

Connect

YOUTH ^{IN}
SQUAD

Zombie Apocalypse
Survival Training



Editorial

February finds the nights getting shorter and the days growing longer, bringing hope that spring may be just around the corner! That's not to say winter is behind us quite yet though, and there's plenty truth in the old saying, "ne'er cast a clout till May is oot".

February will be over before we know it though – not only is it the shortest month of the year (roll on pay day!) but there's lots going on with school mid-term break, Pancake Day, and, of course, Valentine's Day – the annual celebration of romance when we take the opportunity to tell the people we love just how much they mean to us.

People haven't always been free to express their love. Although individuals throughout time have lived radical private lives outside the accepted sexual and gender norms of the time, LGBT+ history is often hidden from view. Expression of same-sex love and gender non-conformity has been constrained by both repressive social attitudes and criminal persecution.

February is LGBT+ History Month – an opportunity to connect and reflect on the past and present of the LGBT+ community, celebrate LGBT+ culture and the progress which has been made towards equality over time, and to explore what the lessons of history can teach us for the future.

In this edition of Connect, we highlight Keith Grammar School's journey to lesbian, gay, bisexual and transgender inclusion through their progression to the silver award of the LGBT Charter programme.

We also applaud the long service to the council of colleagues who were recognised at a joint ceremony for the Star Awards at Elgin Academy in December. We've got a feature on the fantastic work of the Youth Team and Communities and Volunteering Team, both of which have a number of new starts who are just beginning their career with Moray Council. A warm welcome to all recent recruits - we hope you enjoy being part of our "work family" for many years to come!

Feedback

If you've any news, views or photos you think colleagues might like to see, the Connect team would love to hear from you.



Just email:

ConnectNews@moray.gov.uk

Fiona

Contents

Editorial	2
Heads Up	3
Stay safe online	4
Meet the Youth Work Team	6
Keith Grammar and LGBT+ History Month	12
Time for Talking	13
Moray Learning Estate update	14
Cyber Scotland Week	16
HR Noticeboard	20
World Book Day – 3 March	22
Smarter Working	26
National Award nomination for Climate Change Officer	27
Volunteers make all the difference	28
Sports stars assemble	30
Dangers of Lithium Batteries	31
Long Service Awards	32
Pre Retirement Courses	34
Money Talk Plus	35
Let's Talk Menopause	36
Equality Data – why do we collect it?	38
Live on Clive!	39
Moray Gift Card update	40

Heads Up

Jo Shirriffs

Head of Education Resources and Communities

I last wrote a Heads Up article back in 2018 where I described my sometimes windy career path (from a modern languages degree to investment banking, postgraduate study and university teaching and finally local government) and my gradual move north over the years since I left school in Hertfordshire, up to Yorkshire, Aberdeen (a brief interlude in Brisbane, Australia) and finally Moray in 2017.

And as ever things have changed again, with a new role as Head of Education Resources and Communities in 2019 and a new house (further north again!) in 2020.

The Head of Education Resources and Communities post was created as part of the 2019 senior management structure, with a remit that covers a number of teams that were previously dispersed across different services, and under a number of Heads of Service and Directors. It also includes new or refocussed teams (e.g. Learning Estate Programme team), that are similar to the previous Education Resources team, but with a different purpose and remit.

One of my first tasks as Head of Service was to try and make sense of the disparate teams and create a coherent management structure that would support the service moving forward. This has largely been achieved with the service now developing a clear identity, with a service plan and associated team plans driving the work that we do, however we do sometimes have to remind people that we are not Education, Learning and Leisure or Integrated Children's Services (and we don't cover everything that those services did previously!).



The Education Resources and Communities remit includes a number of large transformation programmes, including the Learning Estate programme and the review of Additional Support Needs Services, which are gaining momentum again following Covid-19, and will require ongoing management of significant change. We are also tasked with ensuring our sport and leisure services are fit for the future, and our communities are supported during this period of uncertainty.

All of this keeps me very busy but I still enjoy getting out into the hills and onto our many beaches with my family (of teenagers now!) and dog, running when I can, travelling again post-Covid-19, and I have promised myself that this is the year that I will finally get back to playing netball (watch out for that competitive streak!).

A stylized handwritten signature of the letter 'J' followed by a dot.

Stay safe online

There are many things people can do to stay safe online, whether at work or in their personal lives, but here are our top tips courtesy of Mike Alexander, the council's Information Security Officer.

Use Strong Passwords:

All too often people use passwords which can be easily cracked or guessed (the most common password is 'password'!). Calling it a 'password' probably doesn't help as it tends to make people think it should only be one word. It's better to think of it as a 'pass phrase' using more than one word.

The guidance from NCSC – the National Cyber Security Centre (part of GCHQ) – on strong passwords is something called 'three random words' – three ordinary words chosen at random with a space between each one. For example, 'horse biscuit cupboard'; this is easy to remember but very difficult for someone to crack. Remember that for your work password you'll need to have upper and lower case letters and include at least one number or a symbol to meet our password complexity requirements.

Never divulge your password to anyone. It's like the PIN for your bank card; you wouldn't dream of letting others know what that is!

STAY SAFE ONLINE



Consider a Password Manager:

In the modern digital world, we're all faced with having to think up passwords for a wide range of services; online banking, online shopping (e.g. Asda/Tesco, Amazon), social media accounts, and so on. It's very difficult to think up and remember good, strong passwords and very easy to simply reuse the same password (or a small handful of passwords) for everything.

People should avoid reusing passwords for different accounts, and should certainly never reuse their work account password anywhere else. To overcome password fatigue – having to remember many different passwords – consider using a password manager. It's a small piece of software that will store your various passwords in an encrypted file, and only require you to remember a master password to unlock and access that encrypted store.

Some consumer anti-virus products include a password manager, and there are others available for download. KeePass is an example of one which is freely available. If you're considering using a password manager for work purposes, contact the ICT Servicedesk for advice.



Use Multi-Factor Authentication:

Multi-Factor Authentication or MFA (also called two-step verification/2SV, or one-time passcode/OTP) is a mechanism that adds an extra layer of defence to passwords. It's based on a principle of having something you know combined with something you possess – a special token or a mobile phone.

The 'something you have' is used to either receive or generate a special code which confirms you are who you claim to be. The code is time-limited and usually only valid for a couple of minutes or until it's used, which means that there is no value to copying it. Those of us who use VPN to connect to the council's network are used to using this – where we enter the code from the Vasco token (either the fob style or smartphone app), and the code changes every 30-seconds.

MFA/2SV/OTP is not just used for company networks, it's increasingly available in the wider digital world. MFA can be setup to protect your personal email, your Facebook account, your Amazon account, and so on. In many cases this works by sending you a unique code to your mobile phone via a SMS message. There are also apps like Microsoft Authenticator and Google Authenticator, where the service/website first needs to be setup to 'synchronise' to the app, but thereafter will ask you what code the authenticator app is displaying which you need to enter in order to log in.

Be careful who you give your details to:

We've all received spam in our email inbox (whether at work or to our personal email at home). But how do the spammers know your email address?

Personal data is big business. Some try to steal it from others (hackers) and sell it on, but in many cases the worst culprits are – us! We often willingly give away basic personal information – name, age, email address – to companies when signing up to things online, without ever reading the Privacy Notice or Terms and Conditions to check why they need that information and what they'll do with it. A common ploy is to ask you to 'register' in order to

download some guide or useful document from a website. Your details are then 'shared' with others, who then use that information to send you other emails, and so on.

It doesn't even need to be as obvious as that. Ever wondered why companies like Google and Facebook make their services free to consumers? Or how much it costs them to do that?

Take regular backups:

Backing up your data is pretty much the only way to ensure you can recover from a disaster. At Moray Council we backup all of our data each evening and replicate that to other locations. Most commonly the backups are used to recover lost or accidentally overwritten files, rarely have we needed to use the backups to recover entire systems.

Many people don't backup their home PC or laptop or even consider what data they might lose if their device failed. Hard drives can and do fail, including the SSD or solid-state types, and such circumstances make the data on the drive inaccessible. It's a good idea to backup your important files to a separate external hard drive, and also consider backing up that backup to another location e.g. cloud storage. If you do backup sensitive personal information to cloud storage, don't forget to encrypt or password-protect it.

We also talked to Mike about cyber awareness and avoiding scams. Click to jump to: **Cyber Scotland Week.**

YOUTH SQUAD

Zombie Apocalypse Survival Training

Meet the Youth Work Team

In last year's Connect we shone a spotlight on the Communities CLD Service and introduced you to two of the three teams – the Community Support Unit and the Adult Learning Team. In this edition it's the turn of the Youth Work Team to take centre stage and share an insight into their work.

Achievement through learning is the approach at the heart of the programmes and activities developed and delivered by the Youth Work Team and Outdoor Learning/Duke of Edinburgh Team to help our young people realise their potential.

Fiona Herd, Children, Young People and Families Manager, manages the teams: "Young people in Moray have endured a great deal of uncertainty over the last two years. 2023 has kicked off with a number of new members joining our teams and we're looking forward to reconnecting with, and getting to know, the young people in our communities.

"Our work in the community and in schools promotes young people's personal and social development and gives them a voice and a place in their community. We work with all young people of every background and ability, and our youth work offer is focused on children's rights, supporting young people to be active and achieving members of their community.

The work the team are involved with is extremely varied, Fiona says it is split between work in schools and the community: "Our focused areas of work in schools includes health and wellbeing group work and the transition from primary to secondary when we work closely with schools and also look to do community-based activities as some transitions may best be supported out of school.

"We encourage and support participants to achieve accredited youth awards like the Duke of Edinburgh's Award which helps young people develop new skills, try new activities and support their local community through volunteering.

The team are also building on new areas of work, Fiona explains: "Strengthening youth participation and the youth voice is really gaining momentum and we are keen to build on what's already taken place. We've developed a youth voice mechanism – Youth Voice Matters - and Moray has two members of the Scottish Youth Parliament. Last year we ran a participatory budgeting project, Back on your Feet, with young people in partnership with the community group Money for Moray. Through a public vote, 20 youth-led initiatives received a share of the funding. Participatory budgeting is helping to deliver youth activities in Buckie and Forres and we're hoping this year there will be further

opportunities for young people to have a say over the spending of public funds.

“The community side of youth work involves working in partnership with other agencies as we are just one part of the youth working that goes on in Moray alongside independent/third sector youth work partners like the Loft in Keith, Speyside Youth in Dufftown, Elgin Youth Development Group and Aberlour Youth Point.”

As partners within the youth work network the team aims to act on information and respond to issues, linking closely with other council services such as Active Schools. Their focus also includes work to improve employability pathways and they now have a youth worker with an employability focus.

Fiona finishes by sharing her pride in her team: “Our teams are passionate about youth work - helping young people find out what they care about and value, what they can contribute, and supporting them to participate and where possible lead.”



Ann Ruthven – Youth Worker for Keith

“I’m new to the Youth Work team having started in January, but am really looking forward to getting going. I’m based at Keith Grammar School and Keith Loft Youth Project.

“I’ve previously been a resilience coach for a mental health charity, a welfare rights officer and a housing officer in both Aberdeenshire and Fife. I’m passionate about rugby and while living in Kirkcaldy I was heavily involved with the local club as a parent, player, helper and committee member representing the youth section. On returning to Aberdeenshire, I helped set up and coach Peterhead Ladies rugby team.

“I spent the last two and a half years with Aberdeen City Council delivering the MCR (Motivation, Commitment and Resilience) Pathways mentoring programme at Dyce Academy. I loved my time at Dyce and working with young people but decided the commute was just a bit too much, so I was very happy to accept the youth worker role in Keith.

“I’m so pleased that I changed direction and came into youth work as these have definitely been some of the most rewarding years in my career and I’m looking forward to being able to grow as a youth worker with Moray Council – and may even persuade a few people to give rugby a go!”



Larese Hunter – Youth Work for Speyside

“I’m the new youth worker based at Speyside High and covering the surrounding area. At the beginning of the Covid pandemic I discovered my passion for working with people through my roles in social care. I loved working with adults and children with autism and neurodiversity, and I especially enjoyed doing outreach with young people.

“I wanted to continue on this path and am very excited to have the opportunity to have a positive impact on a larger scale, that being in Speyside. I really hope to develop a further appreciation of the issues facing young people at school and within their local community.”



Amy Reid – Youth Worker for Forres

“I’m very new to this post – it’s only my fourth week - but I’m excited about what it all means and where we’re going as a team.

“While doing my Duke of Edinburgh’s Award in school, I was involved as my service with groups of young people. That experience seemed to naturally lead me in to employment and training around young people. I’ve spent many years as a swimming instructor and worked solely with young people in our local swim club and lessons.

“Youth work, however, is what I have enjoyed most; building strong, trusting relationships and accepting them for that, being young people. Keeps me feeling young, too! I’m most looking forward to working with young folks again and helping them to strengthen their own wings!”



Donna Campbell – Youth Worker for Milne’s

“I’m the youth worker based at Milne’s High School, Fochabers, and have a background in education and in supporting people with additional needs.

“I love the fact youth work is recognised and integrated into high schools. Our work is underpinned by the national Youth Work Outcomes and Skills Framework. The purpose of this inclusive practice is to empower young people to be active participants in their own learning, and allows youth work to help children grown up to be safe and respected individuals, be well educated, skilled and contribute in their communities, and be healthy and active.

“The work we do is crucial in helping young people feel confident and able to participate in issues that affect them, whether it’s in the community they live in or in their school. Sometimes it’s overwhelming in school and it’s nice to know there are youth workers there to help with, for instance, delivering health and wellbeing sessions, pathways programmes and transition support. The Youth Work team also deliver awards through their work such as Hi5 awards, Dynamic Youth Awards and the Duke of Edinburgh’s Award.

“I’m looking forward to being involved in the P7 transitions particularly, because it forms bonds with the pupils. Throughout their school journey they will know my name and face, and hopefully will be more inclined to work with me on projects in future.”



Sarah Harford – Youth Worker for Buckie

“I’m fairly new to the post of youth worker for Buckie ASG having only started in November 2022 but I’m so happy to be part of such an incredible team. I completed my HNC in Childhood Practice last year and am now studying for a BA in Child and Youth Studies which will be put to good use working with secondary aged young people.

“My hopes for the future are that I can become a support system for young people to aid in their individual development so they can grow into confident and productive members of society. I hope to elevate their voices in decisions involving their life, community and society as a whole, while ensuring there are services available. Whether that’s extra support or access to mental health and wellbeing information - to help them reach their fullest potential.

“One big goal of mine is to bring young people back into the heart of local community because no matter the age differences, as humans we all have different experiences of growing up and by overcoming the differences we can share in learning and growth together.”



Marc Doherty – Youth Worker for Elgin and Senior Digital Youth Worker Moray

“I’ve always been passionate about helping young people reach their full potential. Before starting my career as a youth worker and digital youth worker, I gained a degree in performing arts and studied for a HNC in Working with Communities, and these experiences equipped me with the skills and knowledge needed to make a positive impact in my community.

“Over my 10 years in youth work, I’ve honed my own skills and knowledge, and am dedicated to providing young people with a supportive and inclusive environment where they can develop their confidence and have their voices heard. Through my work I’ve been part of many projects including youth clubs, extra-curricular awards programmes with primary and secondary schools and exchange

programmes with Sweden that allowed me to create a positive and supportive environment for young people to thrive.

“As a digital youth worker, I’m now able to utilise technology to reach even more young people and provide them with a safe and inclusive online space to connect, learn and grow, and to have their voices heard. I’m inspired by the resilience, creativity and potential of young people and I’m proud to be able to play a role in helping them to reach their full potential and make a lasting impact in their communities.”



Tracy Robbie – Youth Worker for Lossiemouth

“I’m based in the Lossiemouth High School ASG, working in primary and secondary schools and in the community. I’ve been in post for - whisper it - 10 years now and I love it! Before becoming a youth worker I was a health information assistant with NHS Grampian, delivering input to young people on drugs, sexual health, alcohol and mental health in schools across Moray and was a regular on the mobile information bus.

“I love taking young people outdoors - the Zombie Apocalypse Survival Training sessions we ran a couple of years ago was a highlight, as was camping at Kinloss Barracks more recently. Both projects had a wellbeing focus and were brilliant fun!

“I think being a youth worker is very special because the role enables you to make a difference in kids’ lives. Sometimes that might just be through seeing their confidence and resilience grow as they try new activities or experiences. Sometimes you can be the person that is really there for them to lean on during a difficult time in their lives. Whether that’s as a listener to help them explore their feelings,

as an advocate when supporting them with issues at school, or as a trusted adult who can signpost them to sources of support when life throws a curve ball. It's a uniquely privileged position to be in - sometimes challenging but always highly rewarding."



Alison Smith – Employability Youth Worker covering East Moray

"Before taking up this post I was a community hub coordinator and loved my job working within the heart of my community. On my day off I was a mentor with Moray Pathways and enjoyed this more. Between both jobs, I realised that I needed a change in my career and by working and volunteering I gained lots of new experiences and confidence.

"This job became available and I feel really lucky to have got it. I'm very new to post – just 10 days! I'm excited about working with young people and helping them achieve their personal goals. I have lots of ideas for the summer programme and am looking forward to having lots of fun on the way."



Wendy Toner – Senior Youth Worker Elgin

"I've worked in the youth work sector for over 35 years and in this time I've coordinated the detached youth work programme and delivered youth

exchange programmes to Greece and Sweden. I deliver issue based group work in schools and in the community, as well as working with partners to support creative arts programmes and in many different projects with my local community.

"I enjoy accredited outdoor work and working with 16-plus age groups, looking at next steps to work and training. I've also been part of summer programmes delivered with partners across the sector, and been responsible for taking the lead on many community issues with not just young people but families in my own local community.

"The most important part of youth work for me is building relationships and being able to challenge negative and inappropriate behaviour. As a youth worker, if I get that right at the beginning of the relationship, everything is easy to fall into place."



Susan Stronach – Community Learning and Development Worker, East Moray

"Part of the wider Communities Team, I, along with a team of youth workers, support the delivery of youth work in schools and in communities. We work alongside different organisations and partners to give learning opportunities, and of course fun, to young people aged 11-26. The great part of the job is that you get to work with different people as well as being with young people on a daily basis, doing different activities indoors and out!

"Youth work has been part of my working and personal life from my teenage years to the present. My first job was as a community learning and development worker in Elgin Community Centre in 1990 where I was responsible for youth work, so you can say I have come full circle back to where I first started my professional life. I then went to work for Aberlour Child Care Trust's youth project

based in Elgin for 16 years. Due to organisational restructure, I left to join the council again in 2010 where I did various roles before getting the role I am in now. Although much has changed in the world, organisationally and personally, I think I will stick where I am, being alongside young people and thinking I am still young enough to do all the things I could do in my 20s!

"I can honestly say that I enjoy my work for the most part, and it's a privilege to see how the young people grow and develop, gaining confidence and greater self-esteem. What's important to me is that we encourage and enable these young people to be empowered in their own lives and the wider community to have a voice in what matters to them in order to make positive changes to the issues that affect them."



Chris Gransden and Andy Greenhalgh – Outdoor Learning and Duke of Edinburgh Officers

"We took on the role of outdoor learning officers in 2020, supporting the management of off-site excursions conducted by Moray schools and social work teams. Since the role was brought in-house, we've worked to make planning and authorisation less complicated so it's easier for staff to take advantage of outdoor learning in our wonderful Moray countryside.

"Our role includes acting as technical experts for adventurous activities, making sure visit plans meet safety guidance and best practice and providing advice for visit leaders. We monitor EVOLVE, an on-line one stop shop for planning and recording excursions and provide advice for heads of establishment and visit leaders. We're

always available to help make sure visit requests are completed and signed off with a minimum of fuss.

"We both come from an outdoor education background and do what we can to encourage folk to be in and experience the great outdoors. The value from a mental health prospective of being outdoors has never been more important as we deal with the legacy of the pandemic and life returns to more usual ways of being.

"In our role as Duke of Edinburgh's Award development workers, we support and encourage the Duke of Edinburgh (DoE) centres across Moray. All young people between the ages of 14 and 25 have the opportunity to take part in one of the world's most recognised and valued personal achievement awards. The DofE Award is reliant on volunteers to run and support the programme and we're always looking to recruit anyone interested in giving even a little of their time towards this very worthwhile activity. If you have any ideas around getting out and about but aren't confident as to how, just get in touch and we'll point you in the right direction."



Keith Grammar and LGBT+ History Month

February is LGBT+ History Month – an opportunity to reflect on the history, lives and experiences of anyone who identifies as lesbian, gay, bisexual, transgender and intersex.

If you went to school in the UK in the 1990s, your education would have been influenced by the Local Government Act 1988, which included Section 28. The legislation was widely considered to have normalised discrimination and provided an implicit assumption that homosexuality was wrong, alienating many LGBT+ children and young people, creating feelings of shame and silencing members of this community. Section 28 was repealed in Scotland in 2000.

Today, schools are at the forefront of celebrating diversity and equality and promoting inclusion. Many are doing so with the support of the charity LGBT Youth Scotland which delivers the LGBT Youth Scotland Charter Programme. The programme has been developed to support schools to undertake training and review policies, practice and resources

to make sure that they are not only meeting legislative needs but are as inclusive as they can be.

Keith Grammar School (KGS) is currently the only Moray school working towards charter status. Their journey started in August 2022 and they are already progressing towards the silver award as a champion of LGBT inclusion, where staff and learners have positive experiences and are safe and supported.

Last September, students from the school took part in Moray's very first Pride, experiencing a fantastic opportunity to be part of a community that celebrates LGBT+ people with pride.

One of the pupil champions said: "We held our KGS Pride banner and joined the march, colour everywhere and joy everywhere it was the most amazing atmosphere. As I walked I felt so welcome, being around people I can relate to and with the group felt a sense of belonging. It was an amazing experience I will never forget - I cannot wait to (hopefully) go next year."

Staff members completed LGBT Awareness Training in November and December saw the first in-school LGBT event. The EqualITEA Party included games and stalls for pupils and staff to try, beautifully decorated rainbow cakes made by the Home Economics department and refreshments.

Another of the pupil Champions said: "I absolutely loved doing the tea party, it was such a lovely idea. I loved walking into the school and having pupils I've never talked to before come and participate and have fun. It was a blast and I'm so thankful for everyone that came and helped behind the scenes."

Keith Grammar has a busy programme of activities lined up in celebration of LGBT+ History Month.

The daily school notices are being used to highlight facts about LGBT heroes. Assemblies with all year groups are a platform to share information about LGBT+ History in Scotland and specifically in Moray. Staff are accessing new learning resources and promoting discussions about using respectful and inclusive language to actively create an inclusive environment.

Goodie bags with items including a KGS Pride badge and a KGS LGBT Club pen are being presented to staff along with an LGBT Youth Scotland resources to raise awareness around using preferred pronouns and promote safe spaces for pronouns to be shared.

Finally, to commemorate the end of LGBT+ History Month, the LGBT Group is teaming up with the school Library to hold a 'Heartstopper' event featuring a quiz and other activities based on the graphic novels, with some exciting prizes for everyone taking part!

Follow the celebrations and the school's Charter journey on Twitter @KGSLGBT and on the Keith Grammar website under the 'LGBT Charter Award' tab.

Time for Talking

The winter blues are very common, with many of us experiencing a mood shift during the colder, darker days of winter. Sometimes, we all need a bit of extra support, guidance or advice, this can be more apparent following the Christmas break. We may look to family, friends or colleagues for this, but there may be times when someone independent or professional is preferred.

Time for Talking (TfT) the Council's Employee Assistance Provider, can assist with those overwhelming moments, just by listening or offering advice without judgement.

They offer a number of resources, from blogs and podcasts to videos, planners and online information on their website.



You can contact them 365 days a year:
www.timefortalking.co.uk



by phone
0800 970 3980

By app (downloaded from the app store or Google Play) or chat online to a counsellor through their Live Chat using the password TfTnow.

All chats are totally confidential, people don't need to give their name or email address unless they want to.

For alternative help or advice you can contact:



Samaritans Scotland
116 123

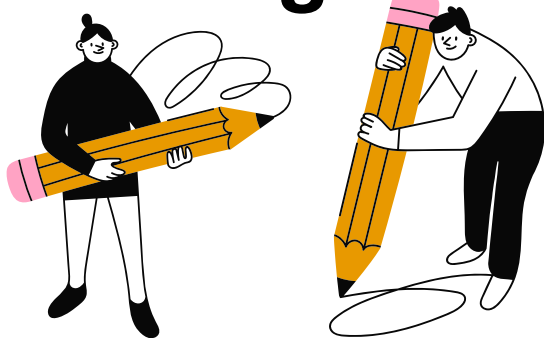


or via their website:
www.samaritans.org



Additional information can be found at
Support Services Guide:
interchange.moray.gov.uk/int_standard/Page_132138.html

Moray Learning Estate



Moray Learning Estate update

As Connect went to press, the outcome was still eagerly awaited of the bid for two Moray schools to be considered for phase 3 of the Scottish Government's Learning Estate Investment Programme (LEIP).

Forres Academy and Buckie High went forward as the Moray projects which best fit the objectives of the national investment programme, which will provide funding through an annual payment over 25 years on the basis of:

- 🏡 New learning environments are built to a high quality and are well maintained over the long term.
- 🏡 Ambitious energy efficiency targets are achieved over the long term and consideration of embodied carbon in design both contribute to net-zero commitments.
- 🏡 The investment supports digitally enabled learning and advancements in technology.
- 🏡 The investment creates new jobs and enables inclusive economic growth.

Infrastructure options under consideration for the Forres and Buckie schools include major refurbishment, new build secondary school and community hubs, and new build 3-18 community campus. Under the terms of the LEIP phase 3, the new schools will be expected to open to pupils by December 2027.

Elgin High School

Elgin High recently took delivery of two temporary classroom units, which will provide additional capacity while a permanent extension is developed to meet the demand for places that recent and future housing developments has created.

The project with Hub North is being progressed, where the scope of the extension, including timescales, will be set out.

Findrassie Primary School

The final design and construction start date for a new primary school at Findrassie has been deferred for up to five years due to affordability and capacity concerns.

The Findrassie Masterplan was approved by the council in 2015 and set out the design and technical requirements for a new neighbourhood forming the northern extension of Elgin over a 25 year period. The neighbourhood is made up of 100 hectares of housing land with capacity for around 1,500 houses and 12 hectares of employment land, with provision for a primary school and community facilities.



The school was planned to open by the end of 2025 and provide capacity for up to 450 pupils in a high-quality, sustainable primary campus with nursery and Additional Support Need (ASN) provision.

A decision to defer the new build project was agreed by the council's Education, Children's and Leisure Services Committee in January. Committee heard the overall affordability of the project has been significantly impacted by financial pressures from increased costs of key construction materials and public sector borrowing. Additionally, less primary school places will be needed in the Elgin Academy Associated School Group (ASG) area over the next seven years than previous forecasts had indicated.

The decision to defer will be reviewed by the council on an annual basis.

Inveravon Primary School

The final report on the outcome of the statutory consultation on the proposal to discontinue education at Inveravon Primary School, is due to be presented to the council's Education, Children's and Leisure Services Committee on 19 April before going to full council on 24 May.

The school is currently mothballed and during the consultation, parents, pupils and the wider community had the opportunity to put forward their views on the proposal and the options under consideration. These are:

- 🏠 **Option 1:** Close Inveravon Primary School and rezone to Knockando Primary School
- 🏠 **Option 2:** Close Inveravon Primary School and spilt the catchment between Knockando and Aberlour primary schools
- 🏠 **Option 3:** Close Inveravon Primary School and spilt the catchment between Knockando, Aberlour and Glenlivet primary schools

Crossroads Primary School

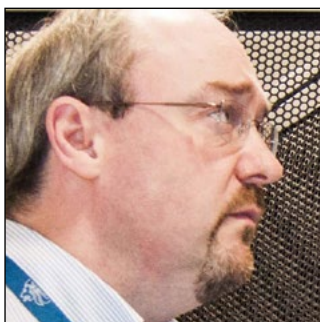
Crossroads Primary School, which is part of the Keith ASG, was mothballed at the start of January after the school roll fell to five pupils. The current catchment has, following consultation with parents, been temporarily re-zoned to Rothiemay Primary School.

The decision to mothball the school will be reviewed and an update provided to the Education, Children's and Leisure Service Committee in June 2023.

- ▲ Forres Academy is the next priority project for Moray Council



CYBER SCOTLAND WEEK



Mike Alexander
ICT Team Leader
Information Security
Officer

Another saying:

‘Curiosity killed the cat’. Avoid the darker, seedier corners of the Internet, including those which offer (or claim to offer) access to ‘free’ copies of films or TV programmes. The video isn’t the only thing being streamed to your computer, such offers are the bait in a trap set by hackers to infect your PC with malware.

What are the riskiest things you see people do online?

Clicking on links or opening attachments in phishing emails is the most common. Trusting that search results are all ‘safe’ or trustworthy is another risky approach to using the Internet, as websites can be hacked and used to redirect traffic to other malicious websites.

Social media is riddled with spam and fake adverts or posts that are more often than not some form of scam. I see too many people falling for these believing them to be genuine, without trying to check to find out. An example that appears regularly on sites like Facebook is the offer of a £1000 voucher for a particular supermarket chain to those that click on a link and enter some personal details. These posts are made by fake accounts designed to look like they belong to the retailer in question. You can use websites such as Snopes and HoaxSlayer to check for many of the hoaxes and scams that are commonly in circulation. Remember the old saying of “if something seems too good to be true then it probably is”.

What are the most common cyber threats to the council?

Our networks are under constant threat; every day sees scanning attempts being made against our network from across the Internet, attempts to attack our web servers, and so on. All of this is really background noise in terms of the cyber threat landscape, it’s happening all the time without anyone (other than ICT) being aware of it. Anything that looks unusual or unexpected is checked to make sure the attempt was successfully blocked or prevented, and where necessary details are passed to Scottish and UK cyber security agencies.

We also occasionally experience Distributed Denial of Service (DDoS) attacks, especially against our schools’ Internet connection. DDoS attacks work by sending network traffic from many different Internet sources to the target network. Eventually this traffic overwhelms the capacity of that network or the ability of the organisation’s firewall to cope with it. The intention is to stop the organisation being targeted from being able to use their Internet connection, denying them their Internet service.

The most common cyber threats that we all might encounter directly are malware (computer viruses in various forms) and phishing emails. Malware can come in through email attachments, or from malicious websites, or on removable media such as USB pen drives which have been used on non-council computers.

Phishing emails are currently one of the biggest threats to organisations. This is where an email is sent to individuals usually asking them to do something urgently, such as sending money or buying online gift vouchers (such as Amazon e-vouchers), or more commonly to get the potential victim to click on a link or open an attachment. This will often result in the recipient being asked to divulge some key pieces of information, such as their username and password. The hackers will harvest this information and almost immediately use it to access the email or network account of those victims who have been successfully phished. If they gain access to a victim's email account, they can then use this to send further phishing emails to others, especially known contacts of the victim, as those contacts are likely to believe the phishing email from the victim to be legitimate, thus continuing the cycle. The goal here is to catch a bigger, more important 'phish' and reel them in.

To raise awareness of, and help staff identify, potential phishing or malicious emails we work with a company called MetaCompliance. MetaCompliance provide a system which has two parts. The first allows us to carry out simulated phishing attacks of

different types/styles. The second part is a library of training and awareness to help us all recognise the warning signs and know how to deal with suspicious emails. We've already run a 'baseline' phishing simulation to see how many staff might fall victim; many of us will recall the 'Reset Password' email from 'ICT Support'. We're analysing the results and will soon be communicating them out along with the start of the first training/awareness campaign.

A ransomware attack can have a debilitating effect on an organisation's IT infrastructure and systems, and take them many months to recover from. Ransomware attacks are becoming increasingly more sophisticated and will copy an organisation's data to a location on the Internet used by the hackers, then encrypt the data on the organisation's systems, including the data backups taken by the organisation. The hackers will then demand payment of a ransom to decrypt the data, with the threat that lack of payment will result in the sensitive information copied from the organisation's systems being shared publicly on the Internet.

This is what happened to SEPA in December 2020. SEPA chose not to pay the ransom, and the hackers published some of their data online. SEPA took several months to recover some of their key systems and are still recovering from the attack. Unusually, SEPA chose to publicly share details of what happened so that other organisations could learn and avoid the same mistakes. Their report is an extremely useful insight into both prevention and response to an attack.





▲ Matthew Broderick in 1983 cult classic: WarGames. This is NOT what hackers look like!

How do you keep on top of the Council's cyber resilience?

We participate in a number of Scottish and UK-wide information and intelligence sharing networks. In Scotland, we participate in the Scottish Local Authority Information Security Group (SLAISG).

At a UK-level, we receive guidance and threat intelligence from the National Cyber Security Centre (NCSC). We make use of the NCSC's Active Cyber Defence capabilities. The NCSC provide a range of resources, including recommended best practice guides and detailed threat analysis. Much of the guidance is available to individuals and families, so have a look at www.ncsc.gov.uk. We also interact with Police Scotland's Cyber Crime Division and the National Cyber Crime Unit, both in terms of having intelligence passed to us and also where we're asked to provide evidence as part of investigations.

We carry out regular security testing across our ICT infrastructure, especially on the corporate (non-schools) part of the network, including an independent assessment carried out annually. We also have the ICT infrastructure assessed for the Cyber Essentials Plus certification. In previous years this has been limited to the corporate part of the network but we're now expanding this work to

include the schools network, initially at the standard Cyber Essentials level. On top of all that, much of it is about keeping in touch with the wider cyber security community, building strong relationships with the suppliers of the products we use for our cyber security, and tapping into other information sources in order to be aware of emerging threats and vulnerabilities.

What do you think would surprise people about innovation in cyber security/resilience?

Many people have this image of hackers being like Matthew Broderick's character in the film WarGames – teenagers or young students sitting in their bedroom with a personal computer trying to get into other computer systems for fun. Decades ago that might have been the case, but these days the reality couldn't be further from the truth.

Today, hacking is big business. The majority of hackers operate either as part of, or on behalf of, organised criminal gangs. They're in it to make money.

It's possible for example to simply 'rent' a DDoS attack, with the amount paid depending on the scale and duration that you want to inflict. The money from a rent-an-attack goes to finance other criminal activity or even terrorism.



Those that aren't in organised crime tend to be what we call 'state-sponsored' i.e. they're working for or on behalf of foreign governments. As a public sector organisation, we're a target for both of these groups, since we have links to central government networks and systems we're a potential stepping stone – a back door if you like – into those networks.



There are of course some groups which participate in what is called 'hacktivism' – hacking to promote a particular political agenda or for some form of social change. Hackers are seriously motivated and not just doing it for fun – hacking has in effect become a profession.



What cyber security risk examples have you seen through the council network in the last year?



Around this time last year we had a persistent DDoS attack directed at the Internet link used by our schools. This had the intended effect of disrupting the Internet access for all Moray schools. This was eventually traced to two pupils who were using their mobile phones to pay for rent-a-DDoS attack.

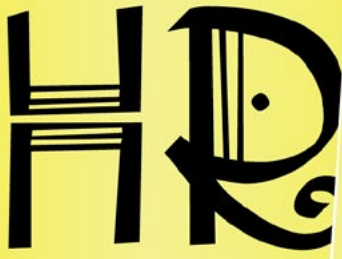


More common has been phishing emails – the real ones, not the simulated ones! In spite of our email filtering systems, these can sometimes get through to individuals, and someone will inevitably fall victim. When this happens it's vital that we're informed as soon as possible so that we can take action. We'll often disable that person's network account and also take their device to have it wiped (called reimaging) which is the only way to have any guarantee of removing any potential infection. This can cause the individual some inconvenience while they're without their PC or laptop, but it's insignificant to the inconvenience the organisation would have if ransomware managed to get a foothold.



As someone said to me recently, we need to be lucky each and every time – the hackers only need to be lucky once!





NOTICEBOARD

Pancake Day

21 February 2023

Pancake Day is on Tuesday 21 February 2023, also known as Shrove Tuesday. It's a day in February or March preceding Ash Wednesday (the first day of Lent), which is celebrated in many countries by eating pancakes. This date is moveable as it is determined by Easter.

What's your favourite recipe for pancakes? What are your favourite toppings?



Pancake recipes on the BBC website:
www.bbcgoodfood.com/recipes/easy-pancakes



Pancake recipes on the Sainsbury's website:
www.sainsburysmagazine.co.uk/recipes/desserts/basic-pancake-recipe

No Smoking Day

8 March 2023

No Smoking Day happens every year on the second Wednesday in March in the UK. It is intended to encourage and help smokers try and quit smoking to benefit their health, wellbeing and personal finances. The awareness day has been running since Ash Wednesday 1984. Research conducted by GfK NOP following the 2009 campaign found that 1 in 10 smokers quit on No Smoking Day.



Help and advice on quitting smoking:
www.ashscotland.org.uk/what-we-do/campaign/no-smoking-day-2023/

Mother's Day

19 March 2023

This year, Mother's Day falls on Sunday 19 March. Why not look at local businesses for any gifts that you are purchasing? Or treat your loved ones to a meal at a local restaurant or even a hotel stay with Hilton Hotels if you're feeling extravagant!

The Scotland Loves Local Moray Gift Card is the perfect way to choose local first and keep local money in the local economy. The card is accepted in over 180 locations from small independent shops to national chains. More information on the Moray Gift Card and discounts for Moray Council employees can be found here:



Moray Loves Local
interchange.moray.gov.uk/int_standard/Page_144307.html



Local deals
interchange.moray.gov.uk/int_standard/Page_107629.html

HR Bulletin

The HR Bulletin gives information to Managers on a variety of topics including new initiatives, new ways of working, Health and Safety information, training courses, etc. They'll be published on Interchange in March, June, September and December 2023.



For more information:
http://interchange.moray.gov.uk/int_standard/Page_144210.html



▲ Photo from left to right Carol Kerr, Kirstie Crowther, Scott Munro, Karen Grant, Simon Bokor-Ingram, Andrew Lazenby and Cllr Scott Lawrence at the Woodview Service.

Engagement Activities

The final six months of 2022 provided a number of opportunities for Service Learning Visits, Back to the Floor visits, Listening Meetings and Service Question Times. These activities encouraged employees to engage with members of CMT and Senior Managers as well as showcasing their departments and services. Many thanks to Lossiemouth High School, Buckie Harbour, Forres Leisure Centre, Care at Home, ICT, Employability Team, Forres Academy and Roads Dept!

Coming in 2023 will be visits to more amazing teams, with the first one having taken place at Woodview with Health and Social Care Moray Chief Officer, Simon Bokor-Ingram on 26 January.

Other services that may see a visit in 2023 could be social care, schools, libraries, community care and Ashgrove.

Back to the Floor visits enable Senior Managers to work alongside employees, sharing experiences of day to day front line roles, and showcasing best practices and efficiencies. If you would like to see a Senior Manager joining your team, please contact:

@ Karen Baker
karen.baker@moray.gov.uk

Scottish Military Community

The latest edition of Age Scotland's Unforgotten Forces News is now available. This month there is information on grants and funding, changes to the benefit system, networking events for the North of Scotland, dementia workshops, plus much more!



Age Scotland's Unforgotten Forces News:
http://interchange.moray.gov.uk/interchange/standard/Page_134613.html



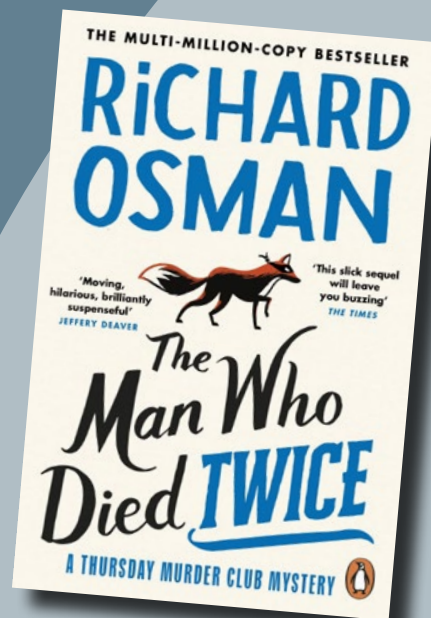
World Book Day – 3 March

Crime pays in the world of literature...or it certainly attracts plenty of readers in Moray!

As we celebrate World Book Day on 3 March we take a look at what Moray Libraries' readers were enjoying in 2022.

They continue to be ardent crime fiction fans with the extremely popular genre taking most of the top spots in the annual chart for most borrowed books last year.

The list of most popular books shows television presenter, producer and now bestselling crime author, Richard Osman, somewhat unsurprisingly taking the crown from last year's victor, Shetland and Vera creator, Ann Cleeves. A heady group of murder mystery and thriller writing stalwarts stack up behind the TV star with the exception being Scottish born author Douglas Stuart and Shuggie Bain, his gritty novel set in Glasgow, clinging on to 9th place after first appearing in Moray's charts last year. Crime fiction has been the favourite category of reading material for many years now and the rise of popularity for this genre is likely to continue with a seemingly undying demand to whet readers' voracious appetites for murder mystery.



Fiction Top Ten 2022

1. The Man Who Died Twice by Richard Osman.
2. Better Off Dead by Lee Child and Andrew Child.
3. The Thursday Murder Club by Richard Osman.
4. The Heron's Cry by Ann Cleeves.
5. Still Life by Val McDermid.
6. 1979 by Val McDermid.
7. The Locked Room by Elly Griffiths.
8. The Long Call by Ann Cleeves.
9. Shuggie Bain by Douglas Stuart.
10. Deadlock by Quintin Jardine.

In non-fiction, Scotland's landscape and beauty feature heavily in our top ten reads. The classic *The Living Mountain* written by Nan Shepherd during the Second World War and describing her journeys into the Cairngorms rubs shoulders with *The Unremembered Places* by Patrick Baker published in 2020 which regales Scottish geology, natural and social history, literature, and industry from the places visited by the author. Inverness-born Dame Sue Black, Professor of Anatomy and Forensic Anthropology, holds a strong position being 2nd on the list with *All That Remains* and also 10th place with the more recent *Written in Bone*.

Sue's clever, sensitive but revealing narrative sheds light on the dark subject of death and how bones can tell stories of the past.

Heading up the non-fiction procession is the irrepressible Miriam Margolyes whose memoir *This Much is True* beats fellow humourist Billy Connolly's *Windswept* and *Interesting* into submission and a commendable 6th place in a clash of well-loved comedic giants.



Non-fiction Top Ten 2022

1. This Much is True by Miriam Margolyes.
2. All That Remains: a life in death by Sue Black.
3. Kiss Myself Goodbye: the many lives of Aunt Munca by Ferdinand Mount.
4. The Living Mountain by Nan Shepherd
5. The Outrun by Amy Liptrot.
6. Windswept and Interesting: my autobiography by Billy Connolly.
7. This is Going to Hurt: secret diaries of a junior doctor by Adam Kay.
8. Becoming by Michelle Obama.
9. The Unremembered Places: exploring Scotland's wild histories by Patrick Baker.
10. Written in Bone: hidden stories in what we leave behind by Sue Black.

Moray Libraries' digital reading offer is becoming steadily more popular and the addition of online magazines to the existing eBook and eAudiobooks available on Overdrive and the easy to use Libby App, has given online borrowers even more choice of reading material. Reading on mobile devices has never been so popular and hundreds of titles can be accessed using a Moray Libraries card and PIN. Many of the bestselling books from the likes of Marian Keyes, Lee Child and of course Richard Osman can be downloaded totally free of charge to your mobile device. The most popular digital titles in 2022 were as follows:



Top eBooks 2022

1. How to Kill Your Family by Bella Mackie.
2. Girl A by Abigail Dean.
3. The Girl in His Shadow by Audrey Blake.
4. The Whistleblower by Robert Peston.
5. It Ends With Us by Colleen Hoover.
6. The Maid by Nita Prose.
7. The Man Who Died Twice by Richard Osman.
8. Apples Neve Fall by Liane Moriarty.
9. Better Off Dead by Lee Child and Andrew Child.
10. The Nurse by Claire Allan.

Top eAudiobooks 2022

1. Rachel's Holiday by Marian Keyes.
2. Murder on Oxford Lane by Tony Basset.
3. The Parents by Claire Seeber.
4. 1979 by Val McDermid.
5. The Little Lies by Valerie Keogh.
6. Gallant by V E Schwab.
7. Such a Quiet Place by Megan Miranda.
8. The Gone and the Forgotten by Clare Whitfield.
9. His Wife's Sister by A J Willis.
10. Missing You by Harlan Coben.

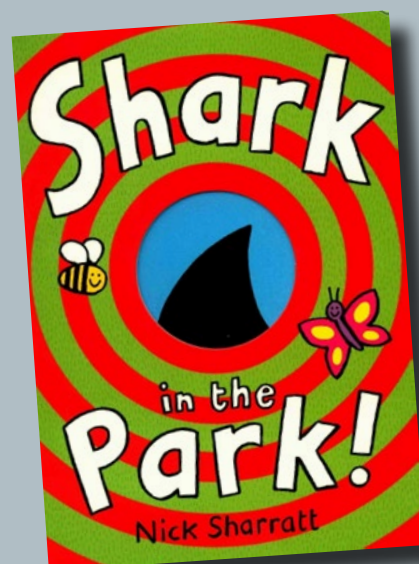
Younger Moray Libraries members have been enjoying a variety of the most popular books for children however the top spots are overwhelmingly taken by four famous authors – Dav Pilkey takes the number one position and the remaining nine places are shared by David Walliams with a mighty four titles appearing on the list, and also Jeff Kinney and Liz Pichon. These familiar writers continue to outdo the rest.



Junior fiction top ten 2022

1. Dog Man and cat kid by Dav Pilkey.
2. Code Name Bananas by David Walliams
3. Ten tremendous tales by Liz Pichon.
4. Dog days by Jeff Kinney.
5. The world's worst teachers by David Walliams.
6. Gangsta granny strikes again! By David Walliams.
7. Hard luck by Jeff Kinney.
8. The brilliant world of Tom Gates by Liz Pichon.
9. The world's worst pets by David Walliams.
10. Fing by David Walliams.

For the youngest book lovers the list is very much in the bear-like grips of good old Hugless Douglas who is not short of admiration from wee borrowers in our region. However taking top spot is Nick Sharratt with his outstandingly amusing Shark in the Park!



Picturebook top ten 2022

1. Shark in the park! by Nick Sharratt.
2. Hugless Douglas goes camping by David Melling.
3. Just one of those days by Jill Murphy.
4. Winnie's best friend by Valerie Thomas.
5. Don't go there! by Jeanne Willis.
6. Hugless Douglas and the baby birds by David Melling.
7. Hugless Douglas plays hide-and-seek by David Melling.
8. Ollie and the otter by Emily Dodds.
9. Elmer and the bedtime story by David McKee.
10. Spot's train by Eric Hill.

Teenage readers are lining up to read the immensely popular Heartstopper books which inspired the Netflix series and the teen top ten is dominated by Alice Oseman's work. Heartstopper is at the peak of the romantic comedy/drama on television and the young adult literature worlds. The Hunger Games is still a sought after series and youngsters are continuing to be drawn to the amazing adventures of Katniss.



Teenage fiction top ten 2022

1. Heartstopper - Volume 1 by Alice Oseman.
2. Heartstopper - Volume 4 by Alice Oseman.
Heartstopper - Volume 2 by Alice Oseman.
3. Heartstopper - Volume 3 by Alice Oseman.
4. One of us is lying by Karen M. McManus.
5. The maze runner by James Dashner.
6. The Hunger Games by Suzanne Collins.
7. Solitaire by Alice Oseman.
8. Catching fire by Suzanne Collins.
9. Nick and Charlie by Alice Oseman.

With the abolition of fines for late returned items from 1 April this year, Moray Libraries hope to welcome even more readers – previous borrowers and new users alike. Readers can enjoy not only free access to books, they need not worry about being a bit late in returning the items.

Libraries across Moray continue to provide a variety of services as well as the standard book and reading offering. There's free computer access and help with electronic devices, accredited computer based courses and digital activities including AR and 3D printing. Libraries provide a plethora of information and help with a variety of queries whether it is researching a family tree or helping to apply for a bus pass. Group activities for all ages are ongoing in many library locations with LEGO clubs, knitting groups, Memories Scotland reminiscence and of course reading groups. Pop in to see our colleagues at your local Moray Library to see what's on offer.



Smarter Working

One day, hopefully soon, we'll be able to stop referencing 'the pandemic' quite so much. For now though, it's still heavily influencing much of how we live, what we do and how we think about our future.

The pandemic gave us all a chance to try new ways of working and in September 2022 the updated Flexible Working Policy was approved to include hybrid working as the norm, for roles that are suitable. This has been embedded in the approach for the Smarter Working project, which will also deliver the aims of the office review. It'll ultimately change our approach to how we work and provide the chance for people to improve their work/life balance.

Smarter Working looks at how offices are used; what type of space services need now they've adapted; what opportunities there may be to co-locate services to improve joint working; where can we reduce operational costs through rationalisation. The project will see services provided with the right type of workspaces alongside appropriate ICT infrastructure, equipment and tools, support and training for services and staff.

So far...

The outline business case describing the strategic aims and objectives of the project and how it will be delivered, along with background information such as a summary of condition audit of office furniture and collation of data around staff use of offices, has been presented to full council. The options appraisals for hybrid meeting equipment, wifi coverage and standards and principles for equipment and functional space have also been agreed.

These aspects formed the basis of a report to committee that recommended a phased approach. In practical terms, this means reusing furniture; improvement to Wi-Fi coverage for meeting rooms and break out areas; provision of hybrid meeting equipment; some rationalisation of office buildings; and improved access for welfare facilities for community based staff.

What's next?

The first phase of the work that is required includes HQ campus and 9 North Guildry Street followed by other Elgin offices then out of Elgin offices. Ultimately all staff working in offices will adopt the standards and principles of smarter working. We know not everyone will be able to hybrid work, but many will be happy to continue with current arrangements, so following discussion and agreement with managers, this will be adopted.

We know working in an office is not the same as it was pre-pandemic. More people are using Microsoft Teams, there are less people in our offices (although this will change as the office estate shrinks and more people are brought into the remaining buildings), and we need to adapt our working style to make the most of technology and the ability to work collaboratively and efficiently from remote locations.

Throughout February and March the Organisational Development team are leading manager workshops to find out what's working well and what needs a re-think for future hybrid working.

This means it's time for you to think about what you need, as well as your preferences, for working in the future; how your team should keep in contact and maintain working relationships with each other; and what functional spaces you need in offices (i.e. desk, face-to-face meeting rooms, collaboration spaces, hybrid meeting rooms).

Following the workshops managers will discuss the collective requirements with teams and individuals and develop the service requirements.

Links to the flexible working policy, workplace assessment and other useful documents will be on the Smarter Working Interchange page launching in the coming weeks to coincide with the manager workshops.

National Award nomination for Climate Change Officer

Congratulations must go to our Climate Change Strategy Officer, George Gunn, who was recently shortlisted for a prestigious Holyrood 'Green Giant Award' in the Youth Champion category.

George studied geography at the University of the Highlands and Islands in Inverness, where he was Student President. He then went on to work on a PhD in urban meteorology at the University of Reading.

During his time at UHI Inverness, George successfully lobbied the board of management to declare a climate emergency – becoming one of the first educational institutions to do so. He produced the action plan necessary for the Highlands and Islands Students' Association (HISA) to achieve the climate pledges made by its elected officers.

Since joining Moray Council, part of George's work has involved several events across Moray to raise climate awareness in schools and he hopes to facilitate in bringing a 'Mock COP' event to the region.

George was recently appointed as an Associate Researcher at UHI. In this role, George will continue to pursue his climate change research interests and explore opportunities for UHI to collaborate on research on innovative council projects. He also hopes to use the role to encourage more young people to engage with climate change, and regularly gives guest lectures, career talks and mentoring sessions.

Well done, George, from all your colleagues!





COMMUNITIES & VOLUNTEERING TEAM / MORAY

Volunteers make all the difference

Every volunteer, no matter the size of their contribution, makes Moray a better place to live. As a council we're fortunate to work in partnership with a wide range of volunteer-led groups and organisations and we also directly manage and support volunteers – many of who are colleagues – within our services.

Sounding the call for more folk to think about volunteering is the newly combined Communities and Volunteering Team, which sits within Health and Social Care Moray.

Leading the team is Social Enterprise Development Officer, Tracey Peden, who explained: "Our aim is to prevent, reduce and significantly delay the need for long term care services, enabling everyone to maintain their independence in the community and at home to lead healthier, active lives for as long as possible."

The volunteering side of the team is focused on the recruitment and management of volunteers for individuals referred through adult social care.

Gillian Pirie recently joined as Volunteer Development Officer working alongside Volunteer Support Officer, Edweena Hayes, and Assistant Volunteer and Community Development Officer, Karen Mcgloughlin.

Gillian comes from a third sector background and was previously volunteer development officer for Moray Food Plus. She said: "I'm delighted to be joining such a dedicated team and I'm looking forward to being a part of future developments for the service."

"Much of what we do is about promoting the positive impact volunteers have. Volunteering offers a sense of giving back to your community along with boosting health and wellbeing and self-confidence."

When referrals or enquiries are received by the partnership's Access Care Team of first contact advisers and social workers, consideration is given as to whether an individual's health and wellbeing outcomes could be met with the support of a volunteer.

Gillian said: "Should there be a requirement for our services, that referral will come to us so we can find them a volunteer. Our service provides community responders, social volunteers and Moray Calls.

"Community responders answer call-outs when a vulnerable person's personal alarm is activated. This service is vital in Moray. It can mean the difference to someone getting home from hospital quicker or being able to live as independently as they can in their own home if they don't have family or friends living close by to act as their alarm responder.

"Volunteers are not expected to be available all the time and are not solely responsible for every call-out as there is always more than one responder per person. They're never asked to provide personal care – it is simply about providing reassurance in the event of a trip or fall."

Social volunteer is a flexible role where volunteers are matched with someone living in their community who shares similar hobbies or interests. The role can involve helping a person with everyday tasks like going shopping or out for a walk, supporting them to attend local community groups or simply dropping in for a cup of tea and a chat.

Could you spare one hour a week to be a social volunteer or be a good neighbour and sign up as a community responder? The Communities and Volunteering Team can offer you flexible volunteering, training and upskilling opportunities and cover volunteer expenses.

Contact them:

@ by email
volunteering.cc@moray.gov.uk

☎ by phone
01343 563515

f or find us on Facebook
www.facebook.com/VolunteerMoray

Gillian said: "Since Covid we have seen a huge change to volunteering. People prefer more flexible, meaningful roles that can be fitted in around busy lifestyles. Most of our community responders rarely get a call-out and a social volunteer spending even an hour a week with someone at risk of social isolation can make all the difference.

"We also have Moray Calls which provides a social interaction phone call for anyone experiencing loneliness or who would benefit from a welfare call. We're hoping to expand this service in the future to stay connected with people referred to us who are waiting to be matched with a volunteer."

The Communities side of the team also works closely with volunteers. Assistant Community Care Development Officer, Ann Hay, supports and facilitates the development of community based groups for older people. The Be Active Life Long (BALL) and Singing Exercise and Tea (SET) groups have a focus on prevention and early intervention work and all the BALL groups are run by the members themselves.

Karen works on both sides of the team, supporting activity groups for older people and the recruitment of volunteers, while Digital Development and Design Co-ordinator, Stuart Cox, supports digital inclusion.



**THE ARCHIE
FOUNDATION**
MAKING THE DIFFERENCE
FOR LOCAL SICK CHILDREN

Volunteer call from ARCHIE Foundation

Placement Support Worker, Fiona Fettes, knows the world of difference volunteering can make. She has given her time for over 10 years in support of the ARCHIE Child Bereavement Service (ACBS).

The service is part of the ARCHIE Foundation, the official charity of Royal Aberdeen Children's Hospital, and is calling on volunteers in Moray to help to respond to bereaved children, young people and their families.

"There are various ways to support ACBS by fundraising, helping at our activity days and social gatherings, or as a responder which is my first role.

"We support families in their home when they have a bereavement. This can either be a self-referral or from education, health, police or social work. Initially, our local co-ordinator makes contact by phone, then an information pack and relevant books are sent out to each family. A responder then visits promptly with follow up sessions. This can be advice and guidance, or play and activities."

Support, training and mentoring is provided to all volunteers. Training can also be arranged for health, childcare and educational professionals to build confidence and skills on how best to support a bereaved child.

For more details please contact the coordinator, Malcolm Stewart:

@ by emailing
malcolm.stewart@archie.org

☎ or calling
01224 554152



Sports stars assemble

Fancy yourself as a natural successor to Messi? Think you're more Rory McIlroy than Sandy Lyle? We've got something right up your street!

The staff **five-a-side football team** and the **golfing society** have re-started and are keen for new members to join them. It turns out you don't even have to be that good – bonus!

Our golden boot contenders meet on Wednesdays at 5pm at the Gleaner Arena (Boroughbriggs) in Elgin. There are currently around 12 regular athletic members from different teams including, Consultancy, Planning, Building Standards and Harbours who pay £5 a week to risk pulling a hamstring.

Jamie Akass from our Consultancy team said the group started in September last year when colleagues chatted about "a fun kickabout after work." He said it grew into something more meaningful: "After discussing it with others we quickly had a few names of folk interested. It's just for fun and a good way to unwind in the middle of the week. We're open to all abilities, ages and gender to help aid physical and mental wellbeing."

Get in touch if you're interested in joining the team:

@ Jamie Akass
jamie.akass@moray.gov.uk

@ or Ross Ferguson
ross.ferguson@moray.gov.uk

Rivalling the footballers for Moray Council Sports Personality of the Year (we'll make it a thing) is the Golfing Society. Don't let the fancy name put you off - if you like getting out into the fresh air, sampling the fantastic golf courses we have on our doorstep and don't mind losing a few balls – get stuck in!

The Moray Council Golf Society ran successfully pre-pandemic (we almost managed a whole story without mentioning the p-word) and is relaunching in 2023. The group initially plan to meet for four (or fore, if you will) outings this year on the last Thursday of the month in April, May, August and September. These will be at four different courses across Moray and costs will vary depending on the course.

Roads Maintenance Manager, Mark Atherton, leads the pack as a semi-pro golfer but all abilities are welcome to the gender neutral group. The offer is open to existing staff, retired staff and one family member of existing staff can go along as well.

Our Emergency Planning Officer, Ross Ferguson, has relished getting out on Moray's courses since moving to the area last year and said 2023 was "an opportunity to restart the group, which had to stop when socialising was restricted during the pandemic."

Now, it's time to get involved as the group choose a new name for their new era – the choices are:

- 🏌️ Dimples and Divots
- 🏌️ Fairways and Highways
- 🏌️ Fairways to Heaven
- 🏌️ Hicks with Sticks
- 🏌️ On The Tee
- 🏌️ Par for the Course
- 🏌️ See you at the 19th



Cast your vote before 29 March:
www.surveymonkey.co.uk/r/M67N9NK

If you know your sand wedge from your putter, your bogey from your birdie, or just want to socialise with a welcoming bunch of colleagues make sure to get in touch:



Ross Ferguson
ross.ferguson@moray.gov.uk



or Mark Atherton
mark.atherton@moray.gov.uk

Dangers of Lithium Batteries

The range of products and types of equipment we use every day that use lithium-ion batteries increases by the day. Everything from mobile phones, tablets, laptops, e-bikes, e-scooters, e-cigarettes, power tools and even musical birthday cards contain them.

With the numbers of lithium-ion battery fires on the increase, it's important to know and understand the dangers associated with them and what we can do to reduce that risk.

The science bit...

Due to the chemical composition of the batteries, fires start with a process called thermal runaway. This can be caused by a number of things including damage, overcharging, overheating or short-circuit. The resultant chemical reaction produces chemical gases including carbon monoxide, hydrogen cyanide and methane and heat which very quickly leads to rapid development of fire and explosion.

Reducing the risks of battery fires:

- 🔧 Treat lithium-ion batteries and the devices which contain them, with the respect they deserve. Protect the batteries against being damaged through crushing, puncturing or immersion in water (this increases the risk of fire).
- 🔧 Always use the charger that came with your device. If you need to buy a replacement, choose a branded, genuine product from a supplier you can trust.
- 🔧 Avoid storing, using, or charging lithium-ion batteries at very high or very low temperatures.
- 🔧 Don't leave items continuously on charge after the charge cycle is complete (i.e. don't leave your devices plugged in overnight).
- 🔧 Battery experts recommend that a good charging range is from 20% up to 80% and then recharge from 20% back to 80%. Lithium-ion batteries don't perform well when they are constantly charged from 1-2% up to 100% and back again.
- 🔧 Never charge a device like a mobile phone under things like a pillow. Lithium-ion batteries need to be kept within a good temperature range, with good circulation of air around them. Always charge them on a hard surface.

- 🔧 When you travel, avoid keeping all your items containing lithium-ion batteries together, especially on a plane.
- 🔧 Avoid fast charging an old or low-performing battery.

Safety measures:

- 🔧 Stop using the battery and/or charger if the temperature of either (or both) rises more than 10°C (18°F) on a regular charge.
- 🔧 If a lithium-ion battery overheats, hisses, or bulges, immediately move the device with the battery away from flammable materials and place it on a non-combustible surface. If at all possible, put the battery safely outdoors to burn out.

How should lithium-ion batteries be recycled?

Lithium-ion batteries should be recycled at the end of their working life rather than being sent to landfill, to protect the environment. Waste batteries should be stored safely outside a premises and protected from the effects of the weather while awaiting disposal by a specialist contractor or the supplier.

Technical note!: the terminals of waste batteries should be protected to prevent shorting between batteries.

However, lithium-ion batteries that have been damaged should not be disposed of in either general waste or in recycling containers. Damaged batteries should be removed from the premises and placed in a location well away from combustible materials.

This can be a significant problem in the waste industry as batteries mixed through other combustible materials can be crushed resulting in self combustion and fire within the refuse vehicle or at the waste site.



Lithium-ion battery fire video:
<https://www.youtube.com/watch?v=8nz5ijXcckI>

Long Service Awards

We saw a bumper crop of recruits receive awards recently. Not new recruits. But ones who have been with us for 20, 30, 40 and even 50 years!

The OD team are working through the Covid-19-induced backlog of long service awards and those waiting for their recognition from 2020/21 will be contacted as soon as possible. You've not been forgotten!

Many were able to receiving their awards from our Chief Executive and Council Leader in person at a joint ceremony for the Star Awards at Elgin Academy on Friday 9 December 2022.

Check out our gallery of public sector heroes – that's right, heroes! They receive all of our thanks as well for their outstanding service to the council in whichever guise they joined and for their continued efforts to provide great service.



20 years

🏆 Lisa Addison	🏆 Christopher Horton	🏆 Kirsty Moneagle	🏆 Emma Thomas
🏆 Wendy Anderson	🏆 Caroline Jamieson	🏆 Heather Murray	🏆 Julie Thorpe
🏆 Jennifer Barrere	🏆 Diane Kelly	🏆 Jennifer Nicholson	🏆 Eily Webster
🏆 Linda Bhattacharjee	🏆 Margaret Macdonald	🏆 Fiona Nicoll	🏆 Lynsey Wilson
🏆 Gerry Durkin	🏆 Ann Mackenzie	🏆 Lorna Owen	🏆 Sandra Winton
🏆 Lynne Geddes	🏆 Philip Mackie	🏆 Diane Phelps	🏆 Jennifer Gain
🏆 Rosalind Fraser	🏆 Gillian Henly	🏆 Catherine Pugh	🏆 Joanne Kirby
🏆 Kerry Burton	🏆 Lesley Davidson	🏆 Michael Roberts	🏆 Sean Purcell
🏆 Arlene Christie	🏆 Sandra Dean	🏆 Ian Ross	🏆 Tomislav Radojkovic
🏆 Avril Cooper	🏆 Annerle Douglas	🏆 David Ross	🏆 Dorothy Rigby
🏆 Sarah Hardman	🏆 David Macpherson	🏆 Catherine Rough	🏆 Ann Sinclair
🏆 Dawn Coull	🏆 Kathleen Mainland	🏆 Richard Smith	🏆 Donna Dunnett
🏆 Fiona Herd	🏆 Douglas McGregor	🏆 Marlyn Smith	🏆 Sarah Hardman
🏆 Tracy Henderson	🏆 Glynis Milne	🏆 Lesley Stewart	🏆 Susan Galbraith
		🏆 Margaret Sutherland	



30 Years

- | | |
|-------------------|----------------------|
| 👤 William Clark | 👤 Fiona Michie |
| 👤 Katrina Malcolm | 👤 Brian McKandie |
| 👤 Beverly Smith | 👤 Valerie Hay |
| 👤 Glenda Collis | 👤 Lorraine Paisey |
| 👤 Louise Marshal | 👤 Elizabeth McKenzie |
| 👤 Lindsey Stanley | 👤 Lorna Stalker |
| 👤 Joyce Fearn | 👤 Marjory Watt |

40 Years

- 👤 Roderick Burns
- 👤 Karen McGilly
- 👤 Carol Grant



Pre Retirement Courses

Are your retirement savings on track? Do you know how much income your pension savings may provide? And have you thought about how much income you might need when you retire?

Financial education specialists 'Affinity Connect' would like to personally invite you to attend an interactive full day course around the key aspects of planning for a financially secure future.

Retirement might be up to 10 years away but it's never too soon to start planning. This course is perfect for anyone thinking about retirement or already at the planning stages.

During the course you'll learn how to:

- 👉 Plan for the lifestyle changes ahead
- 👉 Maximise the benefits of your State and workplace pensions
- 👉 Make the most of your tax-free cash
- 👉 Understand the income options available from your pension
- 👉 Achieve your retirement goals

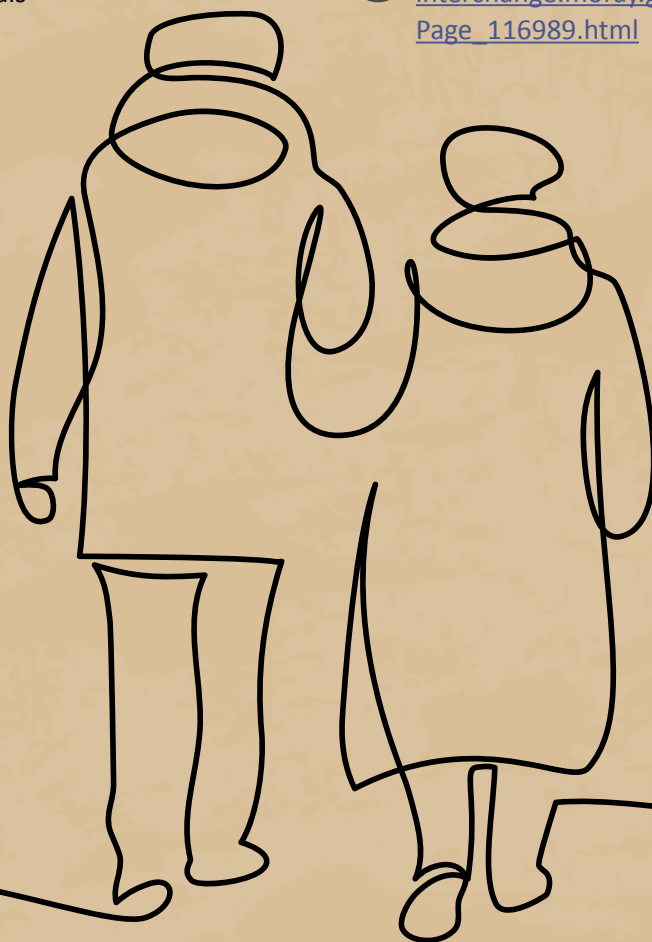
Course Date	Location	Start	Finish	Pension
09 Feb 2023	Online	4:00pm	6:30pm	Teachers
03 Mar 2023	Online	1:00pm	3:30pm	LGPS
16 May 2023	Online	9:30am	noon	LGPS
18 Jul 2023	Elgin	9:30am	3:30pm	LGPS
06 Sep 2023	Elgin	9:30am	3:30pm	LGPS
19 Oct 2023	Online	4:00pm	6:30pm	Teachers
25 Oct 2023	Elgin	9:30am	3:30pm	LGPS

Find more about how to join a course:



Planning for the Future

interchange.moray.gov.uk/int_standard/Page_116989.html





citizens advice bureau

Money Talk Plus

Moray Citizens Advice Bureau

Money Talk service rebranded to Money Talk Plus (MTP) as of 1 October 2022.

The purpose of the MTP service is to tackle poverty including child poverty and support the economic recovery. Their vision is that individuals and families are better supported, have improved household income and reduced debt.

Working together in partnership with other organisations in Moray, MTP create a stronger community and sense of wellbeing.

MTP aim to reach priority groups including minority ethnic families, large families, families caring for a disability, mothers under 24, families with a child under one year old, and the elderly. This service enhances the Generalist Service which is available to everyone. The service is free, confidential, impartial and independent.

The service includes advice relating to Benefits / Welfare rights, Income maximization and outgoing reduction, Debt support (working in partnership with Moray Council Money Advice Team).

The service also supports their Outreach locations in Buckie, Keith, Forres, Dufftown and Tomintoul which provide advice on a range of topics.

Clients can access the service:



Face to face:

6 Moss Street, Elgin, IV30 1LU

Opening times:

Mon	9.30am to 12.30pm
Tues	9:30am to 3:30pm and 5pm to 7pm
Weds	9:30am to 3:30pm
Thurs	9:30am to 3.30 pm
Fri	9:30am to 12:30pm



Telephone Service:

01343 550088

Operating times Mon to Fri 9.30am to 12.30pm when volunteer capacity allows. When the line is closed there is a recorded message which guides people to access online self-help tools.



Outreach Services by appointment only:

01343 555163

Mon to Weds between 9.30am to 12.30pm.



Manager: Mary Riley

mary.riley@moraycab.org.uk

menopause

Let's Talk Menopause

Menopausal women are the fastest-growing demographic in the workplace (as cited by Professor Jo Brewis, co-author Government Report on Menopause); however, many women may be struggling to manage the psychological and physiological changes their bodies are going through.

Some menopausal women will experience debilitating symptoms.

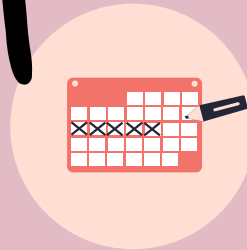
According to the Faculty of Occupational Medicine, nearly 8 out of 10 of menopausal women are in work, 3 out of 4 women experience symptoms, 1 in 4 could experience serious symptoms.

With that in mind, we want to start sharing information on menopause to help raise awareness.

What is Menopause?

Menopause is a natural stage of life when a woman's oestrogen levels decline and she stops having periods. As menopausal symptoms are typically experienced for several years, it's best described as a 'transition' rather than a one-off event.

The menopause typically happens between age 45 and 55, but for some women can be later. The 'perimenopause' is the phase leading up to the menopause, when a woman's hormone balance starts to change. During this time a woman may start to suffer with menopause symptoms but is still having periods. Women are said to have reached the menopause when they haven't had a period for a year. The symptoms last on average for four years, but for some can last much longer.



Irregular periods



Mood changes

Six signs and symptoms

- 👉 **Hot flushes:** Hot flushes come out of nowhere and can combine with sweating and chills.
- 👉 **Night sweats:** Hot flushes that strike at night can cause excess sweating, leave you dripping and completely soak your bed.
- 👉 **Vaginal dryness:** Low oestrogen can make vaginal tissue feel dry and irritated.
- 👉 **Difficulty sleeping:** Some women going through menopause can have insomnia, an inability to fall asleep or stay asleep at night.
- 👉 **Low mood or anxiety:** The menopause can bring on a range of emotional symptoms, including low mood and feelings of sadness, as well as mood swings and anxiety.
- 👉 **Memory and concentration:** Unclear or 'fuzzy' thought processes, losing your train of thought and forgetfulness are all symptoms of menopause.

This list is not exhaustive and many other symptoms may be experienced, each individual's experience will be different.



Hot flashes



Sleep problems



Night sweats



Thinning hair and dry skin



Chills

Tips or managing Menopause

- 🏠 **Talk:** Menopause can cause anxiety and low mood, it's important you feel able to talk to someone.
- 🏠 **Visit your GP:** Your GP can offer treatment such as Hormone Replacement Therapy (HRT) and suggest lifestyle changes if you are having severe menopausal symptoms.
- 🏠 **Exercise:** Exercising can help manage weight as well as improve mood and anxiety.
- 🏠 **Maintain a healthy diet:** Having a low fat and low salt diet can help prevent heart disease. Calcium and Vitamin D enriched foods can help prevent osteoporosis.
- 🏠 **Practice wellness and mindfulness:** Relaxation techniques and a mindful attitude can reduce symptoms of the menopause. Focusing on your breathing for five minutes can have a positive effect on how you feel, calming you down and refocusing any negative and angry thoughts these symptoms can give.
- 🏠 **Stop smoking:** Smoking can trigger hot flashes. It can also increase the risk of breast cancer, heart disease and osteoporosis.



Weight gain and slowed metabolism



Headaches

Workplace tips

- 🏠 **Talk to your manager:** Let your manager know you're going through the menopause. Discuss the ways you could be supported in the workplace, such as moving your desk closer to a window to control the temperature or have improved access to toilet facilities.
- 🏠 **Layer your clothing:** Regardless of the weather, dressing in layers can help manage hot flushes at work. Opt for light clothing made from cotton, which is more breathable than polyester blends. Layering helps with both flushes and chills
- 🏠 **Stay hydrated:** Women can easily dehydrate during menopause, due to hot flushes and night sweats. Drink at least eight glasses of water a day to ensure you're getting enough fluids. It will also help improve your focus and boost concentration.
- 🏠 **Snack regularly:** Choose healthy snacks to eat throughout the day. Keeping your blood sugar stable can reduce menopause symptoms and mood swings. Snacks like nuts and fruits keep you fuller for longer and make sugar crashes less likely.

Look out next time for information on our new Menopause Policy, which is currently under development and find out more about some of the activities where you can gather support, whether this is because you are experiencing this transition yourself or supporting someone through it. Let's get talking menopause!

Equality Data – why do we collect it?

From time to time, as employees, we are asked by Moray Council, as our employer, to fill in questionnaires. Often, they will include questions that we might find personal, for instance what religion do we have, do we have a disability, or about our sexual orientation or gender identity.

Do we really have to answer them?

Strictly speaking, no. There's no law that says we have to answer these questions. You may be asking what has my race, religion, disability, sex, age, sexual orientation, gender identity to do with Moray Council?

Keeping your equalities information up to date will help the council to ensure there's no direct or indirect discrimination in its policies and practices.

The Equality Act 2010 defines a number of characteristics that are protected against discrimination. These protected characteristics are:

- 👤 Disability
- 👤 Race
- 👤 Sex
- 👤 Religion and/or belief
- 👤 Pregnancy and maternity
- 👤 Sexual orientation
- 👤 Gender Reassignment
- 👤 Marriage or civil partnership

Moray Council has a duty as a service provider to ensure that everyone, regardless of their protected characteristics, has access to the same services. As an employer, Moray Council also has to make sure that its recruitment processes and employment practices are fair and that it considers how its employees can do their jobs effectively.

Examples of these duties

Moray Council has a duty to make reasonable adjustments for its service users and its employees. The council has to think ahead of what can be done to ensure that everyone can access its services and that its employees can do their work effectively.

It also has a duty to ensure that everyone is paid the same for the same job regardless of sex, race or disability. If there's a difference between



what women are paid and what men are paid, for example, that's a gender pay gap. Differences between people of different race is the ethnicity pay gap and differences as a result of long-term health issues is the disability pay gap.

Like every employer, Moray Council also has a duty to ensure that its recruitment practices are fair and nobody is put at a disadvantage because of any of the above protected characteristics.

In order to show to what extent Moray Council is successful in meeting these duties it has to publish data regularly. When it comes to service delivery these are published in the Council's Equality Outcomes. Information about its recruitment practices and pay gaps are published in the annual Mainstreaming Report.

The challenge

One of the difficulties in meeting these duties is that a large number of people do not fill in the equality data. This problem is not unique to Moray Council. It's a recognised issue across all local authorities. As we said, people don't have to share information about their protected characteristics. But doing so gives the Council an opportunity to deal with inequality more effectively, so we really encourage you to make sure your data is up-to-date.

Confidentiality

There are strict laws about what information authorities can collect and how to use them. Authorities can only collect data for specific lawful purposes not, for example, because it would be nice to know. It can store data only for a limited time.

Only people involved in data processing can see the full data.

Data can only be published if employees are completely anonymous. This means that if there is only a limited number of employees who share a particular characteristic the Council cannot publish



this information, even if it is done anonymously. This is due to the high risk of an individual being identified.

What can you do?

All employees are asked to complete their equality data when they join the council and to update your records should your personal circumstances change. This is completed by you via the Employee Self-Serve Portal. You use this portal to add your bank details too so all the information is in the same place.

Updating your information is straight forward. All Moray Council employees have 24/7 access to the fully secure easy-to-use Employee Self Service portal (ESS). Your user name and password will have been emailed out to you by the Payroll department when you started, but if you need help resetting it do get in touch with Payroll.

Information on how to launch the ESS portal is available on Interchange, including how to access the portal and find your way round it. Your profile area of the portal holds all the personal data you've shared. You should review this regularly to ensure it remains up-to-date.

We encourage you to have a look at your data now to make sure it is accurate and by doing so you'll help Moray Council understand the make-up of our workforce and assess more accurately that we are meeting our equality obligations.

Live on Clive!

Our new course this month is Introduction to Social Media.

This will take you through the basics of using your social media account, everything from different types of platforms to writing good content.

This course is mandatory for all admins that look after a corporate Moray Council social media account. Also, it's good to know for your own personal accounts.

Are you about to undertake a new project? Then why not check out our Benefits Mapping course on CLIVE. This short module will introduce you to what Benefits Mapping is, help you think about why you're undertaking the project, what you expect to achieve, and what challenges you may face.

You'll also be able to generate an action plan to help deal with these issues. An Introduction to Benefits Mapping can be found under the Course for Managers tab.

Login to CLIVE to check out not just these courses, but the over 70 titles we have on offer.

If you've got any questions about eLearning please contact:



Organisational Development
organisational.development@moray.gov.uk

MORAY GIFT CARD LOVE LOCAL



KEEP THE SPEND
LOCAL WITH
YOUR FAVOURITE
RETAILERS!

Moray Gift Card update

You'll have seen the buzz around the Moray Gift Card – from Christmas gifts to Valentine's Day competitions, there's been a lot of interest in our offering.

Our colleague, Kirsty Shand, has been promoting the card over the last year – which can be used like a debit card – getting more Moray businesses on board and making the card as accessible as possible.

Below are some of the newest businesses to start accepting the Scotland Loves Local Moray Gift Card – there are now over 180 involved! The most recent to get on board is bowling and soft play specialists Innoflate Elgin, operated by Pinz.

Newest businesses:

- 🍷 The Pantry Forres
- 🍷 JC Dawson Butcher Elgin
- 🍷 Pizza Pan Forres
- 🍷 Planta Café Eatery and Wine Bar Elgin

- 🍷 Ashers Bakery's: St Giles, Elgin High Street, Lossie, The Hub Café
- 🍷 Drumnagorach Designs
- 🍷 Dominos Elgin
- 🍷 Nickel and Dime Elgin
- 🍷 Strathisla
- 🍷 Hair and Body Mechanics Elgin
- 🍷 Greenacres Coffee Shop
- 🍷 FarmFoods

Kirsty says: "With over 180 businesses to spend a Scotland Loves Local Moray Gift Card, there really is something for everyone.

"When it comes to keeping active, there are over 15 leisure and attractions, from golf courses to glamping, castles to cathedrals, and even our local football club.

"This latest addition of Pinz Elgin to the Moray Gift Card gives recipients of the card even more choice, so they can experience all that our region has to offer."



Order your card online now:

<https://scotlandgiftslocal.com/product/moray-gift-card/>

Scan here for a full list of participating businesses in your area!
Or visit: scotlandgiftslocal.com/product/moray-gift-card

