












Our People

Children & Families	Target	Benchmarking Comparator Averages	2023/24	2022/23	2021/22	Short term trend
Percentage of leavers achieving 1+ awards at SCQF level 4 or above	96.1%	96.1% Virtual	March 2025	96.2%	97.7%	
Proportion of pupils entering positive destinations	95.6%	95.3% Family Group	March 2025	95.1%	96.2%	
Percentage of Looked After Children cared for in a community setting	82.5%	84.8% Family Group	82%	82%	81.5%	
Percentage of Looked after leavers achieving 1+ awards at SCQF level 4 or above	77%	88.3% Virtual	March 2025	75%	81.8%	
Child Protection – Rate of registration (per 1,000 0-15 population)	2.7	2.15 Family Group	4.5	1.5	2.3	


Adults	Target	Benchmarking Comparator Averages	2023/24	2022/23	2021/22	Short term trend
Percentage of adults able to look after their health very well or quite well	91%	91% National	92%	N/A	93%	
Emergency admission rate (per 100,000 population)	11,636	N/A	Sept 2024	8,255 (2022)	9,241	
Percentage of adults supported at home who agreed they felt safe	80%	66% National	60%	N/A	72%	






Our Place

	Target	Benchmarking Comparator Averages	2023/24	2022/23	2021/22	Short term trend
Number of Community Asset Transfers completed (cumulative)	8	N/A	5	5	3	
Percentage of Participatory Budgeting (PB) expenditure achieved	100%	N/A	27%	23.99%	2.8%	
Number of new Community Action Plans in place	3	N/A	3	3	1	

Scottish Government have set a target of 1% of a local authority's budget to be allocated by PB – our target is to achieve 100% of the Scottish Government target; so far we have achieved 27% of that target.



Our Future

	Target	Benchmarking Comparator Averages	2023/24	2022/23	2021/22	Short term trend
Economic impact of tourism, in Moray	Increase	N/A	£186.82m	£147.99m	£103.71m	

Proportion of 16-29 year old in Moray population (NRS mid-year)	Increase	N/A	14.4% (Mid-2022)	15.3% (Mid-2021)	15.3% (Mid-2020)	
Proportion of people earning less than living wage (ASHE)	Reduce	10.1% National	14.6%	13.8%	19.5%	
Median gross weekly earnings (excluding overtime) (ONS – ASHE Full-time by place of residence 2023 provisional data. Previous result updated from refresh)	Increase	£681.00 National	N/A	£603.70	£541.10	
Median gross weekly earnings – pay gap (excluding overtime) (ONS – ASHE Full-time by place of residence. Previous result updated from refresh)	Improve	£31.90* National – provisional result	N/A	£20.40 Provisional result	£142.60	
Modern Apprenticeship – achievement rate	76%	N/A	84.0%	71.2%	69.6%	

* Gender pay Gap in Moray 2022 was 25.6% provisional figure for 2023 shows the gap having reduced to 2.8% with note stating 'Estimates are considered lower quality'. Moray was a major outlier in 2022 being almost 8% higher than the next nearest result.

Sustainable Council

	Target	Benchmarking Comparator Averages	2023/24	2022/23	2021/22	Short term trend
Financial Planning: recurring expenditure funded from free general reserves	Decrease	N/A	5.5%	0.7%	0%	
Online Services: Percentage of pupils match on parent portal	Increase	N/A	83%	67%	53%	
Change Management: Percentage of employees experiencing change stating they were satisfied with the way the change management process was handled	Increase	N/A	N/A	N/A	34% 2019/20	