

2025-26 Quarter to March People, Change & Community Strategy 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				

1. Strategic Level Priorities - (L) Empowering & connecting communities. (CP) Building Thriving, Resilient, Empowered Communities 1.1 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	2023/24	2024/25	2025/26	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	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	21	11	7	8	10	11	N/A			
ERC036	Local	% of Support Agreements meeting at least one objective	90%	100%	100%	N/A	Not measured for Quarters	Not measured for Quarters						

ERC001	MI	% of people who agree with the statement 'I can influence decisions affecting my local area'	Data Only	24%	N/A	N/A	Not measured for Quarters	Not measured for Quarters				Data comes from the Scottish Household Survey based on 240 Libraries - Base. Scotland - 19% Angus - 13% Argyll & Bute - 13% East Lothian - 24% Highland - 17% Midlothian - 18% Scottish Borders - 27% Stirling - 18%	↑	
ERC003	Local	Number of new Community action plans in place	3	3	3	N/A	Not measured for Quarters	Not measured for Quarters					▬	✓
ERC008	Local	% increase in number of local residents engaged in Locality Planning process (NE & Buckie)	10%	38.5%	17.9%	20%	17.9%	23.5%	6.5%	30%	N/A		↑	✓
ERC008a	MI	Number of local residents engaged in the Locality Planning process (NE & Buckie)	Data Only	432	556	953	556	687	732	953	N/A		↑	



1. Strategic Level Priorities - (L) Empowering & connecting communities. (CP) Building Thriving, Resilient, Empowered Communities
1.2 (CP) Strategic Framework; Financial, Workforce, Digital, Transformation Strategies. Performance Management Framework.

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
CORP3b	Nat(b)	% of the highest paid 5% employees who are women	62.3%	61.2%	62.3%	Not yet Published	Not measured for Quarters	Not measured for Quarters				Family Group Rank 3/8 National Rank 8/32 North Ayrshire 63.9% South Ayrshire 63.1% Moray 62.3% Fife 61.6% East Ayrshire 58.7%	↑	✓

													Stirling 58.5% Perth & Kinross 54.7% East Lothian 54.5%		
													Family Group Average 59.7% National Average 60.3%		
CORP3c	Nat(b)	The gender pay gap (%)	-0.7%	4.6%	4.0%	Not yet Published	Not measured for Quarters	Not measured for Quarters					Perth & Kinross -1.9% South Ayrshire -1.3% Fife -0.3% Stirling -0.2% North Ayrshire 0.3% East Lothian 0.7% Moray 4.0% East Ayrshire 4.5%	↑	⬮
													Family Group Rank 7/8 National Rank 29/32		
													Family Group Average 0.7% National Average 1.4%		

2. Service Level Priorities														
2.1 Youth Work														
Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value				
ERC023	Local	Increase the % of youth engagement and participation	20%	13.3%	27.8%	55%	27.8%	24.1%	-35%	55%	N/A		↑	✅
ERC023a	MI	Number of young people engaged in Youth Work activities	Data Only	948	1,125	659	1,125	1,397	903	1,401	659		↓	📊

2. Service Level Priorities
 2.2 Health and Wellbeing (HR&OD)

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
HRICTOD001	MI	Sickness absence days lost per FTE (People, Change & Community Strategy)	Data Only		25.44	17.34	6.35	7.58	4.96	7.74	9.83	<p>****Due to Service restructure data is ONLY comparable with Q3 2025/26****</p> <p>A total of 185.9 days were lost due to sickness, equating to 9.83 per FTE. 66% due to long-term absence.</p>	↓	
HRICTOD001a	MI	% of Sickness absence per FTE (People, Change & Community Strategy)	Data Only		2.54%	2.38%	2.57%	3.08%	2.03%	4.34%	4.92	<p>****Due to Service restructure data is ONLY comparable with Q3 2025/26****</p> <p>% Absence is below Moray Council average of 6.55%</p>	↓	
HROD006	Local	Number of Violence and Aggression Incidents reported (target based on previous 3 years average per quarter)	827	3,775	3,766	2,922	1,191	918	1,166	838	N/A	<p>Target reviewed and amended for 2025/26 based on previous 3 years average (3307), per quarter (827).</p> <p>Education - 689 (Term 2) H&S Corporate - 4 Care Facility - 145</p>	↑	