2025-28 Quarter to September 2026 Growth, Planning & Climate Performance Report – Service Plan Performance Indicators

PI Status	
	Alert
	Warning
	OK
	Unknown
	Data Only

Long Term Trends	
	Improving
	No Change
	Getting Worse

Short Term Trends	
	Improving
	No Change
	Getting Worse

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

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ECON07	Nat(b)	SLAED-WE2 Proportion of people earning less than the living wage	11.4%	16.2%			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%**		

ENVDV502a	Nat(b)	SLAED-OC2b Moray median gross weekly earnings - by place of work	Data only	£688.80			Not measured for Quarters	Male - £717.40, Female - £623.10 Scotland av. £739.70 Scotland Male - £766.60 Scotland Female - £701.00	 
ENVDV502b	Nat(b)	SLAED-OC2a Moray median gross weekly earnings - by place of residence	Data only	£638.60			Not measured for Quarters	Male - £678.10 Female - £615.00 Scotland av. - £740.00 Scotland Male - £767.70 Scotland Female - £701.00	 

Section 4 - Strategic Level Outcomes or Priorities
4.3 Improve access to fair work, employment and training opportunities

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
EGD105	Local	No. of females participating, progressing and sustaining learning, training and employment opportunities across the Moray Pathways Local Employability Partnership	305	290	364	N/A	285	323	364	N/A	N/A	Service Plan aim to increase by 5% by March 2026. Based on 2024/25 total of 290 =new target 305 2026/27 data to follow		
EGD106	Local	No of females entering the workforce via Sector Based Work Academy Programme and MERI scheme	58	55	110	N/A	76	97	110	N/A	N/A	Cumulative total for 2025/26. 2026/27 data to follow		
EGD107	Local	No. of MA and Graduate apprenticeships in Moray	50	N/A	53	N/A	24	48	53	N/A	N/A	Baseline data still TBC to set target (Service Plan aim to increase by 50 (20 via upskilling and 30 via newly created apprenticeships) 2026/27 data to follow		
EGD108	Local	No of businesses engaging with Moray Pathways Training and FE/HE provision	146	133	232	N/A	164	222	232	N/A	N/A	2026/27 data to follow		
ENVDV500	Nat(b)	Proportion of 16–29-year-olds within Moray Population (NRS Mid-Year)	14.9%	14.7%	14.5%		Not measured for Quarters					Service Plan Desired Outcome - to increase the proportion of 16–29-year-olds within Moray by 2% each year (against NRS Mid-Year 2023 data) - 2% increase on 14.6% = 14.6% x 0.02% =0.29% (0.3%) increase so 14.9% Mid-2025 population estimates - National Records of Scotland (NRS). Published July 2026 - Moray - 13,755 residents aged between 16-29/total estimated population 94,730 = 14.5% - Scotland - 944,592 residents aged between 16-29/total estimated population 5,545,500 + 17.03%		

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

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	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%	10.4%			Not measured for Quarters					**Family Group Rank 6/8** **National Rank 25/32** Angus 5.5% Argyll & Bute 14.9% East Lothian 11.6% Highland 10.9% Midlothian 16.1% *Moray 10.4%* Scottish Borders 8.4% Stirling 22.7% **Family Group Average 12.6%** **National Average 14.2%**		
EGD101	Local	No of School Age (5-12) Child Care (SACC) Places Available	Data only	566	615		581	581	615	N/A	N/A	2026/27 data to follow		
ENVDV270	Local	No of parents assisted through Employability Partnership	Data only	123	130		28	29	44	N/A	N/A	2026/27 data to follow		
GPG1.6	Nat(b)	% Gender Pay Gap FT (By place of Residence)	Data only	9.2%			Not measured for Quarters					www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx Earnings by place of residence (2025) Hourly Pay - Excluding Overtime Male FT - £18.00 Female FT - £16.34 1.66/18.00 = 9.22%		
GPG1.7	Nat(b)	% Gender Pay Gap FT (By place of Work)	Data only	4.3%			Not measured for Quarters					www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx Earnings by place of work (2025) Hourly Pay - Excluding Overtime Male FT - £17.91 Female FT - £17.14 0.77/£17.91 = 4.3%		

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

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	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%	14.0%			Not measured for Quarters					**Family Group Rank 5/8** **National Rank 21/32** Angus 17.4% Argyll & Bute 14.2% East Lothian 11.9% Highland 14.5% Midlothian 8.2% *Moray 14.0%* Scottish Borders 11.8% Stirling 13.5 % **Family Group Average 13.2%** **National Average 11.4%**		
EGD102	Local	No of empty properties and vacant/derelict sites in the city centre	Data only	N/A			Not measured for Quarters					As of November 2026, data still not available		
EGD103	Local	No of additional residential properties in Elgin city centre	Data only	N/A			Not measured for Quarters					As of November 2026, data still not available		

Section 4 - Strategic Level Outcomes or Priorities
4.6 Progress an Area Wide Climate Change Strategy with Moray CAN

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	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)	3.55t	3.95t			Not measured for Quarters					**Family Group Rank - 4/8** **National Rank - 17/32** East Ayrshire - 3.31 East Lothian - 9.58 Fife - 7.57 Moray - 3.95 North Ayrshire - 3.92 Perth & Kinross - 4.26 South Ayrshire - 4.15 Stirling - 3.64 **Family Group Average - 5.05** **National Average - 4.29**		

CLIM02	Nat(b)	CO2 emissions area wide: emissions within scope of LA per capita (Tonnes)	3.41t	6.40t			Not measured for Quarters	**Family Group Rank - 8/8** **National Rank - 32/32** East Ayrshire - 3.78 East Lothian - 3.93 Fife - 4.00 Moray - 6.40 North Ayrshire - 4.32 Perth & Kinross - 5.28 South Ayrshire - 4.86 Stirling - 5.22 **Family Group Average - 4.72** **National Average - 3.86**		

Section 5 - Service Level Outcomes or Priorities
2. Legislative & Regulatory

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
GPCCP01	Local	% of new food businesses registration and advice requests given within 10 days of contact	Data only	N/A	N/A	46%	N/A	N/A	N/A	55.6%	36.4%	8 out of 22 registrations received advice within 10 days of contact The decrease in performance between quarters reflects the loss of one full-time equivalent (FTE) post and an existing vacancy within the team. Recruitment is underway, with the vacant post expected to be filled by December 2026. This is anticipated to improve performance and support increased service capacity into 2027. In addition, the appointment of a Principal Officer by November 2026 will provide greater strategic oversight and leadership, helping to drive service improvements and enhance response times for newly registered businesses. As this is a new performance indicator, results from the current reporting period will be used to establish a baseline for future comparison.		

Section 5 - Service Level Outcomes or Priorities
5. Workplace Health and Wellbeing

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
EGD001	Local	Sickness absence - Average no, of days lost per FTE	Data only	65.82	29.22	3.73	10.08	1.2	1.1	1.41	2.32	Moray Council – average 3.28 days lost per FTE Economy, Enterprise & Operations – average 3.73 days lost per FTE		
EGD001a	Local	Sickness absence - % of lost days	Data only	5.01%	2.98%	3.33%	2.9%	2.2%	1.9%	2.52%	4.13%	Moray Council – 5.96% Economy, Enterprise & Operations – 6.63%		