

2025-26 Quarter to March 2026 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	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
SSE003	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Literacy (S3)	84-87%	86%	87.4%	87.1%	Moray - 87.1% National average - 89.8%		
SSE004	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Numeracy (S3)	87-89%	86.7%	86.5%	86.4%	Moray - 86.4% National average - 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% National average - 63.1%		
SSE004a	Nat(b)	Curriculum for Excellence - % of pupils achieving level 4 in Numeracy (S3)	Data Only	58.5%	63%	62.1%	Moray - 62.1% National average - 68.0%		

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN4	Nat(b)	% of Pupils gaining 5+ awards at level 5	72%	62%	62%	64%	Family Group Rank 5/8 National Rank 22/32 Stirling - 73% Scottish Borders - 69% Midlothian - 68% East Lothian - 66% Moray - 64% Argyll & Bute - 64% Angus - 63% Highland - 63% Family Group Average 66% National Average 69%	↑	⚠
CHN5	Nat(b)	% of Pupils Gaining 5+ awards at Level 6	44%	28%	30%	31%	Family Group Rank 7/8 National Rank 23/32 Stirling - 51% Midlothian - 42% East Lothian 40% Scottish Borders - 40% Moray - 31% Argyll & Bute - 31% Highland - 31% Angus 28% Family Group Average 40% National Average 41%	↑	⚠
EdS099a	Local	% school leavers achieving 1 + qualification at SCQF Level 4 or better	95-97%	96.2%	96.3%	96.1%	Moray – 96.1% (-) Virtual comparator – 95.4% (+0.4) Northern Alliance - 95.9% (-0.9) National – 95.8% (-0.2)	↓	✅
EdS413.11	Local(b)	Leaver results: % of leavers achieving 1+ qualification at SCQF Level 5 or better	86-90%	86.9%	87.2%	85.2%	Moray – 85.2% (-2.0) Virtual comparator – 87.2% (+1.2) Northern Alliance - 87.3% (-0.9) National – 88.0% (+0.6)	↓	⚠
EdS413.12	Local(b)	Leaver results: % of leavers achieving 1+ qualification at SCQF Level 6 or better	62-65%	56.6%	56.4%	60.5%	Moray – 60.5% (+4.1) Virtual comparator – 64.4% (+4.0) Northern Alliance - 63.5% (+0.7) National – 68.3% (+1.8)	↑	⚠
EdS413.14	Local(b)	Leavers results: % pupils attaining 5 or more awards at SCQF Level 1 or better	88-93%	83.8%	82.6%	81.7%	Moray - 81.7% (-0.9) Virtual Comparator - 88.5% (+2.3) Northern Alliance - 83.8% (-0.6) National - 88.9% (+0.5)	↓	🔴
EdS413.02c	Nat(b)	Leaver results: % of leavers achieving 5+ awards at SCQF level 5 or above	Data Only	62%	61.9%	64%	Moray – 64.0% (+3.1) Virtual comparator – 66.4% (+4.3) Northern Alliance - 66.1% (+0.2) National – 68.6% (+2.0)	↑	📊







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%	31.5%	Moray – 31.5% (+1.1) Virtual comparator – 37.2% (+4.5) Northern Alliance - 35.4% (+0.1) National – 40.8% (+1.8)	↑	
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 <i>Moray 829</i> 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% (+5.2) Virtual comparator - 86.2% (+2.0) National result - 86.2% (+2.1)	↑	
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% (+3.8) National - 63.6% (+4.0)	▬	

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			
CHN13a	Nat(b)	% of P1, P4 and P7 pupils achieving expected CFE level in Literacy	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% <i>Moray 72.7%</i> Argyll & Bute 72.5% Highland 69.0% Family Group Average 74.2% National Average 74.5%	↑	

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN13b	Nat(b)	% of P1, P4 and P7 pupils achieving CFE level in Numeracy	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%		
CHN14a	Nat(b)	Literacy Attainment Gap (P1,4,7 Combined)	23.7	32.1	N/A	N/A	(Sustainable Development indicator) 2023/24 Moray data not being published due to suppressed figures / low numbers		
CHN14b	Nat(b)	Numeracy Attainment Gap (P1,4,7 Combined)	19	26.6	N/A	N/A	(Sustainable Development indicator) 2023/24 Moray data not being published due to suppressed figures / low numbers		
CHN3	Nat(b)	Cost per Pre-School Education place	£11,640	£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 £12,174 National Average £12,055		
CHN17	Nat(b)	Proportion of children meeting developmental milestones	87.0%	87.3%	83.5%	81.7%	Family Group Rank 7/8 National Rank 24/32 East Lothian – 88.2% Scottish Borders - 87.0% Highland - 87.2% Midlothian - 85.6% Argyll & Bute 85.4% Stirling – 85.3%		

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							Moray – 81.7% Angus – 80.1% Family group average 85.7% Scotland Average - 83.3%		
CHN18	Nat(b)	Proportion of funded early years provision which is graded good/better	95%	87.5%	84.1%	84%	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%	↓	⬮
CHN11	Nat(b)	Proportion of pupils entering positive destinations	95.2%	95.1%	93.8%	93.5%	Family Group Rank 7/8 National Rank 30/32 Scottish Borders 97.0% East Lothian 97.9% Scottish Borders 97.0% Stirling 95.7% Midlothian 95.4% Angus 94.9% Argyll & Bute 94.8% Moray 93.5% Highland 93.5% Family Group Average 95.3% National Average 95.7%	↓	⬮
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%	↑	⬮









Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							Family Group Average 94.3% National Average 93.3%		
CHN19a	Nat(b)	School attendance rate (per 100 pupils)	92.1%	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% <i>Moray 91.2%</i> Argyll & Bute 90.7% Highland 90.1% Family Group Average 91.5% National Average 91.0%		
CHN19b	Nat(b)	School attendance rate (per 100 'looked after pupils')	86.7%	83.4%	82.0%	N/A	2023-24 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% <i>Moray 82.0%</i> 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 <i>Moray 17.1</i> Highland 17.1 East Lothian 20.1 Midlothian 20.5 Angus 20.6		




Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							Family group average 15.2 Scotland Average 15.2		
CHN20b	Nat(b)	School exclusion rates (per 1,000 'looked after pupils')	37.0	156.0	N/A	N/A	Awaiting 2024-25 data		








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			
EdS413.01	Nat(b)	Leaver results: % of leavers attaining level 4 Literacy and Numeracy	Data Only	89.4%	87%	87.5%	Moray – 87.5% (+0.5) Virtual comparator – 88.6% (+1.4) Northern Alliance – 87.6% (+0.1) National – 88.9% (+0.5)		
EdS413.01 a	Local(b)	Leaver results: % of leavers attaining level 4 Literacy	Data Only	94.9%	93.2%	94.7%	Moray – 94.7% (+1.5) Virtual comparator – 93.0% (+0.3) Northern Alliance – 93.1% (-0.3) National – 93.1% (-0.3)		
EdS413.01 b	Local(b)	Leaver results: % of leavers attaining level 4 Numeracy	Data Only	91%	89.7%	88.8%	Moray – 88.8% (-0.9) Virtual comparator – 90.8% (+1.2) Northern Alliance – 89.8% (+0.1) National – 91.1% (+0.6)		


Service Level Priorities
Equality 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	55%	52%	N/A	45%	Family Group Rank 4/8 National Rank 21/32 Angus - 50% Midlothian - 47% Scottish Borders - 47% Moray - 45% East Lothian - 43% Stirling 43% Highland 33% Argyll & Bute - N/A Family Group Average 44% National Average 53%		
CHN7	Nat(b)	% of pupils form 20% most deprived areas gaining 5+ awards at level 6	27%	12%	N/A	21%	Family Group Rank 2/8 National Rank 14/28 Midlothian 27% Moray 21% Stirling 21% Scottish Borders 17% Angus 15% Highland 11% East Lothian 9% Argyll & Bute N/A Family Group Average 17% National Average 24%		
CHN12b	Nat(b)	Average Total Tariff SIMD Quintile 1	666	571	378	720	Family Group Rank 1/8 National Rank 5/32 <i>Moray 720</i> Scottish Borders 569 Stirling 568 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		








Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							Stirling 822 Scottish Borders 770 Midlothian 733 Highland 675 East Lothian 641 <i>Moray 639</i> 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 <i>Moray 768</i> 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 <i>Moray 902</i> Highland 895 Angus 848 Family Group Average 991 National Average 1049	↓	
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	↑	

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							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		
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	8.5	56 exclusion incidents recorded in 2024-25 (up by 32 from 2023-24) giving a rate of 8.5 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 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	↑	
SAL2.1	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%	N/A	50%	100%	2024/25 5 inspections – all received satisfactory or better	↑	
SAL2.2	Local	% of ELC settings 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%	100%	N/A	100%	2024/25 1 HMIE inspection – ELC setting achieved very good for QI3.1	▬	

Service Level Priorities HEALTH AND WELLBEING

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				
H&WEDU1.2	Local	% of Sickness absence per FTE for EDUCATION	Data Only	N/A	6.0%	5.6%	7.4%	5.8%	4%	6.1%	6.4%	EDUCATION percentage absence at 6.4% is below Moray Council average in Q4 of 6.6%.	↓	

Service Level Priorities Leadership and Empowerment

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
LEAD1.1	Local	% of practitioners undertaking Leadership and Management programmes (Moray)	20	N/A	36	28	28 education staff undertaking programme during 2024/25	↓	
LEAD1.2	Local	Number of practitioners undertaking external Professional Learning and Leadership programmes (Education Scotland)	20	38	34	31	20 + 11 U0A - PG Dip IE	↓	
LEAD1.3	Local	Total number of staff holding the Standard of Headship	60	60	60	69	Confirmed current number with the GTCS (March 2025)	↑	
LEAD1.4	Local	Number of staff achieving the Standard of Headship in current session	5	4	2	5		↑	
LEAD1.5	Local	Number of teaching staff gaining a promoted post in current session	40	61	72	64	64 teachers achieved promoted posts during 2024/25	↓	
LEAD1.6	Local	% of schools inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (Q11.3 - Leadership of Change)	100%	N/A	50%	80%	2024/25 5 inspections – 4 received satisfactory or better for Q1.3	↑	
LEAD1.7	Local	% of ELC settings inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (Q11.3 - Leadership of Change)	100%	100%	N/A	100%	2024/25 1 HMIE inspection – ELC setting achieved satisfactory for Q11.3	?	

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) achieving an evaluation of satisfactory or better in HMIE inspection reports (Q2.3 - Learning, Teaching and Assessment)	100%	N/A	73%	100%	2024/25 7 inspections – all received satisfactory or better for Q2.3	↑	✔
LTA1.2	Local	% of schools inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (Q13.2 - Raising Attainment and Achievement)	100%	N/A	64%	100%	2024/25 7 inspections – all received satisfactory or better for Q3.2	↑	✔
LTA1.4	Local	% of ELC settings with good or better grading for HGIOELC (Q12.3 - Learning, Teaching and Assessment)	100%	N/A	100%	100%	2024/25 2 HMIE inspections – all ELC settings achieved good or better for Q12.3	▬	✔
LTA1.5	Local	% of ELC settings with good or better grading for HGIOELC (Q13.2 - Securing Children's Progress)	100%	N/A	100%	100%	2024/25 2 HMIE inspections – all ELC settings achieved good or better for Q13.2	▬	✔

Service Level Priorities Reviewing Additional Support Needs

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
SAL03	Local	Number of Violence & Aggression incidents (Education)	Data Only	2,824	3,145	3,321	Nursery / Primary – 2,806 Secondary - 515	↑	
EdS097	Local	% Looked after children leavers who enter education, employment or training following school	Data Only	58.3%	70%	85%	Moray - 85.0% (+15.0) (20 leavers) Virtual comparator - 92.0% (+1.0) Northern Alliance - 77.2% (-) Scotland - 86.8% (-0.4)	↑	
EdS098	Local	% Leavers with additional support needs who enter a positive destination	Data Only	92.3%	90.4%	90.8%	Moray - 90.8% (+0.4) (564 leavers) Virtual comparator - 93.8% (+0.1) Northern Alliance - 93.0% (-1.5) Scotland - 93.3% (+0.2)	↑	
EdS099b	Local	% Looked after school leavers with 1 or more qualification at SCQF Level 4 or better	Data Only	75%	60%	85%	Moray - 85% (17 of 20 LAC leavers) Virtual comparator - 85% Northern Alliance - 63.7% Scotland - 77.4%	↑	