

## 2024-25 Quarter to December Corporate Plan - Performance Report – Performance Indicators



PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving
	Warning		No Change		No Change
	OK		Getting Worse		Getting Worse
	Unknown				
	Data Only				

**TACKLE POVERTY AND INEQUALITY**  
Reduce child poverty and inequalities in incomes, health and education  
Support vulnerable members of our community





CP Action – Maximise household income by working with partners to ensure financial inclusion services have maximum reach

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN24	Nat(b)	Proportion of children living in poverty (after housing costs)	20.8%	24.1%	23.9%	N/A	<b>Moray- 23.9%</b> (Ranked 16/32 Nationally and 2/8 within Comparator Group, where 1 denotes the highest levels of poverty)  <b>Ranking Change Moray vs Comparator Group</b> 2014/15 - 2022/23 = Ranking 6/8 to		


Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							2/8 (Decline, +3.1%) 2021/22 - 2022/23 = Ranking No Change, (Improvement, -0.2%)  Comparator Benchmarking Authorities: Angus – 24.9% Argyll & Bute – 23.5% East Lothian – 21.3% Highland – 23.3% Midlothian – 23.2% Scottish Borders – 23.6% Stirling – 20.8% <b>Scotland - 21.8% (3-year average, not comparable with LA figures)</b> <b>Family Group Average 23.1 %</b>		

CP Action – Early intervention addressing whole family well-being to ensure that children can reach their full potential

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN11	Nat(b)	Proportion of pupils entering Positive Destinations	95.2%	96.2%	95.1%	93.8%	<b>Family Group Rank 7/8</b> <b>National Rank 30/32</b>  Scottish Borders 97.0% Highland 96.5% Midlothian 95.3% Argyll & Bute 94.8% East Lothian 94.5% Stirling 94.5% Moray 93.8% Angus 92.2%  <b>Family Group Average 95.2%</b> <b>National Average 95.7%</b>	↓	🛑
EDU-HWB01	Local(b)	Primary: Improving Attendance Rate	Data Only	92.3%	92.7%	92.5%	Core Stretch Aim indicator.	↓	📈
EDU-HWB02	Local(b)	Primary: Reducing Exclusions (per 1,000 pupils)	Data Only	1.0	2.9	3.6	24 exclusion incidents recorded in 2023-24 (up by 4 from 2022-23) giving a rate of 3.6 per 1,000 primary pupils.  Core Stretch Aim indicator	↓	📈

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
EDU-HWB03	Local(b)	Secondary: Improving Attendance Rate	Data Only	89.2%	88.9%	88.2%	Core Stretch Aim indicator	↓	
EDU-HWB04	Local(b)	Secondary: Reducing Exclusions (per 1,000 pupils)	Data Only	30.8	42.1	38.1	208 exclusion incidents recorded in 2023-24 (down by 19 from 2022-23) giving a rate of 38.1 per 1,000 secondary pupils. Core Stretch Aim indicator	↑	
EDU-HWB05	Local(b)	Secondary: Improving Attendance Rate (Free School Meal pupils)	Data Only	81%	80.1%	78%	Core Stretch Aim indicator	↓	
CHN21	Nat(b)	Participation for 16-19 year olds (%)	94.3%	91.6%	94.5%	93.1%	<b>Family Group Rank 7/8</b> <b>National Rank 17/32</b>  East Lothian 94.6% Stirling 94.4% Argyll & Bute 94.3% Scottish Borders 94.2% Midlothian 94.0% Highland 93.8% <i>Moray 93.1%</i> Angus 91.9%  <b>Family Group Average 93.8%</b> <b>National Average 92.7%</b>  Core Stretch Aim indicator	↓	

CP Action – Getting it right for every child so that we continue to improve attainment for all

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN13a	Nat(b)	% of P1, P4 and P7 achieving expected CFE level in Literacy	77.1%	65.1%	67.9%	70.6%	<b>Family Group Rank 6/8</b> <b>National Rank 28/32</b>  Angus 78.2% Stirling 77.6% Scottish Borders 73.3% Argyll & Bute 72.2% Midlothian 71.8% <i>Moray 70.6%</i> East Lothian 69.8% Highland 68.7%	↑	

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							<b>Family Group Average 72.8%</b> <b>National Average 74.0%</b>		
CHN13b	Nat(b)	% of P1, P4 and P7 pupils achieving CFE level in Numeracy	82.9%	71.8%	75.5%	76.5%	<b>Family Group Rank 6/8</b> <b>National Rank 28/32</b>  Stirling 83.8% Angus 82.9% Scottish Borders 81.2% Argyll & Bute 80.1% Midlothian 76.8% <i>Moray 76.5%</i> East Lothian 75.3% Highland 74.4%  <b>Family Group Average 78.9%</b> <b>National Average 80.3</b>	↑	🛑
CHN14a	Nat(b)	Literacy Attainment Gap (P1,4,7 Combined)	23.7	26.3	32.1	N/A	Literacy Attainment Gap (P1,4,7 Combined) - percentage point gap between the least and most deprived pupils: <b>Moray 32.1</b> (Rank 29th) <b>Scotland - 20.5</b> <b>Benchmarking Family Group - 23.7</b>  Comparator Benchmarking Authorities: Angus - 21.8 Argyll & Bute - 12.9 East Lothian - 23.3 Highland - 23.8 Midlothian - 21.2 Scottish Borders - 30.6 Stirling - 23.8	↓	🛑
CHN14b	Nat(b)	Numeracy Attainment Gap (P1,4,7 Combined)	20.3	24.7	26.6	N/A	Moray - Numeracy Attainment Gap (P1,4,7 Combined) (2022-23) = 26.6 (Rank 29/32 nationally and 7/8 within family group) Scotland Average 17.0 Angus 13.5 Midlothian 14.6 Argyll & Bute 14.7 Stirling 16.6 Highland 21.1 East Lothian 23.6 Moray 26.6	↓	🛑

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							Scottish Borders 31.4 Family group average 20.3 Scotland Average 17.0		
SSE003	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Literacy (S3)	75%	71.5%	86%	87.4%	% of secondary pupils achieving expected CfE level in Literacy (Level 3 or better): (2023/24) <b>Moray - 87.4%</b> <b>Scotland - 88.3%</b> <b>Benchmarking Authority rank - 3/8</b>	↑	✓
SSE004	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Numeracy (S3)	89%	86%	86.7%	86.5%	% of secondary pupils achieving expected CfE level in Literacy (Level 3 or better) (2023/24): <b>Moray - 86.7%</b> <b>Scotland - 89.6%</b> <b>Benchmarking Authority rank - 6/8</b>	↓	⚠
EdS099a	Local(b)	% of leavers achieving 1+ qualification at SCQF Level 4 or better	96%	97.7%	96.2%	96.3%	Moray – 96.3% Virtual comparator – 95.0% Northern Alliance - 95.9% National – 95.8%	↑	✓
EdS413.11	Local(b)	% of leavers achieving 1+ qualification at SCQF Level 5 or better	85%	90.1%	86.9%	87.2%	Moray – 87.2% Virtual comparator – 85.9% Northern Alliance - 88.2% National – 87.4%	↑	✓
EdS413.12	Local(b)	% of leavers achieving 1+ qualification at SCQF Level 6 or better	60%	60.4%	56.6%	56.4%	Moray – 56.4% Virtual comparator – 60.3% Northern Alliance - 62.8% National – 66.5%	↓	⚠
CHN4	Nat(b)	% of pupils gaining 5+ awards at Level 5	64%	63%	62%	N/A	<b>MORAY - 62%</b> (Ranked 23rd) <b>Scotland - 66%</b> <b>Benchmarking Family Group - 64%</b>  Comparator Local Authorities - Angus - 64% Argyll & Bute - 66% East Lothian - 61% Highland - 64% Midlothian - 61% Scottish Borders - 65% Stirling - 70%	↓	⚠
CHN5	Nat(b)	% of pupils gaining 5+ awards at Level 6	34%	30%	28%	N/A	Moray - % of Pupils Gaining 5+ Awards at Level 6 (2022-23) = 28.0% (Rank 31/32 nationally and 8/8 within family)	↓	⛔

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							group) Scotland Average - 38% Stirling - 47% East Lothian - 36% Scottish Borders - 36% Argyll & Bute - 35% Midlothian - 32% Highland - 31% Angus - 29% Moray - 28%  Family group average 34% Scotland Average - 38%		
CHN12a	Nat(b)	Overall Average Total Tariff (LGBF Indicator)	971	886	841	831	<b>Family Group Rank 7/8</b> <b>National Rank 26/32</b>  Stirling 1010 East Lothian 941 Argyll & Bute 889 Scottish Borders 866 Midlothian 850 Highland 843 <i>Moray 831</i> Angus 766  <b>Family Group Average 874</b> <b>National Average 918</b>	↓	🛑
EdS413.14	Local(b)	Leavers results: % of pupils attaining 5 or more awards at SCQF Level 1 or better	Data only	85.9%	83.9%	83.8%	Moray – 83.8% Virtual Comparator – 87.4% Northern Alliance – 85.1% National – 89.0%	↓	📈


## BUILD STRONGER GREENER VIBRANT ECONOMY

Deliver the Moray Growth Deal



Focus on a wellbeing economy, one that provides opportunities for all

CP Action – Progress Moray Growth Deal: bring the remaining Moray Growth Deal projects into delivery


Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ENV500	Local	Proportion of 16-29 year olds within Moray Council (NRS MYE)	Data only	14.4%	14.6%	N/A	Not measured for Quarters					NRS 2023 mid-year population estimate (published Oct 2024) Moray - 13,778 residents aged between 16 and 29/total estimated population 94,670 = 14.55%  Scotland - 929,802 aged 16-29/total estimated population 5490100 = 16.9% (no change from previous year)	↑	

#### CP Action – Delivery of the Community Wealth Building Strategy and Action Plan





Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ENV502a	Nat(b)	Moray median gross weekly earnings - by place of work	Data only	£619.50	£647.20	£688.80	Not measured for Quarters					Data from nomisweb.co.uk. Broken down into Male - £717.40, Female - £623.10 Scotland av. £739.70 Scotland Male - £766.60 Scotland Female - £701.00	↑	
ENV502b	Nat(b)	Moray median gross weekly earnings - by place of residence	Data only	£509.80	£647.10	£638.60	Not measured for Quarters					Data from nomisweb.co.uk. Broken down: Male - £678.10, Female - £615.00 Scotland av. - £740.00 Scotland Male - £767.70 Scotland Female - £701.00	↓	

#### CP Action – Improve access to fair work, employment and training opportunities

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
ECON07	Nat(b)	SLAED-IG5 Proportion of people earning less than the living wage	9.8%	19.4%	13.8%	14.4%	Note: 24 out of 32 results are published so for this indicator only 6 authorities are regarded per quartile (ranks 1-6 highest).  <b>Family Group Rank 2/5</b> <b>National Rank 14/26</b>  Highland 9.4% Moray 14.4% Scottish Borders 14.9% East Lothian 16.2%	↓	

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							Angus 20.2% Argyll & Bute N/A Midlothian N/A Stirling N/A  <b>Family Group Average 9.4%</b> <b>National Average 10.2%</b>		

CP Action – Enable more people to work by supporting access to affordable childcare

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
GPG1.6	Nat	Gender Pay Gap – Moray being place of residence	Data only	25.6%	2.8%	N/A	Not measured for Quarters					Source – ASHE tables. Gender Pay Gap key points are estimates vary in quality, mainly reflecting the size of the samples, is defined as the difference between median men’s and women’s hourly earnings as a percentage of men’s earnings for full-time workers. Scotland’s equivalent 0.9%	↑	
GPG1.7	Nat	Gender Pay Gap – Moray being place of work	Data only	15.7%	-3.5%	N/A	Not measured for Quarters					Source – ASHE tables. Gender Pay Gap key points are estimates vary in quality, mainly reflecting the size of the samples, is defined as the difference between median men’s and women’s hourly earnings as a percentage of men’s earnings for full-time workers. Scotland’s equivalent 1.7%	↑	
ENVDV2 70	Local	Number of parents assisted through Employability partnership	Data only	76	60	192	Not measured for Quarters					Data supplied by Progress for Parents Project Officer who notes the figure can only include parents registered as ‘Single Parent’ or ‘Children Couple’ on system.	↑	
	Local	Number of Wrap Around Places available	Data only	N/A	N/A	N/A	Not measured for Quarters					New measure, collection process under development.	?	

## BUILD THRIVING, RESILIENT, EMPOWERED COMMUNITIES

Involve and empower our communities in shaping places that people want to live in, visit and invest in

Provide modern and sustainable services, housing and infrastructure that meet the needs of our communities

Create and support flourishing, healthy communities by considering climate change and biodiversity in everything we do

CP Action – Delivery of the Levelling up Fund elements of the Elgin City Centre Masterplan
















Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
EGD102	Local	No of empty properties and vacant / derelict sites in the city centre	Data only	N/A	N/A	N/A	Not measured for Quarters					New measure, collection process under development.		
EGD103	Local	No of additional residential properties in Elgin City Centre	Data only	N/A	N/A	N/A	Not measured for Quarters					New measure, collection process under development.		

CP Action – Delivery of Town Centre Improvement Plan Delivery Programme





Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
ECON09	Nat(b)	SLAED-OC8 Town Vacancy Rates	8.6%	10.6%	10.6%	14.1%	<b>Family Group Rank 6/8</b> <b>National Rank 22/32</b>  Midlothian 9.0% Scottish Borders 11.8% East Lothian 11.9% Stirling 13.1% Argyll & Bute 13.2% Moray 14.1% Highland 14.3% Angus 17.4%  <b>Family Group Average 13.1%</b> <b>National Average 12.3%</b>		

CP Action – Take a partnership approach to locality planning in priority areas of Moray to enable people to influence services and develop community action











Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ERC004	MI	Number of support agreements linked to community assets	Data Only	9	9	14	3	3	NA	8	6			
ERC036	Local	% of Support Agreements meeting at least one objective	90%		100%	N/A	Not measured for Quarters					Support agreements are reviewed regularly with group, and all have been able to progress at least one of their desired objectives. The review process allows support agreements to be reviewed, updated, or ended.		

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ERC033	Local	Increase in no of active Area Forums	4		4	N/A	Not measured for Quarters					Buckie, Forbes and Speyside are currently active as are Keith Strathisla Regeneration Partnership who are fulfilling the Area Forum role.		
ERC005	Local	% Of council services who have devolved funding to PB processes	100%	36%	36%	N/A	36%	36%	36%	NA	N/A			
ERC007	MI	Number of people engaged through PB process	Data Only	3,514	2,259	N/A	190	435	28	NA	NA	The CSU supported the final stage of the Cultural Grants PB process and facilitated a very positive voting sessions where all the projects had the chance to speak about their projects before voting. A total of £109,804 was allocated to 14 different organisations (against bids to the value of £239k from 26 organisations) The process was co-designed with the bidding organisations with voting limited to them as the key sector stakeholders.  In line with the council approach to service delivery of PB in future the CSU shared a PB toolkit for services to deliver their own projects as identified as an Audit Scotland action.		
ERC001	MI	% of people who agree with the statement 'I can influence decisions affecting my local area'	Data Only	20%	NA	NA	Not measured for Quarters					Data comes from the Scottish Household Survey. Latest data available (2021/22) shows 21% of people agreed with the statement, an increase of 6% from 2019/20.		
ERC003	Local	Number of new Community action plans in place	3	3	3	N/A	Not measured for Quarters					Plans have been produced in Lossiemouth, Keith and Forbes. Keith and Forbes plans are in place and awaiting official launch.		
ERC008	Local	% increase in number of local residents engaged in Locality Planning process (NE & Buckie)	10%	51%	38.5%	N/A	77%	38.5%	1.8%	11.2%	10.6%	Increase is calculated from corresponding quarter from previous year. 390 this quarter and 383 in Q1 2023/24.		
ERC008a	MI	Number of local residents engaged in the Locality Planning process (NE & Buckie)	Data Only	314	432	N/A	368	432	390	434	480	New Elgin saw in excess of 130 people attend the open day at the proposed new Community Hub ( The Link) which local volunteers contributed to alongside community planning partners.  The monthly Buckie Community lunches brought in 245 local residents with an average of 15 volunteers supporting each session.		

CP Action – Delivery of the Housing Investment and Affordable Housing Supply Programmes

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
H1.10a	Local	Number of affordable housing completions at end of current FY	Data only	146	97	N/A	Not measured for Quarters							
H1.10b	Local	Number of site starts for affordable housing in current FY	100	N/A	N/A	N/A	Not measured for Quarters							

CP Action – Tackle the affordability and standard of our learning estate to ensure sustainability while meeting climate requirements

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value		Value	Value	Value	Value			
EdS100	Local(b)	% of schools that are rated B or better for condition	50.9%	46.3%	41%	N/A	Not measured for Quarters					Reduction as per risk identified previously. No actual changes to schools rather updated survey information is now accurate Based on 53 schools (reduction due to closure of Inveravon PS) with 31 categorized within last 5 years as less than B Condition. (6 schools still be complete survey updates)		
EdS101	Local(b)	% of schools that are rated B or better for suitability	100%	98.1%	100%	N/A	Not measured for Quarters					Buckie High School survey now complete. All Moray schools now rated B or better. 5 year survey cycle to commence in 24/25		
ERC010	Local	Spare building capacity %	25%	N/A	27%	N/A	Not measured for Quarters					Primary School Roll (2023) 6677 pupils against overall planning capacity of 9913 = 67% primary school capacity utilised Secondary School Roll (2023) 5458 pupils against overall planning capacity of 6658 = 81% secondary school capacity utilised33%		
ERC011	Local	% schools with approved asset management plans	10%	5.5%	5.5%	N/A	5.5%	5.5%	5.5%	7.5%	N/A	School condition survey to complete Q4 2024/25 will inform development of plans. External consultant appointed to commence development of detailed asset plans for up to 10 schools over next 6months – with further planned for 2025/26.		
ERC032	Local	% ASG options reviews completed	30%	N/A	10%	N/A	Not measured for Quarters					On plan. Forres ASG engagement complete – report to be drafted. Buckie ASG in progress.		

CP Action – Sustainability, environmental, climate change / biodiversity considerations are incorporated within existing projects and specifically considered in committee reports

Code	Code	Short Name	Current	2021/22	2022/23	2023/24	Latest Note	Short	Status
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			Target	Value	Value	Value		Term Trend Arrow	
CLIM01	Nat(b)	CO2 emissions area wide per capita	3.85t	5.11t	4.64t	N/A	<b>Family Group Rank - 3/8</b> <b>National Rank - 19/32</b>  Comparator Benchmarking: East Ayrshire - 3.70 East Lothian - 10.02 Fife - 7.81 <b>Moray - 4.64</b> North Ayrshire - 4.64 Perth & Kinross - 4.68 South Ayrshire - 4.39 Stirling - 4.15  <b>Family Group Average - 5.5</b> <b>National Average - 4.81</b>	↓	▲
CLIM02	Nat(b)	CO2 emissions area wide : emissions within scope of LA per capita	3.87t	7.39t	6.94t	N/A	<b>Family Group Rank - 8/8</b> <b>National Rank - 32/32</b>  Comparator Benchmarking: East Ayrshire - 4.13 East Lothian - 4.25 Fife - 4.33 <b>Moray - 6.94</b> North Ayrshire - 4.97 Perth & Kinross - 5.90 South Ayrshire - 5.11 Stirling - 5.74  <b>Family Group Average - 5.17</b> <b>National Average - 4.27</b>	↑	●

## STRATEGIC DELIVERY FRAMEWORK

Financial Strategy / Workforce Strategy / Digital Strategy / Transformation Plan/Strategy / Performance Management Framework

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CORP3b	Nat(b)	% of the highest paid 5% employees who are women	62.3%	62.7%	59.5%	61.2%	<b>Family Group Rank 4/8</b> <b>National Rank 10/32</b>  North Ayrshire 64.7% South Ayrshire 63.2% Fife 61.7% <i>Moray 61.2%</i>	↑	▲

Code	Code	Short Name	Current Target	2021/22	2022/23	2023/24	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							Stirling 60.9% East Ayrshire 58.7% Perth & Kinross 56.4% East Lothian 54.9%  <b>Family Group Average 60.2%</b> <b>National Average 59.8%</b>		
CORP3c	Nat(b)	The gender pay gap (%)	0.2%	7.0%	5.3%	4.6%	<b>Family Group Rank 7/7</b> <b>National Rank 29/32</b>  North Ayrshire N/A East Ayrshire 4.0% Perth & Kinross 2.1% Stirling 1.6% East Lothian 0.5% Fife 0.2% South Ayrshire -0.1% Moray 4.6%  <b>Family Group Average Average 0.5%</b> <b>National Average 1.7%</b>	↑	🛑

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
FS215	Local	Participatory Budgeting activity - 1% target	100%	23.99%	23.12%	N/A	27%	23.12%	5.07%	5.07%	10.05%	% relates to funding allocated during 2024/25: Q3: £30k for Tomnavoulin Park (Glenlivet), Q3: £78k for Letterfourie Park (Buckie) Q1: £110k for Arts and Culture from UK Shared Prosperity Funding	↑	🛑
ERC006a	MI	PB funding spend within period	Data only	£145000	£225000	N/A	£20000	£91000	£110000	£0	£108000	£108k spend during Q3 on play park upgrades - £30k for Tomnavoulin Park (Glenlivet) - £78k for Letterfourie Park (Buckie)	↑	📈
ERC006	MI	% Increase in the amount of council spend allocated through PB	Data only	12.4%	10.9%	N/A	6.5%	10.9%	5.07%	0%	4.98%	The increase in spend since quarter 2 has been on the 2 play park upgrades in Tomnavoulin and Letterfourie.	↑	📈
FS214	Local	Total council budget subject to Participatory Budgeting	Data only	£1,975,000	£2,060,000	£2,170,180	Not measured for Quarters					The 1% target for 2024-25 is £2.17m	↑	📈
FS216	Local	Number of Participatory Budgeting activities (Cumulative for the year)	Data only	12	10	N/A	11	10	1	1	3	Activity so far in 2024/25 includes: - Tomnavoulin Park (Glenlivet) - Letterfourie Park (Buckie)	↑	📈

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Q3 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
												- UK Shared Prosperity Funding		