



Education
Public Performance Report for Primary
and Secondary Schools

School Session
2022/23

Background Information

Moray Council is committed to providing relevant performance information about our schools. The information included is reported to the Education, Children's and Leisure Services Committee throughout the year, but presented here in a combined annual report to provide:

	<u>Page</u>
Number and Ratio of Pupils / Teachers	3
Attendance and Exclusion Rates	4-5
Achievement of a Level	6
Attainment: Key National Measures (Insight)	7-17
SCQF Measures - S5 / S6	18-19
Staying on Rates	20-21
School Leaver Destinations	22-26

The Council is committed to improving the educational achievements of its young people and to support this we measure and analyse the performance of all our pupils through both the broad general education phase (age 3 to S3) and the senior phase (S4 to S6).

Throughout this document, Moray's performance indicators are compared with the National Average and / or Virtual Comparator data that is available through 'Insight', the attainment benchmarking tool developed by Scottish Government in partnership with key education organisations. The use of Insight marks a shift away from the "Standard Tables and Charts" (STACs) reporting and aligns better with Curriculum for Excellence, where performance measures are drawn from a wider range of sources than solely SQA exams.

Insight allows for schools to benchmark against schools in their local authority, nationally and against their 'virtual comparator'. The Virtual Comparator feature takes the characteristics of pupils in a school and matches them to similar pupils from across Scotland to create a 'virtual school'. This is a valuable benchmark for schools as it takes into account young people who have similar characteristics.

There have been different approaches to awarding in each year since 2019. This means that comparisons of attainment between years should be treated with significant caution and do not allow for conclusions to be drawn on changes in education performance during this time. Attainment figures cannot be used as an indication that performance in 2019/20 or 2020/21 or 2021/2022 or 2022/23 was better or worse than in previous years, without further evidence and without taking full account of the different approaches to certification in recent years. Session 2022/2023 saw a second year of return to a formal examination diet following on from two very different years of Alternative Certification Models (ACMs) with Covid-19 impacting on young people and our school communities in session 2019/2020 and 2020/2021. Schools continue to support young people as a result of the legacy of Covid-19, with secondary schools reporting higher levels of absence as reported nationally, concerns in relation to behaviours exhibited by some young people, wellbeing concerns and further increase in Additional Assessment Arrangements (AAA) for examinations.

Contact Details

Any queries about this report should be addressed to:

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Number and Ratio of Pupils/Teachers

Number of Pupils

	2016	2017	2018	2019	2020	2021	2022	2023
Primary	7,026	7,049	7,086	6,987	6,943	6,889	6,824	6,675
Secondary	4,915	4,856	4,806	4,940	5,172	5,331	5,388	5,458
Total	11,941	11,905	11,892	11,927	12,115	12,220	12,212	12,133

The overall number of pupils registered in Moray schools decreased for the second year in a row, falling by 79 to 12,133. The number of primary school pupils enrolled decreased for the fifth year in a row, down by 149 to 6,675; while in contrast the secondary school roll increased for the fifth year running, up by 70 to 5,458. Since 2016 the overall primary school pupil numbers have decreased by 5% in Moray, this compares to a national decrease of 3%. Moray secondary school pupil numbers have increased by 11% over the same period, compared to a national increase of 11.4%. The secondary roll numbers locally have increased sharply since 2018, up by 13.6% in Moray, which compares to 9.4% increase nationally.

Number of Teachers

	2016	2017	2018	2019	2020	2021	2022	2023
Primary	412	415	439	431	433	475	478	453
Secondary	401	399	403	405	418	455	448	452
Total	813	814	842	836	851	930	926	905

At the September 2023 census, the overall number of full time equivalent (FTE) teachers decreased by 21 to 905. Primary School teacher numbers were down by 25 to 453. Since 2016 there has been an increase of 10% in primary teachers in Moray, this compares to a 4.9% increase nationally. Secondary teacher numbers decreased for the first time in five years, down by 7 to 448. Since 2016 there has been an overall increase of 12.7% in secondary teachers (FTE) in Moray, compared to a 9.1% increase nationally.

Pupil / Teacher Ratio*

Primary & Secondary	2016	2017	2018	2019	2020	2021	2022	2023
Moray	14.1	13.9	13.7	13.8	13.9	13.5	13.1	13.1
Comparators**	13.5	13.6	13.4	13.6	13.4	13.3	13.3	13.2
National Average	13.7	13.6	13.6	13.6	13.3	13.2	13.2	13.2

* Ratio includes centrally employed teachers but not early learning and childcare teachers. Includes pupils at primary, secondary and special schools only.

** Local Government Benchmarking Framework (LGBF) comparator authorities: Angus, Argyll & Bute, East Lothian, Highland, Midlothian, Scottish Borders and Stirling

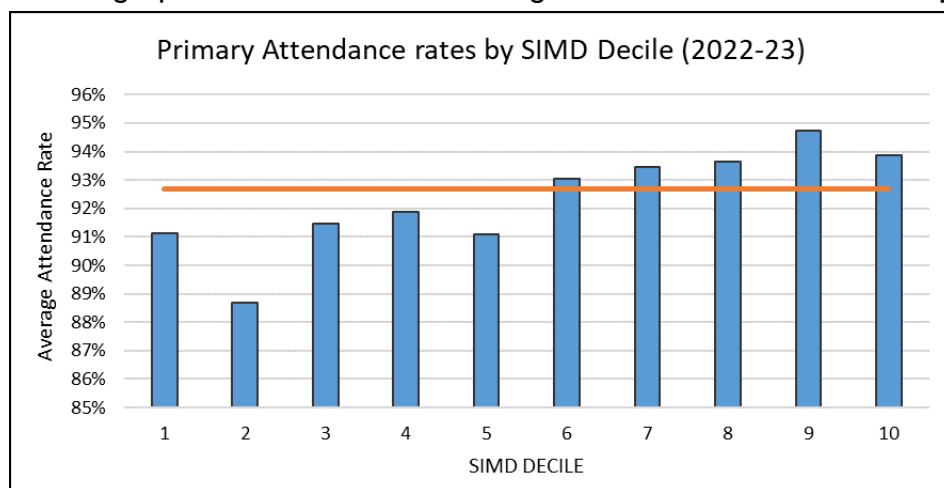
The pupil/teacher ratio remained the same at 13.1 for 2023. The Moray pupil/teacher ratio is marginally below both the national average (13.2) and the comparator authorities' average (13.2).

Attendance and Exclusion Rates

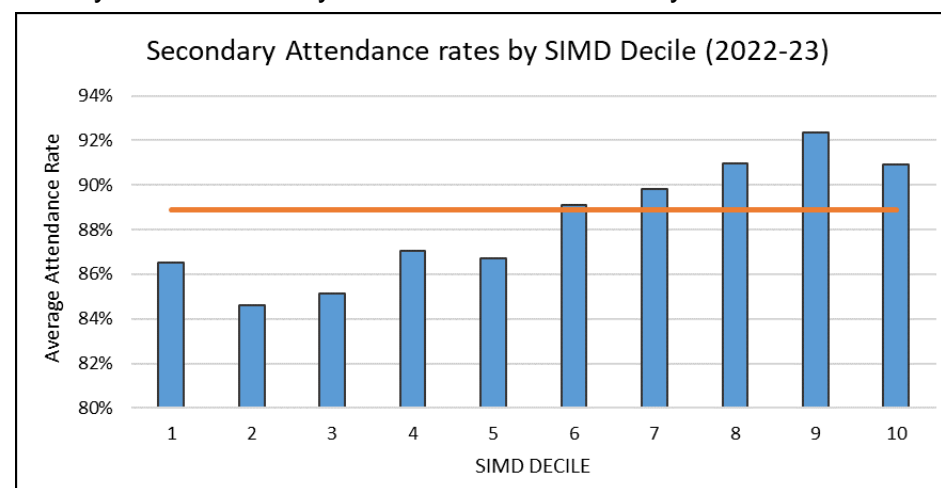
The average school attendance rate across Moray for 2022/23 was 91.2%, up by 0.1% on 2021/22. Attendance rates nationally are reported biennially, the overall attendance rate was 90.2% (2022/23), down by 1.8% when compared to 2020/21. This compares with a 2.6% decrease across Moray, down from 93.8% in 2020/21. Attendance and absence reporting has been impacted by the COVID-19 pandemic and continues to influence rates.

Attendance by SIMD

The two graphs below show the average attendance rates for Moray Primary and Secondary schools broken down by SIMD Deciles.



Attendance data by SIMD taken from SEEMIS BI report.



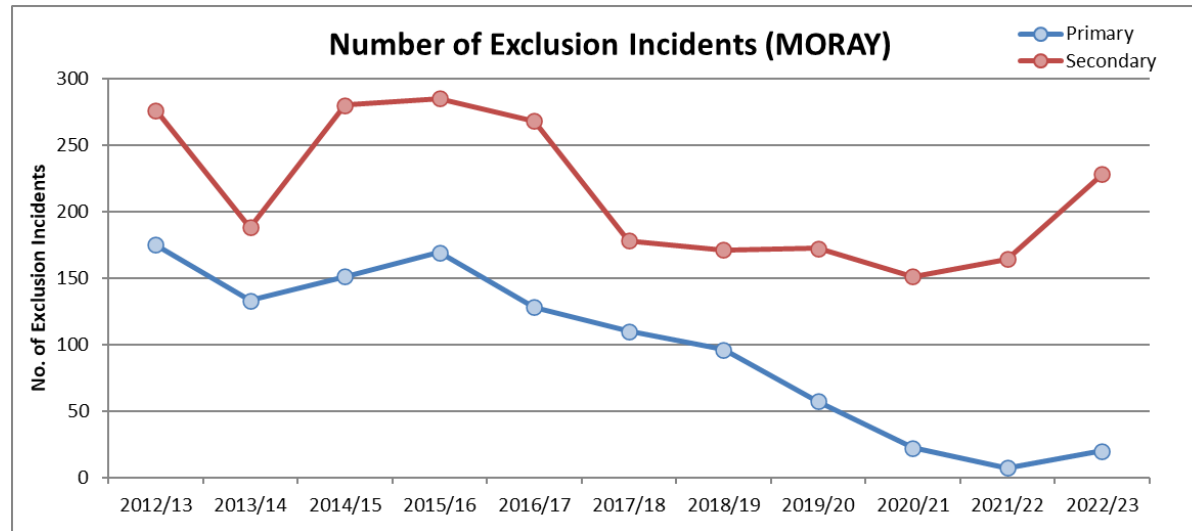
Both Primary and Secondary attendance rates show similar patterns when using Scottish Index of Multiple Deprivation (SIMD) data. SIMD decile 1 refers to young people with postcodes within datazones identified as being in the 10% most deprived in Scotland according to SIMD, whilst decile 10 refers to those young people with postcodes in the top 10% of the least deprived datazones according to SIMD. Moray has one datazone ranked in decile 1.

Attendance rates appear to show there is a correlation with the SIMD ranking, where attendance rates on average are lower for young people from the more deprived areas (deciles 1-5) when compared to those from the least deprived areas (deciles 6-10). Primary school rates range from 88.7% (decile 2) to 94.7% (decile 9), a variance of 6.0 percent. Secondary school attendance rates show a wider gap in attendance when using SIMD data, with attendance rates ranging from 84.6% (decile 2) up to 92.3% (decile 9), a 7.7 percent variance.

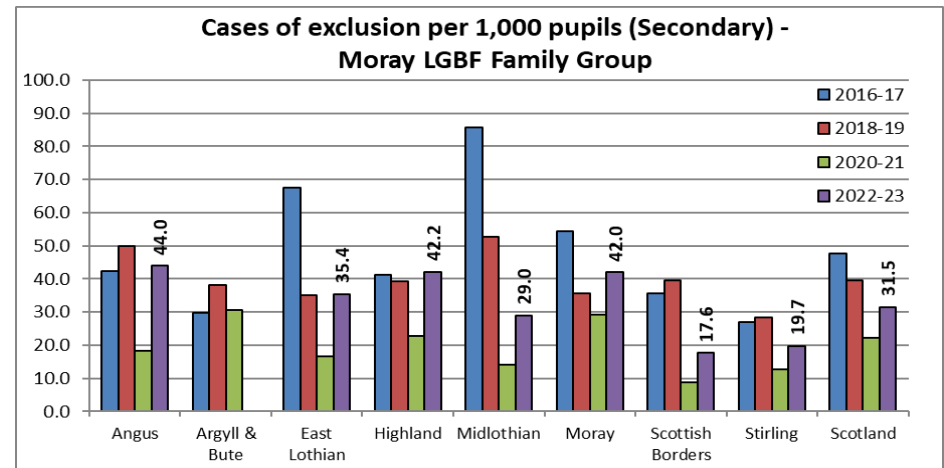
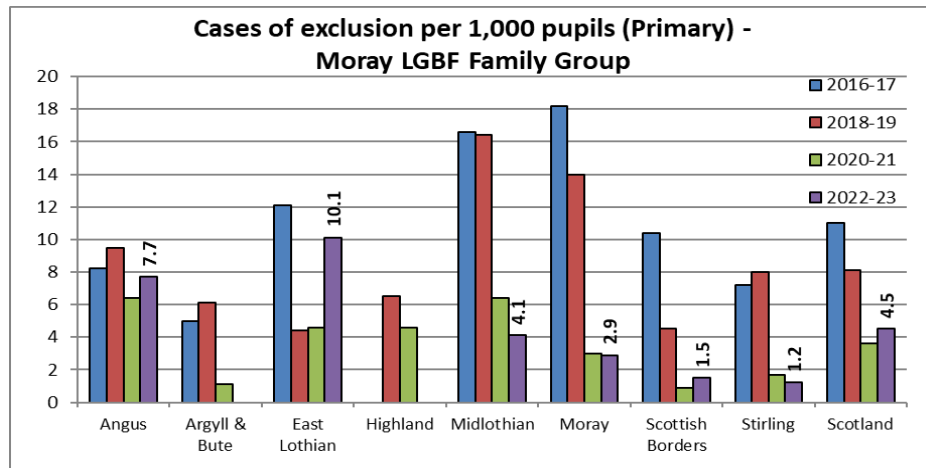
Around 33% of Moray pupils are ranked in SIMD deciles 1-5 based on their postcode, the lower attendance rates for this group will impact on their learning and school leaver options. Work is underway in schools and centrally in order to strengthen engagement and attendance for identified young people, with use of additional funding where available in a targeted way to support children and young people to attend and achieve.

Exclusions

In 2022/23 a total of 248 school exclusion incidents were recorded in Moray, an overall increase on the number recorded in the previous year. The number of Primary stage exclusions remain low, however Secondary exclusion rose sharply and are the highest since 2016/17. Post-Covid and as reported nationally, schools continue to report increasing concerns among a small minority of identified young people with pressure on partnership capacity impacting on wider supports available to schools. This can result in exclusion due to serious behaviours exhibited while plans are initiated to support young people to positive engage and achieve.



National exclusion data is reported every second year, the graphs below compare exclusion rates for Moray with our comparator LGBF authorities and the national average since 2016/17 to 2022/23. Exclusion rates in Moray at Primary school stage have continued to decline since 2012/13, which has generally been the case with our comparator authorities and nationally. The rate of exclusion in Moray for 2022/23 was 2.9 per 1,000 pupils, a slight reduction on 2020/21 and below the national rate (4.5).



Exclusion rates across Scotland rose compared to 2020/21 levels, with the national rate increasing to 31.5 cases per 1,000 pupils. Moray experienced a slightly higher increase, up from 29.1 cases per 1,000 pupils to 42.0. The rate of exclusion remains above the national average, while Moray ranks 6th out of our comparator group. COVID-19 may have contributed to the fall in exclusion cases for 2020/21 due to national lockdown and time spent out of school buildings and at home, remote learning. However the development and implementation of the authority wide policy on exclusion and approaches to inclusion accompanied by clear guidance and intervention strategies has helped reduce case numbers since 2016/17, particularly at primary stage.

Achievement of a Level (CfE) – 2022/23

The data collated in the Achievement of Curriculum for Excellence (CfE) Levels Return relates to achievement in Broad General Education (BGE). It is based on teacher professional judgements regarding pupils' achievement in literacy and numeracy against CfE levels.

The data shows what percentage of pupils achieved the expected CfE level for each stage (P1, P4 and P7) in the following curriculum organisers: reading, writing, listening and talking, literacy and numeracy, and relates to the CfE level achieved as at June 2023. Teacher professional judgements (TPJ) of achievement of a level are based on all of the evidence collected by teachers during the ongoing assessment of children and young people's learning and following a process of moderation for shared understanding of standards and TPJ. COVID-19 has impacted on the rates achieving expected CfE levels.

The following tables show the Moray results against each of the 5 curriculum organisers, compared to the national averages. The figures in brackets () show the change from the June 2022 teacher judgement achievement rates for P1, P4, P7 and S3.

CfE Levels – 2023		P1	P4	P7	P1, P4 & P7	S3	S3
		Early Level	First Level	Second Level	Combined (expected level)	Third Level	Fourth Level
Reading	Moray	78 (+2)	76 (+3)	78 (+4)	77 (+3)	89 (+9)	63 (+18)
	Scotland	81 (+2)	78 (+2)	81 (+2)	80 (+2)	90 (+2)	62 (+8)
Writing	Moray	75 (+2)	69 (+2)	70 (-)	71 (+1)	87 (+10)	57 (+14)
	Scotland	78 (+1)	72 (+2)	75 (+2)	75 (+2)	89 (+2)	60 (+8)
Listening & Talking	Moray	86 (+2)	84 (+3)	82 (-1)	84 (+1)	89 (+7)	62 (+18)
	Scotland	87 (+1)	87 (+2)	87 (+1)	87 (+2)	91 (+2)	63 (+8)
Literacy	Moray	71 (+2)	66 (+5)	66 (+1)	68 (+3)	86 (+14)	54 (+17)
	Scotland	76 (+2)	70 (+3)	73 (+2)	73 (+2)	88 (+2)	56 (+8)
Numeracy	Moray	81 (+3)	73 (+4)	74 (+5)	75 (+3)	87 (+1)	58 (+3)
	Scotland	85 (+1)	77 (+2)	78 (+2)	80 (+2)	90 (+1)	63 (+4)

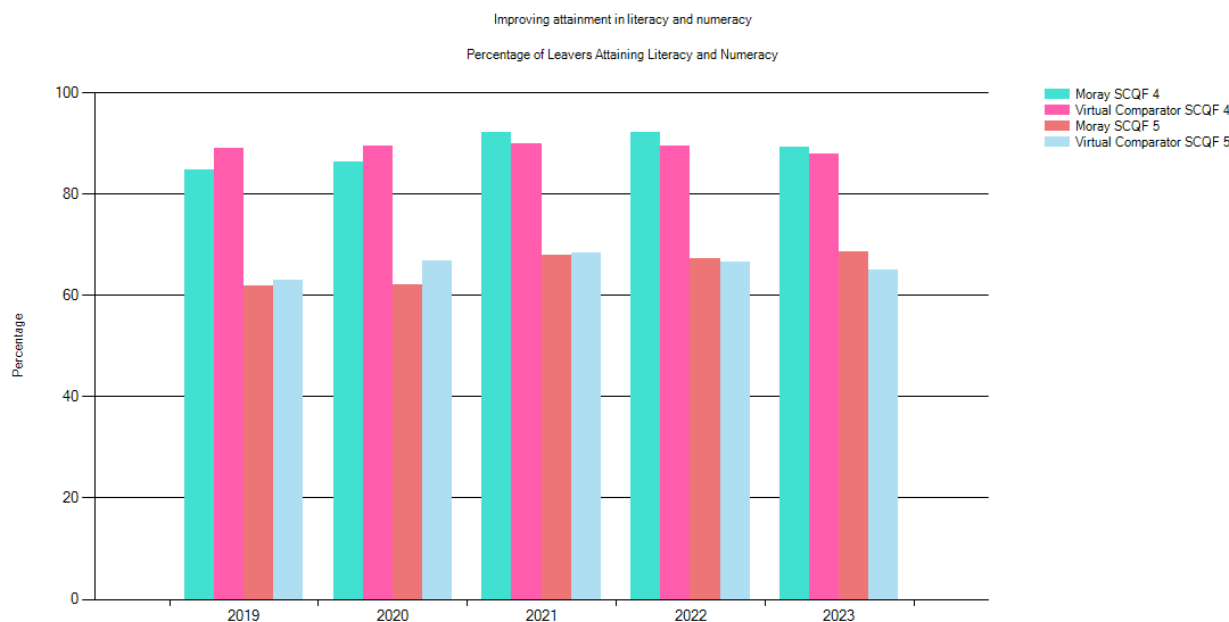
Key National Measures (INSIGHT)

As part of Curriculum for Excellence the Scottish Government have identified 4 key national measures which should be looked at together in considering the performance of a school or local authority and the next steps to be taken to seek further improvements. The four measures are: **Improving attainment in literacy and numeracy**; **Increasing post-school participation**; **Improving attainment for all**; and **Tackling disadvantage by improving the attainment of lower attainers relative to higher attainers**.

All the national measures are available through the Scottish Government INSIGHT benchmarking tool which presents school attainment data at the pupils point of exit from school. This is the most consistent way of considering the success of a school in these measures and reflects the different curricular models which schools are adopting across the country as practice evolves in line with Curriculum for Excellence.

As noted in the introduction of this report care is required when making any comparisons with attainment data during and since the COVID pandemic. Attainment figures cannot be used as an indication that performance in 2019/20 or 2020/21 or 2021/2022 or 2022/23 was better or worse than in previous years, without further evidence and without taking full account of the different approaches to certification in recent years.

Improving Attainment in Literacy and Numeracy



The above graph displays five years data on the percentage of Moray school leavers attaining both SCQF Level 4 and Level 5 for literacy and numeracy against their virtual comparator. The percentage of leavers achieving level 4 literacy and numeracy fell slightly compared to last year to 89.4%, however remains higher than both our virtual comparator (87.9%) and nationally (89.0%). Level 5 achievement rates increased to 68.6% in Moray, moving Moray above the national average (68.0%) and remaining above our virtual comparator (65.0%).

Below is a breakdown showing individual school performance against virtual comparators for the last three years for literacy and numeracy.

<i>(M = Moray School VC = Virtual Comparator)</i>	Improving Attainment in Literacy and Numeracy											
	Percentage of Leavers Attaining Literacy and Numeracy											
	% Level 4 Literacy & Numeracy						% Level 5 Literacy & Numeracy					
School	2020/21		2021/22		2022/23		2020/21		2021/22		2022/23	
	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	94.9%	90.2%	93.2%	90.3%	93.4%	88.7%	64.4%	69.9%	68.9%	72.5%	72.2%	67.8%
Elgin Academy	91.7%	90.9%	92.2%	88.8%	83.2%	87.5%	64.8%	72.1%	61.5%	65.4%	59.0%	65.2%
Elgin High	90.6%	89.4%	88.0%	88.2%	89.5%	87.3%	64.1%	63.1%	70.4%	63.4%	76.2%	64.5%
Forres Academy	88.4%	88.0%	91.7%	88.4%	90.5%	88.7%	68.8%	66.2%	62.4%	63.6%	69.0%	65.1%
Keith Grammar	95.1%	89.4%	91.1%	91.0%	89.9%	82.8%	70.4%	64.7%	62.2%	65.7%	53.6%	52.0%
Lossiemouth High	97.4%	91.8%	93.5%	90.2%	90.7%	88.3%	80.8%	73.2%	69.6%	67.1%	71.1%	63.5%
Milne's High	91.6%	91.6%	95.1%	92.7%	88.6%	89.8%	67.6%	71.4%	79.3%	74.3%	73.4%	70.8%
Speyside High	89.4%	89.6%	93.6%	87.5%	92.9%	89.5%	72.7%	66.5%	73.1%	63.7%	75.0%	67.1%
Moray	92.2%	90.0%	92.1%	89.4%	89.4%	87.9%	68.0%	68.5%	67.3%	66.6%	68.6%	65.0%
Northern Alliance	89.9%		89.4%		88.3%		69.4%		67.9%		67.0%	
National	90.2%		89.6%		89.0%		70.6%		68.2%		68.0%	

Of the eight Moray secondary schools, six achieved attainment rates above their virtual comparator and the national average at level 4 literacy and numeracy. At Level 5 literacy and numeracy six schools performed above the national rate (Buckie High, Elgin High, Forres Academy, Lossiemouth High, Milne's High and Speyside High), while almost all schools achieved above their virtual comparator. Further break down of the measure is provided on the next three pages, showing attainment against literacy and numeracy separately.

Literacy – Moray against virtual comparator



Numeracy – Moray against virtual comparator



Literacy – Schools against virtual comparator

Tables on the following two pages provide three years of data for individual schools compared against their virtual comparator; again, the measures have been separated for literacy and numeracy.

<i>(M = Moray School VC = Virtual Comparator)</i>	Improving Attainment in Literacy and Numeracy											
	Percentage of Leavers Attaining Literacy											
	% Level 4 Literacy						% Level 5 Literacy					
	School	2020/21		2021/22		2022/23		2020/21		2021/22		2022/23
	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	98.3%	95.1%	97.0%	94.4%	97.4%	93.7%	89.8%	82.7%	87.1%	83.6%	84.8%	80.9%
Elgin Academy	95.0%	94.9%	94.3%	94.2%	93.7%	92.6%	82.9%	84.1%	83.9%	81.4%	82.1%	78.3%
Elgin High	93.8%	93.8%	90.4%	94.3%	94.4%	92.9%	75.8%	77.9%	80.8%	80.1%	83.2%	80.1%
Forres Academy	96.4%	93.2%	99.4%	93.6%	95.6%	93.7%	84.8%	80.4%	86.6%	78.5%	79.8%	81.1%
Keith Grammar	97.5%	95.1%	94.4%	94.8%	92.8%	88.4%	79.0%	80.9%	81.1%	81.0%	62.3%	67.5%
Lossiemouth High	98.7%	95.9%	96.7%	94.8%	94.9%	93.7%	92.3%	85.3%	88.0%	80.3%	87.6%	77.4%
Milne's High	97.2%	96.1%	98.8%	96.7%	93.7%	93.9%	84.5%	84.5%	89.0%	87.2%	89.0%	87.2%
Speyside High	90.9%	92.9%	93.6%	92.0%	95.2%	94.5%	78.8%	81.1%	77.4%	78.1%	78.6%	82.7%
Moray	95.9%	94.5%	95.5%	94.3%	94.9%	93.1%	83.4%	82.0%	84.3%	81.1%	81.4%	79.4%
Northern Alliance	94.6%		94.6%		93.8%		83.9%		83.7%		82.2%	
National	94.6%		94.4%		93.9%		83.4%		82.0%		81.5%	

- Northern Alliance Partnership (NA) authorities: Aberdeen City, Aberdeenshire, Argyll & Bute, Highland, Orkney, Shetland and Western Isles

Five of the eight Moray secondary schools achieved above the national average (93.9%) at Level 4 Literacy (Buckie High, Elgin High, Forres Academy, Lossiemouth High and Speyside High). Almost all Moray secondary schools performed above their virtual comparator. At Level 5 Literacy, five secondary schools exceeded the national average (81.5%), these were Buckie High, Elgin Academy, Elgin High, Lossiemouth High and Milne's High.

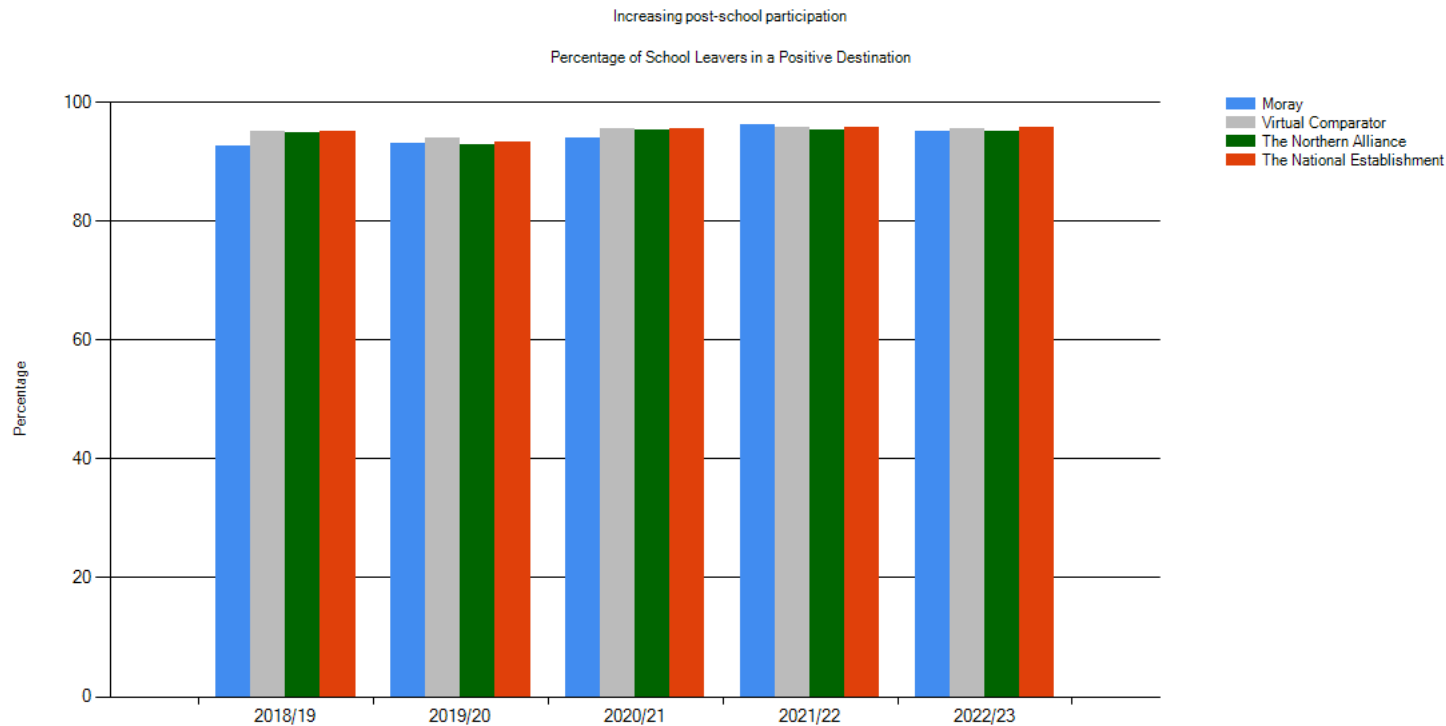
Numeracy – Schools against virtual comparator

<i>(M = Moray School VC = Virtual Comparator)</i>	Improving Attainment in Literacy and Numeracy											
	Percentage of Leavers Attaining Numeracy											
	% Level 4 Numeracy						% Level 5 Numeracy					
School	2020/21		2021/22		2022/23		2020/21		2021/22		2022/23	
	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	94.9%	91.0%	93.9%	91.4%	94.7%	90.5%	65.3%	71.9%	73.5%	74.9%	76.2%	70.2%
Elgin Academy	93.5%	92.4%	93.8%	90.7%	85.3%	90.3%	68.3%	74.8%	62.5%	68.0%	60.0%	68.5%
Elgin High	93.0%	91.4%	92.0%	90.3%	91.6%	89.6%	65.6%	66.2%	73.6%	66.4%	77.6%	67.4%
Forres Academy	88.4%	89.8%	91.7%	90.1%	91.1%	90.6%	70.3%	68.8%	63.7%	66.5%	71.5%	68.2%
Keith Grammar	96.3%	91.0%	93.3%	92.9%	94.2%	86.4%	72.8%	67.2%	64.4%	69.1%	62.3%	56.4%
Lossiemouth High	97.4%	93.2%	95.7%	92.2%	91.8%	90.4%	83.3%	74.7%	71.7%	70.5%	75.3%	66.7%
Milne's High	91.6%	92.5%	95.1%	94.4%	88.6%	91.5%	67.6%	73.2%	79.3%	76.0%	78.5%	73.7%
Speyside High	93.9%	92.0%	97.9%	90.2%	95.2%	91.1%	81.8%	69.2%	82.8%	67.0%	86.9%	69.6%
Moray	93.3%	91.6%	93.9%	91.3%	91.0%	90.2%	70.5%	70.9%	70.1%	69.4%	72.5%	68.0%
Northern Alliance	91.6%		91.3%		90.0%		71.5%		70.2%		69.5%	
National	91.7%		91.3%		90.9%		72.7%		70.8%		70.9%	

Almost all Moray schools achieved above their virtual comparators at Level 4 Numeracy, while six schools achieved above the national average (90.9%), these were Buckie High, Elgin High, Forres Academy, Keith Grammar, Lossiemouth High and Speyside High. At Level 5 Numeracy, five secondary schools exceeded the national average (70.9%), these were Buckie High, Elgin High, Lossiemouth High, Milne's High and Speyside High. Almost all schools performed above their virtual comparator at Level 5, apart from Elgin Academy.

Increasing Post-School Participation

This measure shows the percentage of young people securing a positive destination when they leave school.



The above graph shows 5 years data on the percentage of Moray school leavers progressing onto a positive destination compared against the virtual comparator, northern alliance and nationally. The rate of Moray school leavers entering a positive destination decreased for 2022/23 to 95.1%, down 1.1% from 2021/22. There was a national fall in the proportion of leavers entering a positive destination, with the Scottish rate falling by 0.2% and our virtual comparator fell 0.3%, while across the northern alliance it rose by 0.5% and nationally (+0.2%). Positive destinations for school leavers continues to be an area of focus through our partnership approaches, Annual Participation Measure partnership group, school performance reviews and Pathway Planning meetings and detailed data entry on a range of national systems.

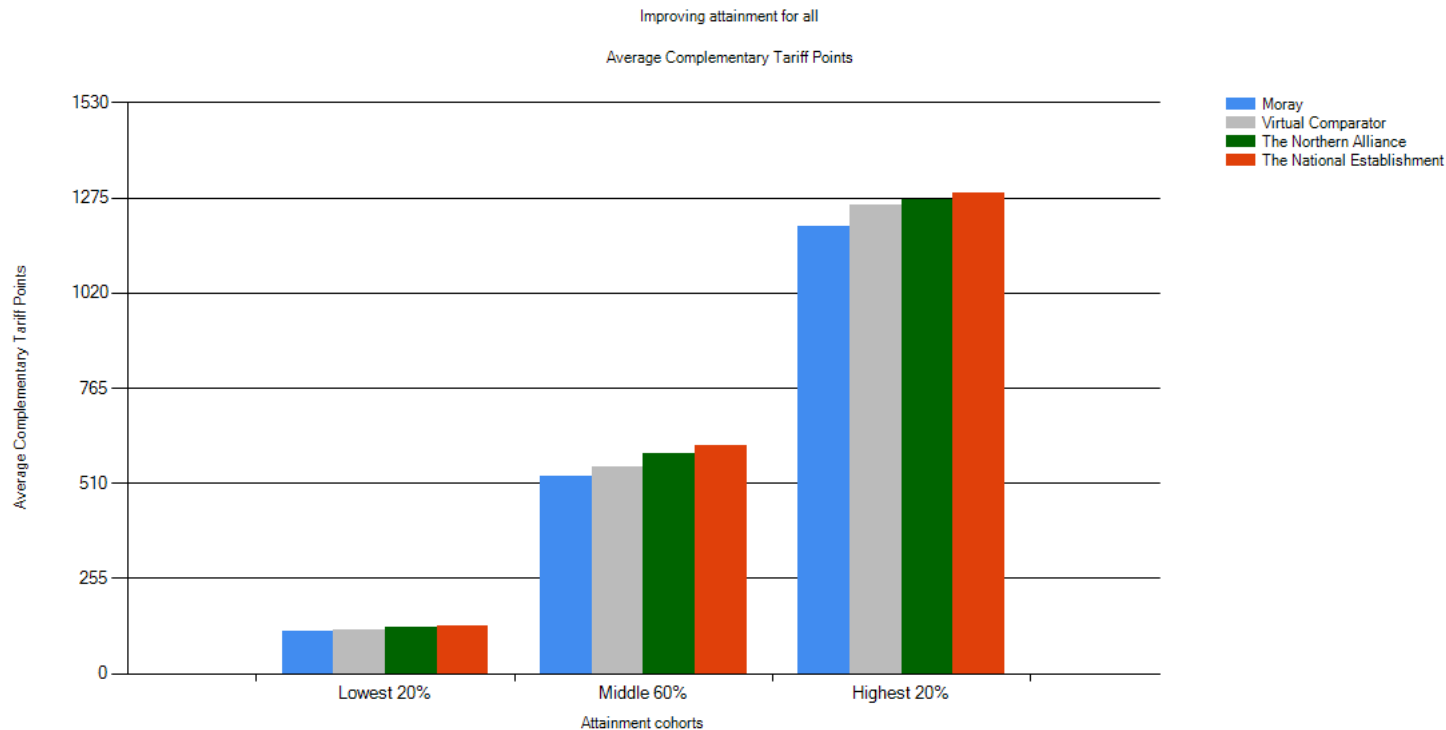
Below is a breakdown of positive leaver destination data by individual Moray schools, comparing results against their virtual comparator for the last five years:

<i>(M = Moray School VC = Virtual Comparator)</i>	Increasing post-school participation									
	Percentage of School Leavers in a Positive Destination									
School	2018/19		2019/20		2020/21		2021/22		2022/23	
	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	88.1%	96.4%	89.9%	92.5%	92.4%	95.9%	95.5%	95.8%	91.4%	96.3%
Elgin Academy	96.2%	95.8%	95.1%	95.0%	92.0%	95.7%	97.4%	95.5%	94.7%	95.7%
Elgin High	95.0%	93.3%	98.0%	92.1%	95.3%	95.2%	91.2%	95.4%	98.6%	94.9%
Forres Academy	91.7%	96.3%	91.6%	93.3%	95.7%	96.2%	98.1%	95.5%	94.3%	96.6%
Keith Grammar	89.0%	93.7%	84.0%	95.2%	93.8%	95.3%	96.7%	95.4%	89.9%	94.5%
Lossiemouth High	88.4%	94.7%	90.7%	93.4%	96.2%	95.4%	97.8%	97.4%	97.9%	95.6%
Milne's High	95.2%	94.5%	95.7%	93.2%	94.4%	95.2%	95.1%	97.2%	96.2%	94.7%
Speyside High	97.7%	96.0%	96.4%	96.8%	95.5%	95.9%	96.8%	95.5%	97.6%	95.7%
Moray	92.8%	95.3%	93.1%	93.8%	94.1%	95.6%	96.2%	95.9%	95.1%	95.6%
Northern Alliance	95.0%		93.0%		95.3%		95.4%		95.1%	
National	95.1%		93.4%		95.5%		95.7%		95.9%	

Further analysis on school leaver destinations by individual schools is provided later in the report (p.22), giving a more detailed picture on the types of leaver destinations young people are moving onto and also looking at the impact of deprivation on a young person's leaver destination.

Improving Attainment for All

This measure shows how different ability cohorts are attaining in relation to appropriate virtual and national cohorts. Attainment is measured using the tariff scale, developed for Insight, which allocates a specified number of points to each qualification (including units), with more demanding qualifications gaining more points than less demanding ones.



The above graph for 2023 looks at the average total complementary tariff score of Moray school leavers' lowest-attaining 20%, middle attaining 60% and the highest-attaining 20% cohorts. The average 'lowest 20%' tariff score shows Moray attaining in line with our comparator and nationally; the average tariff score for the 'middle 60%' cohort shows Moray performing below our virtual comparator and below the Northern Alliance and national averages; the average tariff for the 'highest 20%' attaining cohort again shows Moray are performing below our virtual comparator, National Alliance and national averages. It should be noted that this measure looks at the complementary total tariff score which is not affected by the number of qualifications and units a young person completes; this removes inequality and anomalies with curriculum structures across Scottish Local Authorities.

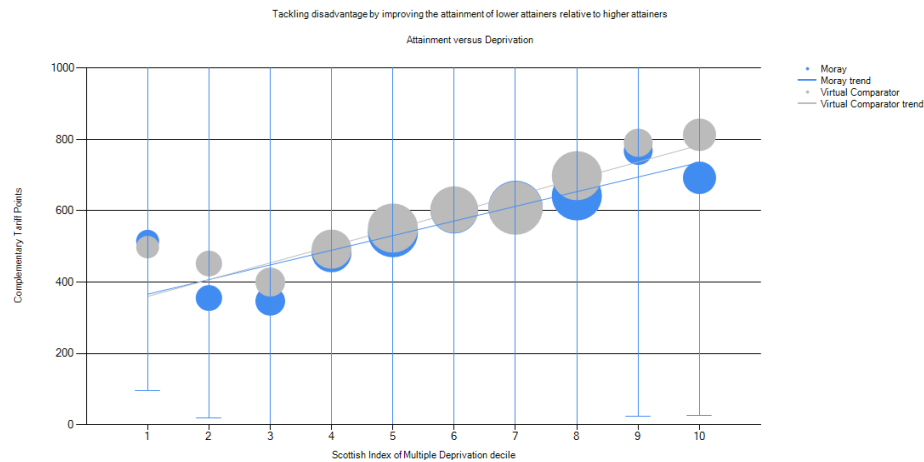
The table below shows average complementary tariff scores by ability cohorts for each secondary school, comparing against their virtual comparator over the last two years:

<i>(M = Moray School VC = Virtual Comparator)</i>	Improving Attainment for All											
	Average Complementary Total Tariff Scores											
	2021/22						2022/23					
School	Lowest 20%		Middle 60%		Highest 20%		Lowest 20%		Middle 60%		Highest 20%	
	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	187	143	635	710	1098	1328	158	125	605	622	1244	1303
Elgin Academy	115	130	566	601	1321	1277	94	114	559	559	1237	1265
Elgin High	106	124	518	571	1177	1280	119	116	489	542	1089	1222
Forres Academy	104	119	528	555	1268	1258	77	126	524	551	1272	1258
Keith Grammar	140	138	411	545	1023	1223	69	76	323	355	1057	1080
Lossiemouth High	165	137	565	603	1238	1337	134	114	471	522	1042	1279
Milne's High	181	184	760	728	1191	1345	130	137	572	615	1142	1252
Speyside High	168	122	582	551	1264	1251	175	134	578	581	1277	1252
Moray	134	133	567	604	1230	1291	113	117	529	552	1198	1255
Northern Alliance	143		627		1290		123		590		1269	
National	137		643		1304		127		612		1286	

Looking through the Moray secondary school results, four schools performed above both their virtual comparator and the national average for the 'lowest 20%' attaining students (Buckie High, Lossiemouth High, Milne's High and Speyside High). No school achieved above their virtual comparator or the national average for the 'middle 60%' attainment average. Two schools were in line with the virtual comparator. Forres Academy and Speyside High performed above the virtual comparator for the 'highest 20%' of pupils in this leaver cohort, with no schools performing above the national average.

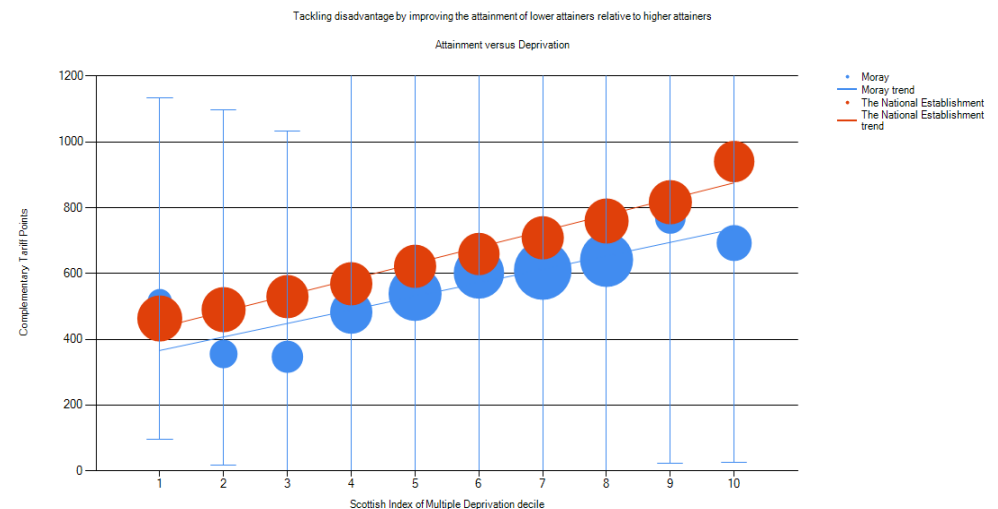
Tackling disadvantage by improving the attainment of lower attainers relative to higher attainers

The graphs display the 2022/23 leaver attainment data (using average complementary tariff scores) for Moray against its virtual comparator and nationally. The graphs are broken down into ten deciles according to Scottish Index of Multiple Deprivation (SIMD) data. Decile 1 refers to the attainment of young people with postcodes within datazones identified as being in the 10% most deprived zones in Scotland according to SIMD, whilst decile 10 refers to those young people with postcodes in the top 10% least deprived datazones according to SIMD. In Moray there is one datazone ranked in decile 1 (SIMD 2020).



The graph on the right plots Moray against the national performance. The graph shows Moray are below the national rates across the majority of deciles, in particular at SIMD deciles 2-3 and 10. Only leavers from decile 1 perform above the national average, while leavers from decile 4-9 are consistently below the national average. The gap between Moray and National trend lines, as shown in the graph, do slightly widen as you move along the graph from the most to the least deprived students.

The graph on the left shows Moray leavers from deciles 1 and 4-7 perform in line, overall with the virtual comparator, however performance of leavers from deciles 2-3 and 8-10 were below that of their virtual comparators. It is important to be aware of the numbers of young people appearing in each of these deciles. This is represented proportionately in the graph by the area of the circles, with the graph showing the highest concentration of young people in Moray are in deciles 5-8.



Average overall tariff scores are part of the annual Local Government Benchmarking Framework (LGBF) suite of indicators which presents data for all Scottish local authorities. Results are broken down by SIMD quintile, where quintile 1 represents the 20% most deprived datazones in Scotland through to quintile 5 which represents the 20% least deprived datazones in Scotland. The table presents the average overall tariff scores for Moray and comparator benchmarking authorities for the last three years, as well as the 2022/23 results broken down by the SIMD quintiles. Ranking position is also shown for the 2022/23 results, where 1st is the best performing and 32nd the lowest performing local authority.

Tariff Scores 2019-20 to 2022-23 by Quintile (LGBF)

	Overall Tariff Scores					Quintile 1		Quintile 2		Quintile 3		Quintile 4		Quintile 5	
	2019-20	2020-21	2021-22	2022-23	Rank	2022-23	Rank	2022-23	Rank	2022-23	Rank	2022-23	Rank	2022-23	Rank
Angus	792	873	836	774	30	538	23	645	29	755	31	826	31	994	28
Argyll & Bute	882	955	954	894	15	589	17	728	17	919	19	991	20	1261	9
East Lothian	850	1007	937	952	11	492	27	697	23	990	7	1070	16	1153	20
Highland	836	884	879	849	24	480	28	673	27	879	23	941	27	1020	27
Midlothian	818	880	929	838	26	590	15	688	25	867	24	1003	19	1130	21
Moray	799	876	882	830	27	561	21	580	31	814	28	917	30	974	29
Scottish Borders	909	963	974	879	19	498	26	721	19	827	26	972	23	1236	11
Stirling	1059	1082	1110	1002	6	581	18	715	20	924	17	1130	11	1260	10
Scotland	925	962	972	915		658		781		905		1051		1264	

For 2022/23 Moray (830 points) ranked 27th for average overall tariff score, the same ranking as the previous year. Moray historically perform better for SIMD quintile 1 students (ranked 21st), although Moray have less students in this quintile. Average tariff points for quintiles 2-5 continue to have Moray ranked in the bottom quartile of local authorities in each, while Moray ranks 7th against our comparator authority grouping – a similar picture for the previous three years.

SCQF Examination Results – S5 / S6

The Scottish Credit and Qualifications Framework (SCQF) shows how all qualifications compare with each other. The SCQF is a way of comparing Scottish qualifications to other qualification frameworks. It does this by giving each qualification a level and a number of credit points. The level of a qualification shows how difficult the learning is and the credit points show how much learning is involved in achieving that qualification. In schools we typically look to performance at SCQF level 7 and below. More information is available on www.sqa.org.uk/scqf where SCQF covers achievements from schools, colleges, university and many work related qualifications.

Percentages of S4 roll attaining, by the end of S5:

The table below presents the attainment results of pupils by the end of S5 based on the S4 cohort numbers of the previous year. As well as showing the percentage of pupils attaining at Level 6 (Higher) by school (M) over the last three years, benchmarking data is also included through virtual comparator results (V).

<i>(M = Moray School VC = Virtual Comparator)</i>	Examination Results within SCQF																	
	Percentage of the relevant September S4 roll achieving:																	
	1+ @ Level 6 or better by end of S5						3+ @ Level 6 or better by end of S5						5+ @ Level 6 or better by end of S5					
	2020/21		2021/22		2022/23		2020/21		2021/22		2022/23		2020/21		2021/22		2022/23	
School	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	59.4%	68.6%	69.9%	68.1%	63.0%	57.9%	31.3%	50.6%	43.6%	51.2%	38.4%	39.9%	8.1%	27.4%	18.8%	26.6%	16.4%	22.3%
Elgin Academy	64.4%	68.9%	57.4%	69.0%	60.4%	70.4%	43.5%	51.1%	40.5%	51.4%	48.9%	51.2%	18.6%	29.0%	17.4%	28.6%	25.8%	29.7%
Elgin High	51.6%	65.2%	44.4%	64.9%	48.1%	64.4%	34.9%	48.8%	27.5%	48.7%	28.3%	47.0%	11.9%	27.7%	8.5%	25.5%	12.2%	24.9%
Forres Academy	56.7%	70.1%	55.8%	64.4%	47.0%	62.4%	37.6%	53.1%	40.0%	47.5%	28.9%	47.0%	18.4%	29.5%	13.9%	23.8%	12.8%	22.8%
Keith Grammar	43.8%	70.6%	40.0%	64.4%	35.8%	62.1%	24.7%	48.9%	25.7%	45.7%	16.4%	41.9%	9.6%	23.2%	10.0%	25.9%	6.0%	22.2%
Lossiemouth High	62.5%	74.3%	60.3%	65.8%	52.8%	71.1%	42.7%	59.3%	42.3%	49.0%	32.1%	52.9%	25.0%	31.7%	15.4%	27.2%	14.2%	30.5%
Milne's High	83.8%	71.8%	62.3%	66.8%	67.9%	65.3%	68.8%	58.0%	40.6%	50.9%	45.7%	49.3%	41.3%	31.6%	23.2%	23.8%	21.0%	27.7%
Speyside High	59.5%	72.0%	66.7%	63.7%	49.4%	63.5%	45.6%	53.8%	42.0%	45.3%	31.2%	43.8%	15.2%	27.2%	13.6%	22.0%	14.3%	22.5%
Moray	60.1%	69.7%	57.0%	66.2%	54.1%	64.9%	40.1%	52.5%	38.1%	49.1%	35.3%	46.5%	17.5%	28.5%	15.0%	25.7%	16.3%	25.6%
National	66.1%		64.0%		63.6%		47.9%		46.0%		45.0%		24.8%		24.4%		25.0%	

Percentages of S4 roll attaining, by the end of S6:

As with the S5 results above the S6 attainment results have been set out in the same way as to show how schools have performed year on year and against their virtual comparator.

<i>(M = Moray School VC = Virtual Comparator)</i>	Examination Results within SCQF																	
	Percentage of the relevant September S4 roll achieving:																	
	3+ @ Level 6 or better by end of S6						5+ @ Level 6 or better by end of S6						1+ @ Level 7 or better by end of S6					
	2020/21		2021/22		2022/23		2020/21		2021/22		2022/23		2020/21		2021/22		2022/23	
School	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	46.3%	57.4%	45.1%	57.2%	54.6%	56.9%	33.1%	44.7%	25.9%	44.1%	36.2%	41.3%	19.8%	30.0%	13.6%	29.5%	26.2%	27.1%
Elgin Academy	58.6%	60.7%	53.5%	58.0%	46.3%	57.4%	38.4%	46.8%	35.1%	44.5%	30.0%	44.1%	28.3%	30.8%	28.7%	28.4%	27.4%	29.5%
Elgin High	42.2%	56.5%	44.2%	56.4%	34.7%	54.4%	30.3%	42.8%	29.5%	41.8%	18.1%	40.8%	21.1%	28.9%	17.1%	28.8%	14.6%	27.2%
Forres Academy	53.1%	59.7%	45.3%	60.1%	43.6%	53.7%	36.6%	46.2%	30.2%	46.0%	30.1%	38.0%	30.3%	30.6%	23.0%	30.9%	20.9%	25.2%
Keith Grammar	50.7%	54.3%	34.7%	57.5%	27.1%	53.7%	34.7%	40.5%	18.1%	41.7%	14.3%	39.4%	18.7%	24.4%	15.3%	27.1%	14.3%	26.7%
Lossiemouth High	37.2%	59.2%	49.0%	65.8%	49.4%	54.8%	27.7%	46.7%	38.5%	49.0%	33.8%	40.7%	19.2%	30.5%	17.7%	32.8%	16.9%	25.6%
Milne's High	54.8%	58.9%	76.0%	62.4%	50.7%	55.5%	37.0%	44.3%	59.5%	48.5%	42.0%	39.7%	13.7%	28.6%	32.9%	33.2%	18.8%	24.5%
Speyside High	38.5%	55.4%	50.7%	61.8%	52.4%	50.5%	24.6%	44.5%	29.9%	46.4%	32.9%	37.1%	23.1%	28.6%	37.7%	30.5%	18.3%	23.1%
Moray	49.1%	58.3%	49.1%	59.4%	44.7%	55.0%	33.6%	45.0%	32.6%	45.0%	29.2%	40.5%	23.1%	29.5%	22.5%	29.9%	20.7%	26.6%
National	54.9%		55.0%		52.4%		41.1%		40.3%		38.5%		27.5%		27.2%		25.7%	

Staying on Rates

Staying on rates of secondary pupils - S5 pupils

The following table shows the S5 stage staying-on rates based on S3 pupils 2 years earlier.

School Name	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Buckie High	74.8%	79.2%	79.8%	92.4%	92.1%	86.3%
Elgin Academy	89.6%	88.5%	87.1%	78.1%	82.0%	79.3%
Elgin High	74.1%	76.9%	79.7%	78.3%	84.9%	86.2%
Forres Academy	80.6%	81.9%	71.6%	82.9%	78.2%	79.8%
Keith Grammar	69.0%	81.3%	93.0%	78.6%	68.1%	66.7%
Lossiemouth High	73.1%	62.8%	79.6%	86.1%	76.7%	86.0%
Milne's High	84.4%	81.6%	97.4%	83.1%	82.7%	85.2%
Speyside High	54.6%	70.3%	85.9%	79.5%	68.3%	85.9%
Moray	77.1%	79.4%	82.9%	82.2%	80.7%	82.1%
National Average	87.7%	87.3%	89.5%	88.7%	87.0%	85.9%

Staying-on rates based on the annual School September Census (Scottish Gov.)

The overall staying on rate of S3 pupils into S5 was 82.1% for 2023/24, an increase on the previous year by 1.4 percent points. Nationally the S5 staying on rates based on the S3 cohort decreased, down by 1.1 percent to 85.9%. While Moray remains behind the national staying on rate for S5, the gap has closed compared to the previous year from 6.3% to 3.8%

Staying on rates increased in five of the eight secondary schools for 2023/24, with Speyside High up the most by 17.6 percent (85.9%), followed by Lossiemouth High which was up 9.3 percent (86.0%). Buckie High continued to record the highest S5 staying on rate at 86.3%, this was followed by Elgin High (86.2%) and Lossiemouth High (86.0%). Keith Grammar reported the lowest staying on rate for the second year running at 66.7% (down 1.4 percent), followed by Elgin Academy 79.3% (down 2.7 percent).

Staying on rates of secondary pupils – S6 pupils

The following table shows the S6 stage staying-on rates based on S3 pupils 3 years earlier.

School Name	2017/18	2018/19	2019/20	2020/21	2022/23	2023/24
Buckie High	46.7%	47.4%	48.8%	52.8%	66.4%	63.3%
Elgin Academy	67.9%	58.0%	63.0%	61.4%	50.5%	62.9%
Elgin High	42.1%	44.4%	51.9%	48.8%	46.4%	38.9%
Forres Academy	46.8%	42.6%	53.5%	48.9%	48.8%	43.0%
Keith Grammar	46.3%	35.2%	56.0%	54.9%	31.4%	33.3%
Lossiemouth High	51.6%	40.7%	38.3%	44.9%	54.4%	44.7%
Milne's High	45.3%	51.9%	48.7%	72.7%	63.1%	54.3%
Speyside High	54.5%	29.9%	50.0%	57.7%	48.2%	28.6%
Moray	51.3%	45.6%	52.6%	54.7%	51.4%	48.6%
National Average	62.1%	61.2%	60.8%	63.9%	59.9%	59.2%

Staying-on rates based on the annual School September Census (Scottish Gov.)

The rate of S3 pupils continuing on to S6 stage decreased in 2023/24 to 48.6%, a reduction of 2.8 percent on last year. Nationally the S6 staying on rate fell to 59.2%, down by 0.7 percent on last year. Two secondary schools saw an increase in S6 staying on rates, with Elgin Academy up 12.4 percent to 62.9% and Keith Grammar up 1.9 percent to 33.3%. Buckie High and Elgin Academy recorded the highest S6 staying-on rates at 63.3% and 62.9% respectively, while Speyside High (28.6%) and Keith Grammar (33.3%) registered the lowest S6 stay-on rates.

School Leaver Destinations

Pupils leaving in school year 2022/23

MORAY - Initial Leaver Destinations

Year	Moray / Virtual Comp / Nat	Number Of Leavers	Positive Destination	Higher Education	Further Education	Training	Employment	Voluntary Work	Personal Skills Development (PSD)	Unemployed / Unknown
2022/23	M	971	95.1%	33.0%	29.2%	0.7%	28.9%	0.4%	2.9%	4.9%
	VC	9,710	95.6%	35.9%	27.6%	3.3%	27.7%	0.5%	0.6%	4.4%
	NA	9,690	95.1%	37.0%	24.8%	2.0%	30.2%	0.5%	0.6%	4.9%
	Nat	54,719	95.9%	40.3%	26.6%	3.4%	24.3%	0.5%	0.8%	4.1%
2021/22	M	963	96.2%	31.4%	24.4%	1.5%	36.9%	0.4%	1.7%	3.8%
2020/21	M	879	94.1%	37.1%	26.6%	2.3%	27.4%	0.2%	0.5%	5.9%
2019/20	M	837	93.1%	39.8%	32.1%	2.0%	17.8%	0.2%	1.1%	6.9%
2018/19	M	911	92.8%	32.5%	25.8%	1.9%	31.5%	0.8%	0.3%	7.2%
2017/18	M	925	93.6%	39.5%	28.7%	0.9%	22.9%	0.7%	-	6.4%
2016/17	M	928	93.5%	37.3%	26.6%	1.3%	26.8%	0.4%	-	6.5%
2015/16	M	1,008	92.7%	38.6%	27.4%	1.3%	24.5%	0.3%	-	7.3%
2014/15	M	1,091	94.4%	38.6%	27.8%	1.1%	26.2%	0.2%	-	5.6%

(M = Moray, VC = Virtual Comparator, NA = Northern Alliance, Nat = National)

- Overall the percentage of leavers entering a positive destination is **95.1%**, a decrease of 1.1 percent in comparison to 2021/22 leavers. Moray is marginally behind the national average of 95.9%, virtual comparator (95.6%), and in line with the Northern Alliance (95.1%).
- The percentage of leavers entering **higher education** (HE) is **33.0%** which is 7.3 percent lower than the national average of 40.3%. In comparison to 2021/22 there has been a 1.6 percent increase in leavers entering HE.
- The percentage of leavers entering **further education** (FE) has increased by 4.8 percent to **29.2%**, which is 2.6 percent higher than the national average of 26.6% (up 1.1 percent).
- The percentage of leavers entering **employment** has decreased by 8.0 percent from 2021/22 to **28.9%**. Moray remains above the national average of 24.3%.
- The percentage of leavers entering **training** decreased by 0.8 percent to **0.7%**, below the national average of 3.4%.

School Leaver Destinations by Secondary School – 2022/23

A breakdown of initial school leaver destinations by Moray secondary school is shown below:

Moray Council SLDR 2022/23 (Initial Destination Percentages)									
Secondary School	No. of Leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	PSD	Positive Destination	Negative Destination*
Buckie High	151	40.4	23.2	0.7	25.8	0.0	1.3	91.4	8.6
Elgin Academy	190	36.8	31.1	1.1	23.2	0.5	2.1	94.7	5.3
Elgin High	143	23.1	35.7	0.7	36.4	0.0	2.8	98.6	1.4
Forres Academy	158	36.1	26.6	0.0	25.3	1.3	5.1	94.3	5.7
Keith Grammar	69	15.9	31.9	0.0	36.2	0.0	5.8	89.9	10.1
Lossiemouth High	97	34.0	27.8	2.1	32.0	0.0	2.1	97.9	2.1
Milne's High	79	31.7	30.4	1.3	30.4	1.3	1.3	96.2	3.8
Speyside High	84	35.7	27.4	0.0	31.0	0.0	3.6	97.6	2.4
Moray	971	33.0	29.2	0.7	28.9	0.4	2.9	95.1	4.9
National	54,719	40.3	26.6	3.4	24.3	0.5	0.8	95.9	4.3

* Negative Destination includes: Unemployed Seeking, Unemployed Not Seeking and Not Known

The following table shows the change in leaver destinations between 2021/22 and 2022/23 e.g. there were 19 more leavers from Buckie High and a 4.1% decrease in the proportion of Buckie High leavers entering a positive destination compared to the previous year.

Moray Council – School Leaver Destination 2021/22 v 2022/23 (Percentage Variance)								
Secondary School	Total leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	PSD	Positive Destination
Buckie High	19	1.0	5.0	-0.8	-9.8	-0.8	1.3	-4.1
Elgin Academy	-2	7.6	6.1	-1.0	-13.8	0.0	-1.6	-2.7
Elgin High	18	-5.7	9.3	-1.7	2.8	0.0	2.8	7.4
Forres Academy	1	7.4	-0.2	-1.3	-12.3	0.7	1.9	-3.8
Keith Grammar	-21	-1.9	-0.3	-1.1	-8.2	0.0	4.7	-6.8
Lossiemouth High	5	2.5	1.7	1.0	-6.0	-1.1	2.1	0.1
Milne's High	-3	-18.3	12.1	0.1	4.8	1.3	1.3	1.1
Speyside High	-9	6.7	5.9	0.0	-12.0	0.0	0.4	0.8
Moray	8	1.6	4.8	-0.8	-8.0	0.0	1.2	-1.1
National	-492	-1.0	1.1	0.5	-0.8	0.0	0.3	0.2

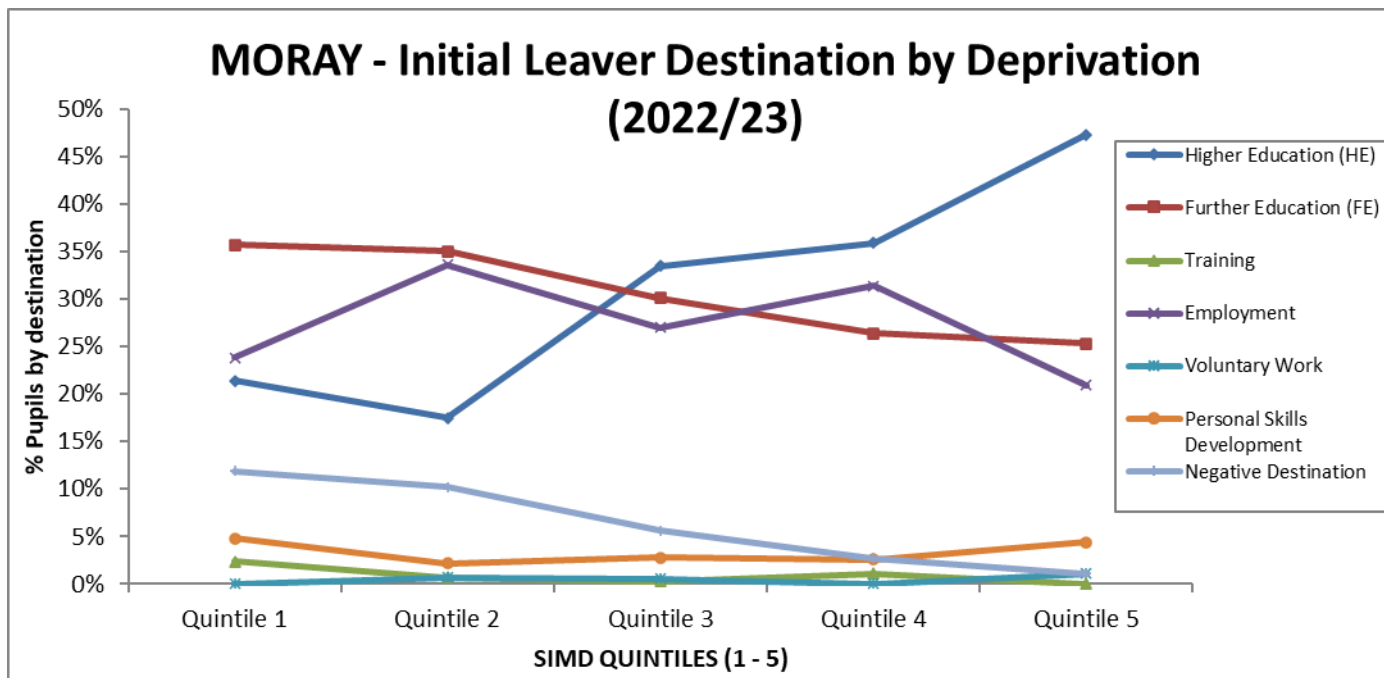
The above tables provide a breakdown of the 2022/23 initial leaver destinations for each of the Moray secondary schools. The key summary points:

- The overall number of leavers increased by 8 to 971 when compared to the previous year.
- Buckie High (40.4%) and Elgin Academy (36.8%) had the largest proportion of leavers entering **higher education**, recording an increase of 1.0 and 7.6 percent respectively. Elgin Academy (+7.6) and Forres Academy (+7.4) recorded the largest increases in leavers entering higher education. Milne’s High experienced the largest decrease in the proportion entering higher education, down by 18.3 percent to 31.7%.
- Elgin High recorded the highest percent of leaver entering **further education** at 35.7%, followed by Keith Grammar (31.9%) and Elgin Academy (31.1%). Keith Grammar recorded the lowest rate entering further education at 23.2%, followed by Forres Academy (26.6%).
- Elgin High (36.4%) had the largest proportion of leavers going into **employment** (up 2.8 percent). Six of the eight secondaries saw a fall in the proportion of leavers entering employment, with Elgin High and Milne’s High the only schools to see an increase. Elgin Academy recorded the largest decrease (-13.8 percent) followed by Forres Academy (-12.3) and Speyside High (-12.0), corresponding with increases in other positive leaver destination routes noted in the table further above.

Initial Leaver Destination by Deprivation – 2022/23

The table and graph below uses the Scottish Index of Multiple Deprivation (SIMD) decile ranking system to attempt to show that deprivation is likely to have an effect on school leaver destinations.

MORAY	Initial Leaver Destination by Deprivation (SIMD Quintile)				
	QUINTILE 1	QUINTILE 2	QUINTILE 3	QUINTILE 4	QUINTILE 5
No. of Leavers	42	137	322	379	91
% of Total Leavers	4.3%	14.1%	33.2%	39.0%	9.4%
Higher Education (HE)	21.4	17.5	33.5	35.9	47.3
Further Education (FE)	35.7	35.0	30.1	26.4	25.3
Training	2.4	0.7	0.3	1.1	0.0
Employment	23.8	33.6	27.0	31.4	20.9
Voluntary Work	0.0	0.7	0.6	0.0	1.1
Personal Skills Development	4.8	2.2	2.8	2.6	4.4
Unemployed Seeking	9.5	2.2	2.5	1.6	0.0
U/E Not Seeking	2.4	7.3	2.5	0.8	1.1
Unknown	0.0	0.7	0.6	0.3	0.0
Positive Destination - Moray	88.1	89.8	94.4	97.3	98.9
Positive Destination - National	94.0	94.7	96.3	97.0	97.7



From the Moray leavers data (2022/23) we can make the following points:

- Of the 971 Moray school leavers in 2022/23, 4.3% were ranked as living in the 20% most deprived areas (quintile 1) of Scotland, compared to 9.4% of leavers residing in areas ranked in the 20% least deprived (quintile 5) in Scotland. The majority of school leavers in Moray lived in either quintile 3 (33.2%) or quintile 4 (39.0%) areas.
- 88.1% of leavers from quintile 1 progressed onto a positive destination, this compares to 98.9% for the least deprived from quintile 5. Initial leaver destinations for quintile 2 was 89.8%, increasing to 94.4% for quintile 3 and 97.3% quintile 4.
- The rate of leavers entering Higher Education (HE) generally increases with deprivation, with the fewest entering HE from SIMD quintile 2 (17.5%) and the highest proportion entering from quintile 5 (47.3%). The opposite is true for Further Education, with the lowest proportion from SIMD quintile 5 (25.3%) and the highest from quintile 1 (35.7%). The rate of leavers entering employment varies across SIMD quintiles, with SIMD quintile 2 leavers having the highest proportion at 33.6%, followed by quintile 4 (31.4%).

Summary Table – Staying-on Rate & Initial School Leaver Destination

The table below provides a summary of the percentage of S5 and S6 students who have stayed on into the 2023/24 academic year based on their S3 cohort; as well as the proportion of 2022/23 leavers who moved onto an initial positive destination.

School Name	Staying-on Rate (based on S3 stage)		School Leavers – Initial Positive Destination
	S5	S6	
Buckie High	86.3%	63.3%	91.4%
Elgin Academy	79.3%	62.9%	94.7%
Elgin High	86.2%	38.9%	98.6%
Forres Academy	79.8%	43.0%	94.3%
Keith Grammar	66.7%	33.3%	89.9%
Lossiemouth High	86.0%	44.7%	97.9%
Milne’s High	85.2%	54.3%	96.2%
Speyside High	85.9%	28.6%	97.6%
Moray	82.1%	48.6%	95.1%
National Average	85.9%	59.2%	95.9%

Staying-on rate (Sept 2023) / Leavers – Initial Positive Destination (2022/23)