

2026-27 Quarter to June 2026 EDUCATION

Performance Report – Service Plan Performance Indicators



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

1. Strategic Level Priorities														
1.1 Getting it right for every child so that we continue to improve attainment for all														
Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	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			
SSE003	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Literacy (S3)	84-87%	87.4%	87.1%					Annual (Dec 2026)	Annual (Dec 2027)	% of secondary pupils achieving expected CfE level in Literacy (Level 3 or better): (2024/25) Moray - 87.1% Scotland - 89.8% (Stretch Aim Target (84-87%) Achieved)		
SSE004	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Numeracy (S3)	87-89%	86.5%	86.4%					Annual (Dec 2026)	Annual (Dec 2027)	% of secondary pupils achieving expected CfE level in Literacy (Level 3 or better) (2023/24): Moray - 86.4% Scotland - 90.9% (Stretch Aim Target (87-89%) Not Achieved)		

SSE003a	Nat(b)	Curriculum for Excellence - % of pupils achieving level 4 in Literacy (S3)	Data Only	61.1%	63.9%		Annual (Dec 2026)	Annual	% of secondary pupils achieving CfE level 4 in Literacy: Moray - 63.9% Scotland - 63.1%	↑	
SSE004a	Nat(b)	Curriculum for Excellence - % of pupils achieving level 4 in Numeracy (S3)	Data Only	63%	62.1%		Annual (Dec 2026)	Annual	% of secondary pupils achieving CfE level 4 in Numeracy: Moray - 62.1% Scotland - 68.0%	↓	
CHN4	Nat(b)	% of Pupils gaining 5+ awards at level 5	72%	62%	64%		Annual (April 2027)	Annual (April 2028)	Family Group Rank 5/8 National Rank 22/32 Stirling - 73% Scottish Borders - 69% Midlothian - 68% East Lothian - 66% Moray - 64% Argyll & Bute - 64% Angus - 63% Highland - 63% Family Group Average 66% National Average 69%	↑	
CHN5	Nat(b)	% of Pupils Gaining 5+ awards at Level 6	44%	30%	31%		Annual (April 2027)	Annual (April 2028)	Family Group Rank 5/8 National Rank 23/32 Stirling - 51% Midlothian - 42% East Lothian 40% Scottish Borders - 40% Moray - 31% Argyll & Bute - 31% Highland - 31% Angus 28% Family Group Average 37% National Average 41%	↑	
EdS099a	Local	% school leavers achieving 1 + qualification at SCQF Level 4 or better	95-97%	96.3%	96.1%		Annual (March 2027)	Annual (March 2028)	Moray – 96.3% Virtual comparator – 95.4% Northern Alliance - 95.0% National – 95.6% (Stretch Aim Target (95-97%) Achieved)	↑	
EdS413.11	Local(b)	Leaver results: % of leavers achieving 1+ qualification at SCQF Level 5 or better	86-90%	87.2%	85.2%		Annual (March 2027)	Annual (March 2028)	Moray – 85.2% (-2.0) Virtual comparator – 87.2% (+1.2) Northern Alliance - 87.3% (-0.9) National – 88.0% (+0.6) (Stretch Aim Target (86-90%) Not Achieved)	↓	
EdS413.12	Local(b)	Leaver results: % of leavers achieving 1+ qualification at SCQF Level 6 or better	62-65%	56.4%	60.5%		Annual (March 2027)	Annual (March 2028)	Moray – 60.5% (+4.1) Virtual comparator – 64.4% (+4.0) Northern Alliance - 63.5% (+0.7)	↑	

									National – 68.3% (+1.8) (Stretch Aim Target (62-65%) Not Achieved)		
EdS413.14		Leavers results: % pupils attaining 5 or more awards at SCQF Level 1 or better	88-93%	82.6%	81.7%		Annual (March 2027)	Annual	Moray - 81.7% (-0.9) Virtual Comparator - 88.5% (+2.3) Northern Alliance - 83.8% (-0.6) National - 88.9% (+0.5) (Stretch Aim Target (88-93%) Not Achieved)	↓	⚠
EdS413.02c	Nat(b)	Leaver results: % of leavers achieving 5+ awards at SCQF level 5 or above	Data Only	61.9%	64%		Annual (March 2027)	Annual	Moray – 64.0% (+3.1) Virtual comparator – 66.4% (+4.3) Northern Alliance - 66.1% (+0.2) National – 68.6% (+2.0)	↑	📈
EdS413.02d	Nat(b)	Leaver results: % of leavers achieving 5+ awards at SCQF level 6 or above	Data Only	30.4%	31.5%		Annual (March 2027)	Annual	Moray – 31.5% (+1.1) Virtual comparator – 37.2% (+4.5) Northern Alliance - 35.4% (+0.1) National – 40.8% (+1.8)	↑	📈
CHN12a	Nat(b)	Overall Average Total Tariff	938	825	829		Annual (March 2027)	Annual (March 2028)	Family Group Rank 6/8 National Rank 26/32 Stirling 1058 Scottish Borders 907 Midlothian 876 East Lothian 864 Argyll & Bute 860 Moray 829 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%		Annual (March 2027)	Annual (March 2028)	Family Group Rank 7/8 National Rank 30/32 Scottish Borders 97.0% East Lothian 97.9% Scottish Borders 97.0% Stirling 95.7% Midlothian 95.4% Angus 94.9% Argyll & Bute 94.8% Moray 93.5% Highland 93.5% Family Group Average 95.3% National Average 95.7%	↓	🛑
CHN21	Nat(b)	Annual Participation Measure – Proportion of 16-19 year olds participating in education, employment or training	94-95%	93.1%	94.3%		Annual (March 2027)	Annual (March 2028)	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% <i>Moray 94.3%</i> Midlothian 93.9% Angus 91.5% Family Group Average 94.3% National Average 93.3% (Stretch Aim Target (94-95%) Achieved)		
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1. Strategic Level Priorities														
1.2 Early intervention addressing whole family well-being to ensure that children can reach their full potential														
Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	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			
CHN13a	Nat(b)	% of P1, P4 and P7 pupils achieving expected CFE level in Literacy	69-72%	70.6%	72.7%		Annual (Dec 2026)				Annual (Dec 2027)	Family Group Rank 6/8 National Rank 21/32 Angus 78.8% Stirling 76.7% Midlothian 76.6% East Lothian 74.5% Scottish Borders 73.0% <i>Moray 72.7%</i> Argyll & Bute 72.5% Highland 69.0% Family Group Average 74.2% National Average 74.5% (Stretch Aim Target (69-72%) – Achieved)		
CHN13b	Nat(b)	% of P1, P4 and P7 pupils achieving CFE level in Numeracy	73-77%	76.5%	76.9%		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 76.9%</i> Highland 74.5% Family Group Average 79.4% National Average 80.3% (Stretch Aim Target (73-77%) – Achieved)		

CHN14a	Nat(b)	Literacy Attainment Gap (P1,4,7 Combined)	23.7	N/A	N/A		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		Not measured for Quarters	Not measured for Quarters	(Sustainable Development indicator) 2023/24 Moray data not being published due to suppressed figures / low numbers	?	?
CHN18	Nat(b)	Proportion of funded early years provision which is graded good/better	95%	84.1%	84%		Not measured for Quarters	Not measured for Quarters	Family Group Rank 7/8 National Rank 27/32 Angus 97% Stirling 95% Argyll & Bute 91% Scottish Borders 91% Midlothian 89% East Lothian 85% Moray 84% Highland 81% Family Group Average 89.1% National Average 89.0%	↓	⛔
CHN3	Nat(b)	Cost per Pre-School Education place	£11,640	£10,197	£10,410		Annual (March 2027)	Annual	Family Group Rank 2/8 National Rank 4/32 East Lothian £7,913 Moray £10,410 Midlothian £10,519 Scottish Borders £11,646 Highland £11,840 Angus £12,511 Stirling £16,004 Argyll & Bute £16,894 Family Group Average £12,174 National Average £12,055	↓	✅
CHN17	Nat(b)	Proportion of children meeting developmental milestones	86.5%	83.5%	81.7%		Annual (March 2027)	Annual	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%	↓	⚠️

2. Service Level Priorities

EQUITY AND IMPROVING OUTCOMES FOR ALL

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	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			
SAL2.1	Local	% of schools inspected in current session (full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI3.1 - Ensuring Wellbeing, Equality and Inclusion)	100%	50%	100%	100%		100%			Annual	Four HMIE inspections carried out during 2025-26 which included QI 3.1 - 1 very good, 1 good and 2 satisfactory		
SAL2.2	Local	% of ELC settings inspected in current session (full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI3.1 - Ensuring Wellbeing, Equality and Inclusion)	100%	N/A	100%	100%		100%			Annual	2025-26 - 1 out of 1 Aberlour Nursery - Very Good		
CHN12b	Nat(b)	Average Total Tariff SIMD Quintile 1	666	378	720			Annual (March 2027)			Annual (March 2028)	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	620	639			Annual (March 2027)			Annual (March 2028)	Family Group Rank 6/8 National Rank 27/32 Stirling 822 Scottish Borders 770 Midlothian 733 Highland 675 East Lothian 641 <i>Moray 639</i> Argyll & Bute 636 Angus 561 Family Group Average 685 National Average 772		
CHN12d	Nat(b)	Average Total Tariff SIMD Quintile 3	968	780	768			Annual (March 2027)			Annual (March 2028)	Family Group Rank 8/8 National Rank 30/32 Stirling 897		

								Highland 855 Scottish Borders 854 East Lothian 841 Midlothian 831 Argyll & Bute 823 Angus 797 <i>Moray 768</i> Family Group Average 833 National Average 895		
CHN12e	Nat(b)	Average Total Tariff SIMD Quintile 4	1,149	917	902		Annual (March 2027)	Annual (March 2028) Stirling 1166 Midlothian 1101 Argyll & Bute 1030 East Lothian 1016 Scottish Borders 971 <i>Moray 902</i> Highland 895 Angus 848 Family Group Average 991 National Average 1049	↓	⬮
CHN12f	Nat(b)	Average Total Tariff SIMD Quintile 5	1,258	970	993		Annual (March 2027)	Annual (March 2028) Stirling 1,300 Scottish Borders 1,258 Argyll & Bute 1,215 East Lothian 1,125 Midlothian 1,090 Highland 1,076 <i>Moray 993</i> Angus 991 Family Group Average 1,131 National Average 1,269	↑	⬮
CHN19a	Nat(b)	School attendance rate (per 100 pupils)	92.1%	90.8%	91.2%		Annual (June 2027)	Annual (June 2028) Stirling 92.4% East Lothian 92.3% Scottish Borders 92.1% Angus 91.5% Midlothian 91.5% <i>Moray 91.2%</i> Argyll & Bute 90.7% Highland 90.1% Family Group Average 91.5% National Average 91.0%	↑	⚠
CHN19b	Nat(b)	School attendance rate (per 100 'looked after pupils')	86.7%	82.0%	82.7%		Annual (June 2027)	Annual (June 2028) Family Group Rank 7/8 National Rank 22/32	↑	⚠

								2028)	East Lothian 90.0% Stirling 87.0% Midlothian 86.8% Scottish Borders 86.7% Angus 85.7% Argyll & Bute 84.5% Moray 82.7% Highland 82.5% Family Group Average 85.7% National Average 83.8%		
CHN20a	Nat(b)	School exclusion rates per 1,000 pupils	8.6	N/A	17.1		Bi-Annual (June 2028)	Bi-Annual	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 Scotland Average 15.2	↑	⚠
CHN20b	Nat(b)	School exclusion rates (per 1,000 'looked after pupils')	53.0	N/A	53.0		Bi-Annual (June 2028)	Bi-Annual	Family Group Rank 1/8 National Rank 8/32 Moray 53 Stirling 75 Angus 82 Scottish Borders 88 Highland 109 East Lothian 110 Midlothian 114 Argyll & Bute N/A Family group average 90.1 Scotland Average 77	↑	✅
EDU-HWB01	Local(b)	Primary: Improving Attendance Rate	93.5-94.5%	92.5%	93.3%		Annual (Dec 2026)	Annual (Dec 2027)	Core Stretch Aim indicator	↑	⚠
EDU-HWB02	Local(b)	Primary: Reducing Exclusions (*per 1,000 pupils)	Data Only	3.6	8.5		Annual (Dec 2026)	Annual (Dec 2027)	56 exclusion incidents recorded in 2024-25 (up by 32 from 2023-24) giving a rate of 8.5 per 1,000 primary pupils. Core Stretch Aim indicator	↓	📊
EDU-HWB03	Local(b)	Secondary: Improving Attendance Rate	90-91%	88.4%	88.3%		Annual (Dec 2026)	Annual (Dec 2027)	Core Stretch Aim indicator	↓	⚠
EDU-HWB04	Local(b)	Secondary: Reducing Exclusions (*per 1,000 pupils)	Data Only	38.1	28.1		Annual (Dec 2026)	Annual (Dec 2027)	154 exclusion incidents recorded in 2024-25 (down by 54 from 2023-24) giving a rate of 28.1 per 1,000 secondary pupils. Core Stretch Aim indicator	↑	📊

EDU-HWB05	Local(b)	Secondary: Improving Attendance Rate (Free School Meals)	Data Only	78%	78.9%		Annual (Dec 2026)	Annual (Dec 2027)	Core Stretch Aim indicator				
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2. Service Level Priorities HEALTH AND WELLBEING

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	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			
CORP6a	Nat(b)	Sickness absence days per teacher	7.4	9.6	10.8		Annual (March 2027)				Annual (March 2028)	Family Group Rank 8/8 National Rank 32/32 East Ayrshire 8.9 East Lothian 7.7 Fife 8.4 Moray 10.8 North Ayrshire 9.3 Perth & Kinross 7.5 South Ayrshire 5.9 Stirling 8.5 Family Group Average 8.4 National Average 7.8		
H&WEDU 1.1	Local	Sickness absence days lost per FTE for EDUCATION	Data Only	N/A	N/A		N/A	N/A	3.3	3.5	2.9	Moray Council Q1 – 3.6 days per FTE		
H&WEDU 1.2	Local	% of Sickness absence per FTE for EDUCATION	Data Only	N/A	N/A		N/A	N/A	6.1%	6.4%	5.3%	Moray Council Q1 – 6.4% per FTE		

2. Service Level Priorities LEADERSHIP AND EMPOWERMENT

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	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			
LEAD1.1	Local	% of practitioners undertaking Leadership and Management programmes (Moray)	20	36	28	22	22				Annual (July 2027)	22 Education staff undertaking programmes during 2025/26 – 15 on Aspiring to Middle Leadership Programme, 4 on Leadership Programme and 3 on Management Programme		
LEAD1.2	Local	Number of practitioners undertaking external Professional Learning and Leadership programmes (Education Scotland)	20	34	31	37	37				Annual (July 2027)	12 with EDSPLL + 25 U0A – bespoke ASN Programme		
LEAD1.3	Local	Total number of staff holding the Standard of Headship	60	60	69	78	78				Annual (July 2027)	Confirmed current number with the GTCS (March 2025) plus 9 additions for 2024/25 and 2025/26		

LEAD1.4	Local	Number of staff achieving the Standard of Headship in current session	5	2	5	4	4	Annual (July 2027)	In 2025-26 there were 3 Primary and 1 Central Team staff who achieved Standard of Headship	↓	⚠
LEAD1.5	Local	Number of teaching staff gaining a promoted post in current session	40	72	64	66	66	Annual (July 2027)	66 teachers achieved promoted posts during 2025/26	↑	✅
LEAD1.6	Local	% of schools inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI1.3 - Leadership of Change)	100%	50%	80%	100%	100%	Annual (July 2027)	Three HMIE inspections carried out during 2025-26 which included QI1.3 - 2 good and 1 satisfactory	↑	✅
LEAD1.7	Local	% of ELC settings inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI1.3 - Leadership of Change)	100%	N/A	100%	N/A	N/A	Annual (July 2027)	No QI1.3 inspections during 2025-26	?	?
LEAD1.8	Local	Number of ELC staff completing the BA Early Learning and Childcare Award / other equivalent professional qualifications	Data Only	0	0	1	1	Annual (July 2027)	One manager completed a BA in 2025-26	↑	📈

2. Service Level Priorities														
LEARNING TEACHING AND ASSESSMENT														
Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	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			
LTA1.1	Local	% of schools inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (Q2.3 - Learning, Teaching and Assessment)	100%	73%	100%	100%	100%				Annual (July 2027)	Four HMIE inspections carried out during 2025-26 which included QI2.3 - 1 very good, 1 good and 2 satisfactory		
LTA1.2	Local	% of schools inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI3.2 - Raising Attainment and Achievement)	100%	64%	100%	100%	100%				Annual (July 2027)	Three HMIE inspections carried out during 2025-26 which included QI3.2 - 2 good and 1 satisfactory		
LTA1.4	Local	% of ELC settings with good or better grading for HGIOELC (QI2.3 - Learning, Teaching and Assessment)	100%	100%	100%	100%	100%				Annual (July 2027)	Two HMIE inspections in 2025-26 where both settings achieved good or better for QI3.2		
LTA1.5	Local	% of ELC settings with good or better grading for HGIOELC (QI3.2 - Securing Children's Progress)	100%	100%	100%	100%	100%				Annual (July 2027)	One HMIE inspection carried out in 2025-26 which included QI3.2, setting achieved good or better		

2. Service Level Priorities CURRICULUM

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	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			
EdS413.01	Nat(b)	Leaver results: % of leavers attaining level 4 Literacy and Numeracy	Data Only	87%	87.5%		Annual (March 2027)				Annual	Moray – 87.5% (+0.5) Virtual comparator – 88.6% (+1.4) Northern Alliance – 87.6% (+0.1) National – 88.9% (+0.5)		
EdS413.01a	Local (b)	Leaver results: % of leavers attaining level 4 Literacy	Data Only	93.2%	94.7%		Annual (March 2027)				Annual	Moray – 94.7% (+1.5) Virtual comparator – 93.0% (+0.3) Northern Alliance – 93.1% (-0.3) National – 93.1% (-0.3)		
EdS413.01b	Local (b)	Leaver results: % of leavers attaining level 4 Numeracy	Data Only	89.7%	88.8%		Annual (March 2027)				Annual	Moray – 88.8% (-0.9) Virtual comparator – 90.8% (+1.2) Northern Alliance – 89.8% (+0.1) National – 91.1% (+0.6)		
EdS413.02a	Nat(b)	Leaver results: % of leavers attaining Level 5 literacy	80.4%	80.2%	80.2%		Annual (March 2027)				Annual	Moray – 80.2% (-) Virtual comparator – 80.4% (+1.3) Northern Alliance – 81.5% (+0.1) National – 81.9% (+0.5) Stretch Aim (compared to VC)		
EdS413.02b	Nat(b)	Leaver results: % of leavers attaining Level 5 numeracy	71.8%	71.1%	70.7%		Annual (March 2027)				Annual	Moray – 70.7% (-0.4) Virtual comparator – 71.8% (+2.8) Northern Alliance – 71.3% (+0.8) National – 73.4% (+1.5) Stretch Aim (compared to VC)		