

CORPORATE PLAN (2025 refresh) INDICATORS (QUARTERLY & ANNUAL)

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PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving
	Warning		No Change		No Change
	OK		Getting Worse		Getting Worse
	Unknown				
	Data Only				

2 TACKLE POVERTY AND INEQUALITY

2.1 Reduce child poverty and inequalities in incomes, health and education

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			
CHN13a	Nat(b)	% of P1, P4 and P7 pupils achieving expected CFE level in Literacy	79.1%	70.6%	72.7%	Dec-26	Not measured for Quarters	Not measured for Quarters				<p>Family Group Rank 6/8 National Rank 21/32</p> <p>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%</p>		

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			
												Family Group Average 74.2% National Average 74.5%		
CHN13b	Nat(b)	% of P1, P4 and P7 pupils achieving CFE level in Numeracy	83.4%	76.5%	76.9%	Dec-26	Not measured for Quarters	Not measured for Quarters				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% <i>Moray</i> 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	N/A	N/A	Dec-26	Not measured for Quarters	Not measured for Quarters				(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	N/A	N/A	Dec-26	Not measured for Quarters	Not measured for Quarters				(Sustainable Development indicator) 2023/24 Moray data not being published due to suppressed figures / low numbers		
CHN17	Nat(b)	Proportion of children meeting developmental milestones	86.5%	83.4%	81.7%	Apr-27	Not measured for Quarters	Not measured for Quarters				Family Group Rank 7/8 National Rank 24/32 East Lothian - 88.2% Scottish Borders - 87.0% Argyll & Bute - 85.4% Highland - 87.2% Midlothian - 85.6% Stirling - 85.3% Moray - 81.7% Angus - 80.1% Family group average 85.1% Scotland Average - 83.5%		
CHN18	Nat(b)	Proportion of funded early years provision which is graded good/better	95.0%	84.1%	84.0%	Oct-26	Not measured for Quarters	Not measured for Quarters				Family Group Rank 7/8 National Rank 27/32 Angus 97.0% Stirling 95.0% Argyll & Bute 91.0%		





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			
												Midlothian 89.0% Scottish Borders 91.0% East Lothian 85.0% Moray 84.0% Highland 81.0% Family Group Average 89.1% National Average 89.0%		
CHN24	Nat(b)	Proportion of children living in poverty (after housing costs)	12.2%	14.9%	15.1%	Mar-27	Not measured for Quarters	Not measured for Quarters			***Update*** Prior to 2023/24, child poverty data came from End Child Poverty and Loughborough University, based on Children in low income families (CiLIF). From 2023/24 onwards, data comes from DWP's Housing Below Average Income (HBAI) estimates, which are not directly comparable with earlier years. DWP figures cover only children under 16, whereas previous datasets included 16-19-year-olds, so the new figures will appear lower. From 2023/24 onwards, we will publish DWP's after-housing-costs estimates and continue using this source going forward. Family Group Rank 7/8 National Rank 22/32 Stirling - 10.9% East Lothian - 12.2% Midlothian - 12.7% Argyll & Bute - 13.7% Highland - 14.2% Scottish Borders - 15.0% Moray - 15.1% Angus - 16.1% Family Group Average - 13.7% National Average - 14.8%			
H&P2	Local	Reduction of children in temporary accommodation	5%			N/A	Not measured for Quarters	Not measured for Quarters			NEW INDICATOR FOR 2025/26			
H&P2a	MI	Number of children in temporary accommodation	Data only			N/A	Not measured for Quarters	Not measured for Quarters			NEW INDICATOR FOR 2025/26			







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			
H&P3	MI	No of homeless presentations from families with children	Data only			N/A	Not measured for Quarters	Not measured for Quarters				NEW INDICATOR FOR 2025/26	?	
H&P4	MI	Instances of homeless prevention	Data only			N/A	Not measured for Quarters	Not measured for Quarters				NEW INDICATOR FOR 2025/26	?	
H&P5	Local	Reduction of duration of homelessness for families with Children	5%			N/A	Not measured for Quarters	Not measured for Quarters				NEW INDICATOR FOR 2025/26	?	?

2 TACKLE POVERTY AND INEQUALITY

2.2 Support vulnerable members of our community

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			
EdS413.11	Local(b)	Leaver results: % of leavers achieving 1+ qualification at SCQF Level 5 or better	Data only	87.2%	85.2%	N/A	Not measured for Quarters	Not measured for Quarters				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	Data only	56.4%	60.5%	N/A	Not measured for Quarters	Not measured for Quarters				Moray – 60.5% (+4.1) Virtual comparator – 64.4% (+4.0) Northern Alliance – 63.5% (+0.7) National – 68.3% (+1.8)	↑	
CHN12a	Nat(b)	Overall Average Total Tariff	938	826	829	Oct-26	Not measured for Quarters	Not measured for Quarters				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	↑	
CHN11	Nat(b)	Proportion of pupils entering positive destinations	95.2%	93.8%	93.5%	Feb-27	Not measured	Not measured for Quarters				Family Group Rank 7/8 National Rank 30/32	↓	

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			
							for Quarters					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)	SLAED-WE3 Percentage of participation in Education, Employment & Training by 16-19 year olds	95.0%	93.1%	94.3%	Sept-26	Not measured for Quarters	Not measured for Quarters				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%		
EdS413.02c	Nat(b)	Leaver results: % of leavers achieving 5+ awards at SCQF level 5 or above	72%	61.9%	64%	Feb-27	Not measured for Quarters	Not measured for Quarters				Moray - 64.0% (+3.1) Virtual comparator - 66.4% (+4.3) Northern Alliance - 66.1% (+0.2) National - 68.6% (+2.0) Family Group Rank 5/8 National Rank 22/32 Scottish Borders 69.0% Stirling 73% Highland 63% East Lothian 66% Argyll & Bute 64% Moray 64% Midlothian 68% Angus 63% Family Group Average 66.0% National Average 69.0%		

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			
EdS413.02d	Nat(b)	Leaver results: % of leavers achieving 5+ awards at SCQF level 6 or above	44%	30.4%	31.5%	Feb-27	Not measured for Quarters	Not measured for Quarters				Moray – 31.5% (+1.1) Virtual comparator – 37.2% (+4.5) Northern Alliance – 35.4% (+0.1) National – 40.8% (+1.8) Family Group Rank 5/8 National Rank 23/32 Scottish Borders 40% Stirling 51% Highland 31% East Lothian 40% Argyll & Bute 31% <i>Moray 31%</i> Midlothian 42% Angus 28% Family Group Average 37% National Average 41%		
CHN19a	Nat(b)	School attendance rate (per 100 pupils)	92.1%	90.8%	91.2%	Dec-26	Not measured for Quarters	Not measured for Quarters				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%		
CHN20a	Nat(b)	School exclusion rates per 1,000 pupils	8.6	20.2	17.1	Dec-26	Not measured for Quarters	Not measured for Quarters				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 East Lothian 20.1 Midlothian 20.5 Angus 20.6 Family group average 15.2		

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			
												Scotland Average 15.2		
CHN20b	Nat(b)	School exclusion rates (per 1,000 'looked after pupils')	Data only	N/A	N/A	N/A	Not measured for Quarters	Not measured for Quarters				Latest published data relates to 2022/23		
CHN12b	Nat(b)	Average Total Tariff SIMD Quintile 1	666	378	720	Oct-26	Not measured for Quarters	Not measured for Quarters				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	625	639	Oct-26	Not measured for Quarters	Not measured for Quarters				Family Group Rank 6/8 National Rank 27/32 Stirling 822 Argyll & Bute 636 Highland 675 Scottish Borders 770 East Lothian 641 Midlothian 733 Moray 639 Angus 561 Family Group Average 685 National Average 772		
CHN12d	Nat(b)	Average Total Tariff SIMD Quintile 3	968	780	768	Oct-26	Not measured for Quarters	Not measured for Quarters				Family Group Rank 8/8 National Rank 30/32 Stirling 897 East Lothian 841 Highland 855 Argyll & Bute 823 Midlothian 831 Scottish Borders 854 Moray 768 Angus 797		

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			
												Family Group Average 833 National Average 895		
CHN12e	Nat(b)	Average Total Tariff SIMD Quintile 4	1,149	917	902	Oct-26	Not measured for Quarters	Not measured for Quarters				Stirling 1166 East Lothian 1016 Midlothian 1101 Argyll & Bute 1030 Scottish Borders 971 Highland 895 Moray 902 Angus 848 Family Group Average 991 National Average 1049	↓	🛑
CHN12f	Nat(b)	Average Total Tariff SIMD Quintile 5	1,258	970	993	Oct-26	Not measured for Quarters	Not measured for Quarters				Stirling 1,300 Argyll & Bute 1,215 East Lothian 1,125 Scottish Borders 1,258 Midlothian 1,090 Highland 1,076 Moray 993 Angus 991 Family Group Average 1,131 National Average 1,269	↑	🛑

3 BUILD STRONGER GREENER VIBRANT ECONOMY
3.2 Focus on a wellbeing economy, one that provides opportunities for all

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%	Oct-26	Not measured for Quarters	Not measured for Quarters				Angus 5.5% Argyll & Bute 14.9% East Lothian 11.6%	↑	🛑

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			
												Highland 10.9% Midlothian 16.1% Moray 10.4% Scottish Borders 8.4% Stirling 22.7% Family Group Average 12.6% National Average 14.2%		
ECON07	Nat(b)	SLAED-WE2 Proportion of people earning less than the living wage	11.4%	14.4%	16.2%	Oct-26	Not measured for Quarters	Not measured for Quarters				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%	↓	🛑
EGD101	Local	No of School Age (5-12) Child Care (SACC) Places Available	Data only		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.	↑	📈
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		?	📈
EGD105	Local	No. of females participating, progressing and sustaining learning, training and employment opportunities across the Moray Pathways Local Employability Partnership	305		290	364	Not measured for Quarters	Not measured for Quarters				Service Plan aim to increase by 5% by March 2026. Based on 2024/25 total of 290 =new target 305	↑	✅

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				
EGD106	Local	No of females entering the workforce via Sector Based Work Academy Programme and MERI scheme	58		55	110		67	97	110	110	Cumulative total for 2025/26.	↑	✔
EGD107	Local	No. of MA and Graduate apprenticeships in Moray	50			53		11	24	48	53	Baseline data still TBC to set target (Service Plan aim to increase by 50 (20 via upskilling and 30 via newly created apprenticeships)	?	✔
EGD108	Local	No of businesses engaging with Moray Pathways Training and FE/HE provision	146		133	232		152	164	222	232	New employers such as Newton Nurseries signed up to support people with disabilities and long-term health conditions. New MERI contacts established.	↑	✔
EGD109	Local	No of unemployed adults and parents progressing, and sustaining learning, training and employment opportunities	Data only		N/A	N/A	N/A	N/A	N/A	N/A	N/A		?	📊
ENVDV101a	Local	Number of 5-12 years in Moray participating in new SACC provision (5% increase by 31 March 2026)	Data only	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		?	📊
ENVDV270	Local	No of parents assisted through Employability Partnership	Data only	60	123	130		29	28	29	44	Highest rate of referrals this quarter at 44.	↑	📊
ENVDV500	Nat(b)	Proportion of 16-29 year olds within Moray Population (NRS Mid-Year)	14.9%	14.6%	14.7%	Aug-26	Not measured for Quarters	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%		
ENVDV502a	Nat(b)	SLAED-OC2b Moray median gross weekly earnings - by place of work – full time employee jobs (ONS – ASHE based on revised data but	Data only	£667.10	£698.70	£658.80	Not measured for Quarters	Not measured for Quarters				Male - £727.30 Female - £724.50	↓	📊
												Scotland av. £773.80 Scotland Male - £727.20 Scotland Female - £724.50		

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			
		provisional 2025 data used for 2025/26 – aligned with SLAED indicator)												
ENVDV502b	Nat(b)	SLAED-OC2a Moray median gross weekly earnings - by place of residence – full time employee jobs (ONS – ASHE based on revised data but provisional 2025 data used for 2025/26 – aligned with SLAED indicator)	Data only	£666.50	£639.80	£658.80	Not measured for Quarters	Not measured for Quarters				Male - £734.00 Female - £623.40 Scotland av. - £775.60 Scotland Male - £812.80 Scotland Female - £726.10	↑	
SLAED-WE7	Nat(b)	Gender Pay Gap – Moray ALL employee jobs being place of work (ONS – ASHE based on revised data but provisional 2025 data used for 2025/26 – aligned with SLAED indicator)	Data only	12.5%	16.3%	9.9%	Not measured for Quarters	Not measured for Quarters				2025 data published within 2024/25 report - Gender Pay Gap (median) by work geography FG Average - 6.9% Scotland - 9.4%	↑	

3 BUILD STRONGER GREENER VIBRANT ECONOMY
3.3 Consider the environment and sustainability in everything we do

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			
CLIM01	Nat(b)	CO2 emissions area wide per capita (Tonnes)	3.62t	4.10t	Jul-26	Jul-27	Not measured for Quarters	Not measured for Quarters				Family Group Rank - 4/8 National Rank - 17/32 Comparator Benchmarking: East Ayrshire - 3.46 Stirling - 3.85 North Ayrshire - 4.04 Moray - 4.10 South Ayrshire - 4.14 Perth & Kinross - 4.16 Fife - 7.76 East Lothian - 9.91 Family Group Average - 5.18 National Average - 4.59	↑	

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			
CLIM02	Nat(b)	CO2 emissions area wide: emissions within scope of LA per capita (Tonnes)	3.53t	6.54t	Jul-26	Jul-27	Not measured for Quarters	Not measured for Quarters				Family Group Rank - 8/8 National Rank - 32/32 Comparator Benchmarking: East Ayrshire - 3.91 East Lothian - 4.06 North Ayrshire - 4.38 Fife - 4.56 South Ayrshire - 4.86 Perth & Kinross - 5.40 Stirling - 5.46 Moray - 6.54 Family Group Average - 4.04 National Average - 4.90		

4 BUILD THRIVING, RESILIENT, EMPOWERED COMMUNITIES

4.1 Involve and empower our communities in shaping places that people want to live in, visit and invest in















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						
ERC003	Local	Number of new Community action plans in place	3	3	3	3	Not measured for Quarters	Not measured for Quarters						
ERC008	Local	% increase in number of residents engaged in Locality Planning process (NE & Buckie)	10%	38.5%	17.9%	20%	38.5%	23.5%	6.5%	30%	N/A			

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%	Oct-26	Not measured for Quarters	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% <i>Moray 14.0%</i> 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	N/A	Not measured for Quarters	Not measured for Quarters				As of Feb 2026, data still not available	?	📊
EGD103	Local	No of additional residential properties in Elgin city centre	Data only	N/A	N/A	N/A	Not measured for Quarters	Not measured for Quarters				As of Feb 2026, data still not available	?	📊

4 BUILD THRIVING, RESILIENT, EMPOWERED COMMUNITIES



4.2 Provide modern and sustainable services, housing and infrastructure that meet the needs of our communities



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			
EdS100	Local(b)	% of schools that are rated B or better for condition	50.9%	41%	41%	46%	Not measured for Quarters	Not measured for Quarters				B condition upgrade programme has improved 3 schools over last 12 months – expected further 4 schools over next FY + works to progress with new Forres Academy build	↑	⚠
EdS101	Local	% of schools that are rated B or better for suitability	100%	100%	100%	100%	Not measured for Quarters	Not measured for Quarters				Entering 5 year cycle to re-survey ALL schools	▬	✅
ERC010	Local	Spare building capacity %	25%	27%	28%	28%	Not measured for Quarters	Not measured for Quarters				Primary School Roll (Census Nov 2025) 6551 pupils against overall planning capacity of 9913 = 66% primary school capacity utilised. Secondary School Roll (Census Nov 2025) 5374 pupils against overall planning capacity of 6658	▬	✅

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			
												= 81% secondary school capacity. Note that these numbers do not take account of school 'mainstream' classrooms used support local ASN and Support for Learning need. Work in progress to capture this over next 6 months which will likely see the % reduce Learning Estate Review will seek present options to reduce spare capacity to below 25%		
ERC011	Local	% schools with approved asset management plans	10%	5.5%	7.5%	7.5%	5.5%	7.5%	7.5%	7.5%	7.5%	Only PPP and DBFM schools have approved and funded asset management plans – ALL school condition surveys are completed and provide cost and scope data to inform – but acknowledged these would be unaffordable Appointment of external consultancy to developed methodology that can be used to prepare risk optimised asset management plans. Report to be published FY 26/27 Q3		
ERC032	Local	% ASG options reviews completed	90%	10%	80%	95%	Not measured for Quarters	Not measured for Quarters				All ASG level engagement completed end May 2025. Further analysis and option development delayed due to resource constraints. Elected Member workshop Mar 2026. Learning Estate Report delayed until Jun 2026 ECLS Committee		
H1.10a	MI	Number of affordable housing completions at end of current FY	Data only	97	110	91	Not measured for Quarters	Not measured for Quarters						
H1.10b	Local	Number of sites starts for affordable housing in current FY	89		38	36	Not measured for Quarters	Not measured for Quarters						
H1.9a	MI	Number of newly completed social housing dwellings since 2018-19	Data only	658	743	N/A	Not measured for Quarters	Not measured for Quarters						
H2.2b	Local	Percentage of stock meeting the Energy Efficiency Standard for Social Housing (ESSH)	81.3%	65%	69.7%	N/A	Not measured for Quarters	Not measured for Quarters				4,470 of 6,410 Council properties meet ESSH. Target Benchmarked as Family Group average LGBF -HSN05a (81.3%)		
HSN03	Nat(b)	Proportion of council dwellings meeting Scottish Housing Quality Standards	92.2%	22.6%	43.7%	N/A	Not measured for Quarters	Not measured for Quarters				Note: With only 26 Local Authorities providing data, top and bottom quartiles set at 1-7 (Top) & 20-26 (Bottom). Family Group Rank 6/6 National Rank 26/26		

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			
												Argyll & Bute N/A Scottish Borders N/A East Lothian 89.7% Stirling 55.7% Angus 93.2% Midlothian 84.1% Highland 58.6% Moray 43.7% Family Group Average 70.8% National Average 82.9%		
H1.20	Local	Direct emissions arising from energy consumption on the corporate estate (tonnes CO2e)	5,053	N/A	4,492	N/A	Not measured for Quarters	Not measured for Quarters						

5 STRATEGIC DELIVERY FRAMEWORK
5.1 Financial Strategy

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			
FS215	Local	Participatory Budgeting activity - 1% target	100%	23.12%	13.78%	38.52%	23.12%	5.07%	5.07%	10.05%	13.78%	Participatory Budgeting activity continued during Quarter 4, primarily through the Commerce Street Play Area Renewal in Lossiemouth, which followed a full PB approach using Moray Engage alongside in-person community engagement. Commerce Street, Lossiemouth - Play Area Renewal The project was developed in partnership with the Lossiemouth Community Council, Lossiemouth Community Development Trust and wider community representatives. An online consultation was launched and promoted through community groups, social media and on-site posters, generating 210 consultation responses. Following this, a steering group was formed comprising members of the Development Trust, Community Council and interested residents to help shape the project scope. Final design options were then presented to the community via Moray Engage,		

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			
												<p>alongside an in-person voting event at Lossiemouth Library. A total of 783 votes were received, with the successful design attracting over 40% of the community vote. Spend of approximately £0.9m was incurred in Q4.</p> <p>Cooper Park – Play Area Renewal Spend of approximately £91k was incurred in Q4. This project did not follow a Participatory Budgeting process and was informed by annual inspection priorities. It links to wider Neighbourhood Board, Levelling Up Fund and Cultural Quarter activity within Cooper Park. A carry-forward has been approved to complete remaining works in 2026/27.</p> <p>Miscellaneous Play Area Improvements Minor spend of approximately £7k was incurred during Q4.</p> <p>Bus Revolution (Q4 Update) Spend of approximately £78k was incurred during Quarter 4 in relation to Bus Revolution services. This relates to the continuation of routes and services agreed through earlier Participatory Budgeting activity reported in Q3, with no additional community engagement or voting activity undertaken during Q4.</p> <p>Coastal Communities Fund Activity during the year also included the allocation of £133,181 from the Coastal Communities Fund following a PB exercise via Moray Engage, following an initial eligibility assessment of applications. Eighteen project submissions were received, of which three were deemed ineligible. Eligible projects were taken forward to community prioritisation, resulting in nine projects being supported (eight receiving full funding and one receiving partial funding) to utilise the full funding available. Total funding of £84,384 was awarded in Q4, with the balance carried forward in an earmarked reserve to support a range of community-led projects across Moray's coastal areas in 2026/27.</p>		
ERC006a	Local	PB funding spend within period	Data only	£225000	£299000	£901000	£81000	£222000	£73000	£263000	£343000	Play park spend £181,000 Bus Revolution £78,000 Coastal Communities Fund £84,000		

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			
ERC006	Local	% Increase in the amount of council spend allocated through PB	Data only	10.9%	3.73%	27.27%	3.73%	9.48%	3.11%	11.23%	27.27%		↑	
FS214	Local	Total council budget subject to Participatory Budgeting	Data only	£2,060,000	£2,170,180	£2,339,000	Not measured for Quarters	Not measured for Quarters				The 1% target for 2025-26 is £2.339m	↑	
FS216	Local	Number of Participatory Budgeting activities (Cumulative for the year)	Data only	10	4	11	10	1	1	3	4	<ul style="list-style-type: none"> - Hopeman Play Park - Pilmuir Park, Forres - Archiestown Play Area Renewal - Alice Littler Park, Aberlour - Highlander Park, Craigellachie - Commerce Street Play Park, Lossie - Forres Outdoor Gym - Cooper Park, Play Area - Fochabers Play Park - Bus Revolution - Coastal Communities Fund 	↑	

5 STRATEGIC DELIVERY FRAMEWORK

5.2 Workforce Strategy

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%	Sept-26	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% <i>Moray 62.3%</i> Fife 61.6% Easy 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 (%) – local authority	-0.7%	4.6%	4.0%	Sept-26	Not measured for Quarters	Not measured for Quarters				Family Group Rank 7/8 National Rank 29/32 Perth & Kinross -1.9%	↑	

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			
												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 Average 0.7% National Average 1.4%		

5 STRATEGIC DELIVERY FRAMEWORK
5.3 Digital Strategy

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			
ICT001	Local	Number of services available to the public online	Data only	105	116	121	Not measured for Quarters	Not measured for Quarters				10 new forms (including NDR Enquiries, Street Traders Compliance, Assisted Collections and National Entitlement Card Application) and 5 forms withdrawn (Housing Survey, Morriston Road & Lossiemouth Consultations, Library Application and Aberlour Youth Point).	↑	
ICT002	Local	Number of users of online services	Data only	149,113	142,572	143,633	Not measured for Quarters	Not measured for Quarters				Logins to customer portal - 143,633 (+0.7%) Total registered myAccount users increased from 42,679 last year to 46,080 (+8%)	↑	