



**Education**  
**Public Performance Report for Primary**  
**and Secondary Schools**

**School Session**  
**2024/25**

## **Background Information**

Moray Council is committed to providing relevant performance information about our schools. The information included is reported to the Education, Children's and Leisure Services Committee throughout the year, but presented here in a combined annual report to provide:

	<u>Page</u>
Number and Ratio of Pupils / Teachers	3
Attendance and Exclusion Rates	4-5
Achievement of a Level	6
Attainment: Key National Measures (Insight)	7-17
SCQF Measures - S5 / S6	18-19
Staying on Rates	20-21
School Leaver Destinations	22-26

The Council is committed to improving the educational achievements of its young people and to support this we measure and analyse the performance of all our pupils through both the broad general education phase (age 3 to S3) and the senior phase (S4 to S6).

Throughout this document, Moray's performance indicators are compared with the National Average and / or Virtual Comparator data that is available through 'Insight', the attainment benchmarking tool developed by Scottish Government in partnership with key education organisations. The use of Insight marks a shift away from the "Standard Tables and Charts" (STACs) reporting and aligns better with Curriculum for Excellence, where performance measures are drawn from a wider range of sources than solely SQA exams.

Insight allows for schools to benchmark against schools in their local authority, nationally and against their 'virtual comparator'. The Virtual Comparator feature takes the characteristics of pupils in a school and matches them to similar pupils from across Scotland to create a 'virtual school'. This is a valuable benchmark for schools as it takes into account young people who have similar characteristics.

*There have been different approaches to awarding in each year since 2019. This means that comparisons of attainment between years should be treated with significant caution and do not allow for conclusions to be drawn on changes in education performance during this time. Attainment figures cannot be used as an indication that performance between 2019/20 and 2024/25 is better or worse during these years, without further evidence and without taking full account of the different approaches to certification in recent years. Session 2024/2025 saw a fourth year of return to a formal examination diet following on from two very different years of Alternative Certification Models (ACMs) with Covid-19 impacting on young people and our school communities in session 2019/2020 and 2020/2021. Schools continue to support young people as a result of the legacy of Covid-19, with secondary schools reporting higher levels of absence as reported nationally, concerns in relation to behaviours exhibited by some young people, wellbeing concerns and further increase in Additional Assessment Arrangements (AAA) for examinations.*

### **Contact Details**

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## **Number and Ratio of Pupils/Teachers**

### **Number of Pupils**

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Primary	6,987	6,943	6,889	6,824	6,675	6,622	6,551
Secondary	4,940	5,172	5,331	5,388	5,458	5,488	5,374
Total	11,927	12,115	12,220	12,212	12,133	12,110	11,925

The overall number of pupils registered in Moray schools decreased for the fourth year in a row, falling by 185 to 11,925. The number of primary school pupils enrolled decreased for the seventh year in a row, down by 71 to 6,551; while the secondary school roll decreased for the first time in six years, down by 114 to 5,374. Since 2019 the overall primary school pupil numbers have decreased by 6.2% in Moray, this compares to a national decrease of 6.6%. Moray secondary school pupil numbers have increased by 8.8% over the same period, compared to a national increase of 8.0%.

### **Number of Teachers**

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Primary	431	433	475	478	453	445	430
Secondary	405	418	455	448	452	446	450
Total	836	851	930	926	905	891	880

At the September 2025 census, the overall number of full time equivalent (FTE) teachers decreased by 11 to 880. Primary School teacher numbers were down by 15 to 430. Since 2019 there has been a 0.2% decrease in primary teachers in Moray, this compares to a 2.4% decrease nationally. Secondary teacher numbers increased by 4 to 450. Since 2019 there has been an overall increase of 11.1% in secondary teachers (FTE) in Moray, compared to a 6.6% increase nationally. The number of centrally employed teachers (FTE) in Moray increased by 4 to 30 (2025), representing a 15.4% increase from the previous year. This compares to a decrease of 3.2% nationally.

### **Pupil / Teacher Ratio\***

<b>Primary &amp; Secondary</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Moray	13.8	13.9	12.8	12.7	12.9	13.2	13.1
Comparators**	13.6	13.4	13.3	13.3	13.2	13.2	13.1
National Average	13.6	13.3	13.2	13.2	13.2	13.3	13.2

\* Ratio includes centrally employed teachers but not early learning and childcare teachers. Includes pupils at primary, secondary and special schools only.

\*\* Local Government Benchmarking Framework (LGBF) comparator authorities: Angus, Argyll & Bute, East Lothian, Highland, Midlothian, Scottish Borders and Stirling

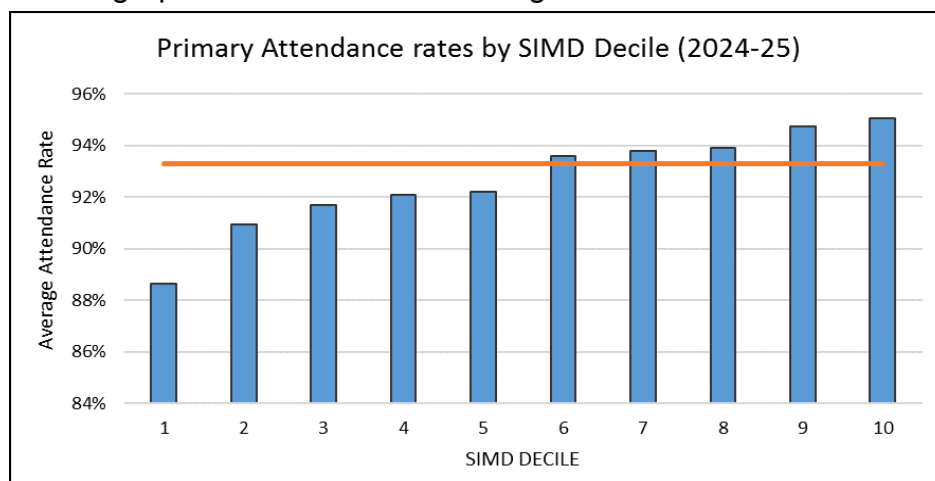
The pupil/teacher ratio decreased by 0.1 to 13.1 for 2025. The Moray pupil/teacher ratio is marginally below the national average (13.2), and in line with our comparator authorities' average (13.1).

## Attendance and Exclusion Rates

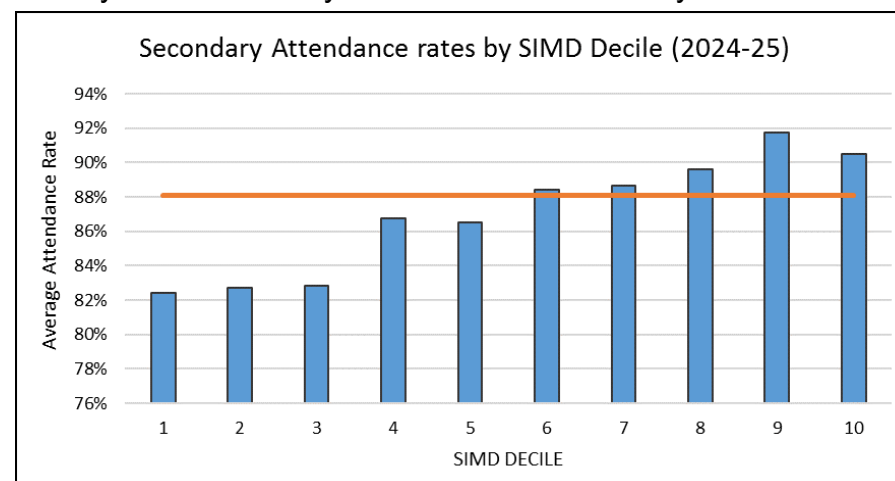
The average school attendance rate across Moray for 2024/25 was 91.2%, up by 0.4% on 2023/24. The attendance rate nationally was 91.0%, up by 0.7% when compared to the previous year. Moray continue to outperform the national average for attendance rate. Attendance and absence reporting has been impacted by the COVID-19 pandemic and continues to influence rates. Pre-covid (2018/19), Moray attendance rate was 93.9%, compared to the national average of 93.0%.

### Attendance by SIMD

The two graphs below show the average attendance rates for Moray Primary and Secondary schools broken down by SIMD Deciles.



*Attendance data by SIMD taken from SEEMIS BI report.*



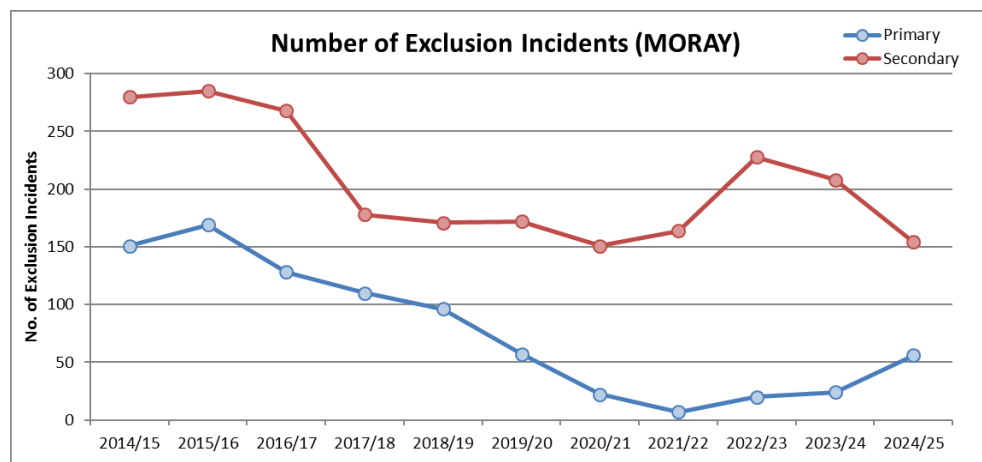
Both Primary and Secondary attendance rates show similar patterns when using Scottish Index of Multiple Deprivation (SIMD) data. SIMD decile 1 refers to young people with postcodes within datazones identified as being in the 10% most deprived in Scotland according to SIMD, whilst decile 10 refers to those young people with postcodes in the top 10% of the least deprived datazones according to SIMD. Moray has one datazone ranked in decile 1.

Attendance rates appear to show there is a correlation with the SIMD ranking, where attendance rates on average are lower for young people from the more deprived areas (deciles 1-5) when compared to those from the least deprived areas (deciles 6-10). Primary school rates range from 88.6% (decile 1) to 95.0% (decile 10), a variance of 6.4 percent. Secondary school attendance rates show a wider gap in attendance when using SIMD data, with attendance rates ranging from 82.4% (decile 1) up to 91.8% (decile 9), an 9.4 percent variance.

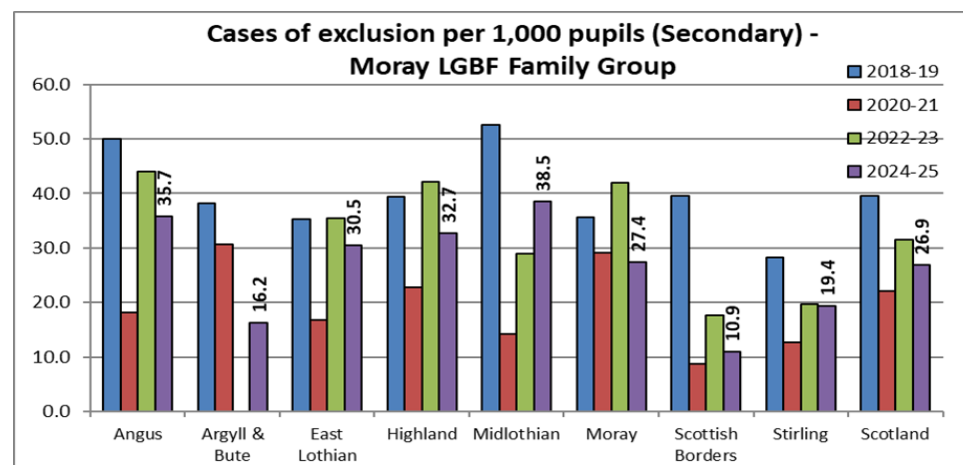
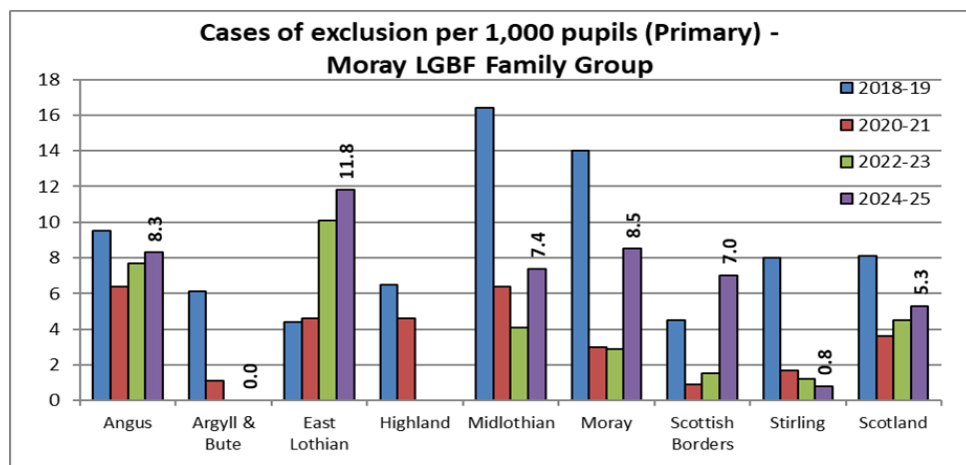
Just under 32% of Moray pupils are ranked in SIMD deciles 1-5 based on their postcode, the lower attendance rates for this group will impact on their learning and school leaver options. Work is underway in schools and centrally in order to strengthen engagement and attendance for identified young people, with use of additional funding where available in a targeted way to support children and young people to attend and achieve. A review of Moray's Attendance policy and guidance including supporting toolkits in line with national guidance and good practice is underway in support of schools maximising pupil attendance.

## Exclusions

In 2024/25 a total of 210 school exclusion incidents were recorded in Moray, a decrease of 22 on the number recorded in the previous year. The number of Primary stage exclusions, while remaining low, more than doubled from the previous year to 56, while Secondary exclusions decreased for the second year with 154 reported in 2024/25. Schools continue to report increasing concerns among a very small minority of identified young people with pressure on partnership capacity impacting on wider supports available to schools. This can result in exclusion due to serious behaviours exhibited while plans are initiated to support young people to positively engage and achieve.



National exclusion data is reported every second year, the graphs below compare exclusion rates for Moray with our comparator authorities and the national average since 2018/19 to 2024/25. Exclusion rates in Moray at Primary school stage showed a sharp increase compared to the previous two reporting years, with the rate at 8.5 per 1,000 pupils compared to 5.3 nationally.



The rate of secondary exclusions in Moray reduced from the previous reporting year to 27.4 per 1,000 pupils, which is largely in line with the national rate of 26.9. COVID-19 may have contributed to the fall in exclusion cases for 2020/21 due to national lockdown and time spent out of school buildings and at home, remote learning. However, the development and implementation of the authority wide policy on exclusion and approaches to inclusion accompanied by clear guidance and intervention strategies has helped reduce the overall case numbers since 2016/17.

### **Achievement of a Level (CfE) – 2024/25**

The data collated in the Achievement of Curriculum for Excellence (CfE) Levels Return relates to achievement in Broad General Education (BGE). It is based on teacher professional judgements regarding pupils' achievement in literacy and numeracy against CfE levels.

The data shows what percentage of pupils achieved the expected CfE level for each stage (P1, P4 and P7) in the following curriculum organisers: reading, writing, listening and talking, literacy (overall) and numeracy, and relates to the CfE level achieved as at June 2025. Teacher professional judgements (TPJ) of achievement of a level are based on all of the evidence collected by teachers during the ongoing assessment of children and young people's learning and following a process of moderation for shared understanding of standards and TPJ.

CfE Levels – 2024/25		P1	P4	P7	P1, P4 & P7	S3	S3
		Early Level	First Level	Second Level	Combined (expected level)	Third Level	Fourth Level
Reading	Moray	80 (-)	78 (+1)	84 (+3)	81 (+1)	89 (-)	70 (+2)
	Scotland	81 (-)	79 (-)	82 (+1)	81 (+1)	91 (+1)	68 (+5)
Writing	Moray	76 (-2)	73 (+5)	78 (+5)	76 (+3)	89 (+1)	67 (+4)
	Scotland	79 (-)	74 (-)	77 (+1)	77 (+1)	91 (+1)	66 (+5)
Listening & Talking	Moray	87 (-)	86 (+2)	87 (-)	87 (+1)	89 (-)	70 (+2)
	Scotland	87 (-)	87 (-)	89 (+1)	88 (+1)	92 (+1)	69 (+5)
Literacy	Moray	75 (-2)	70 (+4)	75 (+3)	73 (+2)	87 (-)	64 (+3)
	Scotland	76 (-1)	72 (+1)	75 (+1)	75 (+1)	90 (+2)	63 (+5)
Numeracy	Moray	81 (-2)	72 (-1)	79 (+5)	77 (+1)	86 (-1)	62 (-1)
	Scotland	85 (-)	78 (-)	79 (+1)	80 (-)	91 (+1)	68 (+3)

The table above shows the Moray results against each of the 5 curriculum organisers, compared to the national averages. The figures in brackets ( ) show the change from the June 2024 teacher judgement achievement rates for P1, P4, P7 and S3. The launch of the Moray Literacy strategy and toolkit, as well as targeted programmes such as CYPIC writing have had a positive impact with notable improvements in reading and writing achievement rates, particularly at P4 and P7 stage. The Moray Numeracy strategy is being developed and is due to be launched in 2026.

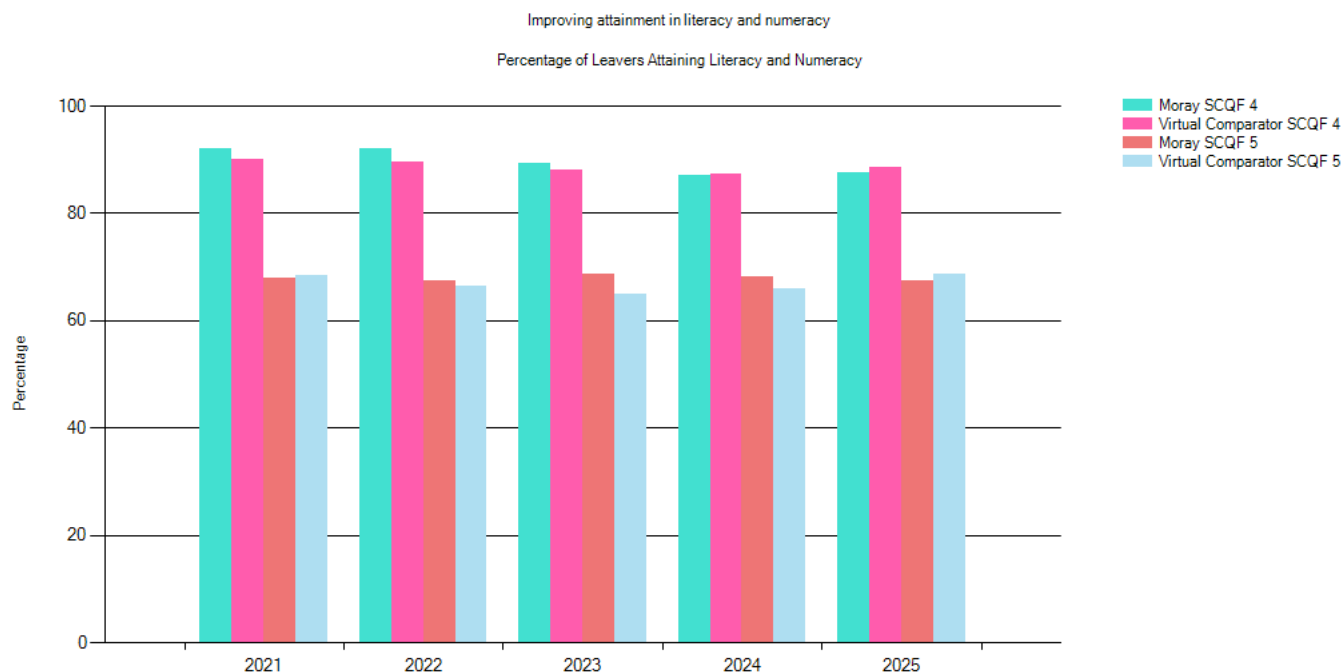
## Key National Measures (INSIGHT)

As part of Curriculum for Excellence the Scottish Government have identified 4 key national measures which should be looked at together in considering the performance of a school or local authority and the next steps to be taken to seek further improvements. The four measures are: ***Improving attainment in literacy and numeracy***; ***Increasing post-school participation***; ***Improving attainment for all***; and ***Tackling disadvantage by improving the attainment of lower attainers relative to higher attainers***.

All the national measures are available through the Scottish Government INSIGHT benchmarking tool which presents school attainment data at the pupils point of exit from school. This is the most consistent way of considering the success of a school in these measures and reflects the different curricular models which schools are adopting across the country as practice evolves in line with Curriculum for Excellence.

As noted in the introduction of this report care is required when making any comparisons with attainment data during and since the COVID pandemic. Attainment figures cannot be used as an indication that performance between 2020/21 and 2024/25 is better or worse during these years, without further evidence and without taking full account of the different approaches to certification in recent years.

### Improving Attainment in Literacy and Numeracy



The above graph displays five years data on the percentage of Moray school leavers attaining both SCQF Level 4 and Level 5 for literacy and numeracy against their virtual comparator. The percentage of leavers achieving level 4 literacy and numeracy increased compared to the previous year to 87.5%, with Moray in line with the Northern Alliance average (87.6%) and behind both the Virtual Comparator (88.6%), and National (88.9%). Level 5 achievement rates fell slightly to 67.5% in Moray, leaving Moray behind our Virtual Comparator (68.8%), the Northern Alliance (68.3%) and the national average (70.5%).

Below is a breakdown showing individual school performance against virtual comparators for the last three years for literacy and numeracy.

<i>(M = Moray School VC = Virtual Comparator)</i>	<b>Improving Attainment in Literacy and Numeracy</b>											
	<b>Percentage of Leavers Attaining Literacy and Numeracy</b>											
	<b>% Level 4 Literacy &amp; Numeracy</b>						<b>% Level 5 Literacy &amp; Numeracy</b>					
	<b>School</b>	<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>		<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>
	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>
Buckie High	93.4%	88.9%	82.5%	85.2%	82.5%	88.6%	72.2%	67.6%	67.5%	63.3%	75.4%	68.0%
Elgin Academy	83.2%	87.6%	82.8%	91.0%	85.4%	90.2%	59.0%	65.1%	62.8%	71.8%	64.1%	72.2%
Elgin High	89.5%	87.5%	89.0%	82.6%	88.6%	87.4%	76.2%	64.4%	69.9%	58.5%	57.1%	64.7%
Forres Academy	90.5%	88.9%	88.2%	89.8%	87.7%	90.1%	69.0%	65.1%	63.0%	69.3%	69.7%	74.5%
Keith Grammar	89.9%	83.0%	88.2%	84.4%	94.7%	88.8%	53.6%	51.6%	60.3%	57.9%	71.3%	68.9%
Lossiemouth High	90.7%	87.9%	91.5%	89.8%	91.4%	87.8%	71.1%	63.6%	75.4%	68.7%	71.6%	68.5%
Milne's High	88.6%	90.0%	90.1%	88.3%	83.8%	85.8%	73.4%	70.9%	69.4%	67.6%	61.5%	60.6%
Speyside High	92.9%	89.2%	90.6%	84.8%	90.7%	88.3%	75.0%	66.7%	87.5%	61.6%	72.1%	66.5%
<b>Moray</b>	<b>89.4%</b>	<b>88.1%</b>	<b>87.0%</b>	<b>87.4%</b>	<b>87.5%</b>	<b>88.6%</b>	<b>68.6%</b>	<b>64.9%</b>	<b>68.2%</b>	<b>65.8%</b>	<b>67.5%</b>	<b>68.6%</b>
<b>Northern Alliance</b>	<b>88.3%</b>		<b>87.6%</b>		<b>87.6%</b>		<b>67.0%</b>		<b>67.7%</b>		<b>68.3%</b>	
<b>National</b>	<b>89.2%</b>		<b>88.6%</b>		<b>88.9%</b>		<b>68.0%</b>		<b>69.1%</b>		<b>70.5%</b>	

Of the eight Moray secondary schools, four achieved attainment rates above their virtual comparator, while three exceeded the national average at level 4 literacy and numeracy. At Level 5 literacy and numeracy five schools performed above their virtual comparator, with four schools also achieving above the national average (Buckie High, Keith Grammar, Lossiemouth High and Speyside High). Further break down of the measure is provided on the next three pages, showing attainment against literacy and numeracy separately.

## Literacy – Moray against virtual comparator



## Numeracy – Moray against virtual comparator



## Literacy – Schools against virtual comparator

Tables on the following two pages provide three years of data for individual schools compared against their virtual comparator; again the measures have been separated for literacy and numeracy.

<i>(M = Moray School VC = Virtual Comparator)</i>	<b>Improving Attainment in Literacy and Numeracy</b>											
	<b>Percentage of Leavers Attaining Literacy</b>											
	<b>% Level 4 Literacy</b>						<b>% Level 5 Literacy</b>					
<b>School</b>	<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>		<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>	
	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>
Buckie High	97.4%	93.7%	95.2%	91.5%	96.2%	92.7%	84.8%	80.9%	76.5%	76.9%	83.1%	79.5%
Elgin Academy	94.2%	92.9%	91.7%	94.6%	95.3%	94.4%	82.1%	78.5%	83.3%	84.2%	78.1%	83.2%
Elgin High	95.1%	93.0%	94.1%	89.6%	97.1%	91.7%	83.2%	79.8%	77.9%	70.8%	73.7%	77.4%
Forres Academy	95.6%	94.1%	96.1%	95.0%	95.5%	93.9%	79.8%	81.5%	80.3%	81.3%	85.2%	85.1%
Keith Grammar	92.8%	89.0%	88.2%	90.6%	94.7%	93.9%	62.3%	67.3%	66.2%	74.3%	78.7%	79.8%
Lossiemouth High	94.9%	93.6%	92.4%	94.6%	96.6%	91.9%	87.6%	77.6%	89.0%	83.4%	92.2%	90.3%
Milne's High	93.7%	93.9%	91.0%	93.2%	85.5%	91.7%	84.8%	83.0%	76.6%	81.2%	74.7%	75.8%
Speyside High	95.2%	94.2%	95.3%	90.5%	90.7%	93.4%	78.6%	82.1%	89.1%	74.8%	73.3%	80.1%
<b>Moray</b>	<b>94.9%</b>	<b>93.1%</b>	<b>93.2%</b>	<b>92.7%</b>	<b>94.7%</b>	<b>93.0%</b>	<b>81.4%</b>	<b>79.4%</b>	<b>80.2%</b>	<b>79.1%</b>	<b>80.2%</b>	<b>80.4%</b>
<b>Northern Alliance</b>	<b>94.0%</b>		<b>93.4%</b>		<b>93.1%</b>		<b>82.2%</b>		<b>81.4%</b>		<b>81.5%</b>	
<b>National</b>	<b>94.1%</b>		<b>93.4%</b>		<b>93.1%</b>		<b>81.5%</b>		<b>81.4%</b>		<b>81.9%</b>	

- Northern Alliance Partnership (NA) authorities: Aberdeen City, Aberdeenshire, Argyll & Bute, Highland, Orkney, Shetland and Western Isles

Six of the eight Moray secondary schools achieved above their virtual comparator and the national average (93.1%) at Level 4 Literacy (Buckie High, Elgin Academy, Elgin High, Forres Academy, Keith Grammar and Lossiemouth High). At Level 5 Literacy, three secondary schools exceeded the national average (81.9%), these were Buckie High, Forres Academy and Lossiemouth High.

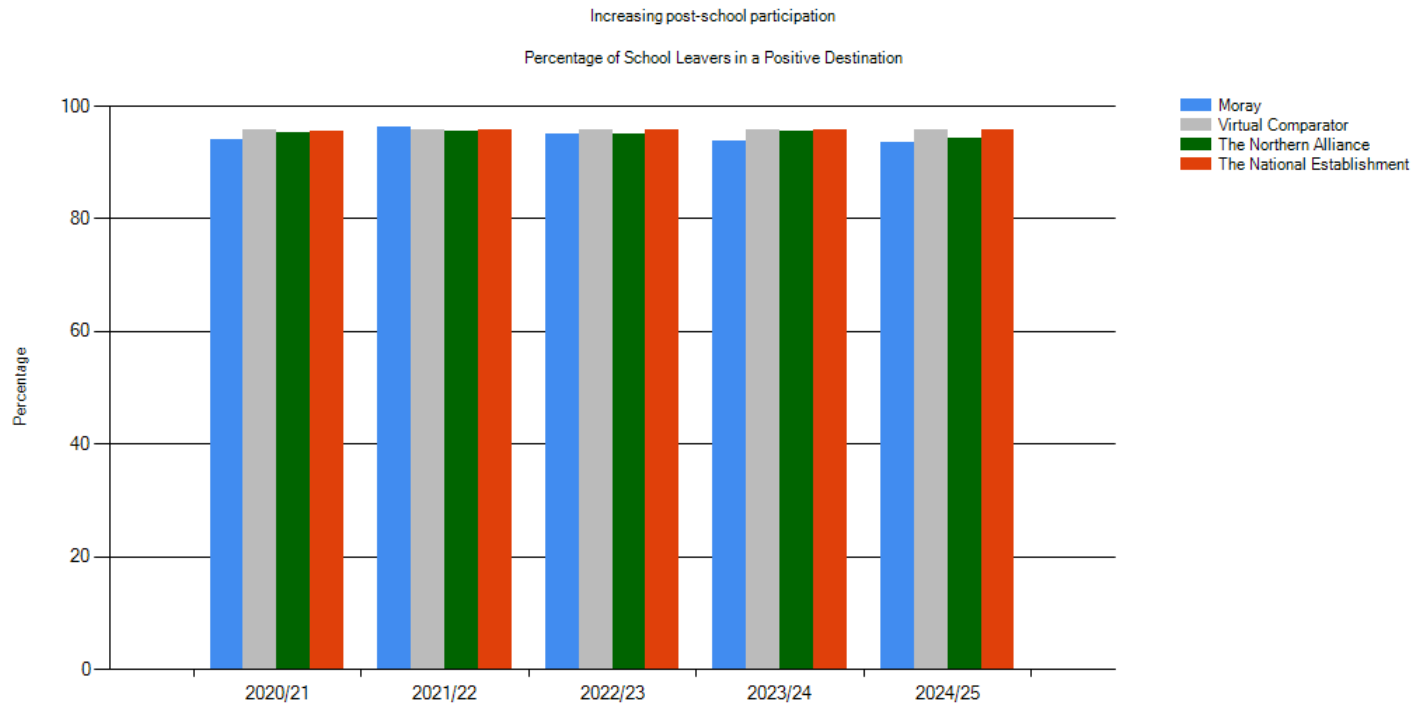
## Numeracy – Schools against virtual comparator

<i>(M = Moray School VC = Virtual Comparator)</i>	<b>Improving Attainment in Literacy and Numeracy</b>											
	<b>Percentage of Leavers Attaining Numeracy</b>											
	<b>% Level 4 Numeracy</b>						<b>% Level 5 Numeracy</b>					
<b>School</b>	<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>		<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>	
	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>
Buckie High	94.7%	90.5%	82.5%	87.6%	82.5%	90.7%	76.2%	70.2%	72.9%	66.8%	76.5%	71.5%
Elgin Academy	85.3%	90.5%	86.3%	92.6%	87.5%	92.0%	60.0%	68.4%	64.2%	75.2%	67.7%	75.1%
Elgin High	91.6%	89.7%	91.2%	85.1%	88.6%	90.1%	77.6%	67.4%	71.3%	61.5%	62.3%	68.1%
Forres Academy	91.1%	90.6%	90.6%	91.3%	88.4%	91.7%	71.5%	68.0%	63.0%	72.9%	71.0%	76.5%
Keith Grammar	94.2%	86.4%	95.6%	87.7%	94.7%	91.2%	62.3%	56.1%	67.7%	61.3%	74.5%	73.2%
Lossiemouth High	91.8%	89.8%	94.1%	91.6%	92.2%	90.3%	75.3%	66.5%	75.4%	71.0%	71.6%	72.2%
Milne's High	88.6%	91.5%	93.7%	90.4%	88.0%	88.6%	78.5%	73.8%	76.6%	70.6%	62.7%	64.6%
Speyside High	95.2%	91.1%	93.8%	88.6%	96.5%	90.9%	86.9%	69.4%	90.6%	65.2%	83.7%	69.5%
<b>Moray</b>	<b>91.0%</b>	<b>90.2%</b>	<b>89.7%</b>	<b>89.6%</b>	<b>88.8%</b>	<b>90.8%</b>	<b>72.5%</b>	<b>68.0%</b>	<b>71.1%</b>	<b>69.0%</b>	<b>70.7%</b>	<b>71.8%</b>
<b>Northern Alliance</b>	<b>90.0%</b>		<b>89.7%</b>		<b>89.8%</b>		<b>69.5%</b>		<b>70.5%</b>		<b>71.3%</b>	
<b>National</b>	<b>90.9%</b>		<b>90.5%</b>		<b>91.1%</b>		<b>71.9%</b>		<b>71.9%</b>		<b>73.4%</b>	

Three Moray schools achieved above their virtual comparators and the national average (91.1%) at Level 4 Numeracy, these being Keith Grammar, Lossiemouth High and Speyside High. At Level 5 Numeracy, four secondary schools exceeded their virtual comparators, with three schools also achieving above the national average (73.4%), these were Buckie High, Keith Grammar and Speyside High.

## Increasing Post-School Participation

This measure shows the percentage of young people securing a positive destination when they leave school.



The above graph shows 5 years data on the percentage of Moray school leavers progressing onto a positive post-school destination compared against the virtual comparator, Northern Alliance and National. The rate of Moray school leavers entering a positive post-school destination decreased for 2024/25 to 93.5%, down 0.3% from 2023/24. Both nationally and our virtual comparator saw no change with 95.7% of school leavers entering a positive destination, while across the Northern Alliance there was a decrease of 1.1% to 94.3%. Positive post-school destinations for school leavers continues to be an area of focus through our partnership approaches, Annual Participation Measure partnership group, school performance reviews and Pathway Planning meetings and detailed data entry on a range of national systems.

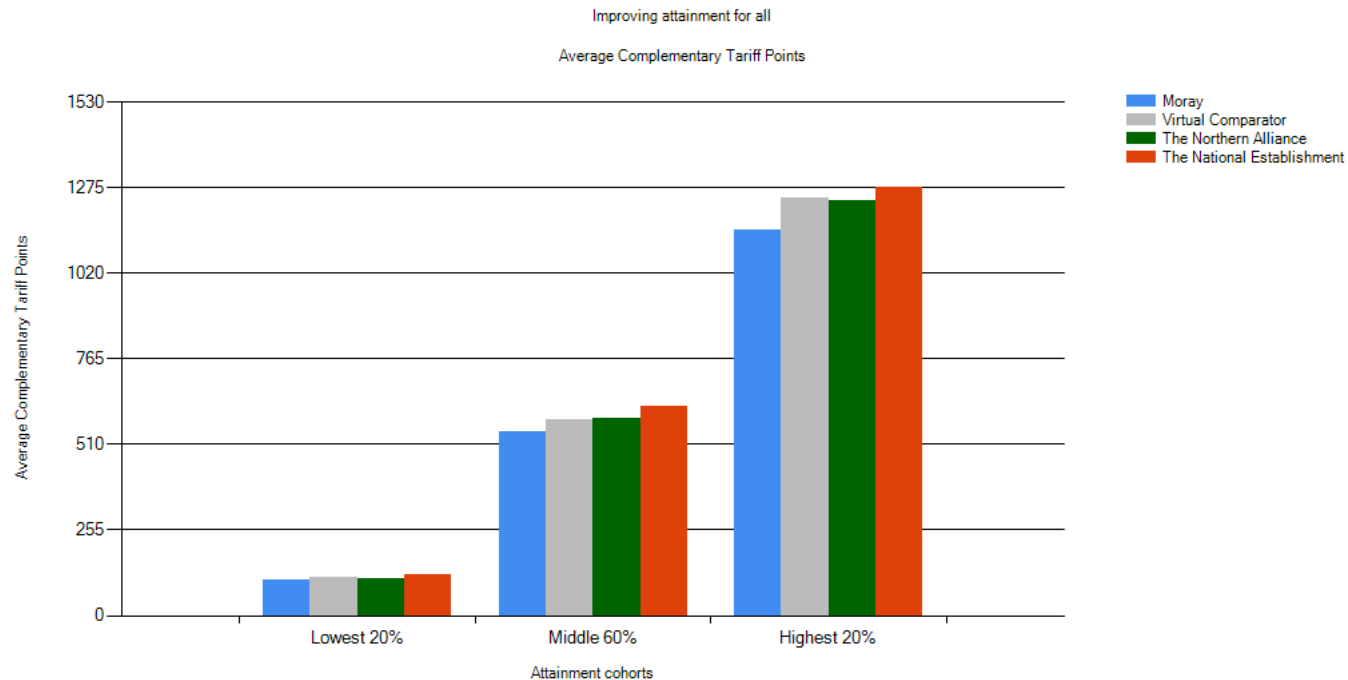
Below is a breakdown of positive leaver destination data by individual Moray schools, comparing results against their virtual comparator for the last five years:

<i>(M = Moray School VC = Virtual Comparator)</i>	<b>Increasing post-school participation</b>									
	<b>Percentage of School Leavers in a Positive Destination</b>									
<b>School</b>	<b>2020/21</b>		<b>2021/22</b>		<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>	
	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>
Buckie High	92.4%	95.9%	95.5%	95.8%	91.4%	96.3%	93.4%	95.9%	90.7%	95.5%
Elgin Academy	92.0%	95.7%	97.4%	95.5%	94.7%	95.7%	94.1%	96.2%	89.6%	96.9%
Elgin High	95.3%	95.2%	91.2%	95.4%	98.6%	94.9%	97.1%	93.5%	93.7%	94.3%
Forres Academy	95.7%	96.2%	98.1%	95.5%	94.3%	96.6%	91.3%	95.8%	95.5%	96.3%
Keith Grammar	93.8%	95.3%	96.7%	95.4%	89.9%	94.5%	98.5%	93.8%	95.7%	96.6%
Lossiemouth High	96.2%	95.4%	97.8%	97.4%	97.9%	95.6%	92.4%	97.2%	96.6%	95.2%
Milne's High	94.4%	95.2%	95.1%	97.2%	96.2%	94.7%	91.0%	97.3%	95.2%	94.2%
Speyside High	95.5%	95.9%	96.8%	95.5%	97.6%	95.7%	93.8%	95.5%	95.4%	96.1%
<b>Moray</b>	<b>94.1%</b>	<b>95.6%</b>	<b>96.2%</b>	<b>95.9%</b>	<b>95.1%</b>	<b>95.6%</b>	<b>93.8%</b>	<b>95.7%</b>	<b>93.5%</b>	<b>95.7%</b>
<b>Northern Alliance</b>	<b>95.3%</b>		<b>95.4%</b>		<b>95.1%</b>		<b>95.4%</b>		<b>94.3%</b>	
<b>National</b>	<b>95.5%</b>		<b>95.7%</b>		<b>95.9%</b>		<b>95.7%</b>		<b>95.7%</b>	

Further analysis on school leaver destinations by individual schools is provided later in the report (p.22), giving a more detailed picture on the types of leaver destinations young people are moving onto and also looking at the impact of deprivation on a young person's leaver destination.

## Improving Attainment for All

This measure shows how different ability cohorts are attaining in relation to appropriate virtual and national cohorts. Attainment is measured using the tariff scale, developed for Insight, which allocates a specified number of points to each qualification (including units), with more demanding qualifications gaining more points than less demanding ones.



The above graph for 2024/25 looks at the average complementary tariff score of Moray school leavers' lowest-attaining 20%, middle attaining 60% and the highest-attaining 20% cohorts. The average 'lowest 20%' tariff score shows Moray attaining slightly above our virtual comparator and just below the Northern Alliance and national average; the average tariff score for the 'middle 60%' cohort shows Moray performing marginally below our virtual comparator and below the Northern Alliance and national average; the average tariff for the 'highest 20%' attaining cohort shows Moray are performing below our virtual comparator, Northern Alliance and national averages. It should be noted that this measure looks at the complementary tariff score which is not affected by the number of qualifications and units a young person completes; this removes inequality and anomalies with curriculum structures across Scottish Local Authorities.

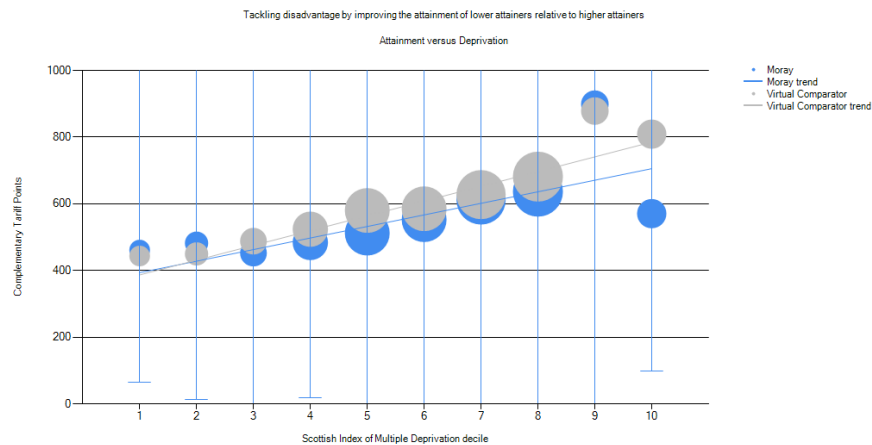
The table below shows average complementary tariff scores by ability cohorts for each secondary school, comparing against their virtual comparator over the last two years:

<i>(M = Moray School VC = Virtual Comparator)</i>	<b>Improving Attainment for All</b>											
	<b>Average Complementary Total Tariff Scores</b>											
	<b>2023/24</b>						<b>2024/25</b>					
<b>School</b>	<b>Lowest 20%</b>		<b>Middle 60%</b>		<b>Highest 20%</b>		<b>Lowest 20%</b>		<b>Middle 60%</b>		<b>Highest 20%</b>	
	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>
Buckie High	107	96	552	532	1125	1224	107	113	597	585	1062	1226
Elgin Academy	130	139	602	622	1355	1266	127	132	601	649	1291	1292
Elgin High	82	72	461	446	1105	1181	89	94	482	548	1016	1236
Forres Academy	101	124	489	571	1126	1248	103	140	530	656	1176	1259
Keith Grammar	87	83	423	444	1057	1133	101	118	454	507	1049	1170
Lossiemouth High	118	124	520	552	1250	1231	129	110	526	571	1117	1269
Milne's High	123	105	540	533	1174	1203	70	95	534	488	1188	1195
Speyside High	142	92	517	483	1180	1220	125	121	596	587	1186	1234
<b>Moray</b>	<b>111</b>	<b>105</b>	<b>527</b>	<b>537</b>	<b>1204</b>	<b>1225</b>	<b>105</b>	<b>114</b>	<b>545</b>	<b>585</b>	<b>1148</b>	<b>1245</b>
<b>Northern Alliance</b>	<b>116</b>		<b>596</b>		<b>1261</b>		<b>109</b>		<b>585</b>		<b>1234</b>	
<b>National</b>	<b>118</b>		<b>610</b>		<b>1269</b>		<b>120</b>		<b>622</b>		<b>1276</b>	

Looking through the Moray secondary school results, two schools performed above their virtual comparator and three were above or in line with the national average for the 'lowest 20%' attaining students (Elgin Academy, Lossiemouth High and Speyside High). No school achieved above the national average for the 'middle 60%' attainment average, however three exceeded their virtual comparators (Buckie High, Milne's High and Speyside High). For the 'highest 20%' attaining pupils, only Elgin Academy achieved above the national average, with no school exceeding their virtual comparator.

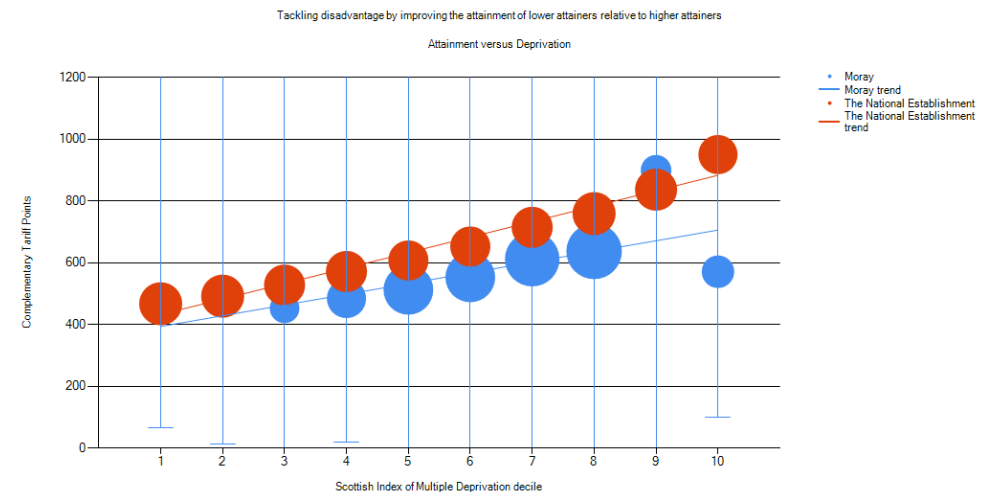
## Tackling disadvantage by improving the attainment of lower attainers relative to higher attainers

The graphs display the 2024/25 leaver attainment data (using average complementary tariff scores) for Moray against its virtual comparator and nationally. The graphs are broken down into ten deciles according to Scottish Index of Multiple Deprivation (SIMD) data. Decile 1 refers to the attainment of young people with postcodes within datazones identified as being in the 10% most deprived zones in Scotland according to SIMD, whilst decile 10 refers to those young people with postcodes in the top 10% least deprived datazones according to SIMD. In Moray there is one datazone ranked in decile 1 (SIMD 2020).



The graph on the left shows Moray leavers from deciles 1, 2, 7 and 9 perform above or in line with the virtual comparator. Performance of leavers from deciles 3-6, 8 and 10 were below that of their virtual comparators. It is important to be aware of the numbers of young people appearing in each of these deciles. This is represented proportionately in the graph by the area of the circles, with the graph showing the highest concentration of young people in Moray are in deciles 5-8.

The graph on the right plots Moray against the national performance. The graph shows Moray are below the national average across most deciles, in particular at SIMD deciles 3-8 and 10. The gap between Moray and the national trend line, as shown in the graph, widens as the deprivation levels reduce. The largest gaps in performance can be seen at SIMD deciles 9 and 10, with Moray outscoring the national average within decile 9 (899 v. 836), however at decile 10 Moray are well below the national average (571 v. 950). A similar position is true when Moray is compared to our virtual comparator, although the gap in performance is less apparent as evidenced with the trendlines.



Average overall tariff scores are part of the annual Local Government Benchmarking Framework (LGBF) suite of indicators which presents data for all Scottish local authorities. Results are broken down by SIMD quintile, where quintile 1 represents the 20% most deprived datazones in Scotland through to quintile 5 which represents the 20% least deprived datazones in Scotland. The table below presents the average overall tariff scores for Moray and our comparator benchmarking authorities for the previous three years, along with the most recent years data (2024/25). Scores and ranking positions are also shown by SIMD quintile for the 2024/25 results, with 1st being the best performing and 32nd the lowest performing local authority.

**Tariff Scores 2021-22 to 2024-25 by Quintile (LGBF)**

	Overall Tariff Scores					Quintile 1		Quintile 2		Quintile 3		Quintile 4		Quintile 5	
	2021-22	2022-23	2023-24	2024-25	Rank	2024-25	Rank	2024-25	Rank	2024-25	Rank	2024-25	Rank	2024-25	Rank
Angus	836	774	766	758	31	527	25	561	30	797	28	848	30	991	29
Argyll & Bute	954	894	889	860	19	561	22	636	28	823	27	1030	16	1215	12
East Lothian	937	952	941	864	18	386	29	641	26	841	22	1016	14	1125	23
Highland	879	849	843	803	27	463	28	675	25	855	19	895	25	1076	25
Midlothian	929	838	850	876	17	552	23	733	18	831	23	1101	17	1090	24
<b>Moray</b>	<b>882</b>	<b>830</b>	<b>831</b>	<b>829</b>	<b>26</b>	<b>720</b>	<b>5</b>	<b>639</b>	<b>27</b>	<b>768</b>	<b>30</b>	<b>902</b>	<b>29</b>	<b>993</b>	<b>28</b>
Scottish Borders	974	879	866	907	13	569	17	770	15	854	20	971	21	1258	8
Stirling	1110	1002	1010	1058	3	568	18	822	11	897	15	1166	7	1300	7
<b>Scotland</b>	<b>972</b>	<b>915</b>	<b>918</b>	<b>922</b>		<b>655</b>		<b>772</b>		<b>895</b>		<b>1049</b>		<b>1269</b>	

For 2024/25 Moray (829 points) ranked 26<sup>th</sup> for average overall tariff score, an improvement of one ranking position from last year. Average tariff points across quintiles 2-5 show Moray ranking in the bottom quartile of local authorities in each, while quintile 1 was the only area where Moray ranked in the top quartile of authorities at 5<sup>th</sup>. Moray ranked 6<sup>th</sup> against our comparator authority grouping for overall tariff scores – a similar picture for the previous four years.

## SCQF Examination Results – S5 / S6

The Scottish Credit and Qualifications Framework (SCQF) shows how all qualifications compare with each other. The SCQF is a way of comparing Scottish qualifications to other qualification frameworks. It does this by giving each qualification a level and a number of credit points. The level of a qualification shows how difficult the learning is and the credit points show how much learning is involved in achieving that qualification. In schools we typically look to performance at SCQF level 7 and below. More information is available on [www.sqa.org.uk/scqf](http://www.sqa.org.uk/scqf) where SCQF covers achievements from schools, colleges, university and many work related qualifications.

### **Percentages of S4 roll attaining, by the end of S5:**

The table below presents the attainment results of pupils by the end of S5 based on the S4 cohort numbers of the previous year. As well as showing the percentage of pupils attaining at Level 6 (Higher) by school (M) over the last three years, benchmarking data is also included through virtual comparator results (V).

<i>(M = Moray School VC = Virtual Comparator)</i>	<b>Examination Results within SCQF</b>																	
	<b>Percentage of the relevant September S4 roll achieving:</b>																	
	<b>1+ @ Level 6 or better by end of S5</b>						<b>3+ @ Level 6 or better by end of S5</b>						<b>5+ @ Level 6 or better by end of S5</b>					
	<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>		<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>		<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>	
<b>School</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>
Buckie High	63.7%	58.0%	68.6%	61.6%	55.1%	61.8%	39.0%	40.1%	45.3%	44.5%	30.8%	43.7%	16.4%	22.5%	16.4%	24.5%	9.7%	25.9%
Elgin Academy	60.4%	71.2%	55.8%	66.1%	58.7%	68.6%	48.9%	52.4%	38.6%	47.3%	45.9%	51.1%	25.8%	31.3%	18.6%	27.0%	23.0%	31.9%
Elgin High	48.1%	65.0%	54.3%	61.0%	43.5%	56.4%	28.2%	46.8%	35.4%	42.6%	26.8%	39.2%	12.2%	25.3%	12.6%	24.6%	8.9%	22.9%
Forres Academy	47.0%	63.1%	52.7%	62.7%	61.4%	69.4%	28.9%	44.6%	35.2%	45.5%	38.0%	49.7%	12.8%	23.5%	19.4%	25.9%	14.0%	28.6%
Keith Grammar	35.8%	61.5%	49.4%	61.8%	41.6%	66.9%	17.9%	40.8%	30.3%	42.5%	22.1%	51.3%	6.0%	21.0%	9.0%	22.6%	14.3%	29.0%
Lossiemouth High	52.8%	71.6%	56.5%	71.7%	42.1%	69.8%	33.0%	53.9%	40.9%	55.8%	24.6%	52.5%	14.2%	31.3%	11.3%	34.7%	10.5%	32.1%
Milne's High	67.9%	65.1%	56.3%	69.2%	51.7%	65.6%	45.7%	48.8%	39.6%	51.3%	37.9%	47.0%	21.0%	27.2%	21.9%	28.5%	20.7%	27.7%
Speyside High	49.4%	62.5%	62.7%	69.6%	53.3%	64.2%	31.2%	43.6%	44.6%	50.5%	37.7%	45.8%	14.3%	23.9%	26.5%	27.8%	20.8%	28.4%
<b>Moray</b>	<b>54.2%</b>	<b>65.4%</b>	<b>57.1%</b>	<b>64.9%</b>	<b>52.2%</b>	<b>65.1%</b>	<b>35.6%</b>	<b>46.8%</b>	<b>38.7%</b>	<b>47.0%</b>	<b>33.9%</b>	<b>47.2%</b>	<b>16.3%</b>	<b>26.2%</b>	<b>16.8%</b>	<b>26.7%</b>	<b>14.8%</b>	<b>28.2%</b>
<b>National</b>	<b>63.7%</b>		<b>63.7%</b>		<b>64.5%</b>		<b>45.2%</b>		<b>44.8%</b>		<b>45.9%</b>		<b>25.2%</b>		<b>25.0%</b>		<b>26.9%</b>	

**Percentages of S4 roll attaining, by the end of S6:**

As with the S5 results above the S6 attainment results have been set out in the same way as to show how schools have performed year on year and against their virtual comparator.

<i>(M = Moray School VC = Virtual Comparator)</i>	<b>Examination Results within SCQF</b>																	
	<b>Percentage of the relevant September S4 roll achieving:</b>																	
	<b>3+ @ Level 6 or better by end of S6</b>						<b>5+ @ Level 6 or better by end of S6</b>						<b>1+ @ Level 7 or better by end of S6</b>					
	<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>		<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>		<b>2022/23</b>		<b>2023/24</b>		<b>2024/25</b>	
<b>School</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>	<b>M</b>	<b>VC</b>
Buckie High	54.6%	56.9%	50.3%	45.9%	58.9%	49.6%	36.9%	41.7%	32.0%	34.6%	34.2%	38.4%	26.2%	27.1%	21.8%	22.5%	17.1%	23.5%
Elgin Academy	46.8%	57.5%	54.2%	60.0%	47.1%	53.4%	30.0%	44.2%	42.7%	46.6%	33.0%	40.2%	27.4%	29.5%	30.7%	30.5%	21.7%	26.0%
Elgin High	35.4%	54.4%	30.0%	53.1%	44.3%	49.5%	18.1%	40.8%	22.3%	39.4%	31.6%	38.5%	14.6%	27.4%	13.1%	25.8%	8.1%	25.3%
Forres Academy	44.2%	53.9%	36.7%	50.8%	42.0%	52.1%	31.3%	38.1%	23.1%	37.6%	30.9%	39.0%	20.9%	25.5%	16.3%	23.6%	13.6%	26.1%
Keith Grammar	27.1%	54.0%	23.9%	49.4%	38.2%	47.6%	14.3%	39.7%	16.4%	36.6%	19.1%	35.6%	14.3%	26.7%	13.4%	21.2%	12.4%	22.4%
Lossiemouth High	49.4%	54.8%	41.0%	60.4%	44.4%	62.3%	33.8%	40.7%	29.5%	48.9%	35.7%	50.5%	16.9%	25.8%	21.0%	32.8%	19.1%	33.9%
Milne's High	50.7%	55.7%	50.6%	54.2%	46.2%	58.7%	42.0%	40.0%	34.6%	41.1%	31.9%	45.0%	18.8%	24.5%	24.7%	26.2%	15.4%	28.1%
Speyside High	52.4%	50.5%	33.3%	50.8%	51.3%	56.9%	32.9%	37.3%	24.0%	36.8%	40.0%	42.6%	18.3%	23.4%	18.7%	24.7%	28.8%	26.8%
<b>Moray</b>	<b>45.0%</b>	<b>55.1%</b>	<b>42.0%</b>	<b>53.5%</b>	<b>46.7%</b>	<b>53.2%</b>	<b>29.5%</b>	<b>40.7%</b>	<b>29.7%</b>	<b>40.6%</b>	<b>32.1%</b>	<b>40.7%</b>	<b>20.7%</b>	<b>26.7%</b>	<b>20.8%</b>	<b>26.3%</b>	<b>16.5%</b>	<b>26.3%</b>
<b>National</b>	<b>52.5%</b>		<b>51.9%</b>		<b>51.8%</b>		<b>38.7%</b>		<b>38.9%</b>		<b>39.1%</b>		<b>25.8%</b>		<b>25.4%</b>		<b>25.3%</b>	

## Staying on Rates

### Staying on rates of secondary pupils - S5 pupils

The following table shows the S5 stage staying-on rates based on S3 pupils 2 years earlier.

School Name	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Buckie High	79.8%	92.4%	92.1%	86.3%	74.2%	86.9%
Elgin Academy	87.1%	78.1%	82.0%	79.3%	80.2%	83.7%
Elgin High	79.7%	78.3%	84.9%	86.2%	86.9%	82.1%
Forres Academy	71.6%	82.9%	78.2%	79.8%	87.1%	86.7%
Keith Grammar	93.0%	78.6%	68.1%	66.7%	70.7%	63.5%
Lossiemouth High	79.6%	86.1%	76.7%	86.0%	69.6%	82.5%
Milne's High	97.4%	83.1%	82.7%	85.2%	82.7%	71.1%
Speyside High	85.9%	79.5%	68.3%	85.9%	76.9%	72.4%
<b>Moray</b>	<b>82.9%</b>	<b>82.2%</b>	<b>80.7%</b>	<b>82.1%</b>	<b>79.4%</b>	<b>81.0%</b>
<b>National Average</b>	<b>89.5%</b>	<b>88.7%</b>	<b>87.0%</b>	<b>85.9%</b>	<b>85.9%</b>	<b>86.4%</b>

*Staying-on rates based on the annual School September Census (Scottish Gov.)*

The overall staying on rate of S3 pupils into S5 was 81.0% for 2025/26, an increase on the previous year of 1.6 percent points. Nationally the S5 staying increased by 0.5 percent to 86.4%. Moray remains behind the national staying on rate for S5, however the gap has closed from the previous year from 6.5% to 5.4%

Staying on rates fluctuate across Moray, in 2025/26 the staying on rates increased in three of the eight secondary schools, with Lossiemouth High showing the largest increase at 12.9 percent (82.5%), followed by Buckie High at 12.5 percent (86.9%). Buckie High also recorded the highest S5 staying on rate (86.9%), followed by Forres Academy (86.7%) and Elgin Academy (83.7%). Keith Grammar reported the lowest staying on rate at 63.5% (down 7.2 percent), followed by Milne's High at 71.1% (down 11.6%).

## Staying on rates of secondary pupils – S6 pupils

The following table shows the S6 stage staying-on rates based on S3 pupils 3 years earlier.

School Name	2019/20	2020/21	2022/23	2023/24	2024/25	2025/26
Buckie High	48.8%	52.8%	66.4%	63.3%	60.0%	40.3%
Elgin Academy	63.0%	61.4%	50.5%	62.9%	55.3%	64.2%
Elgin High	51.9%	48.8%	46.4%	38.9%	50.9%	50.6%
Forres Academy	53.5%	48.9%	48.8%	43.0%	55.2%	62.0%
Keith Grammar	56.0%	54.9%	31.4%	33.3%	38.7%	22.7%
Lossiemouth High	38.3%	44.9%	54.4%	44.7%	49.5%	29.6%
Milne's High	48.7%	72.7%	63.1%	54.3%	31.8%	42.0%
Speyside High	50.0%	57.7%	48.2%	28.6%	55.1%	48.7%
<b>Moray</b>	<b>52.6%</b>	<b>54.7%</b>	<b>51.4%</b>	<b>48.6%</b>	<b>51.3%</b>	<b>48.0%</b>
<b>National Average</b>	<b>60.8%</b>	<b>63.9%</b>	<b>59.9%</b>	<b>59.2%</b>	<b>58.7%</b>	<b>59.6%</b>

*Staying-on rates based on the annual School September Census (Scottish Gov.)*

The rate of S3 pupils continuing on to S6 stage decreased in 2025/26 to 48.0%, a reduction of 3.3 percent on last year. Nationally the S6 staying on rate increased to 59.6%, up by 0.9 percent on last year. Three Moray secondary schools experienced an increase in S6 rates, with the largest increases at Milne's High which increased by 10.2 percent to 42.0%. Elgin Academy and Forres Academy recorded the highest S6 staying-on rates at 64.2% and 62.0% respectively, while Keith Grammar (22.7%) and Lossiemouth High (29.6%) registered the lowest S6 stay-on rates. Notable reductions in staying on rates were seen at Lossiemouth High (down 19.9 percent), Buckie High (down 19.7 percent) and Keith Grammar (down 16.0 percent).

## School Leaver Destinations

Pupils leaving in school year 2024/25

MORAY - Initial Leaver Destinations

Year	Moray / Virtual Comp / Northern All / Nat	No. of Leavers	Positive Destination	Higher Education	Further Education	Training	Employment	Voluntary Work	Personal Skills Development (PSD)	Unemployed / Unknown
2024/25	M	1084	93.5%	34.7%	23.8%	1.3%	30.2%	0.3%	3.2%	6.5%
	VC	10840	95.7%	39.3%	27.0%	3.5%	24.4%	0.5%	1.0%	4.3%
	NA	10006	94.3%	39.4%	20.8%	2.7%	30.2%	0.4%	0.8%	5.7%
	Nat	55779	95.7%	42.3%	26.0%	4.0%	21.6%	0.7%	1.1%	4.3%
2023/24	M	994	93.8%	30.8%	24.4%	1.2%	34.1%	0.5%	2.7%	6.2%
2022/23	M	971	95.1%	32.9%	29.1%	0.7%	28.9%	0.5%	3.0%	4.9%
2021/22	M	963	96.2%	31.4%	24.4%	1.5%	36.9%	0.4%	1.7%	3.8%
2020/21	M	879	94.1%	37.1%	26.6%	2.3%	27.4%	0.2%	0.5%	5.9%
2019/20	M	837	93.1%	39.8%	32.1%	2.0%	17.8%	0.2%	1.1%	6.9%
2018/19	M	911	92.8%	32.5%	25.8%	1.9%	31.5%	0.8%	0.3%	7.2%
2017/18	M	925	93.6%	39.5%	28.7%	0.9%	22.9%	0.7%	-	6.4%
2016/17	M	928	93.5%	37.3%	26.6%	1.3%	26.8%	0.4%	-	6.5%

*(M = Moray, VC = Virtual Comparator, NA = Northern Alliance, Nat = National)*

- Overall the percentage of leavers entering a positive destination is **93.5%**, a decrease of 0.3 percent in comparison to 2023/24 leavers. Moray is behind the national average of 95.7%, virtual comparator (95.7%) and Northern Alliance (94.3%).
- The percentage of leavers entering **higher education** (HE) is **34.7%** which is 7.6 percent lower than the national average of 42.3%. In comparison to 2023/24 there has been a 3.9 percent increase in leavers entering HE.
- The percentage of leavers entering **further education** (FE) decreased by 0.6 percent to **23.8%**, which is 2.2 percent lower than the national average of 26.0% (down 0.4 percent).
- The percentage of leavers entering **employment** has decreased by 3.9 percent from 2023/24 to **30.2%**. Moray is well above the national average of 21.6% (down 1.5 percent).
- The percentage of leavers entering **training** increased by 0.1 percent to **1.3%**, well below the national average of 4.0%.

## School Leaver Destinations by Secondary School – 2024/25

A breakdown of initial school leaver destinations by Moray secondary school is shown below:

Moray Council SLDR 2023/24 (Initial Destination Percentages)									
Secondary School	No. of Leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	PSD	Positive Destination	Negative Destination*
Buckie High	183	39.9	18.0	1.1	29.0	-	2.7	90.7	9.3
Elgin Academy	192	40.1	24.5	1.0	22.4	-	1.6	89.6	10.4
Elgin High	175	26.9	30.9	-	31.4	-	4.6	93.7	6.3
Forres Academy	155	36.8	16.1	1.3	35.5	0.7	5.2	95.5	4.5
Keith Grammar	94	29.8	28.7	2.1	31.9	-	3.2	95.7	4.3
Lossiemouth High	116	33.6	25.0	2.6	30.2	1.7	3.5	96.6	3.4
Milne's High	83	32.5	27.7	1.2	30.1	-	3.6	95.2	4.8
Speyside High	86	32.6	23.3	2.3	36.1	-	1.2	95.4	4.6
<b>Moray</b>	<b>1084</b>	<b>34.7</b>	<b>23.8</b>	<b>1.3</b>	<b>30.2</b>	<b>0.3</b>	<b>3.2</b>	<b>93.5</b>	<b>6.5</b>
<b>National</b>	<b>55,779</b>	<b>42.3</b>	<b>26.0</b>	<b>4.0</b>	<b>21.6</b>	<b>0.7</b>	<b>1.1</b>	<b>95.7</b>	<b>4.3</b>

\* Negative Destination includes: Unemployed Seeking, Unemployed Not Seeking and Not Known

The following table shows the change in leaver destinations between 2023/24 and 2024/25 e.g. there were 17 more leavers from Buckie High and a 2.7% decrease in the proportion of Buckie High leavers entering a positive destination compared to the previous year.

Moray Council – School Leaver Destination 2022/23 v 2023/24 (Percentage Variance)								
Secondary School	Total leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	PSD	Positive Destination
Buckie High	17	-1.7	-2.5	-1.3	0.7	-	2.1	-2.7
Elgin Academy	-12	5.8	2.4	0.5	-12.4	-1.5	0.6	-4.5
Elgin High	39	-4.0	5.9	-1.5	-0.2	-0.7	-2.8	-3.4
Forres Academy	28	10.8	-13.0	-1.9	7.1	-0.1	1.3	4.2
Keith Grammar	26	-4.0	9.6	2.1	-10.8	-	0.3	-2.8
Lossiemouth High	-2	8.2	-4.7	1.7	-0.3	1.7	-2.4	4.2
Milne's High	-28	13.6	0.7	1.2	-15.0	-	3.6	4.2
Speyside High	22	4.5	-0.1	2.3	-6.1	-	1.2	1.6
<b>Moray</b>	<b>90</b>	<b>3.9</b>	<b>-0.6</b>	<b>0.1</b>	<b>-3.9</b>	<b>-0.2</b>	<b>0.5</b>	<b>-0.3</b>
<b>National</b>	<b>-209</b>	<b>1.5</b>	<b>-0.4</b>	<b>0.1</b>	<b>-1.5</b>	<b>0.1</b>	<b>0.2</b>	<b>-</b>

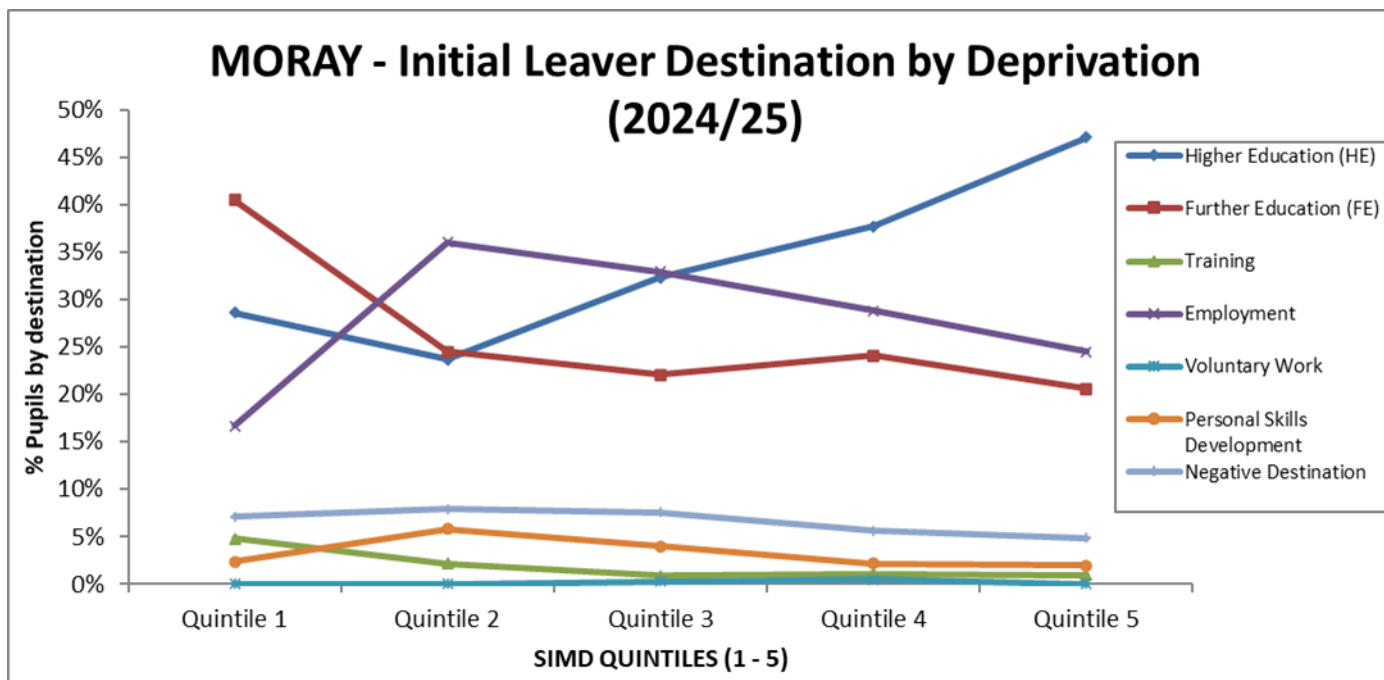
The above tables provide a breakdown of the 2024/25 initial leaver destinations for each of the Moray secondary schools. The key summary points:

- The overall number of leavers increased by 90 to 1084 when compared to the previous year.
- Elgin Academy (40.1%) and Buckie High (39.9%) had the largest proportion of leavers entering **higher education**. Milne’s High (+13.6 percent) and Forres Academy (+10.8) recorded the largest increases in leavers entering higher education. Elgin High (26.9%) and Keith Grammar (29.8%) both recorded a 4 percent drop in leavers entering higher education.
- Elgin High recorded the highest rate of leavers entering **further education** at 30.9%, followed by Keith Grammar (28.7%) and Milne’s High (27.7%). Lossiemouth High recorded the lowest rate entering further education at 16.1%, followed by Buckie High (18.0%).
- Speyside High (36.1%) had the largest proportion of leavers going into **employment** (down 6.1 percent). Six of the eight secondaries saw a decrease in the proportion of leavers entering employment, with Forres Academy (+7.1) and Buckie High (+0.7) the only schools to see an increase. Milne’s High (-15.0 percent) recorded the largest decrease in employment, followed by Elgin Academy (-12.4) and Keith Grammar (-10.8).

#### Initial Leaver Destination by Deprivation – 2024/25

The table and graph below uses the Scottish Index of Multiple Deprivation (SIMD) decile ranking system to attempt to show that deprivation is likely to have an effect on school leaver destinations.

MORAY	Initial Leaver Destination by Deprivation (SIMD Quintile)				
	QUINTILE 1	QUINTILE 2	QUINTILE 3	QUINTILE 4	QUINTILE 5
<b>No. of Leavers</b>	<b>42</b>	<b>139</b>	<b>353</b>	<b>448</b>	<b>102</b>
<b>% of Total Leavers</b>	<b>3.9%</b>	<b>12.8%</b>	<b>32.6%</b>	<b>41.3%</b>	<b>9.4%</b>
Higher Education (HE)	28.6	23.7	32.3	37.7	47.1
Further Education (FE)	40.5	24.5	22.1	24.1	20.6
Training	4.8	2.2	0.9	1.1	1.0
Employment	16.7	36.0	32.9	28.8	24.5
Voluntary Work	0.0	0.0	0.3	0.5	0.0
Personal Skills Development	2.4	5.8	4.0	2.2	2.0
Unemployed Seeking	4.8	2.9	2.8	2.9	2.0
U/E Not Seeking	0.0	3.6	2.3	1.6	1.0
Unknown	2.4	1.4	2.6	1.1	2.0
<b>Positive Destination - Moray</b>	<b>92.9</b>	<b>92.1</b>	<b>92.4</b>	<b>94.4</b>	<b>95.1</b>
<b>Positive Destination - National</b>	<b>93.2</b>	<b>94.6</b>	<b>95.9</b>	<b>96.9</b>	<b>98.0</b>



From the Moray leavers data (2024/25) we can make the following points:

- Of the 1084 Moray school leavers in 2024/25, 3.9% were ranked as living in the 20% most deprived areas (quintile 1) of Scotland, compared to 9.4% of leavers residing in areas ranked in the 20% least deprived (quintile 5) in Scotland. The majority of school leavers in Moray lived in either quintile 3 (32.6%) or quintile 4 (41.3%) areas.
- 92.9% of leavers from quintile 1 progressed onto a positive destination, this compares to 95.1% for the least deprived from quintile 5. Initial positive leaver destinations for quintile 2 was 92.1%, increasing to 92.4% for quintile 3 and 94.4% quintile 4.
- The proportion of leavers entering Higher Education (HE) largely increases in line with deprivation, with the fewest entering HE from SIMD quintile 2 (23.7%) and the highest proportion entering from quintile 5 (47.1%). The opposite is true for Further Education, with the lowest proportion from SIMD quintile 5 (20.6%) and the highest from quintile 1 (40.5%). The rate of leavers entering employment peaks at SIMD quintile 2 (36.0%) and reduces across quintiles to quintile 5 (24.5%), although SIMD quintile 1 has the lowest rate at 16.7%.

### Summary Table – Staying-on Rate & Initial School Leaver Destination

The table below provides a summary of the percentage of S5 and S6 students who have stayed on into the 2025/26 academic year based on their S3 cohort; as well as the proportion of 2024/25 leavers who moved onto an initial positive destination.

School Name	Staying-on Rate (based on S3 stage)		School Leavers – Initial Positive Destination
	S5	S6	
Buckie High	86.9%	40.3%	90.7%
Elgin Academy	83.7%	64.2%	89.6%
Elgin High	82.1%	50.6%	93.7%
Forres Academy	86.7%	62.0%	95.5%
Keith Grammar	63.5%	22.7%	95.7%
Lossiemouth High	82.5%	29.6%	96.6%
Milne's High	71.1%	42.0%	95.2%
Speyside High	72.4%	48.7%	95.4%
<b>Moray</b>	<b>81.0%</b>	<b>48.0%</b>	<b>93.5%</b>
<b>National Average</b>	<b>86.4%</b>	<b>59.6%</b>	<b>95.7%</b>

Staying-on rate (Sept 2025) / Leavers – Initial Positive Destination (2024/25)