



# Local Government Benchmarking Framework (LGBF)

## Benchmarking Overview 2018-19



## Preface

All 32 Scottish councils signed up to the Local Government Benchmarking Framework, that provides a common approach to benchmarking, which is grounded in reporting standard information on services councils provide to local communities across Scotland.

The core purpose of local government's efforts through this work is to support all councils to improve their services by working and learning together. By engaging in benchmarking, services will learn how to continue to improve their use of performance information; improve their understanding of variations which affect achievements and enabling the opportunity to share effective service practices across councils. This information is made publically available, so that the public in turn can hold services to account for what is achieved on their behalf. The public are encouraged to use the information to ask questions of services in order to engage with services in the improvement process.

When reading the information, it is important to remember though that councils across Scotland do not have common service structures. Each council has the structure and service arrangements that it believes are the most appropriate and cost effective to support its local community. Equally, all councils report their performance locally within developed and agreed public reporting frameworks. Therefore to ensure comparability across councils, it has been necessary to develop standard service definitions, and standard classifications for spending and performance.

Councils developed a process to drill into the information collated through the Local Government Benchmarking Framework to understand, in more detail, why variations occur. The process was organised around 'family groups' of councils so that councils similar in terms of the type of population that they service (e.g. relative deprivation and affluence) and the type of area in which they serve them (e.g. urban, semi-rural, and rural) can compare. This allows improvements to the benchmarking framework to be identified and good practice to be shared between councils.

The indicators in the Framework cover how much councils spend on particular services, service performance and how satisfied people are with the major services provided. All the information that this report draws upon uses standard definitions and is therefore comparable to a high degree of accuracy.

The indicators in the Local Government Benchmarking Framework are very high level indicators and are designed to focus questions on why variations in cost and performance are occurring between similar councils. They do not supply the answers, those emerge as councils engage with each other to drill down and explore why these variations are happening. That provides the platform for learning and improvement.

Our ambition in undertaking benchmarking is to continue to increase the quality of life and develop the well-being of everyone in Moray.

All of the information generated by the Framework has been placed in a dedicated website [mylocalcouncil](#) showing movement on indicators across themes, times and all councils.

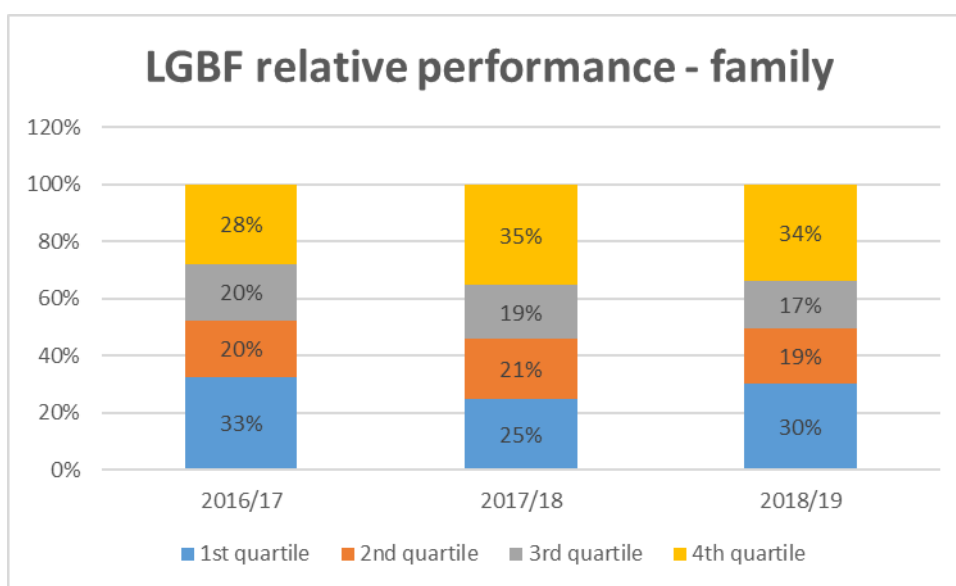
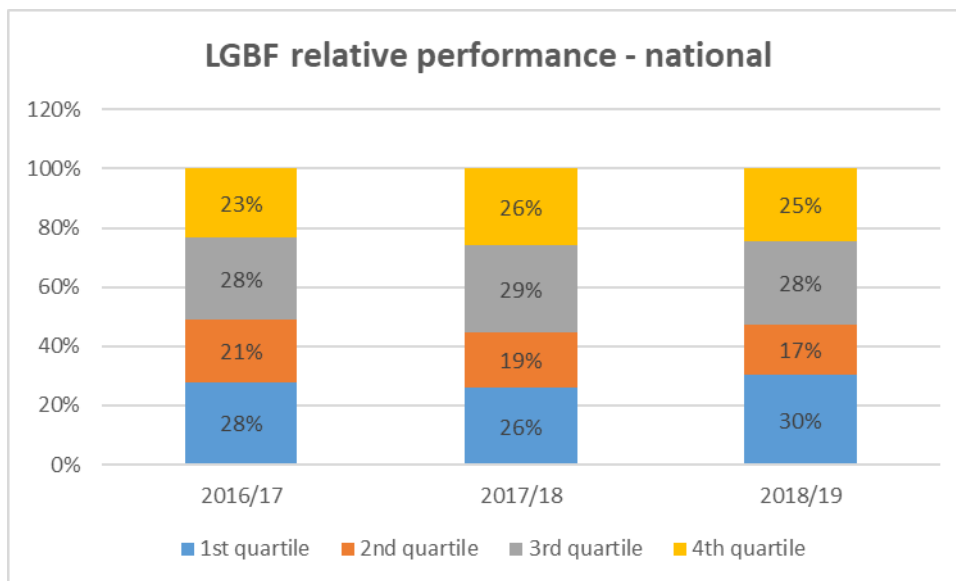
Moray appears in the following proposed Benchmarking Family Groups –

<b>People Services</b>	<b>Other Services</b>
Includes education, social work and housing. The benchmarking clubs are based on the average social context of the local authority population (using data from SIMD 2012).	Includes environmental services and culture/leisure services. The benchmarking clubs are based on the dispersion of the local authority population (using data for the Grant-Aided Expenditure indicator for population dispersion).
Angus Argyll & Bute East Lothian Highland Midlothian <b>Moray</b> Scottish Borders Stirling	East Ayrshire East Lothian Fife <b>Moray</b> North Ayrshire Perth & Kinross Stirling South Ayrshire

Table Legend –

<b>Relative Change</b> 2018/19 to 2019/20	<b>Short Term Trend</b> Result to Previous Year	<b>Rank 2019/20</b>	
		<b>Local Authorities (32)</b>	<b>Family Group (8)</b>
Result improving by 5% or more	< improved	1 <sup>st</sup> quartile	1 <sup>st</sup> quartile
Result worsened by 5% or more	> worsened	2 <sup>nd</sup> quartile	2 <sup>nd</sup> quartile
		3 <sup>rd</sup> quartile	3 <sup>rd</sup> quartile
		4 <sup>th</sup> quartile	4 <sup>th</sup> quartile

Performance against national LGBF indicators shows that for 2018/19, 47% of indicators in the national context and 49% in the family group context sit in the top two quartiles, this position has improved slightly from the previous year.



The decrease in indicator results appear not to be having a significant impact on rankings. Results have worsened to a greater margin than those that have improved across Adult Social Work, Environmental Services, Economic Development and Financial Sustainability.



LGBF allows results to be placed in a national and family group context -

Children's Services	Rank National (32 authorities)	29 indicators 2018/19	25 indicators 2017/18	26 indicators 2016/17
	1 <sup>st</sup> quartile (1-8)	9 indicators	4 indicators	5 indicators
	2 <sup>nd</sup> quartile (9-16)	1 indicator	3 indicators	4 indicators
	3 <sup>rd</sup> quartile (17-24)	8 indicators	8 indicators	5 indicators
	4 <sup>th</sup> quartile (25-32)	11 indicators	10 indicators	12 indicators
	Rank Family Group (8 authorities)	2018/19	2017/18	2016/17
	1 <sup>st</sup> quartile (1-2)	8 indicators	4 indicators	7 indicators
	2 <sup>nd</sup> quartile (3-4)	4 indicators	4 indicators	2 indicators
	3 <sup>rd</sup> quartile (5-6)	6 indicators	3 indicators	6 indicators
4 <sup>th</sup> quartile (7-8)	11 indicators	14 indicators	11 indicators	

**Comment**

Across the 29 indicators recorded for Children's Services, compared with last year indicator results have improved in 16 indicators and worsened in 8 indicators, one remains unchanged and four new indicators were introduced in the period, inferring an overall improvement in performance; indicators have improved to a greater margin (55%) than those that have worsened (28%). This is reinforced when viewed alongside the council's positioning in the national picture which shows that there was an increase in the number of indicators in the top quartile. The council's positioning in the family group similarly shows that there has been an increase in the number of indicators that improved in ranking across quartiles.

Benchmarked nationally, performance is proving challenging in measures relating to children looked after in a community setting, those in multiple placements within one year, pupils entering positive destinations, average tariff scores in SIMD quintiles, achievement of curriculum for excellence levels in literacy and numeracy and early years inspection results, all featuring in the lowest ranked quartile.

The overall balance of care split between community and residential placements shows that in Moray a lower proportion of children are looked after in a community setting, 79.05% compared to 89.92% nationally. Work is ongoing around increasing foster, kinship care and home supervision placements.

The proportion of Moray pupils entering positive destinations, 92.8% is just below the national average of 95%, results in Moray range between 88.1% and 97.7%. Additional support has been provided to schools to ensure students achieve positive leaver destinations and that schools follow processes in recording leaver data.

Improved results were reported in three of five SIMD quintiles against average total tariff scores, however all but one rank in the lowest quartile

nationally. Raising attainment is at the centre of a relentless focus to improve outcomes for children and young people as set out in the Raising Attainment Strategy 2020-2023.

Significant work around learning and assessment, including moderation has seen an improvement across the achievement of curriculum for excellence levels with 65% of P1, P4 and P7 (combined) achieving expected literacy levels and 70% for numeracy, however performance remains below national comparators, 72% and 79% respectively, included in the Service Plan ensuring routine reporting aims to further reduce the gap.

With no improvement from 2017/18 result, 75.4% of funded early years' provision was graded good / better, below the national average of 90.6%. Additional support from an expanded Early Years' Teaching team focused on improving attainment and health and wellbeing. Continuous Improvement Officers will monitor improvement within settings not meeting the National Standard providing timely training and support. An online training calendar continues to identify priority and delivery across areas of professional development. Multi partnership inclusive practice modules will also be delivered by the Early Years Teaching team so that all learners' needs are being met within settings.

Corporate Services	Rank National (32 authorities)	8 indicators 2018/19	8 indicators 2017/18	8 indicators 2016/17
	1 <sup>st</sup> quartile (1-8)	1 indicator	0 indicators	0 indicators
	2 <sup>nd</sup> quartile (9-16)	1 indicator	1 indicator	3 indicators
	3 <sup>rd</sup> quartile (17-24)	4 indicators	4 indicators	4 indicators
	4 <sup>th</sup> quartile (25-32)	2 indicators	3 indicators	1 indicator
	Rank Family Group (8 authorities)	2018/19	2017/18	2016/17
	1 <sup>st</sup> quartile (1-2)	0 indicators	0 indicators	0 indicators
	2 <sup>nd</sup> quartile (3-4)	1 indicator	1 indicator	2 indicators
	3 <sup>rd</sup> quartile (5-6)	3 indicators	5 indicators	3 indicators
4 <sup>th</sup> quartile (7-8)	4 indicators	2 indicators	3 indicators	

**Comment**

Across the 8 indicators recorded for Corporate Services, compared with last year indicator results have improved in 5 indicators and worsened in 3 indicators, inferring an overall improvement in performance; indicators have improved to a greater margin (63%) than those that have worsened (37%). Viewed alongside the council's positioning in the national picture, with little change it perhaps reinforces that this has maintained the council's position among all 32 local authorities. However, the council's positioning in the family group is less positive, where more indicators having dropped into the lowest quartile.

The gender pay gap increased from 6.52% to 7.58%, above the national average of 3.96%. The gap in pay is the percentage difference between male employees' average hourly rate of and female employees average hourly rate of pay, where a positive figure indicates male employees are, on average, paid more per hour than female employees. Across Scotland, results range from -3.59 to 13.70, reinforcing the

likely variations in methods of calculation.

In 2018/19, 69,058 invoices were sampled and of those 61,921 (89.7%) were paid within 30 calendar days, an improvement from 89.1% last year and exceed the local target (85%), but remain below national average (92.7%). Improving performance through efficient processing and developing other methods of payments that improve efficiency is continuous.

Assets	Rank National (32 authorities)	2 indicators 2018/19	2 indicators 2017/18	2 indicators 2016/17
	1 <sup>st</sup> quartile (1-8)	1 indicator	1 indicator	1 indicator
	2 <sup>nd</sup> quartile (9-16)	0 indicators	0 indicators	0 indicators
	3 <sup>rd</sup> quartile (17-24)	0 indicators	0 indicators	0 indicators
	4 <sup>th</sup> quartile (25-32)	1 indicator	1 indicator	1 indicator
	Rank Family Group (8 authorities)	2018/19	2017/18	2016/17
	1 <sup>st</sup> quartile (1-2)	1 indicator	1 indicator	1 indicator
	2 <sup>nd</sup> quartile (3-4)	0 indicators	0 indicators	0 indicators
	3 <sup>rd</sup> quartile (5-6)	0 indicators	0 indicators	0 indicators
4 <sup>th</sup> quartile (7-8)	1 indicator	1 indicator	1 indicator	

**Comment**

These two indicators aim to provide an indication of good asset management practise; viewed alongside the council’s positioning in the national and comparator picture reinforces the ongoing challenges with building condition.

Adult Social Work	Rank National (32 authorities)	7 indicators 2018/19	6 indicators 2017/18	6 indicators 2016/17
	1 <sup>st</sup> quartile (1-8)	1 indicator	1 indicator	2 indicators
	2 <sup>nd</sup> quartile (9-16)	2 indicators	3 indicators	3 indicators
	3 <sup>rd</sup> quartile (17-24)	3 indicators	2 indicators	0 indicators
	4 <sup>th</sup> quartile (25-32)	1 indicator	0 indicators	1 indicator
	Rank Family Group (8 authorities)	2018/19	2017/18	2016/17
	1 <sup>st</sup> quartile (1-2)	2 indicators	1 indicator	2 indicators
	2 <sup>nd</sup> quartile (3-4)	2 indicators	5 indicators	2 indicators
	3 <sup>rd</sup> quartile (5-6)	1 indicator	0 indicators	2 indicators
4 <sup>th</sup> quartile (7-8)	2 indicators	0 indicators	0 indicators	

**Comment**

Across 7 indicators recorded for Adult Social Work shows that indicator results have improved in 1 indicators and worsened in 6 indicators; inferring an overall drop in performance; indicators have worsened to a greater margin (86%) than those that have improved (14%).

In 2018/19, 377.4k care hours were provided and homecare costs totalled £13.5m (£35.84 cost per hour). Homecare hours fell by 19% against a 5% increase in homecare costs.

Culture & Leisure	Rank National (32 authorities)	8 indicators 2018/19	8 indicators 2017/18	8 indicators 2016/17
	1 <sup>st</sup> quartile (1-8)	2 indicators	4 indicators	3 indicators
	2 <sup>nd</sup> quartile (9-16)	3 indicators	0 indicators	2 indicators
	3 <sup>rd</sup> quartile (17-24)	2 indicators	2 indicators	2 indicators
	4 <sup>th</sup> quartile (25-32)	1 indicators	2 indicators	1 indicator
	Rank Family Group (8 authorities)	2018/19	2017/18	2016/17
	1 <sup>st</sup> quartile (1-2)	2 indicators	3 indicators	2 indicators
	2 <sup>nd</sup> quartile (3-4)	1 indicators	0 indicators	3 indicators
	3 <sup>rd</sup> quartile (5-6)	2 indicators	2 indicators	1 indicator
	4 <sup>th</sup> quartile (7-8)	3 indicators	3 indicators	2 indicators

**Comment**

Across 8 indicators recorded for Culture and Leisure Services, results have improved in 4 indicators and worsened in 4 indicators; inferring performance remains relatively static.

Satisfaction levels with leisure facilities fell from 67.7% to 66.4% below the national average of 71.4%. Satisfaction data is drawn from the Scottish Household Survey in 3 year rolled averages as the only data available nationally on a comparable level.

Environmental Services	Rank National (32 authorities)	13 indicators 2018/19	14 indicators 2017/18	14 indicators 2016/17
	1 <sup>st</sup> quartile (1-8)	7 indicators	8 indicators	7 indicators
	2 <sup>nd</sup> quartile (9-16)	2 indicators	2 indicators	3 indicators
	3 <sup>rd</sup> quartile (17-24)	4 indicators	3 indicators	3 indicators
	4 <sup>th</sup> quartile (25-32)	0 indicators	1 indicator	1 indicator
	Rank Family Group (8 authorities)	2018/19	2017/18	2016/17
	1 <sup>st</sup> quartile (1-2)	8 indicators	9 indicators	9 indicators
2 <sup>nd</sup> quartile (3-4)	2 indicators	0 indicators	0 indicators	



	3 <sup>rd</sup> quartile (5-6) 4 <sup>th</sup> quartile (7-8)	1 indicator 2 indicators	1 indicator 4 indicators	4 indicators 1 indicator
<b>Comment</b>				
<p>Across the 13 indicators recorded for Environmental Services, indicator results have improved in 4 indicators and worsened slightly in 9 indicators, inferring overall a slight drop in performance; indicator result values have worsened to a greater margin (69%) than those that have improved (31%). Alongside national comparator, results continue to compare well with the majority of indicators in the upper quartiles and no indicators ranked in the bottom quartile.</p>				
<b>Housing Services</b>	<b>Rank National (32 authorities)</b>	<b>5 indicators 2018/19</b>	<b>5 indicators 2017/18</b>	<b>5 indicators 2016/17</b>
	1 <sup>st</sup> quartile (1-8)	2 indicators	2 indicators	3 indicators
	2 <sup>nd</sup> quartile (9-16)	2 indicators	2 indicators	1 indicator
	3 <sup>rd</sup> quartile (17-24)	1 indicator	1 indicator	1 indicator
	4 <sup>th</sup> quartile (25-32)	0 indicators	0 indicators	0 indicators
	<b>Rank Family Group (8 authorities)</b>	<b>2018/19</b>	<b>2017/18</b>	<b>2016/17</b>
	1 <sup>st</sup> quartile (1-2)	2 indicators	2 indicators	3 indicators
2 <sup>nd</sup> quartile (3-4)	2 indicators	2 indicators	2 indicators	
3 <sup>rd</sup> quartile (5-6)	1 indicator	1 indicator	0 indicators	
4 <sup>th</sup> quartile (7-8)	0 indicators	0 indicators	0 indicators	
<b>Comment</b>				
<p>Housing Services indicator results have improved in 2 indicators and worsened in 3 indicators, albeit the margins where decreases have occurred are small, the continued strong placement against comparators gives assurance that performance in this service remains positive.</p> <p>The Council continues to manage its stock well, maintaining rent lost to voids, gross rent arrears of 2.4% suggests effective application of housing policy. Moray performs very well when compared nationally and within the family group across the majority of housing indicators.</p>				
<b>Economic Development</b>	<b>Rank National (32 authorities)</b>	<b>10 indicators 2018/19</b>	<b>10 indicators 2017/18</b>	<b>10 indicators 2016/17</b>
	1 <sup>st</sup> quartile (1-8)	3 indicators	2 indicators	2 indicators
	2 <sup>nd</sup> quartile (9-16)	1 indicator	2 indicators	1 indicator
	3 <sup>rd</sup> quartile (17-24)	3 indicators	4 indicators	6 indicators
	4 <sup>th</sup> quartile (25-32)	3 indicators	2 indicators	1 indicator

	<b>Rank Family Group (8 authorities)</b>	<b>2018/19</b>	<b>2017/18</b>	<b>2016/17</b>
	1 <sup>st</sup> quartile (1-2)	3 indicator	1 indicator	3 indicators
	2 <sup>nd</sup> quartile (3-4)	3 indicators	3 indicators	3 indicators
	3 <sup>rd</sup> quartile (5-6)	0 indicators	3 indicators	1 indicator
	4 <sup>th</sup> quartile (7-8)	4 indicators	3 indicators	3 indicators

**Comment**

Across the 10 indicators recorded for Economic Development shows that indicator results have improved in 4 indicators and worsened in 6 indicators, inferring overall a slight drop in performance; indicators have worsened to a greater margin (60%) than those that have improved (40%).

The council's positioning nationally shows performance is challenging in terms of employment related indicators, 62 (3.44%) unemployed people were assisted into work from council operated / fund employability programmes against a national average of 12.59% and 27.4% of people earned less than the living wage, above the national average 19.4%. Actions to address these areas were being progressed within the Moray Economic Strategy and Moray Skills Investment Plan, however the impact of Covid-19 has significantly changed the landscape and focus has shifted to one of economic recovery.

In 2018/19, there were 120 new business gateway start-ups (12.56 per 10,000 population), below the national average of 16.7 per 10,000 population. Low levels of unemployment, evident in Moray, can be a contributory factor to lower level of business start-up rates.

<b>Financial Sustainability</b>	<b>Rank National (32 authorities)</b>	<b>5 indicators 2018/19</b>	<b>5 indicators 2017/18</b>	<b>5 indicators 2016/17</b>
	1 <sup>st</sup> quartile (1-8)	1 indicator	0 indicators	1 indicator
	2 <sup>nd</sup> quartile (9-16)	2 indicators	3 indicators	1 indicator
	3 <sup>rd</sup> quartile (17-24)	0 indicators	0 indicators	2 indicators
	4 <sup>th</sup> quartile (25-32)	2 indicators	2 indicators	1 indicator
	<b>Rank Family Group (8 authorities)</b>	<b>2018/19</b>	<b>2017/18</b>	<b>2016/17</b>
	1 <sup>st</sup> quartile (1-2)	1 indicator	0 indicators	1 indicator
	2 <sup>nd</sup> quartile (3-4)	1 indicator	2 indicators	2 indicators
	3 <sup>rd</sup> quartile (5-6)	1 indicator	1 indicator	0 indicators
	4 <sup>th</sup> quartile (7-8)	2 indicators	2 indicators	2 indicators

**Comment**

With demand for services increasing and cost pressures rising, budgets are impacted and a need for a common set of financial sustainability measures, comparable across all authorities was identified to support discussion around financial decision making.

Five new indicators were introduced, results show that one has improved and 4 have worsened, inferring a drop in performance; indicators have worsened to a greater extent (80%) than those that have improved (20%).

In 2018/19, 6.17% of the General Fund Balance was uncommitted, above the national average of 3.69%. A low level of uncommitted reserves may be a sign that the council could struggle if any unknown financial surprises were to occur, authorities ranked 1 are closest to being in range of between 2% - 4%, some way out with that range, Moray has achieved a ranking of 30.

The ratio of Financing Cost to Net Revenue Stream – General Fund is an indicator of affordability and highlights the revenue implications of existing and proposed capital expenditure by identifying the proportion of the revenue budget required to meet financing costs, net of investment income. Moray’s result of 9.95 is above the national average of 7.88, placing the Council in the lowest quartile in terms of comparison with all authorities.

Climate Change	Rank National (32 authorities)	2 indicators 2018/19	2 indicators 2017/18	2 indicators 2016/17
	1 <sup>st</sup> quartile (1-8)	0 indicators	0 indicators	0 indicators
	2 <sup>nd</sup> quartile (9-16)	1 indicator	0 indicators	0 indicators
	3 <sup>rd</sup> quartile (17-24)	0 indicators	1 indicator	1 indicator
	4 <sup>th</sup> quartile (25-32)	1 indicator	1 indicator	1 indicator
	Rank Family Group (8 authorities)	2018/19	2017/18	2016/17
	1 <sup>st</sup> quartile (1-2)	0 indicators	0 indicators	0 indicators
	2 <sup>nd</sup> quartile (3-4)	1 indicator	1 indicator	1 indicator
	3 <sup>rd</sup> quartile (5-6)	0 indicators	0 indicators	0 indicators
4 <sup>th</sup> quartile (7-8)	1 indicator	1 indicator	1 indicator	

**Comment**

As a major policy agenda for local government, tackling Climate Change and the focus on green recovery and sustainability within local Covid-19 recovery and renewal plans provides further impetus in order to contribute to the national carbon reduction target. Two indicators introduced to the benchmarking framework capture progress in meeting this objective.

In 2018/19, there were 7.92 tonnes of CO2 emissions area wide within scope of local authority per capita, above the national average of 4.91 tonnes, placing Moray in the lowest rank position nationally and within the family group. This is attributed in large part to Industry and Commercial emissions per capita, more specifically the consumption of gas. These high relative emissions are assignable to Moray’s whisky distilling sector, food producers and MOD facilities. It is worth noting that Moray is the 4<sup>th</sup> largest local authority carbon sink, primarily through its extensive forestry coverage. Work to address this issue is being progressed through the Council’s Climate Change Strategy which will set out how the Council reduces its carbon emissions to create a pathway to reach net-zero carbon by 2030.

## Overview of Local Government Benchmarking Framework Indicator Results

	Indicator Description	Moray					National Average	Relative Change 2017-18 to 2018-19		Rank 2018-19	
		2014/15	2015/16	2016/17	2017/18	2018/19	2018/19	% change	Short Term Trend	Nat (32)	FG (8)
Children's Services	Cost per primary school pupil (£)	4,691	4,809	4,608	4,774	4,877	5,116	2.15	<	4	2
	Cost per secondary school pupil (£)	6,748	7,051	6,997	7,246	7,144	7,337	-1.42	>	13	5
	Cost per pre-school education place (£)	2,387	2,587	2,581	2,587	3,307	5,141	27.82	<	1	1
	% of secondary pupils achieving 5 or more awards at Level 5	57	59	59	57	61	63	4.00	>	19	5
	% of secondary pupils achieving 5 or more awards at Level 6	30	29	30	28	32	35	4.00	>	21	5
	% of pupils living in the 20% most deprived areas Gaining 5+ awards at Level 5	44	40	55	N/A <sup>2</sup>	N/A <sup>2</sup>	45				
	% of pupils living in the 20% most deprived areas Gaining 5+ awards at Level 6	N/A <sup>2</sup>	N/A <sup>2</sup>	N/A <sup>2</sup>	N/A <sup>2</sup>	N/A <sup>2</sup>	19				
	Gross Cost of "Children Looked After" in Residential Based Services per child per week (£)	4,510	4,145	4,285	3,780	4,318	4,026	14.25	<	19	6
	Gross Cost of "Children Looked After" in a Community Setting per child per week (£)	399	430	464	427	410	357	-4.00	>	27	8
	% of children being looked after in the community	86.12	83.57	82.33	78.38	79.05	89.92	0.67	>	32	8
	% of adults satisfied with local schools (rolling 4 years)	78.67	74.00	71.67	71.67	74.63	71.83	2.97	>	18	4
	% of pupils entering positive destinations	94.40	92.70	93.50	93.60	92.76	95.05	-0.84	<	32	8
	Overall average total tariff	870	792	818	795	815	895	2.43	>	24	5
	Overall average total tariff SIMD Quintile 1	611	507	661	601	826	628	37.44	>	3	1
	Overall average total tariff SIMD Quintile 2	693	818	711	702	574	743	-18.23	<	30	8
	Overall average total tariff SIMD Quintile 3	790	748	655	677	830	875	22.60	>	25	3
	Overall average total tariff SIMD Quintile 4	944	821	874	867	839	1015	-3.23	<	31	8
	Overall average total tariff SIMD Quintile 5	1048	939	1073	923	935	1195	1.30	>	30	8

N/A<sup>1</sup> Data no longer collected nationally / locally  
N/A<sup>2</sup> Result below 5; not published to protect confidentiality  
N/A<sup>3</sup> Indicator result yet to be published

	Indicator Description	Moray					National Average	Relative Change 2017-18 to 2018-19		Rank 2018-19	
		2014/15	2015/16	2016/17	2017/18	2018/19	2018/19	% change	Short Term Trend	Nat (32)	FG (8)
	% P1, P4 & P7 pupils combined achieving expected CFE Level in Literacy					64.75	72			29	7
	% P1, P4 & P7 pupils combined achieving expected CFE Level in Numeracy					69.89	79			30	7
	Literacy Attainment Gap (P1,4,7 combined) – percentage point gap between the least and most deprived pupils					14.88	20.66			3	2
	Literacy Attainment Gap (P1,4,7 combined) – percentage point gap between the least and most deprived pupils					13.77	17			3	1
	% of children meeting developmental milestones	90.71	92.50	89.79	92.22	93.13	85.48	0.91	>	3	1
	% of funded early years provision which is graded good/better	98.25	96.43	90.57	75.44	75.44	90.58	0.00	NC	32	8
	School attendance (%)	94.10		94.00		93.85	92.95	-0.15	<	6	1
	School attendance rates (LAC, %)	88.78		88.55		88.78	86.78	0.24	>	7	3
	School exclusion rates per 1,000 pupils	35.80		33.10		22.74	21.65	-10.35	>	21	6
	School exclusion rates per 1,000 looked after children	389.83		236.26		180.41	152.16	-55.85	>	20	4
	% participation for 16-19 year olds		91.00	89.80	91.20	91.29	91.56	0.09	>	20	7
	% of child protection re-registrations within 18 months	1.52	4.60	8.25	5.81	3.16	7.22	-2.66	>	6	2
	% LAC with more than 1 placement in the last year (Aug-July)	31.10	23.94	25.12	30.63	30.95	19.65	0.32	<	29	7
Corporate Services	Support Services as a % of Total Gross Expenditure	4.27	4.48	4.56	4.58	4.29	4.28	-0.30	>	16	5
	% of the highest paid 5% employees who are women	49.70	50.56	51.91	52.74	54.08	55.53	1.35	>	18	6
	The gender pay gap (%)		9.06	7.75	6.52	7.58	3.96	1.06	<	28	8
	Cost of collecting Council Tax per dwelling	11.50	10.61	11.35	9.75	9.20	7.09	-5.68	>	24	8
	Sickness Absence days per Teacher	7.02	5.88	5.87	6.40	6.48	6.21	1.30	<	20	6

N/A<sup>1</sup> Data no longer collected nationally / locally  
N/A<sup>2</sup> Result below 5; not published to protect confidentiality  
N/A<sup>3</sup> Indicator result yet to be published

	Indicator Description	Moray					National Average	Relative Change 2017-18 to 2018-19		Rank 2018-19	
		2014/15	2015/16	2016/17	2017/18	2018/19	2018/19	% change	Short Term Trend	Nat (32)	FG (8)
	Sickness Absence days per Employee (non-teacher)	11.88	11.89	10.98	11.54	12.45	11.49	7.91	<	22	7
	% of income due from Council Tax received by the end of the year	94.41	95.60	95.89	96.67	96.94	96.01	0.27	>	8	3
	% of invoices sampled that were paid within 30 days	88.02	89.80	90.16	89.10	89.67	92.68	0.56	>	26	7
Assets	% of operational buildings that are suitable for their current use	93.69	94.12	94.58	94.76	98.22	82.15	3.46	>	1	1
	% of internal floor area of operational buildings in satisfactory condition	32.68	40.80	41.39	52.64	54.23	87.21	1.59	>	32	8
Adult Social Work	Home Care costs per hour for people aged 65 or over (£)	24.22	24.25	22.90	27.88	35.84	25.30	28.55	<	29	8
	Self-Directed Support spend on people aged 18 or over as a % of total Social Work spend on adults	4.03	4.41	4.95	4.36	4.12	7.20	-0.24	<	20	7
	% of people aged 65 or over with long term care needs receiving personal care at home	66.46	65.43	65.64	66.06	65.26	61.02	-0.80	<	10	3
	% of adults supported at home who agree that their services and support had an impact in improving or maintaining their quality of life (rolling 4 years)		85.88		78.51						
	% of adults supported at home who agree that they are supported to live as independently as possible		74.39		82.68						
	% of adults supported at home who agree that they had a say in how their help, care or support was provided		72.57		74.84						
	% of carers who feel supported in their caring role		38.09		39.48						
	Residential costs per week per resident for people aged 65 or over (£)	329	344	314	328	343	396	4.50	<	13	1
	Rate of readmission to hospital within 28 days per 1,000 discharges (%)	73.72	76.45	74.91	84.37	77.08	102.96	-8.64	>	3	1
	Proportion of care services graded 'good' (4) or better in Care Inspectorate inspections (%)	76.71	77.33	66.67	81.82	78.48	82.17	-3.34	<	23	4
	Number of days people spend in hospital when they are ready to be discharged, per 1,000 population (75+)	794.79	763.96	1095.22	936.08	1063.26	792.66	13.59	<	24	6

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	Indicator Description	Moray					National Average	Relative Change 2017-18 to 2018-19		Rank 2018-19	
		2014/15	2015/16	2016/17	2017/18	2018/19	2018/19	% change	Short Term Trend	Nat (32)	FG (8)
Culture & Leisure	Gross cost per attendance at Sports facilities (£)	2.29	1.99	2.07	2.01	2.03	2.68	1.27	<	10	3
	Cost per Library visit (£)	2.14	2.04	1.49	1.52	1.34	2.10	-12.34	>	6	1
	Cost of Museums per visit (£)	2.28	2.43	1.97	2.41	2.52	3.56	4.50	<	9	5
	Cost of Parks & Open Spaces (£) per 1,000 population	12,001	13,697	14,521	11,752	13,663	20,710	16.26	<	7	2
	% of adults satisfied with Libraries (rolling 4 years)	80.67	73.67	72.67	70.33	74.93	72,37	4.60	>	12	5
	% of adults satisfied with Parks and Open Spaces (rolling 4 years)	93.00	89.67	87.67	83.33	85.10	84.83	1.77	>	17	7
	% of adults satisfied with Museums and Galleries (rolling 4 years)	59.00	53.00	51.33	49.67	58.10	69.30	8.43	>	23	8
% of adults satisfied with Leisure Facilities (rolling 4 years)	78.00	74.67	73.00	67.67	66.40	71.43	-1.27	<	29	8	
Environmental Services	Net cost per Waste collection per premises (£)	59.74	57.74	52.53	51.36	52.68	69.04	2.55	<	6	2
	Net cost per Waste disposal per premises (£)	97.59	102.25	104.95	105.09	108.36	100.05	3.12	<	23	8
	Net Cost of Street Cleaning (£) per 1,000 population	7,547	7,518	8,182	8,273	8,655	15,890	4.62	<	5	2
	Street Cleanliness Score	N/A <sup>1</sup>	N/A <sup>1</sup>	N/A <sup>1</sup>	N/A <sup>1</sup>	N/A <sup>1</sup>	92.80				
	Cost of Maintenance per Kilometre of Roads (£)	6,517	7,906	6,586	6,946	6,130	10,102	-11.74	>	5	1
	% of A Class roads that should be considered for maintenance treatment (rolling 2 years)	20.05	24.50	25.17	25.87	28.56	30.03	2.69	<	21	3
	% of B Class roads that should be considered for maintenance treatment (rolling 2 years)	17.67	22.54	22.85	23.49	25.62	35.71	2.13	<	13	1
	% of C Class roads that should be considered for maintenance treatment (rolling 2 years)	22.24	23.88	21.91	24.89	28.06	36.25	3.18	<	8	1
	% of unclassified roads that should be considered for maintenance treatment (rolling 2 years)	33.14	32.69	31.40	31.61	31.09	38.25	-0.52	>	6	1
	Cost of trading standards (£) per 1,000 population	6,733	5,710	5,284	5,471	4,955	6,040	-5.32	>	7	3
	Cost environmental health (£) per 1,000 population	16,083	16,352	16,042	15,440	14,843	15,261	-9.44	>	20	8

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	Indicator Description	Moray					National Average	Relative Change 2017-18 to 2018-19		Rank 2018-19	
		2014/15	2015/16	2016/17	2017/18	2018/19	2018/19	% change	Short Term Trend	Nat (32)	FG (8)
	% of total household waste arising that is recycled	54.40	57.42	59.07	57.77	57.40	44.70	-3.86	<	4	1
	% of adults satisfied with refuse collection (rolling 4 years)	87.67	86.67	87.00	87.33	82.83	76.30	-0.37	<	11	2
	% of adults satisfied with street cleaning (rolling 4 years)	74.33	69.33	66.00	66.00	65.30	66.30	-4.50	<	22	5
Housing Services	Gross rent arrears (all tenants) as at year end as a % of rent due for the reporting year	2.94	2.44	2.49	2.44	2.37	7.33	-0.07	>	1	1 (6)
	% of rent due in the year that was lost due to voids	0.61	0.56	0.54	0.66	0.85	0.95	0.19	<	9	3 (6)
	% of council dwellings meeting Scottish Housing Quality Standard	94.67	95.94	96.01	95.82	92.47	94.32	-3.35	<	21	6 (6)
	Average number of days to complete non-emergency repairs	6.70	6.15	6.35	7.68	7.51	7.80	-2.14	>	13	3 (6)
	% of council dwellings that are energy efficient		95.94	96.14	95.82	92.60	80.93	2.03	<	7	1 (6)
Economic Development	% Unemployed People Assisted into work from Council operated / funded Employability Programmes	12.27	2.95	4.37	8.72	3.44	12.59	-5.28	<	30	8
	Cost per Planning Application	3,019	3,539	3,964	3,756	4,740	4,551	26.19	<	19	4
	Average time (Weeks) per Planning Application	10.02	7.69	6.95	6.52	6.68	9.09	2.31	<	2	2
	% of procurement spent on local small / medium enterprises	23.66	28.47	21.22	25.16	23.91	28.71	-1.25	<	17	3
	No of business gateway start-ups per 10,000 population	12.66	14.34	13.74	13.36	12.56	16.70	-5.99	<	30	8
	Investment in Economic Development & Tourism per 1,000 population (£)	35,829	40,874	42,597	50,959	23,101	110,113	-54.67	>	1	1
	Proportion of people earning less than the living wage (%)	22.5	22.8	23.7	24.7	27.4	19.40	2.70	<	26	8
	Proportion of properties receiving superfast broadband (%)	60.00	76.00	80.00	83.01	83.20	92.01	0.19	>	24	7
	Town Vacancy Rates (%)	12.88	11.91	11.91	9.93	6.87	10.00	-3.05	>	4	1

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	Indicator Description	Moray					National Average	Relative Change 2017-18 to 2018-19		Rank 2018-19	
		2014/15	2015/16	2016/17	2017/18	2018/19	2018/19	% change	Short Term Trend	Nat (32)	FG (8)
	Immediately available employment land as a % of total land allocated for employment purposes in the local development plan	15.36	18.96	22.41	22.36	49.04	37.55	26.67	>	14	3
Financial Sustainability	Total useable reserves as a % of council annual budgeted net revenue	15.81	15.62	15.25	12.35	10.45	16.47	-1.90	<	14	4
	Uncommitted General fund Balance as a % of council annual budgeted net revenue	11.89	12.04	10.71	8.55	6.17	3.69	-2.38	>	30	8
	Ratio of Financing Costs to Net Revenue Stream	8.22	9.58	8.66	9.52	9.95	7.88	0.43	<	25	7
	Ratio of Financing Costs to Net Revenue Stream – Housing Revenue Account	21.56	22.42	21.10	19.72	20.33	22.83	0.61	<	15	6
	Actual outturn as a % of budgeted expenditure	97.32	99.02	98.67	99.20	100.08	99.39	0.88	<	4	2
Climate Change	CO2 emissions area wide per capita	6.49	6.11	5.81	5.29	5.38	5.26	0.08	<	18	3
	CO2 emissions area wide: emissions within scope of LA per capita	8.94	8.58	8.25	7.83	7.92	4.91	0.09	<	32	8

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