

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

Local Outcome 14 - Inequalities in Moray will be addressed

KEY ACTION	Implement Fairer Scotland Fund	
SMART Targets for Key Action		
<p>The following actions will support the implementation of the Fairer Scotland Fund –</p> <p>Actions:</p> <ul style="list-style-type: none"> • produce Fairer Scotland Fund Strategic Assessment • identify areas of deprivation in Moray • Agree accurate poverty indicators for Moray for long-term monitoring of the effect of the fund • improving employability services in Moray • improving financial education, financial awareness and use of services offering information and advice on aspects of money in Moray refer to collective advice services • invest 75% of the fund by March 2010. For each funding stream, document means of tracking the effect on individuals and/or communities • develop Moray Assisted Recruitment Scheme (MARS) 		
Quarter 1 Milestone		Date
<ul style="list-style-type: none"> ○ Production of initial Fairer Scotland Fund strategic assessment ○ Review content of strategic assessment to identify areas of deprivation ○ Employability research study complete. Write draft Employability Action Plan ○ Financial Inclusion seminar to receive feedback on local issues and agree priorities for financial inclusion strategy ○ Fairer Scotland Fund process for applicants launched (1st and 2nd round) ○ Discussion with Moray Council Training department on development of MARS linking with existing apprenticeship scheme 		June 2009
Quarter 2 Milestone		Date
<ul style="list-style-type: none"> ○ Review employability research study to identify areas of deprivation. ○ Consultation with other local authorities and experts on poverty indicators appropriate for rural areas. Fairer Scotland Fund team meeting with NHS regarding key areas for health related to poverty. ○ Finalise Employability Action Plan. Strategy drafted Employability tendering process complete. Draft surveys for unemployed people and local services to obtain feedback on current service provision. 		Sep 2009

<ul style="list-style-type: none"> ○ Research into services offering financial information and advice. Survey of local services to assess awareness of national financial organisations and online resources. Draft Financial Inclusion Strategy. ○ First contracts for delivery under the fund agreed and finalised, 3rd round of funding launched. ○ Develop scheme outline and identify suitable funding streams including the FSF. Write and submit funding proposals. ○ Identify and seek initial indications of interest from local employers 	
<p>Quarter 3 Milestone</p>	<p>Date</p>
<ul style="list-style-type: none"> ○ Development of list of potential poverty indicators and consultation process. Feedback and re-drafting of list. ○ Award employability Tenders. Undertake Employability surveys to gather information on focus of improvements to services. EAG Strategy group finalise Employability Strategy and distribute to partners. Revise milestones for Quarter 4 based on content of Strategy and results of surveys. ○ Financial Inclusion day to consult on Strategy. Finalise Financial Inclusion Strategy and Action Plan and distribute to partners. Revise milestones for Quarter 4 based on content of Strategy. ○ Develop the FSF further – contracts from second round funding process awarded ○ Continue to develop MARS with partners and local employers 	<p>Dec 2009</p>
<p>Quarter 4 Milestone</p>	<p>Date</p>
<ul style="list-style-type: none"> ○ Poverty indicators for Moray and method of tracking established. ○ Employability Action Group to complete review of Employability Strategy. Milestones for this quarter to be set at Quarter 3 (from Employability Strategy and Action Plan). Set initial targets for 2010/11. ○ Social Inclusion Implementation Group to review Financial Inclusion Strategy. Milestones for this quarter to be set at Quarter 3 (actions from Financial Inclusion Strategy). Feedback on method of communication of Financial Inclusion Network. Set initial targets for 2010/11. ○ Contracts for 3rd round of funding awarded. Review and evaluation of the impact of the Fairer Scotland Fund complete. Complete review of Social Inclusion Strategy. Complete review of FSF submission/action plan. 75% of the funding awarded. ○ Continue development of MARS with partners and local employers ○ Results of funding proposals received and implementation of MARS (May 2010) 	<p>March 2010</p>

Expected outcome/contribution to the local and national outcome

- Raised awareness and understanding of poverty and inequalities in Moray amongst partnership.
- Improved engagement of individuals, groups and communities facing poverty and disadvantage
- Increased understanding of inequality issues faced by disadvantaged groups
- Increase financial inclusion of individuals.
- Increased resources to support individuals facing poverty.
- Increased opportunities for disadvantaged young people to enter the labour market

This work is expected to contribute towards ;
 National Outcome 7 – We have tackled the significant inequalities in Scottish society
 Local Outcome 14 - Inequalities in Moray will be addressed.
 National Outcome 2 – We realise our full economic potential with more and better employment opportunities for our people
 Local Outcome 5 – People in Moray will have access to better paid employment.
 National Outcome 4 - Our young people are successful learners, confident individuals, effective contributors and responsible citizens
 Local Outcome 9 - More young people will develop to be successful adults

It may also contribute towards:

Local Outcome 11 - An increased number of people in Moray will be active in improving their own health and Local Outcome - 12 An increased number of elderly and vulnerable people will be able to sustain an independent quality of life , National Outcome 6 – We live longer, healthier lives.
 Local Outcome 25 - Agencies will work together and individually to improve services,
 National Outcome 15 – Our public services are high quality, continually improving, efficient and responsive to local people’s needs.

Resources

- Fairer Scotland Fund Team
- Fairer Scotland Fund
- Social Inclusion Implementation Group
- Lowlands and Uplands European Social Fund Priority 2
- Futures Job Fund
- Moray Council Economic Development
- Skills Development Scotland

**Lead Officer,
including contact
details**

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Tel: 01343 554311**

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

Local Outcome 14 - Inequalities in Moray will be addressed

KEY ACTION	Implement Social Inclusion Strategy	
SMART Targets for Key Action		
<p>Agree a set of poverty indicators for Moray that take local and rural factors into account and set 2009/10 baseline for measurement of progress in work against social exclusion from 2010/11 onwards. This will be achieved in conjunction with the following actions –</p> <p>Actions:</p> <ul style="list-style-type: none"> • Identify areas of deprivation in Moray, consult on and agree accurate poverty indicators for Moray • Review Social Inclusion Strategy and finalise new version. • Finalise Financial Inclusion Strategy • Finalise Employability Strategy • Develop targeted interventions to support socially excluded individuals (responding to needs identified through research). 		
Quarter 1 Milestone		Date
<ul style="list-style-type: none"> ○ Production of initial FSF Strategic Assessment ○ Hold Financial Inclusion Seminar to receive feedback on local issues ○ Employability research study complete. Write draft Employability Action Plan. 		<p>May 2009 June 2009</p>
Quarter 2 Milestone		Date
<ul style="list-style-type: none"> ○ Consultation with other local authorities and experts on poverty indicators appropriate for rural areas. Fairer Scotland team meeting with NHS regarding key areas for health related to poverty. ○ Social Inclusion Implementation Group (SIIG) to complete initial review of Social Inclusion Strategy and begin drafting new version. Draft Social Inclusion Action Plan. ○ Research into services offering financial information and advice. Survey of local services to assess awareness of national financial organisations and online resources. ○ Draft Employability Strategy and finalise Action Plan ○ Draft Financial Inclusion Strategy and set date for consultation day with local services. 		<p>Sept 2009</p>

Quarter 3 Milestone	Date
<ul style="list-style-type: none"> ○ Devise range of Moray poverty indicators and submit to SIIG for review. Feedback from SIIG and re-consultation with local authorities and experts if required. ○ Finalise new version of Social Inclusion Strategy and distribute to partners. Finalise Social Inclusion Action Plan. ○ Consultation day to finalise Financial Inclusion Strategy and Action Plan. Distribute to partners. Coordinate Financial Inclusion Network and revise milestones for Quarter 4 as a result of Action Plan content. ○ Finalise Employability Strategy and distribute to partners. ○ SIIG to agree targeted interventions to tackle social exclusion align with the development of the Fairer Scotland Fund and develop an integrated approach across Financial Inclusion, Social Inclusion and Employability strategies. 	Dec 2009
Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Poverty indicators for Moray and method of tracking established (FSF funding to be 75% allocated by end this quarter). ○ SIIG to complete end of year review of Social Inclusion Strategy. Set initial targets for 2010/11. ○ SIIG to review Financial Inclusion Strategy. Feedback on method of communication of Financial Inclusion Network. Set initial targets for 2010/11. ○ Employability Action Group to complete review of the Employability Strategy. Set initial targets for 2010/11. ○ Update from Social Inclusion network to SIIG. Set initial targets for 2010/11. ○ Review of progress of Fairer Scotland Fund over 2009/10. Feedback to Audit and Performance Committee. Set targets for 2010/11. 	March 2010

Expected outcome/contribution to the local and national outcome	
<ul style="list-style-type: none"> • Raised awareness and understanding of poverty and inequalities in Moray amongst partnership • Improve engagement of individuals, groups and communities facing poverty and disadvantage • Increased understanding of inequality issues faced by disadvantaged groups • Increased financial inclusion of individuals • Increase resource targeted at socially excluded individuals <p>This work is expected to contribute towards Local Outcome 14 - Inequalities in Moray will be addressed, National Outcome 7 – We have tackled the significant inequalities in Scottish society.</p> <p>It may also contribute towards:</p> <p>Local Outcome 11 - An increased number of people in Moray will be active in improving their own health and Local Outcome - 12 An increased number of elderly and vulnerable people will be able to sustain an independent quality of life, National Outcome 6 – We live longer, healthier lives.</p> <p>Local Outcome 25 - Agencies will work together and individually to improve services, National Outcome 15 – Our public services are high quality, continually improving, efficient and responsive to local people’s needs.</p>	
Resources	
<p>Resources are from existing departmental budgets or the Fairer Scotland Fund:</p> <ul style="list-style-type: none"> • Fairer Scotland Fund team • Social Inclusion Implementation Group • 16+ learning choices development officer 	
Lead Officer, including contact details	John Ferguson, The Moray Council Tel: 563404

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

Local Outcome 14 - Inequalities in Moray will be addressed

KEY ACTION	Implement Council Single Equality Scheme	
SMART Targets for Key Action		
<p>The following actions have been identified to measure the implementation of a Council Single Equality Scheme –</p> <p>Actions:</p> <ul style="list-style-type: none"> Reduce the disadvantage within priority areas identified via the equalities forum. <p>Target:</p> <ul style="list-style-type: none"> Meet 80% of Council Equalities Impact Assessments (EIA's) identified within each quarter 		
Quarter 1 Milestone		Date
<ul style="list-style-type: none"> Contact partner agencies and arrange to meet with regard to the Equalities Forum Arrange presentation from the Equality and Human Rights Commission to the Partnership and the Equalities Forum Complete EIA's due to be carried out within the quarter 		June 2009
Quarter 2 Milestone		Date
<ul style="list-style-type: none"> Gain Partnership buy-in to the Equalities Forum Presentation delivered by EHRC and Partnership and the forum have understanding of the new Single Equality Bill Complete EIA's due to be carried out within the quarter 		August 2009
Quarter 3 Milestone		Date
<ul style="list-style-type: none"> Discuss any issues that equality groups may experience to inform the Council's Single Equality Scheme Invite Partner agencies to Equality Forum meetings that is relevant to their organisation Create and publish Council Single Equality Scheme Ensure all Partnership agencies have Equality Scheme(s) in place Complete EIA's due to be carried out within the quarter 		November 2009 December 2009

Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Invite Partner agencies to Equality Forum meetings that is relevant to their organisation ○ Ensure actions within the Council Single Equality Scheme are progressing ○ Complete EIA's due to be carried out within the quarter 	<p>February 2010</p> <p>March 2010</p>
<p>Expected outcome/contribution to the local and national outcome</p>	
<p>Disadvantage beginning to be identified and tackled by partnership agencies within the priority areas identified by the Equalities Forum, therefore increasing fairness and inclusion with the community.</p>	
<p>Resources</p>	
<p>Lead Officers within Council and Partner agencies, to attend forum when required.</p> <p>Equal Opportunities Officer to create Single Equality Scheme.</p> <p>Project Officer, Public Relations Coordinator and Community Learning and Development Team to consult with individual equality groups.</p> <p>Budget for Equalities Forum</p>	
<p>Lead Officer, including contact details</p>	<p>Bridget Mustard, The Moray Council Tel: 563048</p>

National Outcome 15 – Continuous Improvement
– Our Public Services are high quality, continually improving, efficient and responsive to local people’s needs.

Local Outcome 24 – Efficiencies

KEY ACTION	The Community Planning Partnership will deliver positive outcomes and be accountable to the community.	
SMART Targets for Key Action		
The following actions and target have been agreed for 2009/10 -		
<p>Actions:</p> <ul style="list-style-type: none"> • Produce a partnership risk register • Produce governance arrangements for the partnership • Produce monitoring reports and public performance reports • Review the community planning structures to reflect the SOA priorities and ensure efficient use of staff time <p>Targets:</p> <ul style="list-style-type: none"> • Produce monitoring reports on the milestones within the Local Delivery Action Plan to the community planning board and strategic theme groups on a quarterly basis • Produce a public performance report for the community and Scottish Government annually 		
Quarter 1 Milestone		Date
<ul style="list-style-type: none"> ○ Review the 5 strategic theme group membership and remit to align with the SOA priorities and key actions from the local delivery action plans ○ Submit first draft Risk Register to Community Planning Partnership 		June 2009
Quarter 2 Milestone		Date
<ul style="list-style-type: none"> ○ Submit revised draft Risk Register to Community Planning Partnership 		Sept 2009
Quarter 3 Milestone		Date
<ul style="list-style-type: none"> ○ Review of Community Engagement Group membership and actions ○ Review operational groups supporting each of the strategic groups ○ Submit a draft Corporate Governance statement to Community Planning Board ○ Submit a draft scheme of delegation for Community Planning Partnership ○ Submit a draft Performance Management Framework/Public Performance Reporting Strategies ○ Submit final Risk Register for approval 		17 Nov 2009

Quarter 4 Milestone	Date
<ul style="list-style-type: none"> o Complete community consultation on budget priorities to inform SOA o Revise SOA for 2010-11 	March 2010
<p>Expected outcome/contribution to the local and national outcome</p>	
<p>Quarterly monitoring reports will be submitted to the Community Planning Board and a process of mutual challenge between partners will ensure the delivery against the outcomes. In addition the Council and our community planning partners will provide progress reports to the Scottish Government on delivery of outcomes on an agreed schedule.</p> <p>To monitor the delivery against the outcomes, Local Delivery Action Plans have been developed for each local outcome identifying lead agencies for each outcome and how other agencies will support them in delivering the outcome.</p>	
<p>Resources</p>	
<p>Support will be given by partners to progress the various development as appropriate. Most developments are being progressed with short term working groups with representatives from partner organisations.</p> <p>The review of the community planning structure should enable some resources to be freed up and/or more focused.</p> <p>The monitoring statements will be produced by the council's research & information team.</p>	
<p>Lead Officer, including contact details</p>	<p>Bridget Mustard, The Moray Council Tel: 01343 563048</p>

National Outcome 15 – Continuous Improvement
– Our Public Services are high quality, continually improving, efficient and responsive to local people’s needs.

Local Outcome 24 – Efficiencies

KEY ACTION	Agencies will work together and individually to improve services.	
SMART Targets for Key Action		
The following actions and target have been agreed for 2009/10 -		
Actions:		
<ul style="list-style-type: none"> • Revise the Council’s Performance Management Framework to build in scrutiny by the Council’s of the SOA, service standards, service outcomes and statutory performance indicators • Progress the Designing Better Services (DBS) programme to meet efficiency targets • Implement the Public Sector Improvement Framework (PSIF) 		
Targets:		
<ul style="list-style-type: none"> • Complete detailed design stage on 6 strands of the DBS programme and report to Committee on 15 December to approval • Complete the review of Service Standards, Service Outcomes and Statutory Performance Indicators and report to Committee on 30 September • Gain approval for Local Delivery Actions plans from Community Planning Board on 27 August and Council on 30 September 2009 • Complete 27 PSIF self assessments in 2009-10 • Monitoring the Moray Performs Action Plan on a quarterly basis 		
Quarter 1 Milestone		Date
o Complete PSIF pilot services and begin further self assessments		June 2009
Quarter 2 Milestone		Date
o Gain approval for the revised performance management framework including the local delivery actions plans, service standards, service outcomes and statutory performance indicators		30 Sept 2009
o Complete 7 further PSIF self assessments		Sept 2009
o Submit monitoring information to Moray Performs Board		Aug 2009

Quarter 3 Milestone	Date
<ul style="list-style-type: none"> ○ Complete detailed design stage on 6 strands of DBS programme and report to Committee ○ Complete further 10 PSIF assessments ○ Begin quarterly monitoring to committee on local delivery actions plans, service standards, service outcomes and statutory performance indicators ○ Submit monitoring information to Moray Performs Board 	<p>15 December 2009 December 2009 From Oct cycle</p> <p>Oct & Dec 2009</p>
Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Complete further 10 PSIF assessments ○ Submit quarterly monitoring report to committee on local delivery actions plans, service standards, service outcomes and statutory performance indicators ○ Submit monitoring information to Moray Performs Board 	<p>March 2010 From Jan cycle</p> <p>Feb 2010</p>
Expected outcome/contribution to the local and national outcome	
<p>The delivery of Moray Performs is necessary if the Council is to be in a position to face the next round of external inspections. It is a wide ranging programme of developments which will draw heavily on staff resources and when considered alongside "Designing Better Services" will fully utilise our capacity. It will be important that we monitor progress closely</p>	
Resources	
<p>Resources will be met by the Council as part of its Modernising Government agenda.</p>	
<p>Lead Officer, including contact details</p>	<p>Bridget Mustard, The Moray Council 01343 563048</p>