

SOA Local Delivery Action Plans 2010-11 – Quarter 4

Smarter Key Actions

Smarter Life chances for children, young people and families at risk in Moray will improve

Title	Due Date	Progress
Corporate Parenting Strategy	31 Mar 2011	79 %
Youth Justice Strategy Group	31 Mar 2011	92 %

Smarter Moray young people will remain in learning post-16

Title	Due Date	Progress
Implement 16+ Learning Choices Action Plan	31 Mar 2011	100 %

Smarter More young children in Moray will thrive

Title	Due Date	Progress
Early Years Framework (incl. Parenting Strategy)	31 Mar 2011	99 %

Smarter More young people will succeed in school

Title	Due Date	Progress
Attainment	31 Mar 2011	100 %
Wider Achievements	31 Mar 2011	99 %

Smarter The community will develop and improve their learning and qualifications

Title	Due Date	Progress
Development and implementation of a Moray Lifelong Learning Strategy	31 Mar 2011	77 %

SOA Local Delivery Action Plans 2010-11 – Quarter 4 Smarter Milestones

Smarter Life chances for children, young people and families at risk in Moray will improve Corporate Parenting Strategy			
Milestone	Milestone Due Date	Milestone Note	Progress
Draft policy on Looked After Children in Moray completed (presented to Smarter Coordinating Group)	30 Jun 2010	Completed and presented to Smarter Co-ordinating group on 15th April 2010. The document will go out for consultation to schools between August and October.	100 %
Presentation of second report to CMT on identified Looked After Children	30 Jun 2010	Second report on Looked After Children has been presented to CMT. During the school summer holidays, the 6 members of CMT and 1 elected member involved in the pilot will be asked to complete a questionnaire. As the purpose of the project is to make officers and members of the Moray Council more aware of the needs of Looked After Children, the questionnaire will aim to find out whether the respondents felt that receiving reports has increased their understanding, and also to identify what they feel the next steps should be.	100 %
All Looked After Children are flagged up on SEEMIS	30 Sep 2010	New system agreed with Reporter to Children's panel. Process now to be handled centrally and schools informed of entry retrospectively. Should provide much increased accuracy.	100 %
Prepare evaluation tool	30 Sep 2010	Preparation of the evaluation tool has been completed and evaluations have taken place.	100 %
Participation of appropriately aged children in work experience	30 Sep 2010	All looked after children of the age to be participating in work experience have been offered a work placement. All Head teachers have been informed of the legislation that Looked After Children are defined as having Additional Support Needs and should be referred to the Employment Development Worker.	100 %
Planning for follow up seminar on Corporate Parenting	30 Sep 2010	We have now met with Who Cares Scotland who have agreed to prepare material to raise awareness of Looked After Children in Moray.	100 %
Corporate Parenting (CP) Team meet and undertake evaluation of project. Obtain feedback from Looked After Children, Foster Carers and CP. Discuss potential for expanding project to 2nd and 3rd tier Moray Council officers as CPs	30 Sep 2010	Evaluation of the project is complete and a report has gone to CMT for their consideration.	100 %
Use feedback from project evaluation exercise to plan second seminar for next year of Corporate Parenting.	30 Sep 2010	We have now met with Who Cares Scotland who have agreed to prepare material to raise awareness of Looked After Children in Moray. The project's change in direction, as agreed with the CMT following the evaluation of Phase 1, will be included as part of the seminar.	100 %
Present draft policy on Looked After Children to Smarter Strategic Group	31 Oct 2010	The policy has now been placed with the Looked after Children Strategic Implementation Group [LACSIG] to fully address issues and make amendments	60 %
Present policy on Looked After	31 Dec 2010	The policy has now been placed with the Looked after Children Strategic Implementation Group [LACSIG] to fully	60 %

Children to Moray Council for adoption		address issues and make amendments	
Use evaluation tool on members of CMT and Elected Member	31 Dec 2010	This is complete and the results form part of the report which has gone to CMT for consideration.	100 %
Identify Looked After Children to link to second tier officers	31 Dec 2010	Following discussion with the CMT and consideration of the evaluation, a realignment of the project will take place. A paper will be presented in Summer indicating that this milestone has been stopped due to the change in direction.	0 %
Match identified Looked After Children to second tier officers	31 Mar 2011	Following discussion with the CMT and consideration of the evaluation, a realignment of the project will take place. A paper will be presented in Summer indicating that this milestone has been stopped due to the change in direction	0 %
Organise and review Work Experience placements of Looked After Children and report to Corporate Parenting Group	31 Mar 2011	Looked After Children have now been identified on SEEMIS to ensure that work experience is made available to them and tracked with an annual review of statistics to be returned the Corporate Parenting Group.	90 %

**Smarter
Life chances for children, young people and families at risk in Moray will improve
Youth Justice Strategy Group**

Milestone	Milestone Due Date	Milestone Note	Progress
Draft 2010/12 Youth Justice Strategy prepared.	30 Jun 2010	Completed	100 %
Communication exercise completed	30 Jun 2010	Meetings have occurred with 12 community councils to consider local perceptions of youth crime and disorder against the significant reduction in offences by young people over the last 4 years. Also meetings have commenced with young people to review outcome data, current plan and involvement in preparing the next plan. Enthusiasm of young people has resulted in extra meetings being arranged.	100 %
Strategy finalised	30 Jun 2010	Strategy completed and presented to Children and Young People's Services Committee on 9th June.	100 %
First youth justice practitioner's forum	30 Jun 2010	A conference occurred in March 2011 as a joint initiative between Antisocial Behaviour and Youth Justice. The conference had a strong practitioner focus.	100 %
Transition project approved for implementation	30 Sep 2010	Was approved at Strategy Group in June.	100 %
Support to victims/public confidence project approved for implementation	31 Jul 2010	Was approved at Strategy group in June.	100 %
Recommendations for action agreed for practice with young people who are sexually aggressive.	30 Sep 2010	Progress has been interrupted by illness of the local worker expert in this aspect of youth justice practice. This will delay the final recommendations until Q1 in 2011/12.	30 %
Transition project implemented	31 Oct 2010	The programme has been developed between youth and adult criminal justice in consultation with the Children's Panel, Reporter and Procurator Fiscal. The programme is now being implemented.	100 %
Support to victims/public confidence	31 Oct 2010	A 'Study on Support to Victims of Youth Crime' in Moray has been prepared by Grampian Police in collaboration	80 %

project implemented		with other stakeholders. A series of recommendations are now being implemented. Strategy Group signed-off this piece of work at its meeting on 8th march.	
Performance management framework completed.	31 Dec 2010	Key elements of the Performance Management Framework now implemented. Communication between Strategy & Implementation Groups, half-yearly statistical reports prepared by Grampian Youth Justice Management Unit (that is now broken down by Area School Group), external evaluation on an annual basis by CTC Associates in collaboration with State University of New York at Buffalo and establishment of a Young Person's Reference Group.	100 %
2010 Youth Justice evaluation report prepared	28 Feb 2011	Youth Justice evaluation report has been received.	100 %
Draft revisions to the 2010/12 Youth Justice Strategy prepared.	31 Mar 2011	Agreed at joint meeting of Strategy and implementation Groups on 8th March.	100 %

**Smarter
Moray young people will remain in learning post-16
Implement 16+ Learning Choices Action Plan**

Milestone	Milestone Due Date	Milestone Note	Progress
Learning pathway providers collated and disseminated	30 Jun 2010	Completed and process for updating agreed. 86 providers have been identified (work is underway to identify volunteering learning opportunities) and the information has been circulated to school guidance teams to Skill Development Scotland partners on the 16+ learning strategy group, and to the sub group representatives from community and third sector. Information on the process of updating and adding/deleting learning providers has also been circulated which will be done on a half yearly basis.	100 %
All Secondary Schools have begun to use a common offer and recording system for S4	30 Jun 2010	Completed and will be built upon in quarter 2.	100 %
All Secondary Schools involving SDS/16+ Strategy group in hard to offer and refused offer cases in S4	30 Jun 2010	Completed and will be developed in line with action plan.	100 %
Data for e prospectus collated	30 Jun 2010	Completed and returned to Skills Development Scotland. A process for updates and amendments in on a half yearly basis has been established (April and October).	100 %
Examples of good/innovative practice disseminated	30 Jun 2010	Completed and further examples will be sought for subsequent quarters. Six case studies from schools, CLD, Skills Development Scotland and the third sector have been sent to Secondary schools and partners in the 16+ learning choices strategy and working groups. Further case studies will be added in the autumn. One of the case studies is to be used by the Scottish Government and all examples will be entered on the Moray glow site.	100 %
Activity Agreement pilot plans in place	30 Sep 2010	Paperwork from national pilots has been adapted/changes to EMA procedures and audit trail established. Skills Development Scotland have introduced an Activity Agreement with one of their clients. Three more are in the pipeline. Impact will be judged at end of next quarter. As part of national evaluation we have been asked to include the Moving Forward Programme (joint CLC/SDS). Although not under umbrella of Activity Agreements have similar aims and clear processes of achievement and impact.	100 %
Parents are made aware of the 16+	30 Sep 2010	School handbooks /briefings provided to parent councils. Whilst we have achieved the milestone as originally	100 %

Learning Choices agenda		envisaged this is the type of milestone that is not a one off and 'completed' - it will need to be periodically revisited and new methods for awareness raising and engagement sought.	
Employer organisations are made aware of, and invited to contribute to, the 16+ Agenda	30 Sep 2010	Existing networks through Determined to Succeed and More Choices More Chances Partnership/Employment action group. Employers involved in working groups to support enterprise education and curriculum development. Contributed to national employers' engagement strategy. Working with Job Centre Plus (as the lead organisation dealing with employers across all sectors). Engagement with Chamber of Commerce and Moray Assisted Recruitment Scheme. Whilst milestone achieved need to continue to prioritise work with and engagement of employers.	100 %
Feedback from Secondary Schools, FE Colleges and SDS on summer leavers experience. Use information to plan for December 2010 roll out to all in senior phase	31 Oct 2010	Range of measure and interventions in place including early identification of those at risk- on a twin track approach of reducing those who would be heading for a negative destination (providing alternative curriculum in school and college) and picking up and making provision for those who have gone on to a negative destination with the intent of improving their employability and/or ability and willingness to resume education/training.	100 %
Offers of continuing education made to potential leavers (senior phase) in secondary school/other education/training	31 Dec 2010	Under the 16+ Learning choices Policy and Practice Framework 'offers made to every eligible young person who wants it' (there is a challenge to minimise the number for whatever reason who don't 'want it')	100 %
Potential December 2010 leavers not in mainstream school/other education/training identified, and offers made	31 Dec 2010	Contact made with relevant home educated young people. SDS in contact with independent schools to ensure they are aware of their responsibility towards leavers. Youth justice, those in care and those returning from out of area placements/secure accommodation have been identified.	100 %
Identify ongoing support/monitoring arrangements beyond period of Government funded secondee post	31 Dec 2010	A sustainability report has been provided to the Scottish Government to sustain and build upon the progress that has been made. There will be a real challenge in the current economic climate and in particular the impact of public service cuts on education departments/FE/and training providers to maintain progress. This situation will be exacerbated by the closure of Kinloss - directly and indirectly through the knock on for the employment chances/choices of young people.	100 %
Review of December 2010 and begin to develop future plans	31 Mar 2011	Review undertaken - snapshot destinations collated and fed back to schools. Issues and recommendations made for future leaver cohorts recognising that winter leavers are a particular grouping.	100 %
Review of Activity Agreement pilot	31 Mar 2011	Although not one of the designated pilot areas for Scotland, Moray was a comparator Authority and we were visited by the consultants in January 2011. Feedback has been very positive. Of the group of young people in Activity agreement 'like' activity 50% went on directly to positive destinations with contact maintained with the majority (80%) of the remainder. In preparing for the national roll out for activity agreement paperwork has been completed and a process, where applicable, for EMA applications agreed.	100 %

**Smarter
More young children in Moray will thrive
Early Years Framework (incl. Parenting Strategy)**

Milestone	Milestone Due Date	Milestone Note	Progress
From overall action plan, actions agreed for 2010/11	30 Jun 2010	Completed. Actions identified in rest of LDAP	100 %
Review Strategy Group personnel in line with actions agreed	30 Jun 2010	Completed. Agreed that appropriate personnel involved.	100 %
Finalise and agree parenting strategy for 2010-12	30 Jun 2010	Completed	100 %
Comparison of 2010/11 figures for pre-school uptake with 2009/10 baseline. Implement any review or actions from comparison	30 Jun 2010	% P1 children who attended pre-school centre – 98% % P1 children who attended ante pre-school centre – 79%	100 %
Increasing number of pre-school centres receive good or very good evaluations from HMIE and Care Commission. Comparison of 2009/10 with 2007/08 and 2008/09	30 Sep 2010	HMIE % good or very good Care Commission % good or very good 2007/08 75 2007/08 No gradings used 2008/09 92 2008/09 82 2009/10 93 2009/10 83	100 %
Produce a directory of local facilities where vulnerable children and their families can be supported	30 Sep 2010	Directory produced and ready for use.	100 %
Approach developed for implementing a culture of outdoor learning to support active play	31 Dec 2010	At the Managers' Meeting (22 March 2011) Alan Smith, Cairngorm National Park discussed the value of unstructured outdoor play and provided a Resource Pack for each partner provider to support them in planning the use of the outdoors. The Pre-school team introduced the managers to the audit and support materials they had	100 %

		developed. These were distributed to all pre-school education providers, including schools with nursery classes.	
Complete a needs assessment of universal pre-five services for vulnerable children and their families	31 Dec 2010	A report on the use being made of pre-five services is scheduled for presentation to the Steering group on 30 March.	100 %
Interim evaluation of Triple P (Positive Parenting Programme) provided via the MCHSCP (Full evaluation end March 2012)	31 Mar 2011	Interim evaluation well underway will be completed by end March 2010.	100 %
Interim evaluation of fluoride varnishing by SMID quartiles provided via the MCHSCP (target 60% of 3 and 4 year olds in each SIMD quintile by end March 2013)	31 Mar 2011	Childsmile has two main service delivery components, Nursery and Practice; Nursery – all 26 schools and 12 nurseries in Moray targeted via the National Dental Inspection Programme (NDIP) and SIMD have enrolled to the programme. The 2nd round of fluoride varnishing is currently being implemented. The Brush Bus pilot is at implementation stage, the pilot supports National Standards and Moray is the first CHP in Grampian to adopt and deliver the Brush Bus as part of the Childsmile programme. This is the new oral health HEAT Health Improvement target/objective for 2011-2013. This will be primarily delivered by the local CHP Childsmile teams, baseline figure established, all service and operational mechanisms are in place, fluoride varnishing has commenced, there is a high uptake, therefore overall the Moray Childsmile team are making excellent progress.	100 %
Increase % of new born babies exclusively breast fed at 6 – 8 weeks from 26.6% to 33.3% by end March 2011	31 Mar 2011	A number of programmes projects and initiatives are in place to increase the number of new born babies exclusively breastfed at 6-8 weeks in Moray, i.e. Healthy Start, Unicef Baby Friendly within Dr Grays and Community settings, BRAG, Infant Feeding Midwife providing targeted support via the Mobile Information Bus (MIB) service in local areas of deprivation i.e. South Lesmurdie. While it is hoped that these initiatives have increased the % of new born babies being exclusively breast fed figures are, as yet, unavailable and so this milestone remains incomplete at this time.	90 %
Local implementation of the Childsmile oral health service programme via dental practice, community, nursery and school settings	31 Mar 2011	Childsmile has two main service delivery components, Nursery and Practice; Nursery – all 26 schools and 12 nurseries in Moray targeted via the National Dental Inspection Programme (NDIP) and SIMD have enrolled to the programme. The 2nd round of fluoride varnishing is currently being implemented. The Brush Bus pilot is at implementation stage, the pilot supports National Standards and Moray is the first CHP in Grampian to adopt and deliver the Brush Bus as part of the Childsmile programme.	100 %
Undertake draft reviews to the 2010-12 Parenting Strategy	31 Mar 2011	Finalised at meeting of the Steering Group on 30 March.	100 %

**Smarter
More young people will succeed in school
Attainment**

Milestone	Milestone Due Date	Milestone Note	Progress
Sub group of data working group review existing STACs training materials with a view to having a greater focus on interpreting and analysing data in departments	30 Jun 2010	Completed. Better able to ensure appropriate focus for future training.	100 %

Assess new SEEMIS tracking system	30 Jun 2010	Demo seen and assessed. Schools have had training and can implement from August.	100 %
Carry out further rounds of training on data interpretation in secondary schools where need is identified.	30 Sep 2010	Training carried out in all schools.	100 %
Review attainment data to identify departments where there is cause for concern.	30 Sep 2010	Completed and QIOs attended up to five departmental reviews in secondary schools.	100 %
Identify next steps for tracking pupil progress through SEEMIS in all secondary schools.	30 Sep 2010	Workshop in tracking and monitoring carried out.	100 %
Establish and implement a support plan for identified departments causing concern.	31 Dec 2010	Individual headteachers taking forward with individual departments. Attainment Conference held on 12 January 2011.	100 %
Review impact of support plan against prelim data.	31 Mar 2011	Issues identified and will be followed up with individual schools	100 %
Review of tracking and identify next steps.	31 Mar 2011	Next steps identified. Continue with roll-out of SEEMIS	100 %

**Smarter
More young people will succeed in school
Wider Achievements**

Milestone	Milestone Due Date	Milestone Note	Progress
Draft paper on achievement is to be shared with headteachers and feedback requested	30 Jun 2010	Completed. Paper accepted as a starting point for future work.	100 %
Baseline to be shared with Moray Baseline Group	30 Jun 2010	Completed. The Moray position in a number of areas now identified.	100 %
Explore use of SEEMIS to capture/record achievement	30 Jun 2010	Completed. National developments in SEEMIS underway.	100 %
Review of moving on document from pre-school to primary	30 Jun 2010	Completed. Document now being re-worked.	100 %
Review feedback and publish paper as position in Moray	30 Sep 2010	Paper on feedback issued to schools in June.	100 %
Roll out baseline in all secondaries	30 Sep 2010	Moray now in a position to identify pupil achievements through SEEMIS data rather than rolling out baseline to secondaries. The use of SEEMIS has met this milestone.	100 %
Put in place pilot project on capturing achievement	31 Dec 2010	In place. This consists of representatives from 5 secondary schools, 3 primary schools, 1 pre-school partner provider and 2 officers. They met to share practice and to try out various methods of capturing and recording	100 %

		achievement. Training was set up regarding the use of GLOW and Blogs but this was cancelled due to snow and school closures etc. This will now take place during quarter 4. The group will meet again and some will attend national meetings for further advice.	
Explore use of e-portfolios through Glow to capture/record pupil achievement	31 Dec 2010	Achievement group formed. This consists of representatives from 5 secondary schools, 3 primary schools, 1 pre-school partner provider and 2 officers. They met to share practice and to try out various methods of capturing and recording achievement. Training undertaken regarding the use of GLOW and Blogs. The group met again and some attended national meetings for further advice. Input from Learning and Teaching Scotland provided in quarter 4.	100 %
New moving on document introduced across Moray	31 Dec 2010	Paperwork completed and distributed.	100 %
Review pilot and issue results to all schools	31 Mar 2011	Review undertaken and results positive. Will be issued at the start of next term.	90 %

Smarter
The community will develop and improve their learning and qualifications
Development and implementation of a Moray Lifelong Learning Strategy

Milestone	Milestone Due Date	Milestone Note	Progress
Publication of Employer Engagement Skills Report for engineering sector	30 Jun 2010	The decision has been taken to defer this at this time pending the determination of Moray's new economic priorities and to allow engineering employers to come to terms with the new realities facing them. However, the College is anticipating the outcomes of this to a certain extent and is developing proposals for change that will, for instance, position Moray better to offer skills to prospective employers within the offshore wind sector. Employers will be consulted about these proposals as they develop.	50 %
Commencement of new, tailored courses for local Hospitality and Tourism industries.	30 Jun 2010	New courses developed arising from employer survey undertaken last year. Two new short courses have already launched, i.e. a City and Guilds Introductory Certificate in Hospitality Customer Care and the Institute of Leadership and Management's Level 2 course in Team Leading. A new full-time SVQ Level 3 in Hospitality Supervision and Leadership will also commence in August 2010.	100 %
Completion of investigation into SIMD implications for Lifelong Learning Forum.	30 Jun 2010	The Lifelong Learning Forum commissioned work to be done that will allow members to base their priorities on the known of pattern of take-up. This will now be utilised to inform Forum discussions in 2011-12.	100 %
Submission of university title application by UHI Millennium Institute to the Quality Assurance Agency for Higher Education.	30 Jun 2010	University title application was submitted in May 2010. Application has been accepted by the Quality Assurance Agency for Higher Education as an acceptable basis for scrutiny to be undertaken and a scrutiny panel has been formed for this purpose and will undertake their tasks during August and September 2010. Following on from this, a decision on whether to award UHI title will be taken in either late 2010 or, more likely, early 2011.	100 %
Commencement of Skills for Choices course.	30 Sep 2010	A <i>Skills for Choice</i> course was developed in partnership with Moray Council Educational Services and Skills Development Scotland and was offered as a full-time further education course from August 2010. 20 students were subsequently enrolled. The course will be evaluated during session 2010-11 with a view to determining whether it should be offered again in August 2011.	100 %
Completion of strategic review of Moray's adult learning activities and identification of opportunities for co-	30 Sep 2010	A number of meetings have been held involving Moray College and Moray Council's Library Service. This has allowed a significant degree of understanding to be arrived at as to the existing and likely future activities of each organisation and the potential for closer working and co-location in certain areas. This has already led to	75 %

location of these.		agreement on changes to provision (e.g. Aberlour and Fochabers), with final consideration to be given to others in 2011-12.	
Completion and launch of Moray Flexible Learning Prospectus.	31 Dec 2010	Little progress has been made in relation to this other than initial discussions. This matter will be raised at the meeting of the Lifelong Learning Forum in April 2011 with a view to completion by the summer of this year.	10 %
Completion of Articulation Prospectus	31 Dec 2010	Steps are being taken to ensure that the relationship between the various qualifications being offered by the community planning partners are better understood in order to inform the decision making of local citizens. A start has been made by way of the development of new sections of the Moray College prospectus that will clearly set out the relationship between the various levels of qualification that the College offers, including those studied by local schoolchildren as part of the school-college curriculum. It would be intended that this be extended to other qualifications offered by organisations external to the partnership.	60 %
Achievement of university title by UHI Millennium Institute.	31 Mar 2011	This was achieved on 2nd February 2011 when the "University of the Highlands and Islands" came into formal existence.	100 %