

2026-27 Quarter to June People, Change & Community Strategy Performance Report – Service Plan Performance Indicators



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

1. Strategic Level Priorities - (L) Empowering & connecting communities. (CP) Building Thriving, Resilient, Empowered Communities 1.1 Take a partnership approach to locality planning in priority areas of Moray to enable people to influence services and develop community action

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	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	21	11	N/A	8	10	11	11	11			
ERC036	Local	% of Support Agreements meeting at least one objective	90%	100%	N/A	N/A					N/A	Changed to Quarterly reporting		
ERC001	MI	% of people who agree with the statement 'I can influence decisions affecting my local area'	Data Only	N/A	N/A	N/A	Not measured for Quarters				Not measured	Latest available data is from 2023/24.		

											for Quarters	Data comes from the Scottish Household Survey based on 240 Libraries - Base. Scotland - 18% Angus – 15.2% Argyll & Bute - 18% East Lothian – 21.8% Highland – 21.4% Midlothian – 21.6% Scottish Borders – 17.3% Stirling – 24.2%		
ERC003	Local	Number of new Community action plans in place	3	3	3	N/A	Not measured for Quarters				Not measured for Quarters			
ERC072a	MI	The number of volunteers in Buckie	Data Only			N/A					N/A	New indicator for 2026/27		
ERC072b	MI	The number of volunteers in New Elgin	Data Only			N/A					N/A	New indicator for 2026/27		

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

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	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%	62.3%	Not Published	Not Published	Not measured for Quarters				Not measured for Quarters	Family Group Rank 3/8 National Rank 8/32 North Ayrshire 63.9% South Ayrshire 63.1% Moray 62.3% Fife 61.6% East Ayrshire 58.7% Stirling 58.5% Perth & Kinross 54.7%		

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
												East Lothian 54.5% Family Group Average 59.7% National Average 60.3%		
CORP3c	Nat(b)	The gender pay gap (%)	-0.7%	4.0%	Not Published	Not Published	Not measured for Quarters				Not measured for Quarters	Perth & Kinross -1.9% South Ayrshire -1.3% Fife -0.3% Stirling -0.2% North Ayrshire 0.3% East Lothian 0.7% <i>Moray 4.0%</i> East Ayrshire 4.5% Family Group Average 0.7% National Average 1.4%	↑	⬮

2. Service Level Priorities

2.1 Youth Work

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ERC023	Local	Increase the % of youth engagement and participation	20%	27.8%	55%	N/A	24.1%	-35%	55%	N/A	N/A			
ERC023a	MI	Number of young people engaged in Youth Work activities	Data Only	1,125	659	N/A	1,397	903	1,401	659	N/A			
ERC023b	MI	Number of youths reporting positive impact from participation	Data Only			N/A					N/A	New indicator for 2026/27		
ERC073	MI	Proportion of youths reporting positive impact from participation	Data Only			N/A					N/A	New indicator for 2026/27		
ERC074	MI	The number of nationally accredited awards achieved in the period	Data Only			N/A					N/A	New indicator for 2026/27		

2. Service Level Priorities

2.2 Health and Wellbeing

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
HRICTO D001	MI	Average number of days lost per FTE (People, Change & Community Strategy)	Data Only	6.36	7.53	3.03	7.58	4.96	7.74	9.83	3.03	A total of 212.69 days were lost due to sickness, equating to 3.03 per FTE. 81% due to long-term absence.		
HRICTO D001a	Local	% of Sickness absence per FTE (People, Change & Community Strategy)	Data Only	2.54%	3.59%	5.38%	3.08%	2.03%	4.34%	4.92%	5.38%	% Absence is below Moray Council average of 6.44%		
HROD006	Local	Number of Violence and Aggression Incidents reported (target based on previous 3 years average per quarter)	827	3,766	2,922	N/A	918	1,166	838	1,072	785	***Direct comparisons with quarters previous to Q4 2025/26 not available due to no data from Care Facilities*** Target remains at 2025/26 level. If average of previous 3-yr data were to be used the target would increase significantly. Aim is to reduce incidents. Target 827/Quarter, 3,307 Annually.		

												Care Facility data will be added retrospectively once available. Average Care facility data over last available 4 quarters = 145. In the absence of Care facility data number of incidents remains within target. Once care data is received the value is likely to exceed target. Education - 774 (Term 4) H&S Corporate - 11 Care Facility - No data		
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