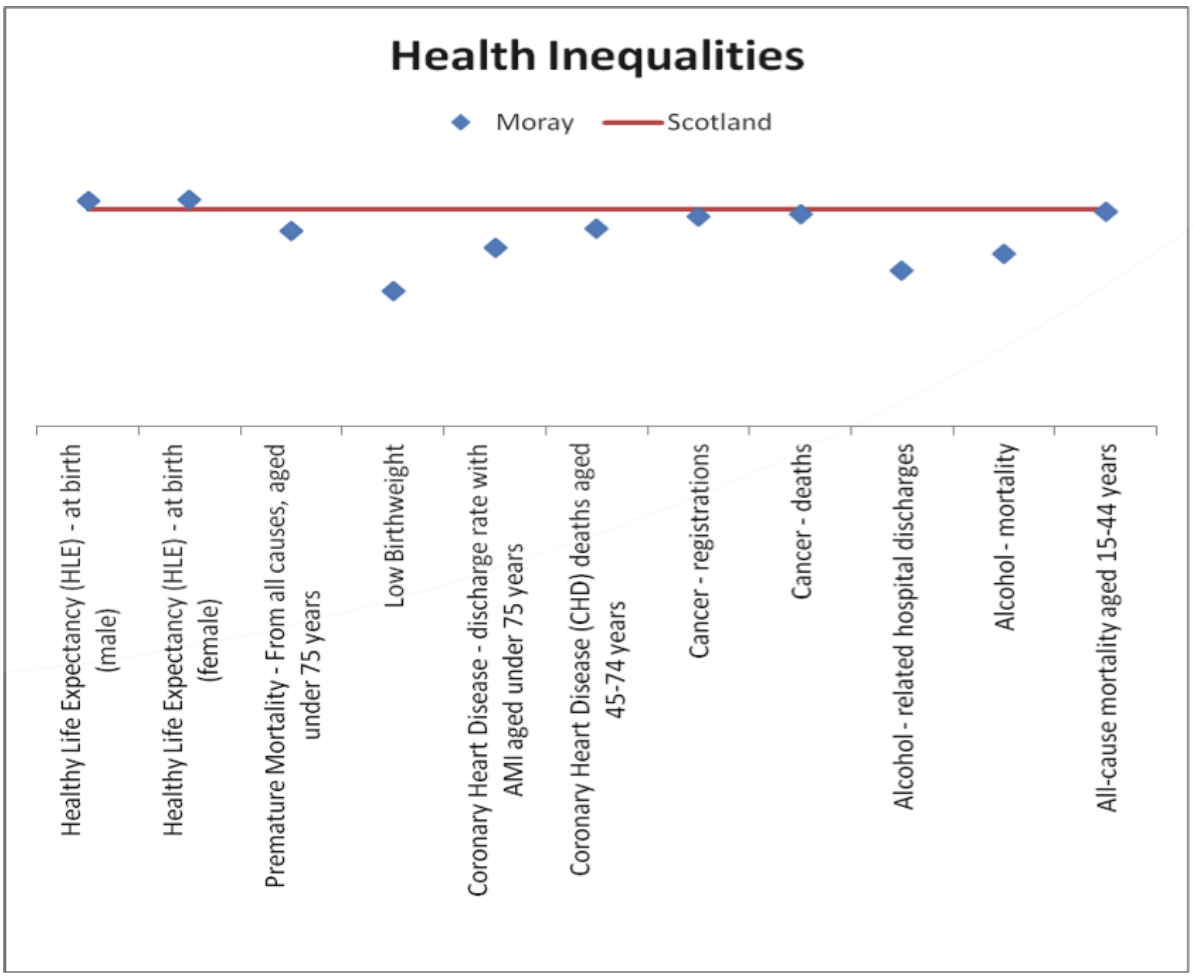
d) There is a significant reliance on car ownership for local journeys. The majority of subsidised bus routes have been replaced by a dial-a-bus service due to the poor usage of the routes.

e) Issues such as fuel poverty, limited job market, low income rates and accessibility have a large impact on the lives of the communities within the Moray

(Individual Life Paths graph – appendix)

(Experiences of Inequalities graph - appendix)

On the positive side though, Healthy Life Expectancy is above the Scottish figure which is good for our residents but other areas of health is not as positive.



2.19 Summary

For a lot of people Moray is a great place to live – low crime, low unemployment, world class natural environment. There is ongoing investment in the local economy, with the business sector responding well to the re-invigorated partnership approach between the public and private sector. The recently-established University of the Highlands and Islands will assist in developing Moray's economic growth. There is also a well established and developing social economy sector with high levels of engagement.

However, for some people life is not so good – high rate of alcohol abuse/alcohol behaviour, low wages, a high number of children are looked after by the local authority and educational attainment could be better for lots of our children. Public sector partners and TSI Moray are committed to addressing the inequalities that affect the lives of these members of our communities to enable them to live as happily as the rest of the community.

Where We Are Now

3. Significant Factors for the Future

3.1 Public spending in the UK will amount to £720 billion in 2013/14 and this will be financed from tax income of £612 billion. The government will need to borrow £108 billion to fund the shortfall. It is recognised that this level of annual deficit is not sustainable and the current UK government is aiming to tackle the problem through ongoing reductions in expenditure. The alternatives are growing the economy and increasing taxation. Future governments, whether UK wide (next general election due in May 2015) or Scottish, may choose different approaches to the deficit reduction.

Why is this relevant to public spending in Moray? Because around 85% of council expenditure and 100% of all other public services are financed by national taxation.

Given the uncertain political future it is difficult to forecast levels of funding that will be available beyond March 2016. However, an analysis of the growth in public spending during the 10 years to 2007 shows that it exceeded the level of very good economic growth during that period. The consensus from a range of economic forecasts is that the UK economy is unlikely to revert to the relatively high levels of growth experienced up to 2008, for the foreseeable future. Therefore, unless taxes are increased significantly, public expenditure will need to continue to decrease. This decrease will result in more co-production approaches involving service users, communities and the third sector, if we are to provide services to meet the needs and aspirations of our communities.

3.2 Projected population changes

Population projections based on 2011 Census suggest that between 2011 and 2035 Moray's population could grow from 93,295 to 101,666, an increase of 9.0%.

Figure 1: Moray Population Projection, all ages by 5 year intervals

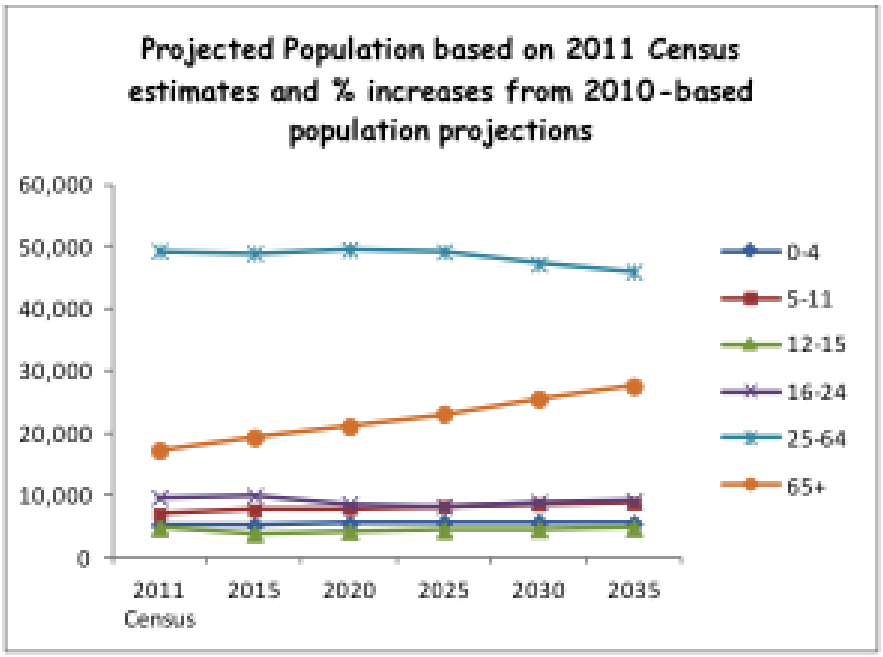


Figure 1 indicates that the largest increase is in the 65+ age group, growing by more than 10,000.

The increase across the over 65 age group is variable, with a significant increase (118.9%) in the over 85s. This older age group is predicted to have higher, more complex levels of need and is most likely to require specialist accommodation and support services

Table: Moray population projections for 2020 and 2030, showing % change from 2011.

	2011	2015	% change to 2015	2020	% change to 2020	2030	% change to 2030
50-64	18,989	19,503	2.7%	20,691	9.0%	17,798	-6.3%
65-74	9,381	10,572	12.7%	11,021	17.5%	12,389	32.1%
75-84	5,885	6,461	9.8%	7,063	20.0%	8,722	48.2%
85+	1,956	2,259	15.5%	2,919	49.3%	4,281	118.9%

The projected growth in the older population will create significant additional demand on health, care and support services, unpaid carers and appropriate housing. This is particularly relevant in the over 85 age group which is most likely to have the highest level of need.

The change in the future working population will put pressure on the availability of a workforce within health and social care to meet the increasing needs of older people. It confirms that services in their current form are not sustainable for the future.

3.3 As well as controlling the amount of finance available for local public services national government policies also have a significant effect on communities, which in turn will impact on the public services to be provided. The current welfare reform programme is having a significant impact on the provision of housing and financial support.

3.4 The independence referendum, in September 2014, will have a significant impact on the future of Scotland and, therefore, the communities within Moray. The 10 year plan will be updated once the result of the referendum is known and any changes in national policy become clear.

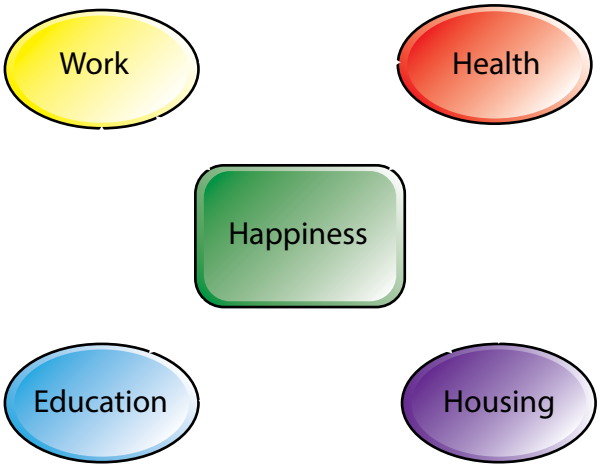
Significant Factors for the Future

4. Where we aim to be - Moray 2023

Section 2 of this document provided an overview of Moray as at 2013. There is a lot to be proud of and there will always be room for improvement. The world around us will continue to change during the next 10 years and public sector leaders are ambitious for the future of Moray communities. In this next section the ambitions for the future are described together with a realistic assessment of the changes that will need to be implemented to enable, support and encourage communities to achieve more at a time of declining public sector resources.

4.1 The focus of the plan for the future is that sustainable economic development is the most important priority to enable Moray communities to flourish in the years ahead. A vibrant economy will provide a diverse range of employment and business opportunities which are essential to the wellbeing (happiness) of everyone. An improved range of work opportunities contribute to improved health, and improved health contributes to improved work opportunities. Matching our educational outcomes to the needs of the economy will be key to this ambition, and we will seek to enhance the links between businesses, schools and the college.

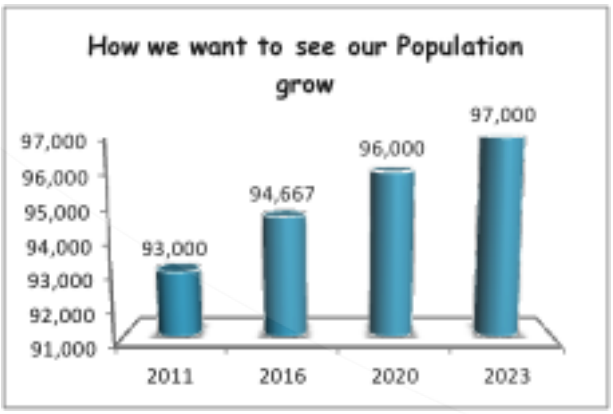
The diagram below incorporates the core components of sustainable economic development (work) as the most important priority to enable Moray communities to flourish (happiness).

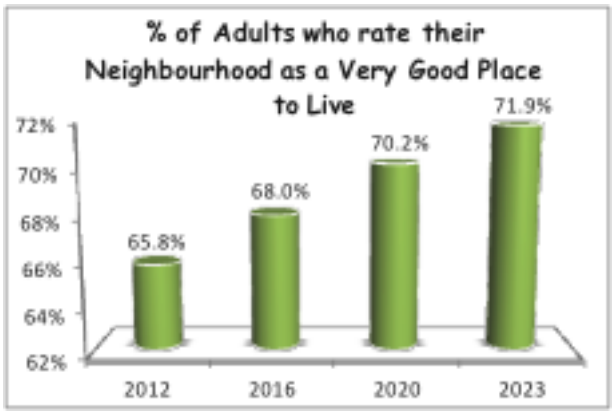


For the avoidance of doubt:

- the diagram left seeks to demonstrate the links between developing a vibrant economy and the four areas that impact on everyone's day to day lives;
- it is recognised that there are a number of other critical factors- such as community safety - that are vital to happiness;
- the commitment to sustainable development refers to the environment as well as social and economic sustainability

Our first key measures are to aim for a higher proportion of adults rating Moray as a very good place.





4.2 The Moray Economic Partnership aims to achieve the following:

- Population – encouraging growth across Moray with the potential to grow to 97,000 in the next 10 years, attracting new residents and people aged 16-25 years.
- Employment – the creation of over 5,000 jobs with a focus on high quality jobs in engineering, science and technology – coupled with an increase in employment in long established areas such as tourism, and food & drink manufacturing. Job creation in the social enterprise sector is anticipated to increase.
- Earnings – implementation of the strategy aims to raise average earnings in Moray to regional and Scottish levels or above, by an emphasis on higher value activities.

Delivery of the strategy has been grouped into 5 programmes of work:

1. Skills and training
2. Culture and tourism
3. Development
4. Transportation
5. Inward investment and business growth

The public sector partners will continue to support economic development based on an assessment of individual projects and programmes. Where possible the public sector will aim to encourage and facilitate, only resorting to leadership and funding when these aspects are not available from the business or third sector.

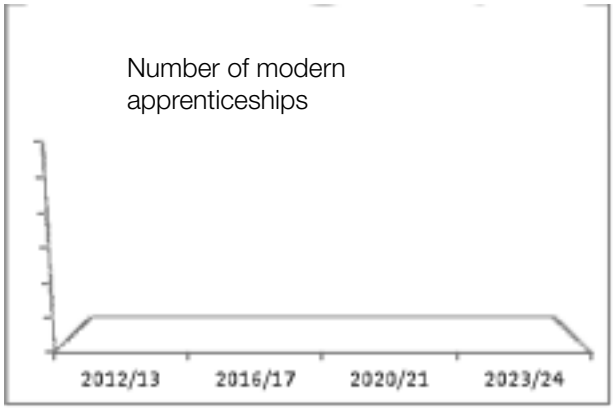
The council will process planning applications flexibly and pragmatically, with a presumption in favour of economic development.

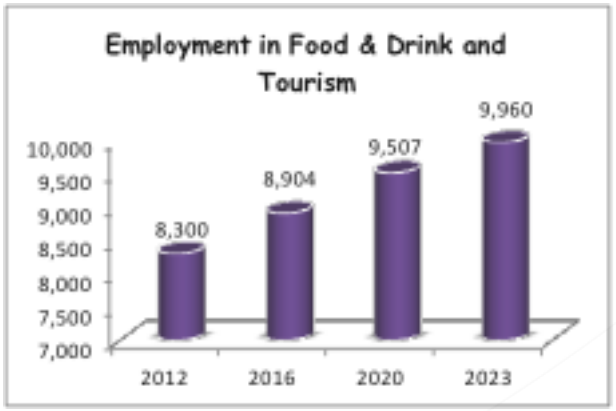
The new University of the Highlands and Islands will provide a wider range of higher education whilst improving flexible access to courses. It will also increase research and develop a knowledge exchange base, in particular in Life Sciences and allow more school leavers to remain in Moray to study and progress into local employment.

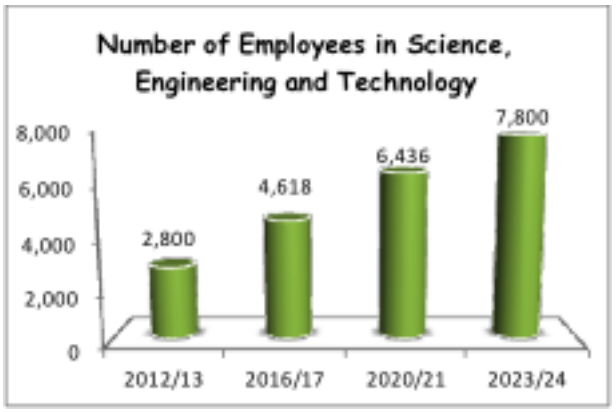
The support for economic development will drive growth in employment opportunities in life sciences, computing, food and drink, hospitality and tourism sectors. It will lead to the workforce featuring a greater extent of skilled professionals. The roads infrastructure will continue to be maintained at least equivalent to the average condition reported across Scotland.

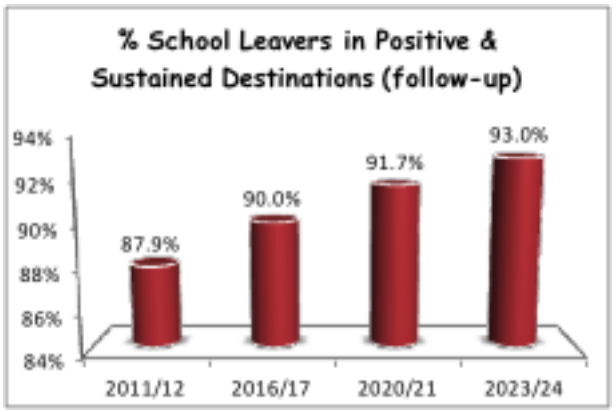
Young people leave the system, going into a positive destination, with the skills, competencies and knowledge to help them succeed, flourish and thrive in a competitive global jobs market. There is a focus on preparing all young people for employment, and which forms a core element of Curriculum for Excellence with appropriate dedicated resources

A number of measures have been identified to assist us monitor our progress, as follows:

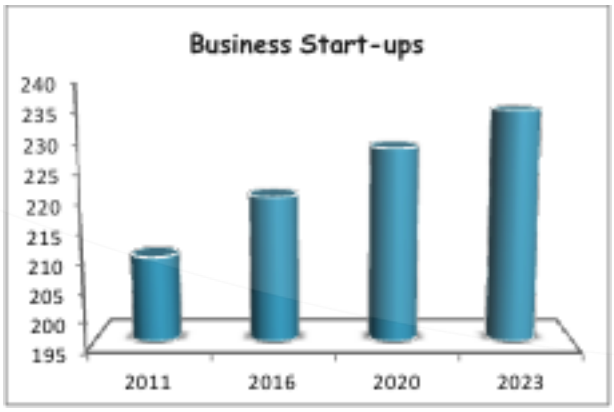


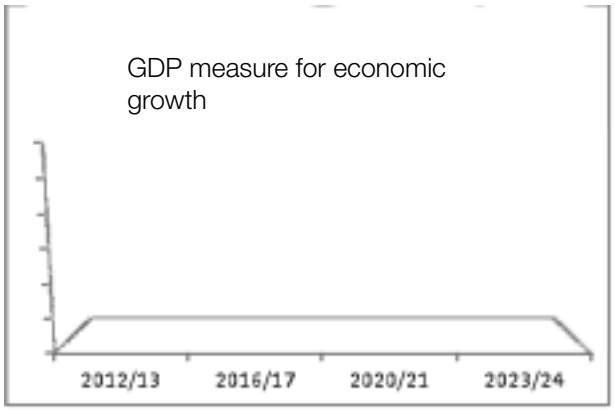


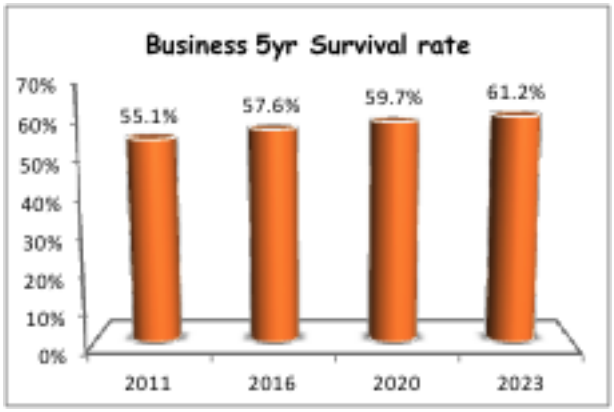


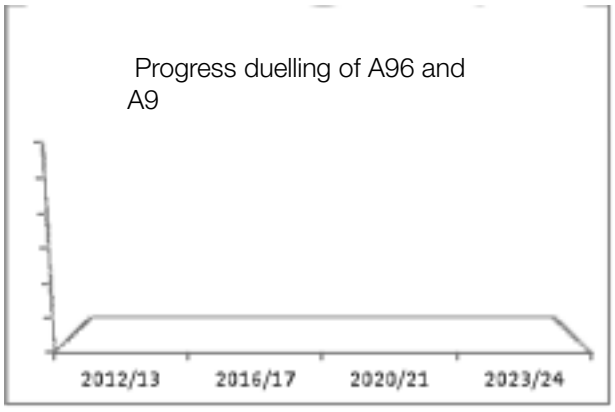


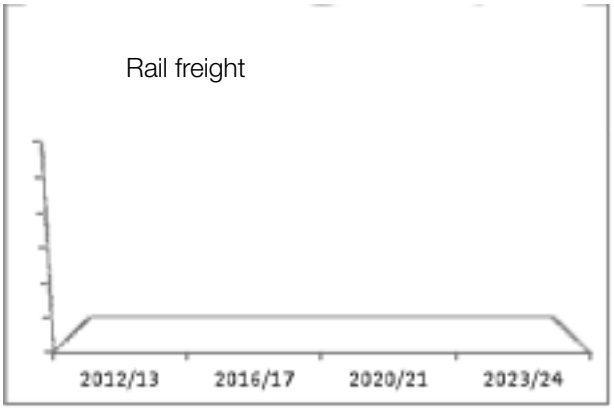
Number of Voluntary Organisations & Social Enterprises within the Cultural Sector supported by tsi Moray
1.2
1
0.8
0.6
0.4
0.2
0
2012/13
2016/17
2020/21
2023/24

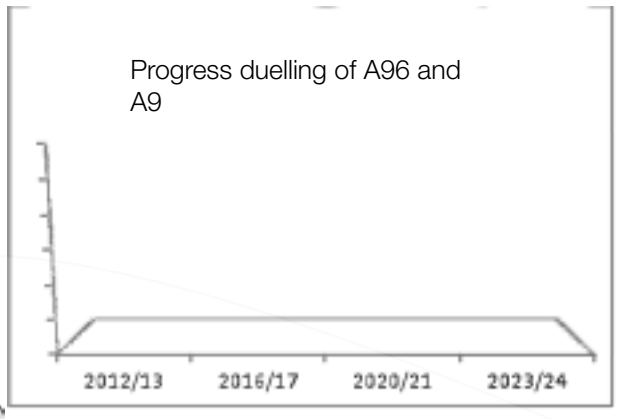

Business Start-ups
240
235
230
225
220
215
210
205
200
195
2011
2016
2020
2023


GDP measure for economic growth
2012/13
2016/17
2020/21
2023/24


Business 5yr Survival rate
70%
60%
50%
40%
30%
20%
10%
0%
55.1%
57.6%
59.7%
61.2%
2011
2016
2020
2023


Progress duelling of A96 and A9
2012/13
2016/17
2020/21
2023/24


Rail freight
2012/13
2016/17
2020/21
2023/24


Progress duelling of A96 and A9
2012/13
2016/17
2020/21
2023/24

Improved health care and living conditions means people are living longer. However, with increasing age there is also a rise in the number of people living with long term conditions who are likely to have increased care and support needs. The prevalence of long term conditions will increase with the ageing population, as will the demand for health and social care services in the community setting and the need for higher levels of complex care and support .

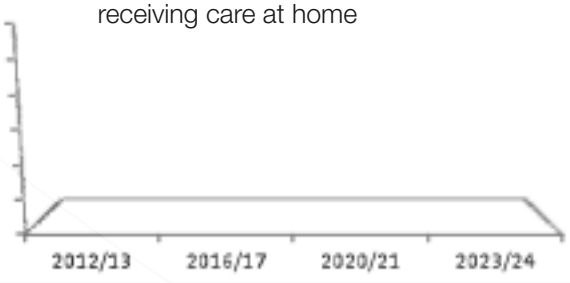
As the older population continues to increase, so too will the numbers of older unpaid carers. To mitigate the demands the ageing population will make, it is our ambition to ensure that the elderly:

- Live more independently as long as possible in their own homes
- Be more able to make the most of their health and wellbeing
- Have more opportunities to be more involved in local communities
- Feel safe and secure
- Have more choice and control
- Have reduced feelings of isolation
- Have a range of housing options available
- Have unpaid carers/ families who are supported to continue in their caring role

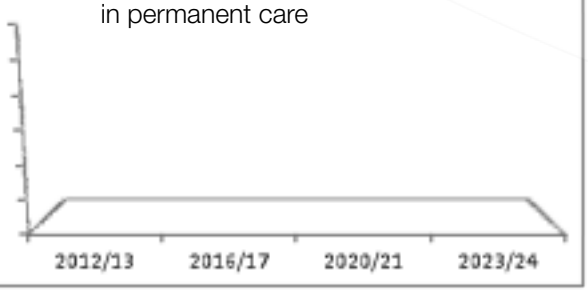
Over the next 10 years the following measures will be used to monitor progress in achieving the above ambitions

Where We Aim To Be - Moray 2023

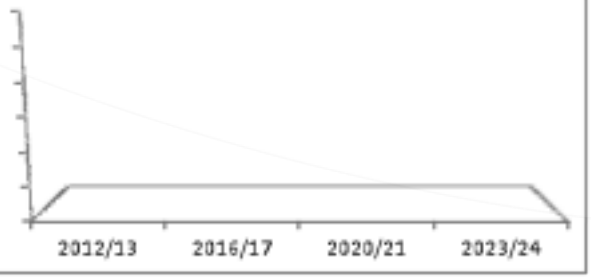
% of people aged 65+ with intensive care needs (10+hrs) receiving care at home



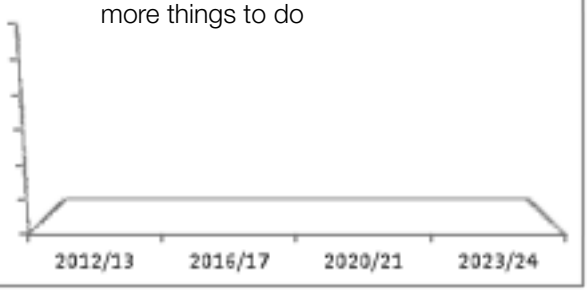
% of people aged 65+ receiving personal care that are in permanent care



% Adults who are Obese



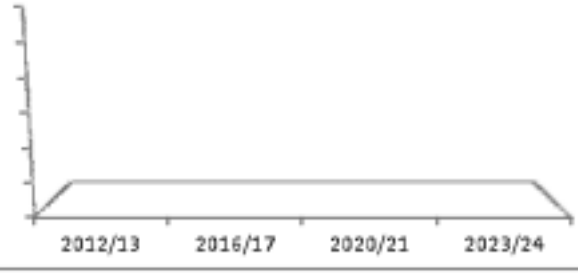
% of people receiving care & support who report having more things to do



% Adults who smoke

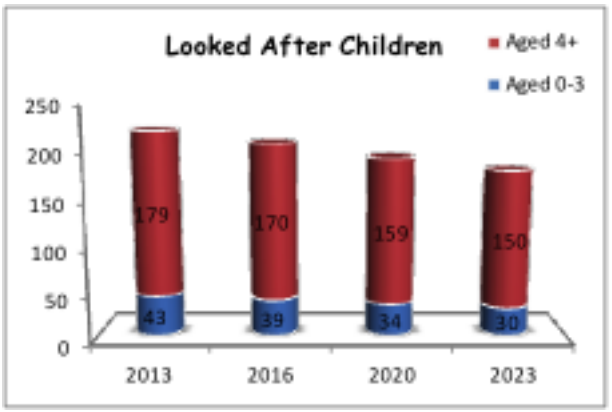
Number of referrals made to Moreinfo

% of people receiving care & support who report feeing safe



4.4 A combination of improved economic activity, continuing improvements in education and employability will all contribute to improvements in the health of people in Moray. These improvements will arise through people taking greater responsibility regarding their use of alcohol and tobacco and also for their diet and exercise. Further improvements will be achieved through greater availability of and participation in screening programmes. The result of these improvements will be a reduction in premature death in conditions such as cancer, heart attacks and stroke and a reduction in incidence of depression. This in turn will mean that the people are less dependent on the health service for primary care, community care and acute care. When health services are needed, they are more efficient and tailored to individual needs. This focus on the individual will be made possible by the release of staff, funding and buildings from more traditional ways of working to create the new Health and Care Service.

The application of technology will be important, enabling the expertise to be brought to the patient via the internet, video links and telephone consultations. All of these changes will rely upon the enthusiasm of people to use a modern health service in a modern way and investment will be made to engage with the public to implement the changes in ways that best meet the needs of service users. The introduction of super-fast broadband to most areas of Moray will be key to enabling this change. This shift in care will reduce the reliance on community facilities and work will be undertaken with other agencies and community groups to review how existing facilities should be used in the longer term, with the potential for them to be used as multi agency resource centres.



4.5 The prevention and early intervention strategy for the future features the following elements:

1. Pre-conception – work with young people to reduce unwanted teenage pregnancies

2. Conception to 1 year – ensure women experience positive pregnancies which result in the birth of more healthy babies;

3. 1 year to 30 months – ensure that 85% of all children have reached the expected development for their age.

4. 30 months to starting primary school – 90% of all children have reached all expected milestones at start of primary school

5. 4 years plus – Continue with current range of interventions to support children through to adulthood.

It is well documented that pre-birth to 3 years are critical to the development of all children. Put simply, we need to reduce the number of children who are not cared for properly from conception to 3 years of age.

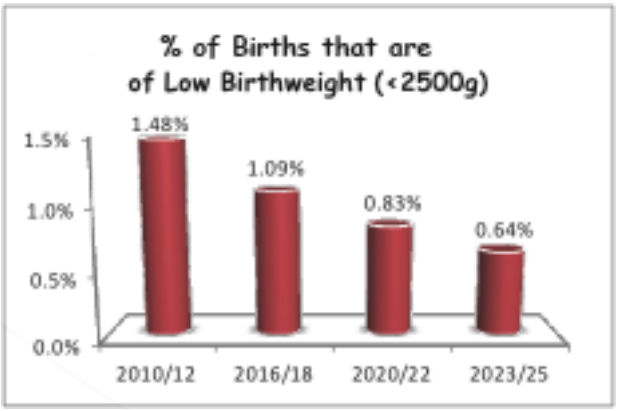
The draft Moray Community Planning Partnership Prevention Plan is appended to this document.

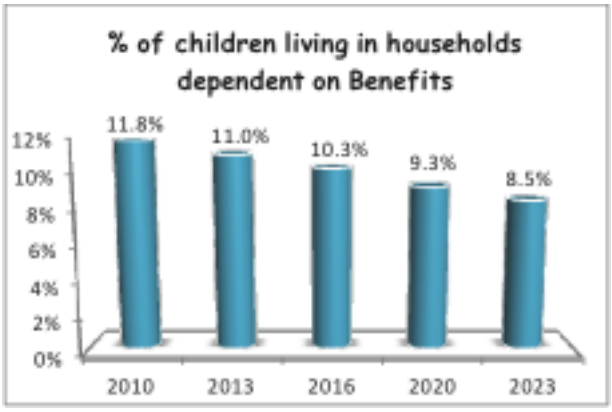
By 2023 we will be starting to see some huge improvements arising from early intervention work with families and communities

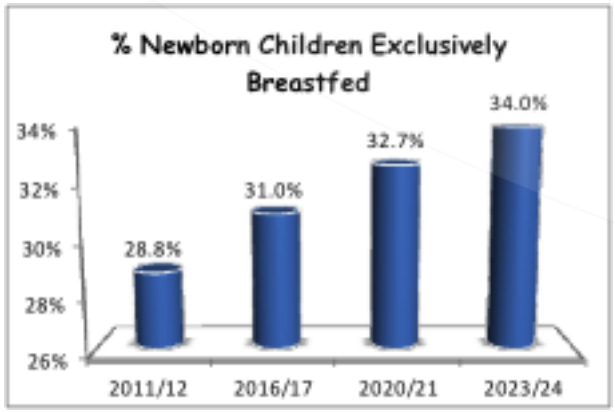
The investment in early intervention is likely to need to continue thereafter. However, the success of the strategy will not only improve the life chances of many children in Moray, it will also reduce the annual reactive costs, such as out of area placements.

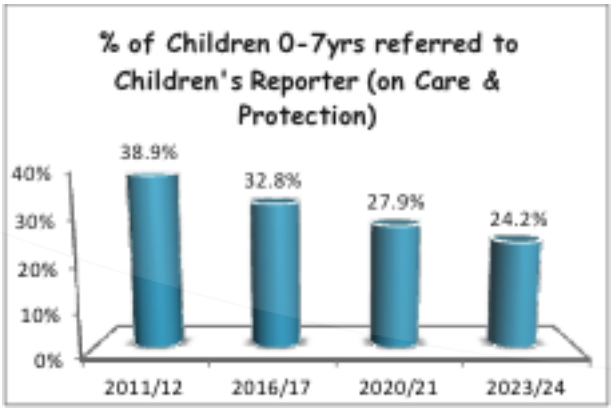
Our target, based on the current population, is to reduce the number of children requiring formal state intervention by approximately 1/3. This will be achieved by building capacity in communities so that families, or extended family members, can access support from within their communities. Access to locally based universal provision will ensure families have the skills and confidence in the support available to them.

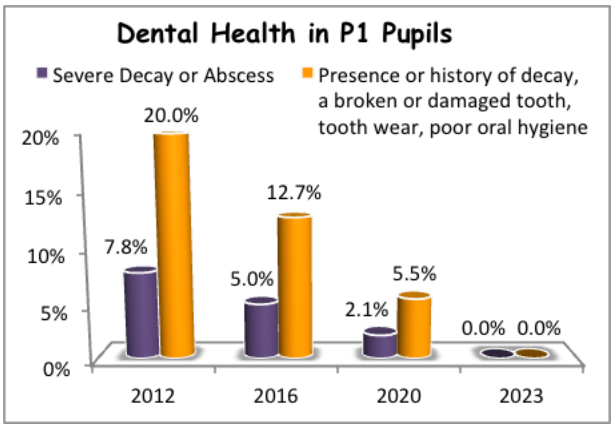
Developments with self directed support, and increased opportunities for short-break care and support, should result in families having more choice and control about how they work to achieve positive outcomes for their children.

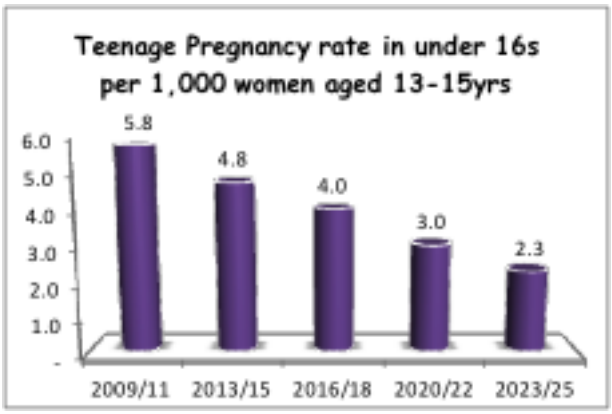

% of Births that are of Low Birthweight (<2500g)
1.5%
1.0%
0.5%
0.0%
1.48%
1.09%
0.83%
0.64%
2010/12
2016/18
2020/22
2023/25


% of children living in households dependent on Benefits
12%
10%
8%
6%
4%
2%
0%
11.8%
11.0%
10.3%
9.3%
8.5%
2010
2013
2016
2020
2023

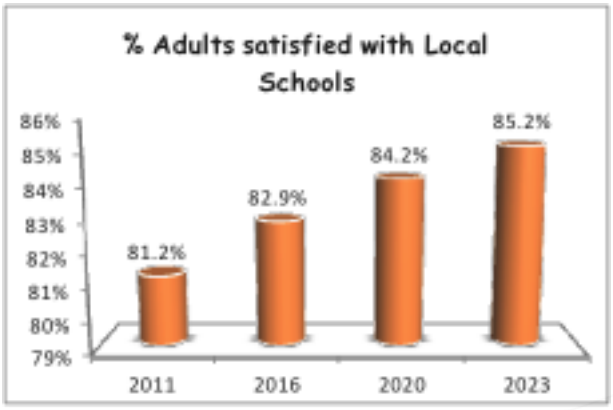

% Newborn Children Exclusively Breastfed
34%
32%
30%
28%
26%
28.8%
31.0%
32.7%
34.0%
2011/12
2016/17
2020/21
2023/24

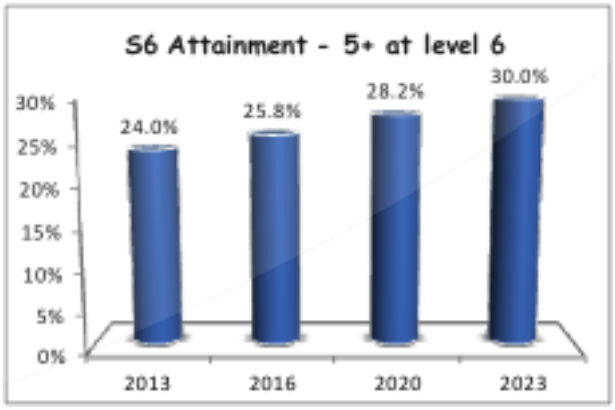

% of Children 0-7yrs referred to Children's Reporter (on Care & Protection)
40%
30%
20%
10%
0%
38.9%
32.8%
27.9%
24.2%
2011/12
2016/17
2020/21
2023/24


Dental Health in P1 Pupils
Severe Decay or Abscess
Presence or history of decay, a broken or damaged tooth, tooth wear, poor oral hygiene
20%
15%
10%
5%
0%
7.8%
20.0%
5.0%
12.7%
2.1%
5.5%
0.0%
0.0%
2012
2016
2020
2023


Teenage Pregnancy rate in under 16s per 1,000 women aged 13-15yrs
6.0
5.0
4.0
3.0
2.0
1.0
-
5.8
4.8
4.0
3.0
2.3
2009/11
2013/15
2016/18
2020/22
2023/25

4.6 By 2023 the council will have successfully implemented a 3 to 18 Achievement and Attainment Strategy, which overarches our plan for curriculum development. This strategy will have ensured that all young people attain and achieve their full potential, regardless of their background or where they live in Moray[3].





4.7 The priorities people tell us they want us to focus upon are issues

such as antisocial behaviour, road casualty reduction and the harm caused by drugs. We have also identified other elements of our priorities which are perhaps less 'visible' to our communities. These include domestic abuse, national security and organised criminality, which detailed analysis equally tells us are 'priority areas'.

Those affected by domestic violence are a priority for Police Scotland. The incidences of domestic abuse have risen, partially due to a change in how these are recorded. However, the proportion of incidences of domestic abuse where alcohol is a factor has reduced.

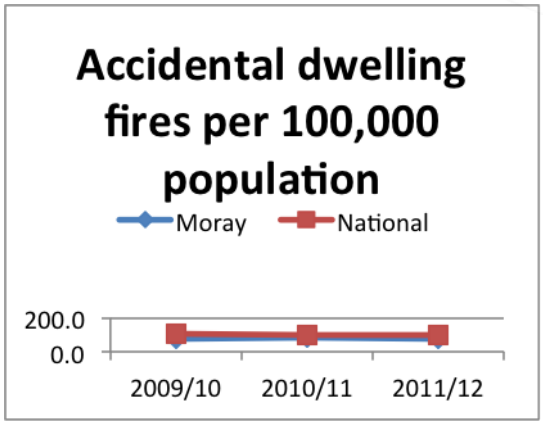
We will continue to focus on a victim-centred approach to public protection, with the aim of preventing crime through early intervention and the sharing of relevant information with partnership agencies.

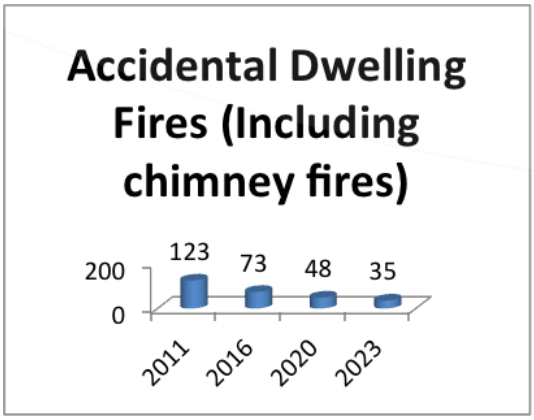
Preventing rape and other serious sexual offences is of utmost importance. A Divisional Rape Investigation Unit will be established in order to maximise all investigative opportunities and implement a multi-agency approach to prevention and victim support.

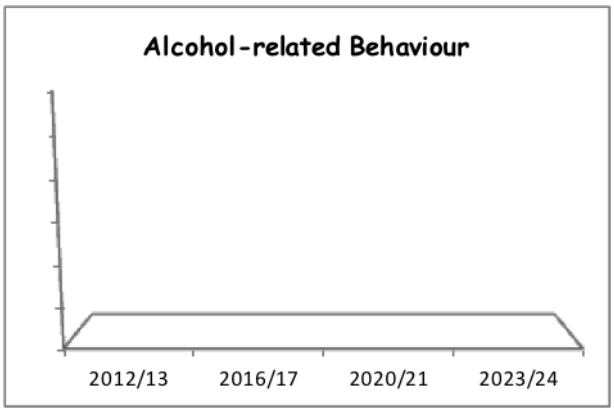
[3] Sustainable Education Review - was commissioned and a report and recommendations are due to be reported by February 2014. This will assist in setting a framework for the future of education.

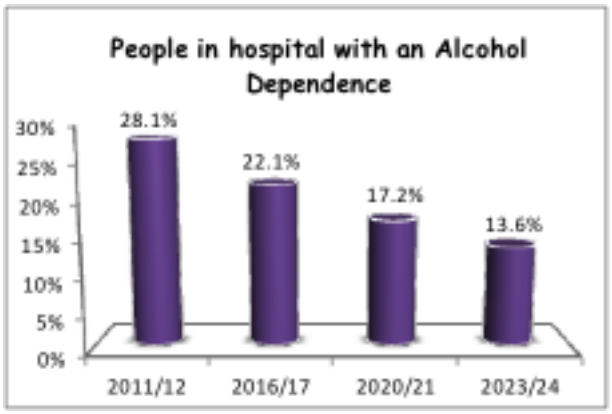
The Fire and Rescue service will continue to work with communities on its prevention and protection strategies to reduce the incidence of emergency situations. The national strategy aims to deliver an equitable standard across Scotland for emergency responses. The focus for Fire Scotland is the reduction of incidents where life is at risk and loss may be preventable. This predominately involves road traffic collisions and accidental house fires.

The greatest risk to life safety in the home that Fire Scotland can work to reduce comes from accidental fires. Whilst there are clear trends that indicate where dwelling house fires will occur, it is not always the case that fatalities follow that trend.









4.8 Community ownership and management

The council will work with communities to identify areas of service that can be devolved to the management of local groups. The council will support groups to establish local delivery of these services and then provide limited support only when absolutely necessary.

There is already a substantial involvement by many individuals, and by 2023 community groups will have even greater responsibilities for maintaining their local facilities and providing support to one another. Over the next 10 years there will be less reliance on the current public sector to directly provide services, and more emphasis will be placed on supporting communities to improve and maintain what is most important to them. In this context communities includes both geographical communities and communities of interest, such as leisure clubs. Our health, education and economy will thrive through greater participation and involvement by the majority of citizens.

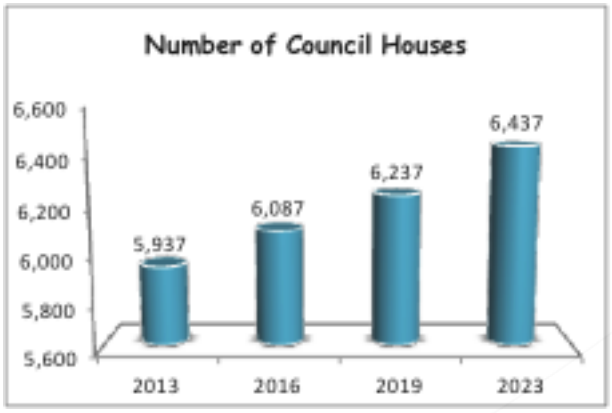
The community asset transfer approach will continue with a number of transfers expected to be successfully completed over the next 10 years.

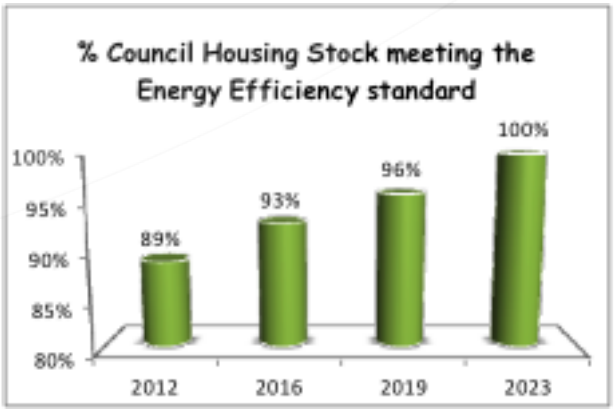
The dial-a-bus approach, which was expanded in 2013, will be monitored and assessed to determine the extent of its future role in public service transportation. Other forms of community-based demand responsive transport will be part of this assessment

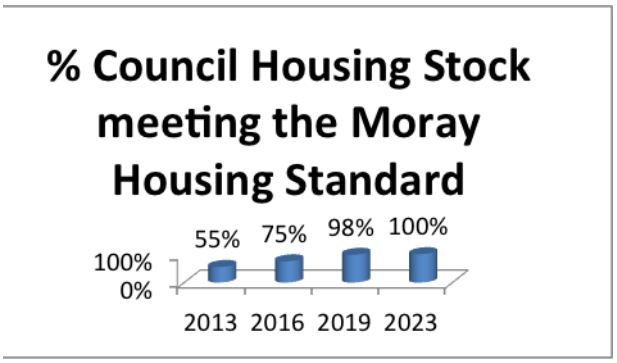
Community centres continue to provide accommodation for many local activities and organisations' meetings, although there is capacity for further development. Community centres are very suitable to be managed or owned by local communities, subject to CAT or Service Level Agreements as they are in some other authorities.

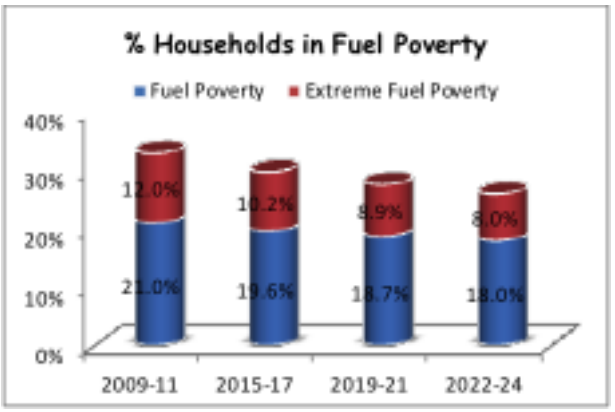
4.9 Over the next 10 years, the Council will continue to address the shortfall in the supply of affordable rented housing in Moray. It will maximise its use of available Scottish Government funding to provide new affordable housing and will seek to build 500 new council houses over this period to meet identified needs and to provide housing to meet particular needs within the community.

It will continue to encourage and assist Registered Social Landlords to develop in Moray and will participate in other initiatives (eg National Housing Trust, empty homes initiatives etc) where these will assist in meeting identified housing needs. It will continue to reduce the incidence of homelessness in Moray through new supply, but also through preventative action where possible. It will continue to assist owners in the private sector to adapt property to meet disability needs and will work with others to tackle fuel poverty in Moray.









The Council will continue to maintain its housing stock and will exceed the Scottish Housing Quality Standards by achieving the Moray Housing Standard by 2023 (this sets higher standards in comparison to the SHQS particularly in relation to home insulation requirements.) It will continue to deliver a high quality service to its tenants, maintaining rents at below the Scottish national average.

The next Local Plan, for land development, will identify housing land supply up to 2025 and will provide land for at least 2,048 houses.

4.10 Technology has changed many aspects of our lives over the past decade and it is reasonable to assume that further advancements will present more opportunities to deliver services to meet the needs of service users in more flexible and efficient ways during the next 10 years. There will always be substantial areas of public service and individual circumstances that require face to face contact, but there are also a huge number of services that could be delivered more efficiently by the application of technology and service users who are happy to use these facilities. Therefore, greater reliance will be placed on technology to deliver more services "digitally by default."

Service improvements will be targeted as follows:

- technology will be further developed to provide more alternative methods of learning for children and adult learners;
- sharing information in a secure way between service providers for more effective decision making;
- enabling greater use of experts to be applied to people needing specialist treatment and support;
- improving response times, accessibility and customer experience through technologies such as interactive voice response, online applications and online communication (such as skype) and;
- improving access to information.

Access to super fast broadband will be assessed across Moray and action will be taken to ensure it is provided to all communities, and that people have adequate access to it.

The Highlands and Islands rural broadband project is being led by Highlands and Islands Enterprise (HIE) and delivered by BT. It is funded by the Scottish Government, Broadband Delivery UK (BDUK), HIE and BT.

Buckie, Hopeman, Lhanbryde and Lossiemouth areas will be amongst the first to be able to access fibre broadband services, which provide speeds of up to 80Mbps*, from early 2014. An upgraded Elgin exchange will have its fibre optic reach extended.

Under the terms of the project, fibre-based broadband is expected to reach 84 per cent of the region's premises by the end of 2016, including BT's commercial deployment.

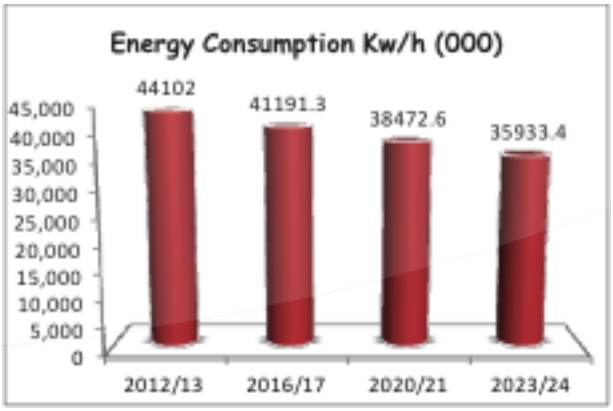
4.11 Over the next 10 years we will continue to work with householders and businesses to further increase the volume of waste that is recycled.

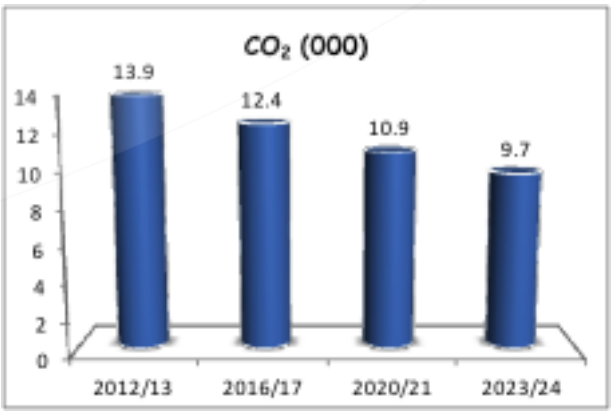
Increasing recycling rates will reduce annual landfill tax costs by around £1M.

Having maximised the amount that is recycled, this will leave around 20,000 tonnes of residual waste to dispose of. The Waste (Scotland) Regulations 2012 place a ban on the landfilling of biodegradable waste from 1 January 2021. In any event the Council's landfill site at Dallachy is likely to be exhausted by that time.

By 2020 the Council will have established a thermal solution to its residual waste which, ideally, will be located in Moray providing an environmental source of energy in the form of heat to the benefit of its local residents and businesses. Surplus energy in the form of electricity will be sold off to the national grid.

4.12 Scotland has ambitious targets to reduce greenhouse gases, which will be supported through the local development plan and associated planning guidance to influence design, location and layout of new development to create efficiencies in resourcing, energy, and the use of renewable technologies. We will promote the installation of zero or low carbon technologies in new developments, improvements to green infrastructure and biodiversity, active travel and encourage sustainable construction . The Council will demonstrate leadership with regard to sustainability and climate change by reducing energy consumption and CO2 from its building use over the next ten years by 20%.





4. Summary

With an understanding of the challenges that Moray faces, the Moray Community Planning Partners (MCPP) considered the statistical information about Moray and reviewed the Local Outcomes and priorities for its Single Outcome Agreement with the Scottish Government (SOA). The Partnership took the decision to retain the 15 local outcomes and add 1 new priority as their ten year vision for Moray and to refocus the priority areas for the next three years, building on the work that was undertaken for the SOA 2011-13, whilst taking into consideration the Scottish Government priorities.

The local outcomes focus on the wide range of issues which need to be addressed to improve life for those living and working in Moray. They are ambitious and long term; they reflect the national outcomes that the Scottish Government has set. The MCPP structure is organised to reflect the local outcomes to ensure there is an ongoing focus to deliver of these outcomes. Achieving the local outcomes is a long term strategy.

Priority	Target Chart
1. Healthier citizens	
Obesity	% Adults who are Obese p.29
Smoking	% Adults who smoke p.29
Alcohol dependency	People in hospital with an alcohol dependence p.32
Oral Health	Dental health in P1 pupils p.30
2. Ambitious and confident children and young people	
Getting it right for every child	Looked after children p.29-30
Early years	% of Births that are of low birthweight p.30 % of newborn children exclusively breastfed p.30 % of children 0-7 referred to children's reporter (on care & protection) p.30
Achievement and attainment	% Adults satisfied with local schools p.31 S6 attainment – 5+ at level 6 p.31
Achieving our potential	Teenage pregnancy rate in under 16s per 1,000 women aged 13-15 yrs p.30 % of children living in households dependent on benefits p.30
3. Adults living healthier, sustainable independent lives safeguarded from harm	
Reshaping Care of Older People	% of people aged 65+ with intensive care needs (10+hrs) receiving care at home p.29 % of people aged 65+ receiving personal care that are in permanent care p.29 % of people receiving care & support who report having more things to do p.29 Number of referrals made to Moreinfo p.29 % of people receiving care & support who report feeing safe p.29
Fuel poverty	% of households in fuel poverty p34
4. A growing and diverse economy	

Sustainable Economic Development	How we want to see out population grow p.26 % of adults who rate their neighbourhood as a very good place to live p.26 Average gross full time weekly wage p.26 Employment in food & drink and tourism p.27 How long it take to process planning applications p.27 Number of employees in science, engineering and technology p.27 Number of voluntary organisations & social enterprises within the cultural sector support by tsiMoray p.28 Business start-ups p.28 Business 5yr survival rate p.28 GDP measure for economic growth p.27
Infrastructure	Frequency of rail/connectively and airport lobbying p.27 Progress duelling of A96 and A9 p.27 Rail freight p.27
Housing	Number of council houses p.34 % of council housing stock meeting the energy efficiency standard p.34 % Council housing stock meeting the Moray housing Standard p.34
Carbon management	% of local authority collected municipal waste recycled p.35 Energy consumption Kw/h (000) p.36 CO2 (000) p.36
Employability and employment skills	% of school lever in positive & sustained destinations (follow-up) p.27 Number of modern apprenticeships p.28
5. Safer Communities	
Living in safer communities –protecting the vulnerable	Accidental dwelling fires per 100,000 population p.34 Accidental dwelling fires (including chimney fires) p.34 Alcohol related behaviour p.34

6. Implementation and Community Engagement

6.1 To prepare this plan, community planning partners have reviewed extensive national and local evidence, and feedback from public consultation exercises. The community planning board will monitor progress against the targets set in this plan on an annual basis, and each partner body will highlight how it is contributing towards achieving the targets in their own plans. The monitoring report will be presented to the board in June each year and the 10 year plan will be updated annually in November. These annual updates to the plan will reflect ongoing engagement with communities and changes that emerge each year.

6.2 In the first year, engagement will focus on the accuracy of this first 10 year plan, to give community representatives and individuals the opportunity to challenge or confirm that public agencies are working towards the right targets for Moray. Meetings will be held with community representatives, and the internet and social media will be used to enable individuals to share comments on the plan..

Longer term, and to ensure the handover of more responsibility to communities, we will begin the process of building close collaborative relationships, which in turn will increase community self-reliance and reduce that burden on public services. To achieve this, the partnership will focus on two areas: organisational and community capacity

Prevention Strategy

The Moray Community planning partnership will:

- adopt the strategic approach and apply principles required in order to change the organisational culture that will assist build integration and effective working across services:
- use a programme management approach to prevention.
- work to identify the cost of a preventative approach and the savings that would be created by preventative approaches
- adopt a preventative approach to all areas of policy and service provision
- focus on people wherever they live in the Moray but address place where there are concentrations of deprivation and structural issues wherever they have a negative impact
- ensure that our understanding of local disadvantage is informed by accurate data gathering and analysis that is regularly updated to account for changing circumstances
- engage with local people, involve and empower individuals and groups in decisions that affect them and enable people to tackle and change issues that negatively impact on their lives through working with partner agencies in cooperation and wider community engagement.
- address preventative strategies across all services to issues facing Moray

The National Community Planning Group has defined prevention as:

"Actions which prevent problems and ease future demand on services by intervening early, thereby delivering better outcomes and value for money".

The Moray Community Planning Partners are committed to prevention and early interventions as a model of service delivery, understanding the social and personal benefits to communities as well as economic benefits to delivery organisations. The MCPP recognise that it is better to intervene effectively to prevent escalation than to respond only when the difficulty has become so acute as to demand action. The benefits are not only to the individual, but society as a whole. Understanding of prevention now shows that early interventions are cheaper and in the long term more cost effective than remedial actions. Early interventions and preventative measures can be achieved across all local outcomes in the SOA. In line with the SOA national guidance, the MCPP:

- has defined and identified the key preventative activities already in place relating to their outcome;
- will identify local best practice and 'best buys' that should be replicated more widely;
- is committed to measuring the scale of preventative activity, the resources committed to this and the impact it has with national support; and
- will develop opportunities to roll out and upscale existing activity and/or identify new approaches.

Getting It Right For Every Child (GIRFEC) is a model for transformational change, promoting earlier intervention, shared understanding across agencies to provide the right care, at the right time, by the right professional. Embedding of GIRFEC, consistency of information sharing, engagement with families and children, combined with earlier screening will lead to streamlined processes, less duplication, improvements in multi-agency work and improved outcomes for children.

The Early Years Collaborative has been established to accelerate the conversion of the high level principles set out in GIRFEC and the Early Years Framework into practical action. This must:

- Deliver tangible improvement in outcomes and reduce inequalities for Scotland's vulnerable children.
- Put Scotland squarely on course to shifting the balance of public services towards early intervention and prevention by 2016. The MCPP are fully committed to the collaborative with work being undertaken on all three workstream areas, current focus is on identifying children who may not reach their developmental milestones and mothers who are most vulnerable during pregnancy

•

"Reshaping Care for Older People" is an initiative which is aimed at improving services for older people by shifting care towards anticipatory care and prevention. The Change Fund in the Moray has supported a wide range of initiatives to secure the shift of care and enable older people to remain independent for longer. The Third Sector as well as the Local Authority and Health Board are key partners in the successful delivery of initiatives. In addition to the Change Funds there is significant amount of work which is already part of the organisations day to day practice. Partner organisations appreciate there are still challenges in furthering embedding this approach, as well as recognising there are opportunities for improving practice and the partnership approach to prevention.

The Prevention Plan will give a broad over view of the prevention and early interventions work that is currently underway in the Moray or is planned within each of our local priorities. At this stage Community Planning Partners have not been able to identify the costs associated with preventative work and the savings that would be created due to a lack of local resources to undertake this complex piece of work. Partners would be keen to work with national to support in the future to understand this.

Across all partners there is a range of early interventions and preventative work that is undertaken. This range of activities is reflected in the SOA Outcomes and outcome delivery plan. Local strategies such as the Alcohol and Drugs Partnership Strategy, Early Years Strategy and Early Years Collaborative, Youth Employability Action Plan, Community Safety Strategy, Anti Social Behaviour Policy, Older People's Strategy, Northern Criminal Justice Authority Action Plan, Reshaping Care for Older People Change Plan, Early Years Change Plan, Moray Economic Strategy, Climate Change Declaration and Carbon Management Plan also reflect the partnerships commitment to prevention.

Appendix

Appendix B

GOVERNANCE

This 10 Year Plan is a partnership document for which all community planning partners are accountable. Progress in achieving local outcomes and meeting local targets will be scrutinised by the Moray Community Planning Partnership Board, the Community Engagement Group and the five strategic Groups. Individual public agencies which are part of the partnership will ensure that their plans reflect the priorities set out in this document and commit resources to deliver the outcome targets set.

The Partnership views the Plan as a living, evolving document which will change over time as targets and outcomes are achieved and local priorities change. As such, the Partnership will formally review the Agreement annually and instigate any changes as appropriate.

The Governance Framework of the Partnership is as follows:

Appendix

Community Engagement Group - 14.05.13

Clerked by Shelly Lawson, Project Officer, The Moray Council

Chair
Stewart Cree
Convener

LO
John Ferguson
Community Planning & Development Manager

Moray Council
Community Justice
Community Councils
Area Forums
Disability Forum
Moray Federation of Community Halls & Associates
tsiMoray
Moray Youth Council
Collaborative Learning Network
Equalities Forum
Tenants Forum
Covenant Steering Group
Patient Participation Forum

Communities and Sustainability Partnership

Clerked by Lorna Davidson PA, The Moray Council

Chair
Cllr G McDonald

LO
Stephen Cooper
Head of Direct Services The Moray Council

TBC

There is no fixed schedule as yet. There has been an initial workshop with Community Planning Partners. There is a review to establish an action plan based on the theme of carbon and energy reduction, through behaviour change. Second workshop to be held and established meetings thereafter.

Children & Young People's Partnership - 07.06.13

Clerked by Alison Stewart, Corporate Secretary, The Moray Council

Chair
Cllr Skene

LO
Sandy Riddell
Corporate Director
Education & Social Care

The Moray Council
NHS Grampian
Police Scotland
Scottish Children's Reporter Administration
Children 1st
Moray Youth Council
Voluntary Sector

STRATEGIC BOARD

Clerked by Darren Westmacott, Committee Services Officer, The Moray Council

Cllr Stewart Cree
Leader - Administration Group

Megan Palmer-Abbs
Moray College UHI

Anthony Standing
Skills Development Scotland

David Oxley
HIE Moray

Cllr John Divers
Leader - Labour Group

Roddy Burns
The Moray Council

Alastair Merrill
Scottish Government

Cllr Allan Wright
Chair

Christine Lester
NHS

David Rout
Scottish Fire & Rescue Service

Mark McLaren
Police Scotland

Don Vass
tsiMoray

Cllr Pearl Paul
Leader - SNP Group

Moray Economic Partnership - 06.06.11

Clerked by Shelly Lawson, Project Officer, The Moray Council

Moray Council
NHS Grampian
Skills Development Scotland
HIE Moray
Chamber of Commerce
Moray College
Hitrans

Chair
Cllr John Cowe
The Moray Council

LO
TBC

Skills & Training | Tourism & Culture | Development | Transportation | Inward Investment & Business Growth

Health & Social Care Partnership

Clerked by

Chair
TBC

LO
Sandy Riddell
Corporate Director: Education & Social Care

LO
Roddy Burns
Chief Exec, The Moray Council

LO
Richard Carey
CE NHSG

A Transitional Leadership Board has been established which is developing for NHS Grampian and The Moray Council draft governance and constitutional arrangements for Moray's Adult Health and Social Care Partnership . This Board will eventually form the Shadow Committee for the Health and Social Care Partnership before becoming the new Partnership's formal Committee when the body fully comes into being by April 2015.

Public Protection Partnership - 09.05.13

Clerked by Alison Stewart, Corporate Secretary, The Moray Council

The Moray Council
NHS Grampian
Police Scotland
Scotland's Fire & Rescue
Moray Adult Protection Committee
Moray Child Protection Committee
Community Safety Partnership
TSI Moray

Chair
Cllr McGillivray

LO
Sandy Riddell
Corporate Director: Education & Social Care

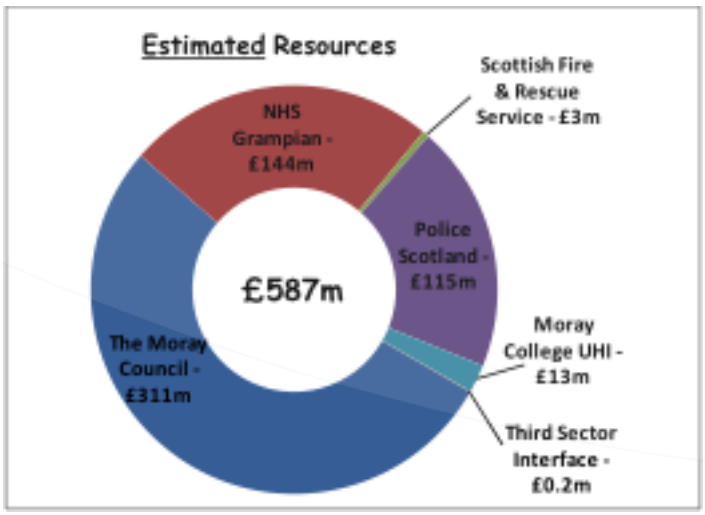
LO
Willie Findlay
Chief Inspector Grampian Police

Equality and Diversity

The Moray Community Planning Partnership recognises the value of diversity within the community. The Partnership is committed to working towards improving equality of opportunity for all and reducing inequalities in the community. The Partnership is committed to providing high quality services that everyone can access. The Partnership will work towards removing direct and indirect barriers which exclude people from social, economic, political and cultural opportunities and experiences. The Partnership is committed to ensuring that current and potential service users, employees or job applicants will not be discriminated against on the grounds of social circumstances or background, age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. The delivery of the 10 Year Plan will be impact assessed to identify those groups within the community whose requirements are less well met than those of other groups with a view to widening accessibility to all the services provided by the Partnership. The outcomes of the Plan will be monitored to ensure that they do not exclude or discriminate against any individual or group in the community and that as employers and service providers we meet their needs. If monitoring reveals any gaps action will be taken to rectify these.

Appendix

Resources - CPP (Estimated resources from HIE to be added to this diagram)



Appendix

APPENDIX D - Background data used to inform the planning process

1. Moray early years strategy 2012 – data summary
2. Living longer living better in Moray – a joint commissioning strategy for older people
3. Statistics presented to the Area Based Review Working Party on 28 August
4. Moray Council Communication and Consultation exercise - 2012

Appendix

1. Moray Economic Strategy
2. Moray early years strategy 2012
5. Living longer living better in Moray – a joint commissioning strategy for older people
6. Housing... Homelessness
7. Health and Care Framework. The NHS Grampian 2020 - A Possible Future
8. Schools and curriculum development – 5 year strategic plan
9. Integrated Children's Services Plan 2013 – 16
10. Local Housing Strategy 2013-2018
11. Local Police Plan - http://www.scotland.police.uk/assets/pdf/142349/aberdeenshiremoray/moraylocalpoliceplan
12. Scottish Fire and Rescue Service Strategic Plan http://www.firescotland.gov.uk/media/388032/strategic_plan_2013_2016_final.pdf
13. Moray Local Fire and Rescue Plan 2013-14

Appendix

1. Commission on Developing Scotland's Young Workforce – Chaired by Sir Ian Wood - Draft Interim Recommendations (August 2013)

2. Report on the Future Delivery of Public Services by the Commission chaired by Dr Campbell Christie.

3. GIRFEC –

http://www.scotland.gov.uk/Topics/People/Young-People/gettingitright

4. Equally Well –

http://www.scotland.gov.uk/Resource/Doc/229649/0062206.pdf

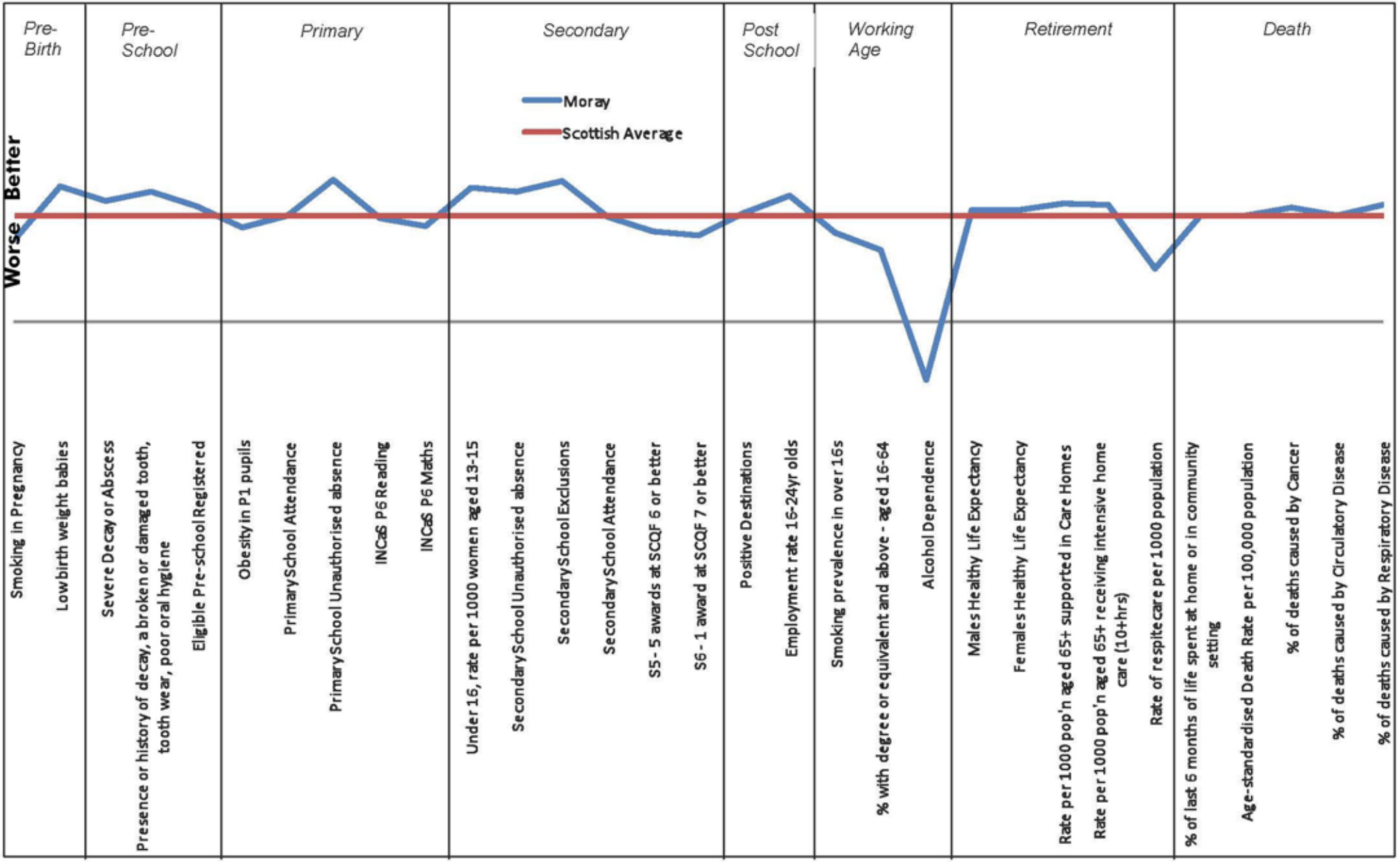
5. The Early Years Framework - http://www.scotland.gov.uk/Resource/Doc/257007/0076309.pdf

6. Achieving Our Potential - http://www.scotland.gov.uk/Resource/Doc/246055/0069426.pdf

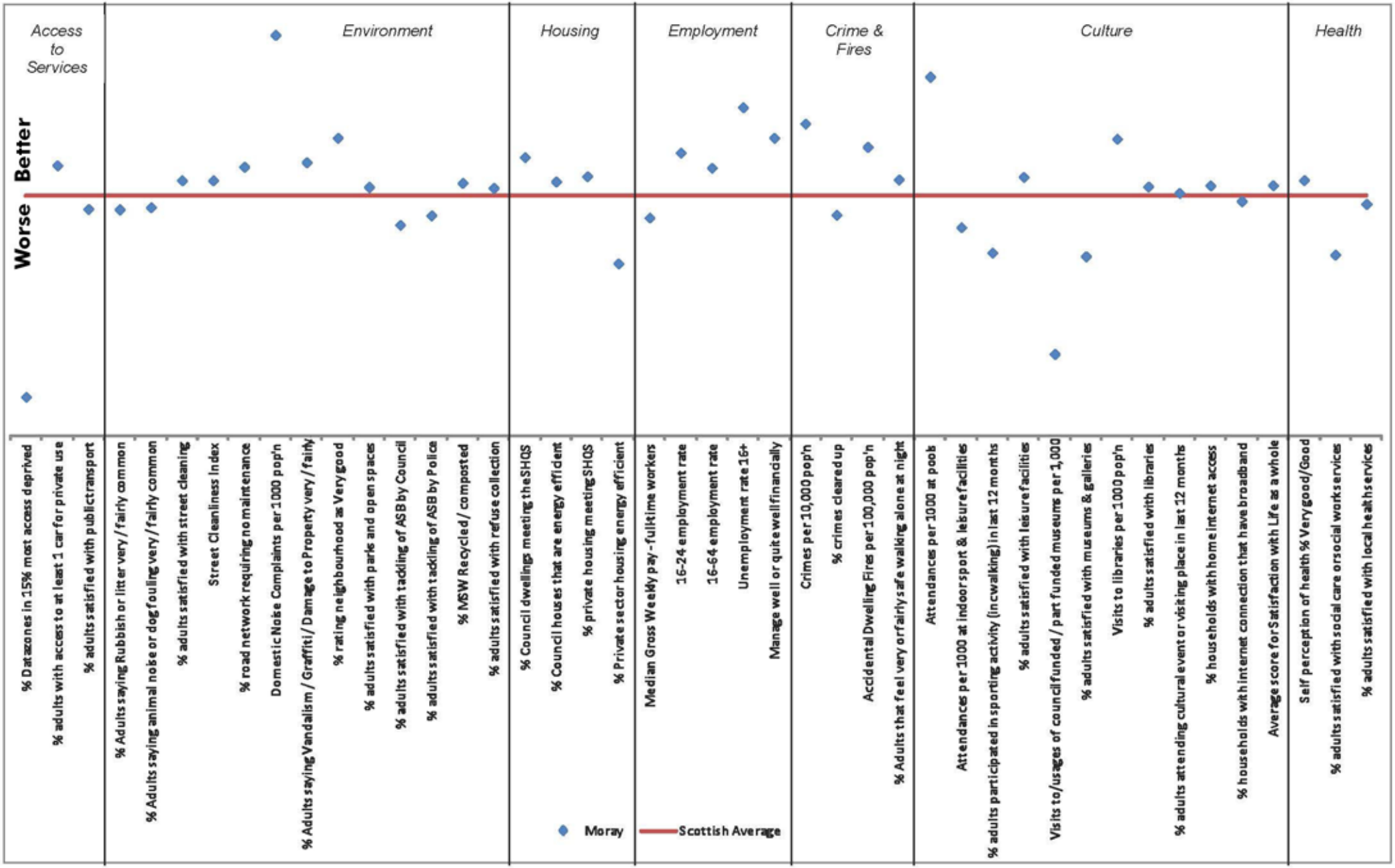
7. Curriculum for Excellence - http://www.scotland.gov.uk/Topics/Education/Schools/curriculum/ACE

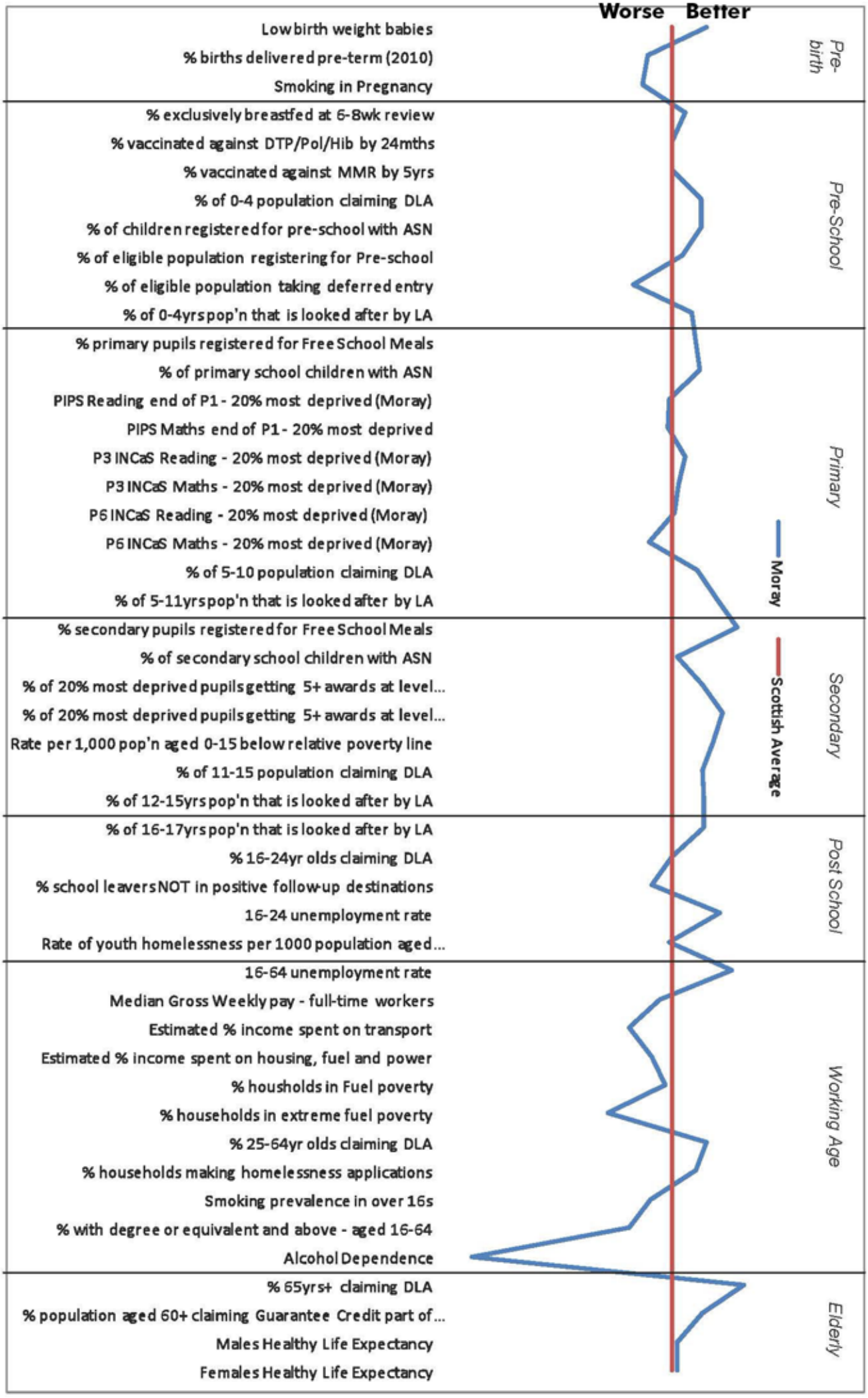
8. A Community Safety and Antisocial Behaviour Strategy for Moray 2013 - 2016

Individual Life Paths



Quality of Life




Worse
Better
Low birth weight babies
% births delivered pre-term (2010)
Smoking in Pregnancy
Pre-birth
% exclusively breastfed at 6-8wk review
% vaccinated against DTP/Pol/Hib by 24mths
% vaccinated against MMR by 5yrs
% of 0-4 population claiming DLA
% of children registered for pre-school with ASN
% of eligible population registering for Pre-school
% of eligible population taking deferred entry
% of 0-4yrs pop'n that is looked after by LA
Pre-School
% primary pupils registered for Free School Meals
% of primary school children with ASN
PIPS Reading end of P1 - 20% most deprived (Moray)
PIPS Maths end of P1 - 20% most deprived
P3 INCaS Reading - 20% most deprived (Moray)
P3 INCaS Maths - 20% most deprived (Moray)
P6 INCaS Reading - 20% most deprived (Moray)
P6 INCaS Maths - 20% most deprived (Moray)
% of 5-10 population claiming DLA
% of 5-11yrs pop'n that is looked after by LA
Primary
% secondary pupils registered for Free School Meals
% of secondary school children with ASN
% of 20% most deprived pupils getting 5+ awards at level...
% of 20% most deprived pupils getting 5+ awards at level...
Rate per 1,000 pop'n aged 0-15 below relative poverty line
% of 11-15 population claiming DLA
% of 12-15yrs pop'n that is looked after by LA
Secondary
% of 16-17yrs pop'n that is looked after by LA
% 16-24yr olds claiming DLA
% school leavers NOT in positive follow-up destinations
16-24 unemployment rate
Rate of youth homelessness per 1000 population aged...
Post School
16-64 unemployment rate
Median Gross Weekly pay - full-time workers
Estimated % income spent on transport
Estimated % income spent on housing, fuel and power
% housholds in Fuel poverty
% households in extreme fuel poverty
% 25-64yr olds claiming DLA
% households making homelessness applications
Smoking prevalence in over 16s
% with degree or equivalent and above - aged 16-64
Alcohol Dependence
Working Age
% 65yrs+ claiming DLA
% population aged 60+ claiming Guarantee Credit part of...
Males Healthy Life Expectancy
Females Healthy Life Expectancy
Elderly
Moray
Scottish Average