

Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation

Required Actions/commitment by local partners for these outcomes - Better trained workforce

Project	Objectives/Comment – 08/09	Lead	Year	Project Milestone & timescale	Progress	Identify Cross-Cutting issues
Development of a high quality Moray business leadership programme	Recruitment of a cohort of business leaders thereby leading to improved GVA and productivity	HIEM	08/11	Cohort from Moray's business community to be recruited by December 2008.	Institute of Directors won contract. Target list of business leaders developed from HIEM, and IOD working towards a cohort for training to begin in quarter 4 of 2008/09.	
Pilot volunteer recognition programme with Moray Council	To be considered during 08/09	TMC	08/09		Assigned officer to be established, therefore no update can be provided as yet.	
Research and development in distance technology	Under way	UHI / Distance Lab	08/09	Recruitment of Researchers, Interns and Core Staff to be completed.	Distance Lab progressing towards strategy and targets, now in year 2 of operations.	
Remove - Development of an integrated workforce development plan for Moray	Draw upon the outcome of the business skills audit (07/08)	UHI/MC	08/09		This will not be pursued meantime.	

Required Actions/commitment by local partners for these outcomes - Development of research and development focussing on growth sectors and areas of strength in Moray

Project	Objectives/Comment – 08/09	Lead	Year	Project Milestone & timescale	Progress	Identify Cross-Cutting issues
Developing a Sustainability Cluster	Scottish Centre for Sustainable Development of a Sustainability Group. There are a number of organisations and stakeholders active in sustainability in Moray. This in an initiative to identify these, bring them together, look for common opportunities and barriers and then do something about the opportunities and barriers, thereby leading to improved GVA and productivity.	HIEM HIEM	08/10	Vision and strategy to be developed during 2008/09.	Business plan for the National Centre for Sustainable Development under development. Development of a Moray Sustainability Cluster underway	
Research and development in distance technology	Under way. Project will deliver GVA growth, productivity and population benefits.	UHI / Distance Lab	08/09	Vision and strategy to be developed during 2008/09.	Business plan for the National Centre for Sustainable Development under development. Development of a Moray Sustainability Cluster underway	

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Institute for Food & Drink Technology	Development of business case. Aim is to move businesses in Moray (and Scotland up the value chain through innovation (packaging, processing and marketing) and development of leadership and management thereby leading to improved GVA and productivity.	HIEM & UHI/MC	08/09	Tender for project scope to go to market in quarter 4 of 2008/09.	On target to go to market for a commission to scope the business case.	Sustainability Cluster underway.
Development of Research Cluster	Development of a Moray Research Group, action plan. There are a number of organisations and stakeholders active in research in Moray. This is an initiative to identify these, bring them together, look for common opportunities and barriers and then do something about the opportunities and barriers, thereby leading to improved GVA and productivity.	HIEM & UHI/MC	08/10	Research plan to be in place for end of 2008/09 with prioritised objectives for 2009/10.	Inaugural meeting of the Moray Research Cluster has taken place. Research plan under development between UHI, NHS and HIE.	
Realising and marketing Moray's Health and Social Care potential	Development of an action plan. Working with NHS Grampian and UHI/Moray College HIE are scoping and planning a potential life-sciences facility; a mix of teaching and research. This would be complementary to the Centre for Life Sciences in Inverness. Anticipate that the proposed facility will support the development of commercial activities in the sphere of life sciences, thereby new economic activity would support out growth ambitions.	NHSG	08/09	If the necessary agreement and planning permission can be obtained, the end of 2009 could commence construction of a Lifescience Centre. This would form part of the redevelopment of Moray College's main campus.	Business case now being developed and is on track for completion by March 2009. Outline plans for the building have been drawn up.	
International learning centre for health and community care in remote and rural areas	Development of business case and action plan	NHSG	08/09		No update has been provided as yet. It is hoped to establish the assigned officer to provide update for the next reporting quarter.	
Managing integrated health and social care	Development of business case and action plan	NHSG	08/10		No update has been provided as yet. It is hoped to establish the assigned officer to provide update for the next reporting quarter.	
Chair in Food & Drink Technology	To be considered as part of development of Institute for Food & Drink Technology	UHI/MC	08/09	There is no immediate prospect of this happening.	PhD studentship in Food to be created in the first instance. Should be able to bring this about early in 2009.	
Chair in Healthcare Training in	To be looked at during 08/09	UHI/MC	08/09	There is no immediate	PhD studentship in Rural	

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remote and rural areas				<p>prospect of this happening. However, an Honorary Professorship has been awarded by UHI to Grant Cumming of NHS Grampian.</p>	<p>Health to be created in the first instance. Should be able to achieve this early in 2009.</p>	
Chair in Integrated Health Care Management	To be looked at during 08/09	UHI/MC	08/09	<p>There is no immediate prospect of this happening. However, an Honorary Professorship has been awarded by UHI to Grant Cumming of NHS Grampian.</p>	<p>PhD studentship in Rural Health to be created in the first instance. Should be able to achieve this early in 2009.</p>	

Outcome4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens

Required Actions/commitment by local partners for these outcomes - Curriculum for Excellence – Successful Learners

Project	Objectives/Comment – 08/09	Lead	Year	Project Milestone & timescale	Progress	Identify Cross-Cutting issues
Support staff in schools to raise attainment, particularly in under attaining schools and departments	Council priority	TMC	08/11		<p>EdS08005.3 Strengthening the provision and staff development in specific areas (e.g. Autism, Challenging Behaviour, Child Protection) is ongoing with the development of staffing structures to respond to both locality and central needs.</p> <p>EdS08007.1 To improve systems for self-evaluation and improvement planning across the service, new quality improvement guidelines have been put in place and have been well received by schools. Practice is being shared at secondary Head Teacher meetings with guidance provided at primary meetings.</p> <p>EdS08007.2 To develop further the use of available data, particularly attainment data in schools, at all levels. Information has been shared, at their June meeting, with all secondary Head Teachers following a meeting with Evaluation Support Scotland. Analysis of tracked back Higher performance has</p>	

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					<p>been provided to Buckie High School with work is ongoing in relation to the other secondary schools. STACS training has taken place in one secondary school, with further training planned for August and September. The use of data was included as an agenda item at the June meeting of Head Teachers generating good quality dialogue.</p> <p>EdS08008.1 Progress in developing a shared understanding of CPD experiences for staff, which impact positively on learning and service delivery, commences in July 2008.</p>	
<p>Involve parents more directly in supporting all aspects of their child's education</p>	<p>Council priority</p>	<p>TMC</p>	<p>08/11</p>		<p>EdS08006.1 The implementation of the Parental Involvement Act Phase 2 commences in August 2008.</p>	
<p>Continue to address underachievement at credit level and in S5/S6</p>	<p>Service Improvement Plan priority</p>	<p>TMC</p>	<p>08/11</p>		<p>EdS08002.2 Pre summer training on analysis of examination statistics undertaken for senior school staff with further training scheduled following holiday period.</p>	
<p>Continue to address issues of underachievement in the lowest attaining 20%</p>	<p>Service Improvement Plan priority</p>	<p>TMC</p>	<p>08/11</p>		<p>EdS08002.3 Monthly updates including performance and attendance data from the Looked after Children database have been circulated to key education officers, social workers, voluntary sector managers and schools from January 2008.</p>	

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						Tracking systems have been put in place and will be evaluated in August 2008 to identify if attendance of Looked after Children reviews has improved and what improvements can be made.	
Develop strategies to achieve high standards of performance in national examinations	Council priority	TMC	08/11			All other actions in this section feed into this overarching aim. Refer to all other progress updates.	
Publish a comprehensive Schools Information Report covering achievement, attainment and attendance	Council priority	TMC	08/11			Public Performance Report published in December 2007. 2008 version being compiled.	
Support schools to implement finalised Curriculum for Excellence outcomes	Service Improvement Plan priority	TMC	08/11			EdS08002.1 Work on this action is due to commence in August 2008 by distributing Moray's implementation pack on a Curriculum for Excellence to all school staff.	

Required Actions/commitment by local partners for these outcomes - Curriculum for Excellence – Confident individuals, effective contributors & responsible citizens

Project	Objectives/Comment – 08/09	Lead	Year	Project Milestone & timescale	Progress	Identify Cross-Cutting issues
Review systems which recognise wider achievement	Educational Services Service Improvement plan priority	TMC	08/09		EdS08010.2 Work on this action is due to commence in August 2008 with the strategy for Celebrating Success to be agreed by the Senior Management Team. EdS08010.3 There is nothing significant to report in relation to national initiatives and advice on capturing wider achievement as pilots are continuing in	

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<p>Promote engagement with CPD to improve learning experiences</p>	<p>Service Improvement Plan priority</p>	<p>TMC</p>	<p>08/09</p>		<p>12 local authorities. EdS08008.1 This action is due to commence in July 2008 by ensuring all schools are trained and using the Continuing Professional Development toolkit, Bookit.</p>	
<p>Support establishments in improving practice in learning and teaching</p>	<p>Service Improvement Plan priority</p>	<p>TMC</p>	<p>08/09</p>		<p>EdS08001.1 This action is due to commence in August 2008 by writing the support pack on narrative writing for primary teachers.</p>	
<p>Continue to implement parental involvement act</p>	<p>Service Improvement Plan priority</p>	<p>TMC</p>	<p>08/09</p>		<p>EdS08006.1 The implementation of the Parental Involvement Act Phase 2 commences in August 2008.</p>	
<p>Promote health, well being and respect</p>	<p>Service Improvement Plan priority</p>	<p>TMC</p>	<p>08/09</p>		<p>EdS08009.2 Preliminary discussions have taken place with the Health Promoting Schools Steering Group, the Physical Activity, Sport and Health Group and key stakeholders to review the strategic management and consultation arrangements within the service and draft proposals are in preparation. Draft Curriculum for Excellence Health and Well-being learning outcomes have been circulated to all schools and staff have attended the national launch event organised by Learning and Teaching Scotland in June 2008. Health Promoting School reviews completed for a further 8 accredited</p>	

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					<p>schools and regular network meetings are hosted for school health coordinators where a further 12 schools were presented with awards. Health Improvement Officers have delivered workshops in 6 schools on drug education and healthy eating, providing schools with a range of information on health improvement opportunities for 2008/09. An information folder regarding outdoor play has been produced and given to groups developing outdoor play, outdoor resources have been leant to some providers and the Preschool team has given support in centres. Groups who attended nutritional guidance training have involved parents in developing their snack policies. With the exception of iron all school meals meet nutritional standards. Information and guidance has been supplied to schools to meet snack obligations in short term. Fuller guidance requires to be developed once government position is clarified.</p>	
<p>All schools have a Pupil Council or equivalent</p>	<p>Service Improvement Plan priority</p>	<p>TMC</p>	<p>08/09</p>		<p>All Moray Schools have Pupil Councils, while 53 of 54 have established Parent Councils.</p>	<p>EdS08010.2 Work on</p>
<p>Schools and wider authority</p>	<p>Service Improvement Plan priority</p>	<p>TMC</p>	<p>08/09</p>			

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celebrate success of learners					this action is due to commence in August 2008 with the strategy for Celebrating Success to be agreed by the Senior Management Team.	
Agree target between Council and NHS Grampian for schools attaining health promoting accreditation:	Grampian Health Service priority	NHSG / TMC	08/09		At the end of the reporting quarter, it was anticipated that all schools would be registered as health promoting schools and would have gained 'commitment' status. All schools were registered, however four schools had not gained commitment status, which was satisfied in the next reporting quarter.	
Consider continued support of jointly funded HIO posts	To be considered by Community Planning Board	TMC NHSG	08/09		The Director of Community Services has agreed to appoint a Health Improvement Officer at a strategic level. This post is currently going through the personnel JE process.	

Outcome 5 – Our children have the best start in life and are ready to succeed

Required Actions/commitment by local partners for these outcomes - Early Years' development, learning and care experiences

Project	Objectives/Comment – 08/09	Lead	Year	Project Milestone & timescale	Progress	Identify Cross-Cutting issues
Review bi-lingual support provision to take account of increased enrolment of non-English speakers	Educational Services service Improvement plan priority	TMC	08/09		The service offers English as an Additional Language support. Senior management is discussing the inclusion and implications of offering bi-lingual support.	

Required Actions/commitment by local partners for these outcomes - Health development

Project	Objectives/Comment – 08/09	Lead	Year	Project Milestone & timescale	Progress	Identify Cross-Cutting issues
Review youth intervention initiatives	Council priority	TMC	08/09		The Head of Children and Families and Criminal Justice questioned the source of inclusion of this action. Officers to establish this, therefore no update can be provided at this time.	
All children 0-5 participating in Play @ Home	NHSG priority	NHSG	08/09		Implementation and delivery of Baby and Toddler Play@Home programmes Moray-wide. Final Play@Home programme, Pre-school to be launched before end of this current financial year. Scottish Government to fund Play@Home programmes 2008-2011. (Play@Home previously funded by MCHSCP Health Improvement Fund). Baby and Child Massage training delivered to Health Visitors and Sure Start Nursery Nurses Moray-wide to support	

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	<p>implementation of P@H programme. Swim Baby Swim programme available in all local authority sports and leisure facilities. SBS training to be delivered to Elgin Leisure Centre personnel by TMC sports and leisure team.</p>				
<p>Develop dental facilities in Moray</p>	<p>New dental facilities completed in Buckie and Keith. Above services contributing to the reduction of Moray NHS G Dental waiting list. New dental facilities at Spynie currently on hold, this is due to delay in planning permission. Victoria Crescent, new health centre premise to include three dental chairs/facilities/services, anticipated completion date Sept 2009.</p>	<p>NHSG</p>	<p>08/09</p>	<p>NHSG priority</p>	
<p>Implement Childsmile programme</p>	<p>Childsmile Co-ordinator appointed. Buckie Dental Practice agreed to become Childsmile Practice. Contract to be negotiated. Discussions continue with Elgin Dental Practices to secure same service/contract. Salaried Dental Practitioners in Moray to provide support programme/service. Childsmile awareness raising programme in place, to date delivered in Buckie to Health Visitors, training includes Childsmile referral system.</p>	<p>NHSG</p>	<p>08/09</p>	<p>NHSG priority</p>	
<p>Implement Unicef infant feeding</p>	<p>Ten step programme</p>	<p>NHSG</p>	<p>08/09</p>	<p>NHSG priority</p>	

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programme							<p>achievements to date include; Certificate of commitment, committed to achieving stage 1, by implementing best practice in support of breastfeeding by January 2009. Breastfeeding Policy – approved December 2007 to be updated December 2009 Training, implementation of ongoing staff training programme in Moray. Helping mothers initiate breastfeeding soon after birth. Fostering establishment of breastfeeding support groups and referring mothers to them on discharge from hospital, i.e. BRAG (Breast feeding reassurance and awareness group), average 15 mothers per week. Parents Guide is at a planning stage.</p>
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Required Actions/commitment by local partners for these outcomes - Children cared for and supported

Project	Objectives/Comment – 08/09	Lead	Year	Project Milestone & timescale	Progress	Identify Cross-Cutting issues
Continue and develop the Moray Surestart Programme directed at the under 5s.	Educational Services service Improvement plan priority	TMC	08/09		Programme is continuing as per current Surestart arrangements. Awaiting outcome of Multi Agency Assessment around drug misusing parents to consider development of further services.	
Strengthen provision in specific areas (autism, challenging behaviour)	Educational Services service Improvement plan priority	TMC	08/09		EdS08005.3 Senior managers have been involved in workshop sessions generating outcome statements and identifying relevant data.	<p>ITEM: 7 PAGE: 25</p>

					<p>Following finalization of the Single Outcome Agreement, a first meeting to progress Integrated Children's Services Plan 2008/11 has been set for early July.</p>	
<p>Roll out Solution Oriented School Programme across Moray</p>	<p>Educational Services service Improvement plan priority</p>	<p>TMC</p>	<p>08/09</p>		<p>EdS08002.7 Continuation of the seconded position has been confirmed with Solution Oriented training continuing to be offered to school staff this session and support on Solution Oriented approaches provided by our Outreach Team.</p>	
<p>Develop integrated work to ensure effective integrated assessment framework is in place and utilised to deliver integrated services for children and young people</p>	<p>Educational Services service Improvement plan priority</p>	<p>TMC</p>	<p>08/09</p>		<p>EdS08005.1 Senior managers have been involved in workshop sessions generating outcome statements and identifying relevant data. Following finalization of the Single Outcome Agreement, a first meeting to progress Integrated Children's Services Plan 2008/11 has been set for early July.</p>	
<p>Develop procedures and processes to ensure systematic use of Individual Learning Plans</p>	<p>Educational Services service Improvement plan priority</p>	<p>TMC</p>	<p>08/09</p>		<p>EdS08002.4 All learners in Essential Skills accredited youth work and Community Based Adult Learning are issued with an individual learning plan. Development of individual learning plans for daytime/evening class provision and detached youth work is being considered, as those attending are sometimes 'one off</p>	

<p>Implement Moray Dental Action Plan</p>	<p>NHSG priority</p>	<p>NHSG</p>	<p>08/09</p>	<p>learners. Dental Action Plan in place and working to timescale. Oral Health Improvement Programmes and initiatives are as follows: Toothbrushing in Nurseries Programme: 80% uptake in nurseries Moray-wide. Toothbrushing in Schools Programme: To initially address bottom 20% schools as identified in the National Dental Inspection Programme, to date 6 schools are delivering toothbrushing, 10% of schools Moray-wide. All schools in Moray to receive Toothonology in Schools project input, support and resources. Development of dental facilities as previously stated above. Continuation of Moray Oral Health Awareness Campaign. Early Years: Bottle to Cup Initiative and toothbrushing pack delivered via Health Visiting Services. Sure Start 2 Year Birthday Initiative; Oral Health and Healthy Eating information, advice, support and resources provided to parents and carers of two year olds identified by Health Visiting Teams in Buckie and Elgin. Pre-General Anaesthetic Review for children attending Dr Grays for dental</p>
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Outcome 8 – We have improved the life chances for children, young people and families at risk.

Required Actions/commitment by local partners for these outcomes - Children will be protected from abuse and harm

Project	Objectives/Comment – 08/09	Lead	Year	Project Milestone & timescale	Progress	Identify Cross-Cutting issues
Develop local individual packages of care and education to reduce the number of out of area placements	Service Improvement Plan priority	TMC	08/11		25% complete with Service Managers Group meeting weekly. Appropriate packages of support actioned and monitored.	
Develop co-located Police & Social Work Child Protection Unit	Agreed and detailed brief being developed	TMC GP NHSG	08/09		The room and other facilities were set up during this reporting quarter along with the working arrangements. The unit itself is being put in place during the second reporting quarter.	