

## 2025-28 Quarter to June 2026 Growth, Planning & Climate 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 |                  |               |                   |               |

### 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 | 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      |                                                                                                                                                                                                                                                                                                                                                                                                           |                        |        |
| 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<br><br><b>Family Group Rank 7/8</b><br><b>National Rank 25/29</b><br><br>Angus 18.7%<br>Argyll & Bute 10.9%<br>East Lothian 12.0%<br>Highland 9.1%<br>Midlothian 11.5%<br>Moray 16.2%<br>Scottish Borders 14.8%<br>Stirling 12.0%<br><br><b>Family Group Average 13.2%</b><br><b>National Average 11.3%</b> |                        |        |

| 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      |                                                                                                                       |                                                                                     |                                                                                     |
| 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<br><br>Scotland av. £739.70<br>Scotland Male - £766.60<br>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<br><br>Scotland av. - £740.00<br>Scotland Male - £767.70<br>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 | 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      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                       |                                                                                       |
| EGD104   | Local  | No of females participating in apprenticeships (all ages. all levels)                                                                                              | TBC            | N/A     | N/A     |         | N/A                       | N/A        | N/A        | N/A        |            | PI included in PI review but still TBC                                                                                                                                                                                                                                                                                                                                                                                                                               |    |    |
| EGD105   | Local  | No. of females participating, progressing and sustaining learning, training and employment opportunities across the Moray Pathways Local Employability Partnership | 305            | 290     | 364     |         | 292                       | 285        | 323        | 364        |            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |    |    |
| EGD106   | Local  | No of females entering the workforce via Sector Based Work Academy Programme and MERI scheme                                                                       | 58             | 55      | 110     |         | 67                        | 76         | 97         | 110        |            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |    |    |
| EGD107   | Local  | No. of MA and Graduate apprenticeships in Moray                                                                                                                    | 50             | N/A     | 53      |         | 11                        | 24         | 48         | 53         |            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |    |    |
| EGD108   | Local  | No of businesses engaging with Moray Pathways Training and FE/HE provision                                                                                         | 146            | 133     | 232     |         | 152                       | 164        | 222        | 232        |            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |  |
| ENVDV500 | Nat(b) | Proportion of 16–29-year-olds within Moray Population (NRS Mid-Year)                                                                                               | 14.9%          | 14.7%   |         |         | 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%<br>EGD Service Plan aim to increase the proportion of 16–29-year-olds within Moray by 2% each year (against NRS Mid-Year2023 data).<br>Target = 2% increase on 14.6% = 14.6% x 0.02% =0.29% (0.3%) increase so 14.9% |  |  |

## 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 | Q1<br>2025/26             | Q2<br>2025/26 | Q3<br>2025/26 | Q4<br>2025/26 | Q1<br>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 |               |               |               |               | <b>Family Group Rank 6/8</b><br><b>National Rank 25/32</b><br><br>Angus 5.5%<br>Argyll & Bute 14.9%<br>East Lothian 11.6%<br>Highland 10.9%<br>Midlothian 16.1%<br>Moray 10.4%<br>Scottish Borders 8.4%<br>Stirling 22.7%<br><br><b>Family Group Average 12.6%</b><br><b>National Average 14.2%</b> | ↑                      | 🛑      |
| EGD101   | Local  | No of School Age (5-12) Child Care (SACC) Places Available                 | Data only      | 566     | 615     |         | 566                       | 581           | 581           | 615           |               |                                                                                                                                                                                                                                                                                                     | ↑                      | 📈      |
| ENVDV270 | Local  | No of parents assisted through Employability Partnership                   | Data only      | 123     | 130     |         | 29                        | 28            | 29            | 44            |               |                                                                                                                                                                                                                                                                                                     | ↑                      | 📈      |
| GPG1.6   | Nat(b) | % Gender Pay Gap FT (By place of Residence)                                | Data only      | 9.2%    |         |         | Not measured for Quarters |               |               |               |               | <a href="http://www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx">www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx</a><br><br>Earnings by place of residence (2025)<br>Hourly Pay - Excluding Overtime<br><br>Male FT - £18.00<br>Female FT - £16.34<br>$1.66/18.00 = 9.22\%$     | ↓                      | 📈      |
| GPG1.7   | Nat(b) | % Gender Pay Gap FT (By place of Work)                                     | Data only      | 4.3%    |         |         | Not measured for Quarters |               |               |               |               | <a href="http://www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx">www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx</a><br><br>Earnings by place of work (2025)<br>Hourly Pay - Excluding Overtime<br><br>Male FT - £17.91<br>Female FT - £17.14<br><br>$0.77/£17.91 = 4.3\%$      | ↓                      | 📈      |

## 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 | 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      |                                                                                                                                                                                                                                                                                                              |                                                                                     |                                                                                     |
| ECON09 | Nat(b) | SLAED-OC8 Town Vacancy Rates                                        | 7.4%           | 14.0%   |         |         | Not measured for Quarters |            |            |            |            | <b>Family Group Rank 5/8</b><br><b>National Rank 21/32</b><br><br>Angus 17.4%<br>Argyll & Bute 14.2%<br>East Lothian 11.9%<br>Highland 14.5%<br>Midlothian 8.2%<br><i>Moray 14.0%</i><br>Scottish Borders 11.8%<br>Stirling 13.5 %<br><br><b>Family Group Average 13.2%</b><br><b>National Average 11.4%</b> |  |  |
| EGD102 | Local  | No of empty properties and vacant/derelict sites in the city centre | Data only      | N/A     | N/A     |         | Not measured for Quarters |            |            |            |            | PI included in recent PI review but still TBC                                                                                                                                                                                                                                                                |  |  |
| EGD103 | Local  | No of additional residential properties in Elgin city centre        | Data only      | N/A     | N/A     |         | Not measured for Quarters |            |            |            |            | PI included in recent PI review but still TBC                                                                                                                                                                                                                                                                |  |  |

## Section 4 - Strategic Level Outcomes or Priorities - 4.7 Progress an Area Wide Climate Change Strategy with Moray CAN

| 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      |                                                                                                                                                                                                                                                                                                                             |                                                                                       |                                                                                       |
| CLIM01 | Nat(b) | CO2 emissions area wide: per capita (Tonnes) | 3.55t          | 3.95t   |         |         | Not measured for Quarters |            |            |            |            | <b>Family Group Rank - 4/8</b><br><b>National Rank - 17/32</b><br><br>East Ayrshire - 3.31<br>East Lothian - 9.58<br>Fife - 7.57<br>Moray - 3.95<br>North Ayrshire - 3.92<br>Perth & Kinross - 4.26<br>South Ayrshire - 4.15<br>Stirling - 3.64<br><br><b>Family Group Average - 5.05</b><br><b>National Average - 4.29</b> |  |  |

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

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

| 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      |                                                                      |                                                                                     |                                                                                     |
| GPCCP 01 |      | % of new food businesses registration and advice requests given within 10 days of contact | Data only      | N/A     | N/A     | 55.6%   | N/A        | N/A        | N/A        | N/A        | 55.6%      | 15 out of 27 registrations received advice within 10 days of contact |  |  |

#### Section 5 - Service Level Outcomes or Priorities - 5. Workplace 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      |                                                                                                                     |                                                                                       |                                                                                       |
| EGD001  | Local | Sickness absence - Average no, of days lost per FTE | Data only      | 65.82   | 29.22   | 1.41    | 16.84      | 10.08      | 1.2        | 1.1        | 1.41       | Moray Council – average 4.15 days lost per FTE<br>Economy, Enterprise & Operations – average 3.62 days lost per FTE |    |    |
| EGD001a | Local | Sickness absence - % of lost days                   | Data only      | 5.01%   | 2.98%   | 2.52%   | 4.9%       | 2.9%       | 2.2%       | 1.9%       | 2.52%      | Moray Council – 7.43%<br>Economy, Enterprise & Operations – 6.42%                                                   |  |  |