2025-26 Quarter to December 2025 EDUCATION

Performance Report – Service Plan 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				

Strategic Level Priorities
Getting it right for every child so that we continue to improve attainment for all

Code	Code	Short Name	Current Target	2022/23 Value	2023/24 Value	2024/25 Value	Latest Note	Short Term Trend Arrow	Status
SSE003	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Literacy (S3)	Data Only	86.0%	87.4%	87.1%	**Moray - 87.1%** **Scotland - 89.8%**	⬇️	📈
SSE004	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Numeracy (S3)	Data Only	86.7%	86.5%	86.4%	**Moray - 86.4%** **Scotland - 90.9%**	⬇️	📈
SSE003a	Nat(b)	Curriculum for Excellence - % of pupils achieving level 4 in Literacy (S3)	Data Only	54.3%	61.1%	63.9%	**Moray – 63.9%** **Scotland – 63.1%**	⬆️	📈
SSE004	Nat(b)	Curriculum for Excellence - % of pupils achieving level 4 in Numeracy (S3)	Data Only	58.5%	63.0%	62.1%	**Moray – 62.1%** **Scotland – 68.0%**	⬇️	📈

Code	Code	Short Name	Current Target	2022/23 Value	2023/24 Value	2024/25 Value	Latest Note	Short Term Trend Arrow	Status
CHN4	Nat(b)	% of Pupils gaining 5+ awards at level 5	70%	62%	62%	March 2026	**Family Group Rank 6/8** **National Rank 25/32** Stirling 70% East Lothian 62 Argyll & Bute 66% Scottish Borders 64% Midlothian 65% Highland 63 *Moray 62%* Angus 58 **Family Group Average 64%** **National Average 67%**	▬	🔴
CHN5	Nat(b)	% of Pupils gaining 5+ awards at level 6	40%	28%	30%	March 2026	**Family Group Rank 7/8** **National Rank 28/32** Stirling 47% East Lothian 40% Argyll & Bute 37% Scottish Borders 38% Midlothian 37 Highland 32% *Moray 30%* Angus 27% **Family Group Average 36%** **National Average 39%**	⬆	🔴
EdS099a	Local	Leaver results: % leavers achieving 1 + qualification at SCQF Level 4 or better	94-96%	96.2%	96.3%	February 2026	Moray – 96.3% Virtual comparator – 95.0% Northern Alliance – 95.9% National – 95.8%	⬆	✅
EdS413.11	Local(b)	Leaver results: % of leavers achieving 1+ qualification at SCQF Level 5 or better	85-88%	86.9%	87.2%	February 2026	Moray – 87.2% Virtual comparator – 85.9% Northern Alliance - 88.2% National – 87.4%	⬆	✅
EdS413.12	Local(b)	Leaver results: % of leavers achieving 1+ qualification at SCQF Level 6 or better	60-64%	56.6%	56.4%	February 2026	Moray – 56.4% Virtual comparator – 60.3% Northern Alliance – 62.8% National – 66.5%	⬇	🔴
EdS413.14	Local	Leavers results: % pupils attaining 5 or more awards at SCQF Level 1 or better	Data Only	83.8%	82.6%	February 2026	Moray - 82.6% Virtual Comparator - 86.2% Northern Alliance - 84.4% National - 88.4%	⬇	📈
EdS413.02c	Nat(b)	Leaver results: % of leavers achieving 5+ awards at SCQF level 5 or above	Data Only	62%	61.9%	February 2026	Moray – 61.9% Virtual comparator – 62.1% Northern Alliance - 65.9% National – 66.6%	⬇	📈

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
EdS413.02d	Nat(b)	Leaver results: % of leavers achieving 5+ awards at SCQF level 6 or above	Data Only	28.4%	**30.4%**	February 2026	Moray – 30.4% Virtual comparator – 32.9% Northern Alliance - 35.3% National – 39.0%	⬆	📈
CHN12a	Nat(b)	Overall Average Total Tariff	938	841	825	**829**	**Family Group Rank 6/8** **National Rank 26/32** Stirling 1058 Scottish Borders 907 Midlothian 876 East Lothian 864 Argyll & Bute 860 *Moray 829* Highland 803 Angus 758 **Family Group Average 869** **National Average 922**	⬆	🔴
EdS412.25	Local	S4 results: % pupils attaining Level 4 literacy and numeracy	Data Only	86.2%	76.2%	**81.4%**	Moray - 81.4% Virtual comparator - 86.2% National result - 86.2%	⬆	📈
EdS412.26	Local	S4 results: % pupils attaining Level 5 literacy and numeracy	Data Only	62.6%	53.3%	**53.3%**	Moray - 53.3% Virtual comparator - 64.4% National - 63.6%	▬	📈

Strategic Level Priorities **Early intervention addressing whole family well-being to ensure that children can reach their full potential**									
Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN21	Nat(b)	Participation rate for 16-19 year olds (%)	95.0%	94.5%	93.1%	**94.3%**	**Family Group Rank 6/8** **National Rank 12/32** Scottish Borders 95.3% Stirling 95.1% Highland 95.0% East Lothian 94.8% Argyll & Bute 94.6% *Moray 94.3%* Midlothian 93.9% Angus 91.5% **Family Group Average 94.3%** **National Average 93.3%**	⬆	🔺

Code	Code	Short Name	Current Target	2022/23 Value	2023/24 Value	2024/25 Value	Latest Note	Short Term Trend Arrow	Status
CHN11	Nat(b)	Proportion of pupils entering positive destinations	95.2%	95.1%	**93.8%**	March 2026	**Family Group Rank 7/8** **National Rank 30/32** 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% **Family Group Average 95.2%** **National Average 95.7%**	⬇	🛑
CHN19a	Nat(b)	School attendance rates (per 100 pupils)	91.5%	91.2%	90.8%	**91.2%**	**Family Group Rank 6/8** **National Rank 16/32** Stirling 92.4% East Lothian 92.3% Scottish Borders 92.1% Angus 91.5% Midlothian 91.5% *Moray 91.2%* Argyll & Bute 90.7% Highland 90.1% **Family Group Average 91.5%** **National Average 91.0%**	⬆	🔺
CHN19b	Nat(b)	School attendance rate (LAC, %)	86.6%	83.4%	**82.0%**	March 2026	**Family Group Rank 7/8** **National Rank 26/32** East Lothian 88.0% Midlothian 87.7% Stirling 86.9% Argyll & Bute 86.3% Angus 85.6% Scottish Borders 85.6% Moray 82.0% Highland 79.9% **Family Group Average 85.2%** **National Average 83.7%**	⬇	🛑
CHN20a	Nat(b)	School exclusion rates (per 1,000 pupils)	8.6	20.2	N/A	**17.1**	**Family Group Rank 4/8** **National Rank 18/32** Argyll & Bute 7.7 Scottish Borders 8.8 Stirling 10.1 *Moray 17.1* Highland 17.1	⬆	🔺

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							East Lothian 20.1 Midlothian 20.5 Angus 20.6 **Family group average 15.2** **Scotland Average 15.2**		
CHN20b	Nat(b)	School exclusion rates (per 1,000 'looked after pupils')	Data Only	**156.0**	N/A	February 2026	**Family Group Rank 6/8** **National Rank 25/32** Argyll & Bute 16.0 Stirling 20.7 Midlothian 37.0 East Lothian 43.2 Scottish Borders 60.6 *Moray 156.0* Highland 204.3 Angus 278.8 **Family Group Average 102.1** **National Average 96.9**	❓	❓
CHN13a	Nat(b)	Curriculum for Excellence - % of pupils achieving expected level in Literacy, (P1, P4 and P7 combined)	79.1%	67.9%	70.6%	**72.7%**	**Family Group Rank 6/8** **National Rank 21/32** Angus 78.8% Stirling 76.7% Midlothian 76.6% East Lothian 74.5% Scottish Borders 73.0% *Moray 72.7%* Argyll & Bute 72.5% Highland 69.0% **Family Group Average 74.2%** **National Average 74.5%**	⬆	🔺
CHN13b	Nat(b)	Curriculum for Excellence - % of pupils achieving expected level in Numeracy (P1, P4 and P7 pupils combined)	83.4%	75.5%	76.5%	**76.9%**	**Family Group Rank 7/8** **National Rank 27/32** Angus 83.4% Stirling 81.3% Midlothian 80.2% Argyll & Bute 79.9% Scottish Borders 79.8% East Lothian 79.3% *Moray 76.9%* Highland 74.5% **Family Group Average 79.4%** **National Average 80.3%**	⬆	🛑

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN14a	Nat(b)	Literacy Attainment Gap (P1,4,7 Combined) - percentage point gap between the least deprived and most deprived pupils	23.7	32.1	N/A	**N/A**	*(Sustainable Development indicator) (2023/24 and 2024/25 Moray data not being published due to supressed figures / low numbers)*	?	?
CHN14b	Nat(b)	Numeracy Attainment Gap (P1,4,7 Combined) - percentage point gap between the least deprived and most deprived pupils	23.7	26.6	N/A	**N/A**	*(Sustainable Development indicator) (2023/24 and 2024/25 Moray data not being published due to supressed figures / low numbers)*	?	?
CHN3	Nat(b)	Cost per Pre-School Education Registration	Data Only	£11,270	£10,197	**£10,410**	**Family Group Rank 2/8** **National Rank 4/32** East Lothian £7,913 *Moray £10,410* Midlothian £10,519 Scottish Borders £11,646 Highland £11,840 Angus £12,511 Stirling £16,004 Argyll & Bute £16,894 **Family Group Average £12,217** **National Average £12,083**	⬇	✅
CHN17	Nat(b)	Proportion of children meeting developmental milestones	85.3%	87.3%	**83.5%**	March 2026	**Family Group Rank 7/8 (2023/24)** **National Rank 16/32** East Lothian - 87.9% Scottish Borders - 87.4% Argyll & Bute – 87.3% Highland – 87.2% Midlothian - 85.3% Stirling – 84.5% Moray – 83.5% Angus - 82.9% **Family Group Average 85.7%** **Scotland Average – 83.3%**	⬇	🔺
CHN18	Nat(b)	Proportion of funded early years provision which is graded good/better	94.4%	87.5%	84.1%	**84.0%**	**Family Group Rank 7/8** **National Rank 27/32** Angus 97% Stirling 95% Argyll & Bute 91% Scottish Borders 91% Midlothian 89% East Lothian 85% *Moray 84%* Highland 81% **Family Group Average 89.1%** **National Average 89.0%**	⬇	🛑

Service Level Priorities
Curriculum

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
EdS413.01a	Local(b)	Leaver results: % of leavers attaining level 4 Literacy and Numeracy	Data Only	89.4%	**87.0%**	March 2026	Moray – 87.0% Virtual comparator – 87.2% Northern Alliance – 87.5% National – 88.4%	⬇	📈
EdS413.01a	Local(b)	Leaver results: % of leavers attaining level 4 Literacy	92.4%	94.9%	**93.1%**	March 2026	Moray – 93.1% Virtual comparator – 92.4% Northern Alliance - 93.3% National – 93.2%	⬇	✅
EdS413.01b	Local(b)	Leaver results: % of leavers attaining level 4 Numeracy	89.6%	91.0%	**89.7%**	March 2026	Moray – 89.7% Virtual comparator – 89.6% Northern Alliance – 89.7% National – 90.5%	⬇	✅

Service Level Priorities
Equity and Improving Outcomes for All

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN6	Nat(b)	% of pupils from 20% most deprived areas gaining 5+ awards at level 5	51%	52%	**31%**	March 2026	**Family Group Rank 8/8** **National Rank 28/32** Midlothian - 50% Argyll & Bute - 45.0% Scottish Borders - 45% Stirling - 44% Highland - 40% East Lothian - 36% Angus - 35% *Moray - 31%* **Family group average 41.0%** **Scotland Average - 50.0%**	⬇	🛑
CHN7	Nat(b)	% of pupils from 20% most deprived areas gaining 5+ awards at level 6	23%	12%	**N/A**	February 2026	*(2024/25 Moray data not published due to supressed figures / low numbers)*	❓	❓
CHN12b	Nat(b)	Average Total Tariff SIMD Quintile 1	666	571	378	**720**	**Family Group Rank 1/8** **National Rank 5/32** *Moray 720* Scottish Borders 569 Stirling 568	⬆	✅

Code	Code	Short Name	Current Target	2022/23 Value	2023/24 Value	2024/25 Value	Latest Note	Short Term Trend Arrow	Status
							Argyll & Bute 561 Midlothian 552 Angus 527 Highland 463 East Lothian 386 **Family Group Average 543** **National Average 655**		
CHN12c	Nat(b)	Average Total Tariff SIMD Quintile 2	835	581	620	**639**	**Family Group Rank 6/8** **National Rank 27/32** Stirling 822 Scottish Borders 770 Midlothian 733 Highland 675 East Lothian 641 *Moray 639* Argyll & Bute 636 Angus 561 **Family Group Average 685** **National Average 772**	⬆	🛑
CHN12d	Nat(b)	Average Total Tariff SIMD Quintile 3	968	820	780	**768**	**Family Group Rank 8/8** **National Rank 30/32** Stirling 897 Highland 855 Scottish Borders 854 East Lothian 841 Midlothian 831 Argyll & Bute 823 Angus 797 *Moray 768* **Family Group Average 833** **National Average 895**	⬇	🛑
CHN12e	Nat(b)	Average Total Tariff SIMD Quintile 4	1,149	921	917	**902**	**Family Group Rank 6/8** **National Rank 29/32** Stirling 1166 Midlothian 1101 Argyll & Bute 1030 East Lothian 1016 Scottish Borders 971 *Moray 902* Highland 895 Angus 848 **Family Group Average 991** **National Average 1049**	⬇	🛑

Code	Code	Short Name	Current Target	2022/23 Value	2023/24 Value	2024/25 Value	Latest Note	Short Term Trend Arrow	Status
CHN12f	Nat(b)	Average Total Tariff SIMD Quintile 5	1,258	977	970	**993**	**Family Group Rank 7/8** **National Rank 28/32** Stirling 1,300 Scottish Borders 1,258 Argyll & Bute 1,215 East Lothian 1,125 Midlothian 1,090 Highland 1,076 *Moray 993* Angus 991 **Family Group Average 1,131** **National Average 1,269**	⬆	🛑
SAL01	Local	% of schools inspected in current session (full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI3.1 – Ensuring Wellbeing, Equality and Inclusion)	100%	0%	50%	**100%**	2024/25 6 inspections – all received satisfactory or better	⬆	✅
SAL02	Local	% of ELC settings inspected in current session (full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI 3.1 – Ensuring Wellbeing, Equality and Inclusion)	100%	-	100%	**100%**	2024/25 1 HMIE inspection – ELC setting achieved very good for QI3.1	➖	✅
EDU-HWB01	Local(b)	Primary: Improving Attendance Rate	Data Only	92.7%	92.5%	**93.3%**	*(Core Stretch Aim indicator)*	⬆	📈
EDU-HWB02	Local(b)	Primary: Reducing Exclusions (*per 1,000 pupils)	Data Only	2.9	3.6	**8.4**	56 exclusion incidents recorded in 2024-25 (up by 32 from 2023-24) giving a rate of 3.6 per 1,000 primary pupils. *(Core Stretch Aim indicator)*	⬇	📈
EDU-HWB03	Local(b)	Secondary: Improving Attendance Rate	Data Only	88.9%	88.2%	**88.1%**	*(Core Stretch Aim indicator)*	⬇	📈
EDU-HWB04	Local(b)	Secondary: Reducing Exclusions (*per 1,000 pupils)	Data Only	42.1	38.1	**28.1**	154 exclusion incidents recorded in 2024-25 (down by 54 from 2023-24) giving a reduced rate of 28.1 per 1,000 secondary pupils. *(Core Stretch Aim indicator)*	⬆	📈
EDU-HWB05	Local(b)	Secondary: Improving Attendance Rate (Free School Meals)	Data Only	80.1%	78%	**78.9%**	*(Core Stretch Aim indicator)*	⬆	📈

Service Level Priorities
Leadership and Empowerment

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Latest Note	Short	Status

Code	Code		Target	Value	Value	Value		Term Trend Arrow	
LEAD1.1	Local	Number of practitioners undertaking Leadership and Management programmes (Moray)	20	N/A	36	**28**	28 Education staff undertook a Leadership and Management programmes during 2024/25	⬇	✅
LEAD1.2	Local	Number of practitioners undertaking external Professional Learning and Leadership programmes (Education Scotland)	20	38	34	**31**	31 Education staff undertook external Professional Learning and Leadership programmes, including 11 taking a Post Graduate Diploma.	⬇	✅
LEAD1.3	Local	Total number of staff holding the Standard of Headship	60	60	60	**69**	The number of teachers holding the Standard of Headship increased to 69 during 2024/25.	⬆	✅
LEAD1.4	Local	Number of staff achieving the Standard of Headship in current session	5	4	2	**5**	5 teachers achieved their Standard of Headship during 2024/25.	⬆	✅
LEAD1.5	Local	Number of teaching staff gaining a promoted post in current session	40	61	72	**64**		⬇	✅
LEAD1.6	Local	% of ELC settings inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI1.3 – Leadership of Change)	Data Only	100%	-	**100%**	2024/25 1 HMIE full model inspection – ELC setting achieved satisfactory for QI1.3	⬆	📊
LEAD1.7	Local	% of schools inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI1.3 – Leadership of Change)	Data Only	-	50%	**80%**	2024/25 5 full model inspections – 4 received satisfactory or better for Q1.3	⬆	📊

Service Level Priorities
Learning Teaching and Assessment

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
LTA1.1	Local	% of schools inspected in current session (HGIOS4 full model inspection/short model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI 2.3 – Learning, Teaching and Assessment)	Data Only	25%	73%	**100%**	2024/25 7 inspections – all received satisfactory or better	⬆	📊
LTA1.2	Local	% of schools inspected in current session (HGIOS4 full model inspection/short model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI 3.2 – Raising Attainment and Achievement)	Data Only	-	64%	**100%**	2024/25 7 inspections – all received satisfactory or better	⬆	📊
LTA1.4	Local	% of ELC settings with a good or better grading for HGIOELC (QI 2.3 Learning,	Data Only	100%	100%	**100%**	2024/25 4 HMIE inspections - all ELC settings	▬	📊

Code	Code	Short Name	Current Target	2022/23 Value	2023/24 Value	2024/25 Value	Latest Note	Short Term Trend Arrow	Status
		Teaching and Assessment)					achieved good or better for Quality Indicator 2.3 (Learning, Teaching and Assessment)		
LTA1.5	Local	% of ELC settings with a good or better grading for HGIOELC (QI 3.2 (Securing Children's Progress)	Data Only	100%	100%	**100%**	2024/25 4 HMIE inspections - all ELC settings achieved good or better for Quality Indicator 3.2 (Securing Children's Progress)	▬	📊

Service Level Priorities
Reviewing Additional Support Needs

Code	Code	Short Name	Current Target	2022/23 Value	2023/24 Value	2024/25 Value	Latest Note	Short Term Trend Arrow	Status
SAL03	Local	Number of Violence and Aggression incidents (Education)	Data Only	2,824	3,145	**3,321**	Primary / Nursery incidents – 2,806 Secondary incidents - 515	⬇	📊
EdS099b	Local	% Looked After school leavers with 1 or more qualification at SCQF Level 4 or better	Data Only	75%	**60%**	March 2026	Moray – 60% (12 of 20 LAC leavers achieved 1 or more awards @ SCQF Level 4) Virtual comparator – 81.5% Northern Alliance - 67.7% Scotland - 78.7%	⬇	📊
EdS097	Local	% Looked after children leavers who enter education, employment or training following school	Data Only	58.3%	**70%**	March 2026	Moray – 70.0% (20 leavers) Virtual comparator – 91.0% Northern Alliance – 77.2% Scotland – 87.2%	⬆	📊
EdS098	Local	% leavers with additional support needs who enter a positive destination	Data Only	92.3%	**90.4%**	March 2026	Moray – 90.4% (478leavers) Virtual comparator - 93.6% Northern Alliance – 93.0% Scotland – 93.3%	⬇	📊

Service Level Priorities
Health & Wellbeing

Code	Code	Short Name	Current Target	2023/24 Value	2024/25 Value	2025/26 Value	Q2 2024/25 Value	Q3 2024/25 Value	Q4 2024/25 Value	Q1 2025/26 Value	Q2 2025/26 Value	Latest Note	Short Term Trend Arrow	Status
H&WEDU 1.1	Local	Sickness absence days lost (Service) Education	Data Only	N/A	1,086		183	303	337	262	**N/A**	PRIMARY – 123 days SECONDARY – 102 days OTHER SERVICE – 45 days	⬆	📊

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q2 2024/25	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
H&WEDU 1.2	Local	% of Sickness absence (Service) Education	Data Only	N/A	6.0		4.1	6.8	7.4	5.8	**N/A**	EDUCATION percentage absence at 5.8% is below Moray council average in Q1 od 6.07%	⬆	📈
CORP6a	Nat(b)	Sickness absence days per teacher	7.4	9.6	10.8		**10.8 (2024/25)**			Annual		**Family Group Rank 8/8** **National Rank 32/32** South Ayrshire 5.9 Perth & Kinloss 7.5 East Lothian 7.7 Fife 8.4 Stirling 8.5 East Ayrshire 8.9 North Ayrshire 9.3 *Moray 10.8* **Family Group Average 8.4** **National Average 7.8**	⬇	🔴