

2025-28 Quarter to March 2026 Growth, Planning & Climate 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				

Section 4 - Strategic Level Outcomes or Priorities 4.2 Delivery of the Community Wealth Building Strategy and Action Plan

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			
ECON07	Nat(b)	SLAED-WE2 Proportion of people earning less than the living wage	11.4%	14.4%	16.2%							Rankings confirmed on LGBF publication: 29 out of 32 results are published for this indicator Family Group Rank 7/8 National Rank 25/29 Angus 18.7% Argyll & Bute 10.9% East Lothian 12.0% Highland 9.1% Midlothian 11.5% Moray 16.2% Scottish Borders 14.8% Stirling 12.0% Family Group Average 13.2% National Average 11.3%		

Section 4 - Strategic Level Outcomes or Priorities

4.3 Improve access to fair work, employment and training opportunities

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			
EGD104	Local	No of females participating in apprenticeships (all ages. all levels)	Data only	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Data not yet available. Work ongoing with SDS around data collection. Once agreed, baseline data required to set appropriate target (Service Plan aim to increase by 5%)	?	?
EGD105	Local	No. of females participating, progressing and sustaining learning, training and employment opportunities across the Moray Pathways Local Employability Partnership	305	N/A	290	364	N/A	292	285	323	364	At the end of March, 364 females were participating in learning, training and employment via Moray Pathways LEP.	↑	✓
EGD106	Local	No of females entering the workforce via Sector Based Work Academy Programme and MERI scheme	58	N/A	55	110	N/A	67	76	97	110		↑	✓
EGD107	Local	No. of MA and Graduate apprenticeships in Moray	50	N/A	N/A	53	N/A	11	24	48	53	At the end of March, 53 modern and graduate apprenticeships were filled. 46 upskilling and 7 newly created.	↑	✓
EGD108	Local	No of businesses engaging with Moray Pathways Training and FE/HE provision	146	N/A	133	232	N/A	152	164	222	232	During Q4, new employers such as Newton Nurseries signed up to support people with disabilities and long-term health conditions. New MERI contacts established.	↑	✓
ENVDV500	Nat(b)	Proportion of 16–29-year-olds within Moray Population (NRS Mid-Year)	14.9%	14.6%	14.7%		Not measured for Quarters					NRS 2024 mid-year population estimate (published August 2025) Moray - 13936 residents aged between 16-29/total estimated population 95,010 = 14.66% Scotland - 947,645 residents aged between 16-29/total estimated population 5,546,900 +17.1% EGD Service Plan aim to increase the proportion of 16–29-year-olds within Moray by 2% each year (against NRS Mid-Year2023 data). Target = 2% increase on 14.6% = 14.6% x 0.02% =0.29% (0.3%) increase so 14.9%	↑	⚠

Section 4 - Strategic Level Outcomes or Priorities
4.4 Enable more people to work by supporting access to affordable childcare

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			
ECON01	Nat(b)	Percentage of Unemployed People Assisted into work from Council Programmes	19.3%	5.0%	10.4%		Not measured for Quarters					<p>Family Group Rank 6/8 National Rank 25/32</p> <p>Angus 5.5% Argyll & Bute 14.9% East Lothian 11.6% Highland 10.9% Midlothian 16.1% Moray 10.4% Scottish Borders 8.4% Stirling 22.7%</p> <p>Family Group Average 12.6% National Average 14.2%</p>		
EGD101	Local	No of School Age (5-12) Child Care (SACC) Places Available	Data only	N/A	566	615	566	566	581	581	615	A total of 6 SAC provision streams are currently in development to offer extra places. One additional provision has also been saved from closure in Keith with a different provider taking on the running of the facility, maintaining it's long-term prospects. RAFA Kidz is now open at Kinloss within ELC Provision, separate spaces at a different facility are still being developed. Earthtime is now at capacity with support from transport system put in place.		
ENVDV270	Local	No of parents assisted through Employability Partnership	Data only	60	123	130	N/A	29	28	29	44	Highest rate of referrals this quarter at 44.		
GPG1.6	Nat(b)	% Gender Pay Gap FT (By place of Residence)	Data only	4.6%	9.2%		Not measured for Quarters					<p>www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx Earnings by place of residence (2025) Hourly Pay - Excluding Overtime Male FT - £18.00 Female FT - £16.34 1.66/18.00 = 9.22%</p>		
GPG1.7	Nat(b)	% Gender Pay Gap FT (By place of Work)	Data only	0.4%	4.3%		Not measured for Quarters					<p>www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx Earnings by place of work (2025) Hourly Pay - Excluding Overtime Male FT - £17.91 Female FT - £17.14 0.77/£17.91 = 4.3%</p>		

Section 4 - Strategic Level Outcomes or Priorities
4.5 Delivery of the Levelling Up Fund elements of the Elgin City Centre Masterplan 4.6 Delivery of the Town Centre Improvement Plan & Annual Report

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			
ECON09	Nat(b)	SLAED-OC8 Town Vacancy Rates	7.4%	14.1%	14.0%		Not measured for Quarters					Family Group Rank 5/8 National Rank 21/32 Angus 17.4% Argyll & Bute 14.2% East Lothian 11.9% Highland 14.5% Midlothian 8.2% Moray 14.0% Scottish Borders 11.8% Stirling 13.5 % Family Group Average 13.2% National Average 11.4%		
EGD102	Local	No of empty properties and vacant/derelict sites in the city centre	Data only	N/A	N/A	TBC	Not measured for Quarters					As of March 2026, data still not available		
EGD103	Local	No of additional residential properties in Elgin city centre	Data only	N/A	N/A	TBC	Not measured for Quarters					As of March 2026, data still not available		

Section 5 - Service Level Outcomes or Priorities
5. Workplace 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	Value			
EGD001a	Local	% of Sickness absence	Data only	N/A	5.01%	2.97%	7.37%	4.89%	2.89%	2.17%	1.94%			