2024-25 Quarter to September Corporate Plan - Performance Report – Performance Indicators

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

TACKLE POVERTY AND INEQUALITY Reduce child poverty and inequalities in incomes, health and education Support vulnerable members of our community

CP Action – Maximise household income by working with partners to ensure financial inclusion services have maximum reach

			C	2020/21	2021/22	2022/23		Short	
Code	Code	Short Name	Current Target	Value	Value	Value	Latest Note	Term Trend Arrow	Status
CHN24	Nat(b)	Proportion of children living in poverty (after housing costs)	23.1%	21.4%	24.1%		Moray- 23.9% (Ranked 16/32 Nationally and 2/8 within Comparator Group, where 1 denotes the highest levels of poverty) Ranking Change Moray 2014/15 - 2022/23 = Ranking 6/8 to 2/8 (Decline, +3.1%)		

				2020/21	2021/22	2022/23		Short	
Code	Code	Short Name	Current Target	Value	Value	Value	Latest Note	Term Trend Arrow	Status
							2021/22 - 2022/23 = Ranking No Change, (Improvement, -0.2%) Comparator Benchmarking Authorities: Angus - 24.9% Argyll & Bute - 23.5% East Lothian - 21.3% Highland - 23.3% Midlothian - 23.2% Scottish Borders - 23.6% Stirling - 20.8% Scotland - 21.8% Family Group Average 23.1 %		

CP Action – Early intervention addressing whole family well-being to ensure that children can reach their full potential

				2020/21	2021/22	2022/23		Short	
Code	Code	Short Name	Current Target	Value	Value	Value	Latest Note	Term Trend Arrow	Status
CHN11	Nat(b)	Proportion of pupils entering Positive Destinations (LGBF Indicator)	95.6%	94.1%	96.2%	95.1%	Proportion of Pupils Entering Positive Destinations Moray – 95.1% Virtual Comparator – 95.6% Northern Alliance – 95.1% Scotland – 95.7%		
EDU- HWB01	Local(b)	Primary: Improving Attendance Rate	Data Only	92.3%	92.7%	92.5%	Core Stretch Aim indicator.		
EDU- HWB02	Local(b)	Primary: Reducing Exclusions (per 1,000 pupils)	Data Only	1	2.9	3.6	24 exclusion incidents recorded in 2023-24 (up by 4 from 2022-23) giving a rate of 3.6 per 1,000 primary pupils. Core Stretch Aim indicator		
EDU- HWB03	Local(b)	Secondary: Improving Attendance Rate	Data Only	89.2%	88.9%	88.2%	Core Stretch Aim indicator		$\left \right $
EDU- HWB04	Local(b)	Secondary: Reducing Exclusions (per 1,000 pupils)	Data Only	30.8	42.1	38.1	208 exclusion incidents recorded in 2023-24 (down by 19 from 2022-23) giving a rate of 38.1 per 1,000 secondary pupils. Core Stretch Aim indicator		
EDU- HWB05	Local(b)	Secondary: Improving Attendance Rate (Free School Meal pupils)	Data Only	81%	80.1%	78.0%	Core Stretch Aim indicator		

					2020/21	2021/22	2022/23		Short	
Code	2	Code	Short Name	Current Target	Value	Value	Value	Latest Note	Term Trend Arrow	Status
CHN2	1		% Participation for 16-19 year olds (LGBF Indicator)	94.3%	91.8%	91.6%	95.4%	% participation for 16-19 year olds Moray- 95.4% (Ranked 11th) Scotland – 94.3% Comparator Benchmarking Authorities: Angus – 93.1% Argyll & Bute – 95.6% East Lothian – 96.1% Highland – 92.7% Midlothian – 94.9% Scottish Borders – 95.4% Stirling – 95.6% Benchmarking Family Average – 95.2% Core Stretch Aim indicator		

CP Action – Getting it right for every child so that we continue to improve attainment for all

				2020/21	2021/22	2022/23		Short	
Code	Code	Short Name	Current Target	Value	Value	Value	Latest Note	Term Trend Arrow	Status
CHN13a	Nat(b)	Curriculum for Excellence - % of pupils achieving expected level in Literacy, (P1, P4 and P7 combined) (LGBF Indicator)	67%	63.9%	65.1%	67.9%	% of P1, P4 and P7 pupils combined achieving expected CFE Level in Literacy Moray – 67.9% (Rank 28 th) Scotland – 72.7% Comparator Benchmarking Authorities: Angus - 76.2% Argyll & Bute – 67.7% East Lothian – 66.3% Highland – 64.8% Midlothian – 71.6% Scottish Borders – 62.0% Stirling - 76.4% Benchmarking Family Average – 70.4% Core Stretch Aim indicator. (2022-23 Target – 67%)		
CHN13b	Nat(b)	Curriculum for Excellence - % of pupils achieving expected level in Numeracy (P1, P4 and P7 pupils combined) (LGBF Indicator)	73%	67.8%	71.8%	75.5%	% of P1, P4 and P7 pupils combined achieving expected CFE Level in Numeracy Moray – 75.5% (Rank 27 th) Scotland – 79.6% Comparator Benchmarking Authorities: Angus - 81.6% Argyll & Bute – 76.4% East Lothian – 73.8%		

				2020/21	2021/22	2022/23		Short	
Code	Code	Short Name	Current Target	Value	Value	Value	Latest Note	Term Trend Arrow	Status
							Highland – 72.2% Midlothian - 76.8% Scottish Borders – 77.0 Stirling - 82.7% Benchmarking Family Average – 77.0% Core Stretch Aim indicator. (2022-23 Target – 73%)		
CHN14a	Nat(b)	Literacy Attainment Gap (P1,4,7 Combined) – percentage point gap between the least deprived and most deprived pupils	Data only	19.8%	26.3%	32.1%	Literacy Attainment Gap (P1,4,7 Combined) - percentage point gap between the least and most deprived pupils: Moray 32.1 (Rank 29th) Scotland - 20.5 Benchmarking Family Group - 23.7 Comparator Benchmarking Authorities: Angus - 21.8 Argyll & Bute - 12.9 East Lothian - 23.3 Highland - 23.8 Midlothian - 21.2 Scottish Borders - 30.6 Stirling - 23.8		
CHN14b	Nat(b)	Numeracy Attainment Gap (P1,4,7 Combined) – percentage point gap between the least deprived and most deprived pupils	Data only	17.6%	24.7%	26.6%	Numeracy Attainment Gap (P1,4,7 Combined) - percentage point gap between the least and most deprived pupils: Moray - 26.6 (Rank 28th) Scotland - 17.0 Benchmarking Family Group - 20.3 Comparator Benchmarking Authorities: Angus - 13.5 Argyll & Bute - 14.7 East Lothian - 23.6 Highland - 21.1 Midlothian - 14.6 Scottish Borders - 31.4 Stirling - 16.6		
SSE003	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Literacy (S3)	75%	N/A	72%	86%	% achieving expected CfE level in Literacy (Level 3 or better): Moray - 86% Scotland - 88% Comparator Benchmarking Authorities:		

			C	2020/21	2021/22	2022/23		Short	
Code	Code	Short Name	Current Target	Value	Value	Value	Latest Note	Term Trend Arrow	Status
							Angus - 94% Argyll & Bute - 86% East Lothian - 76% Highland - 87% Midlothian - 85% Scottish Borders - 86% Stirling - 92%		
							Core Stretch Aim indicator. (2022-23 Target - 75%)		
							% achieving expected CfE level in Literacy (Level 3 or better): Moray - 87% Scotland - 90%		
SSE004	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Numeracy (S3)	89%	N/A	86%	87%	Comparator Benchmarking Authorities: Angus - 91% Argyll & Bute - 86% East Lothian - 83% Highland - 89% Midlothian - 91% Scottish Borders - 86% Stirling - 91%		
							Core Stretch Aim indicator (2022-23 Target – 89%)		
EdS099a	Local(b)	% of leavers achieving 1+ qualification at SCQF Level 4 or better	96.1%	96.8%	97.7%	96.2%	Moray – 96.2% Virtual comparator – 96.1% Northern Alliance – 96.3% Scotland - 96.5%		
EdS413.11	Local(b)	% of leavers achieving 1+ qualification at SCQF Level 5 or better	86.6%	88.7%	90.1%	86.9%	Moray – 86.9% Virtual comparator – 86.6% Northern Alliance – 88.7% Scotland – 87.9%		
EdS413.12	Local(b)	% of leavers achieving 1+ qualification at SCQF Level 6 or better	59.9%	63.9%	60.4%	56.6%	Moray – 56.6% Virtual comparator – 59.9% Northern Alliance – 61.7% Scotland – 65.6%		
							% of Pupils Gaining 5+ Awards at Level 5: MORAY - 62% (Ranked 23rd) Scotland - 66% Benchmarking Family Group - 64%		
CHN4	Nat(b)	% of pupils gaining 5+ awards at Level 5	64%	66%	63%	62%	Comparator Local Authorities - Angus - 64% Argyll & Bute - 66% East Lothian - 61% Highland - 64% Midlothian - 61%		

				2020/21	2021/22	2022/23		Short	
Code	Code	Short Name	Current Target	Value	Value	Value	Latest Note	Term Trend Arrow	Status
							Scottish Borders - 65% Stirling - 70%		
CHN5	Nat(b)	% of pupils gaining 5+ awards at Level 6	33%	34%	30%	28%	% of Pupils Gaining 5+ Awards at Level 6: MORAY - 28% (Ranked 31st) Scotland - 38% Benchmarking Family Group - 34% Comparator Local Authorities - Angus - 29% Argyll & Bute - 35% East Lothian - 36% Highland - 31% Midlothian - 32% Scottish Borders - 36% Stirling - 47%		
CHN12a	Nat(b)	Overall Average Total Tariff (LGBF Indicator)	877	876	882	830	Overall Average Tariff: Moray - 830 (Rank 27 th) Scotland - 915 Comparator Benchmarking Authorities: Angus - 774 Argyll & Bute - 894 East Lothian - 952 Highland - 849 Midlothian - 838 Scottish Borders - 879 Stirling - 1,002 Benchmarking Family Average - 877		
EdS413.14	Local(b)	Leavers results: % of pupils attaining 5 or more awards at SCQF Level 1 or better	Data only	85.9%	83.9%	83.8%	Moray – 83.8% Virtual Comparator – 87.4% Northern Alliance – 85.1% National – 89.0%		

BUILD STRONGER GREENER VIBRANT ECONOMY Deliver the Moray Growth Deal

Focus on a wellbeing economy, one that provides opportunities for all

CP Action – Progress Moray Growth Deal: bring the remaining Moray Growth Deal projects into delivery

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Status
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Status
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
ENVDV5 00	Local	Proportion of 16-29 year olds within Moray Council (NRS MYE)	Data only	14.4%	N/A			Not mea	asured for (Quarters		Using the NRS 2022 mid-year population estimate Moray had 13,599 residents aged between 16 and 29, out of a total estimated population of 94,280, making the proportion of 16-29 year olds 14.4%. The Scottish proportion was 16.9% for this age group. A decrease from 14.7% based on 2021 MYE and 2020 MYE.		

CP Action – Delivery of the Community Wealth Building Strategy and Action Plan

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
ENVDV5 02a	Nat(b)	Moray median gross weekly earnings - by place of work	Data only	£619.50	£647.20			Not mea	asured for (Juarters		Data from nomisweb.co.uk. Broken down into £644.50 for men, £642.50 women Scottish average £702.80.		
ENVDV5 02b	Nat(b)	Moray median gross weekly earnings - by place of residence	Data only	£509.80	£647.10			Not mea	asured for ()uarters		Data from nomisweb.co.uk. Broken down: £670.30 men, £605.30 women. Scottish average: £702.40 Note – SLAED measure by place of residence		

CP Action – Improve access to fair work, employment and training opportunities

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Status
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
ECON07	Nat(b)	SLAED-IG5 Proportion of people earning less than the living wage	Data only	13.8%	N/A			Not mea	isured for C	Quarters		ECON07 2022-23 Proportion of people earning less than the living wage Scotland Average 9.4% East Ayrshire 8.7% - Rank 6 Perth & Kinross 12.0% - Rank 12 Fife 12.5% - Rank 13 Moray 13.8% - Rank 15 South Ayrshire 20.2% - Rank 19 N.B. in the Feb 24 update figures for 19 of 32 authorities have 2022-23 figures published. For information, 2021-22 figures for the remaining three sibling authorities are shown: East Lothian 27.0% - Rank 23 North Ayrshire 11.7% - Rank 28		

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Statuc
Joue	couc		Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
												Stirling 1190.0% - Rank 31		

CP Action – Enable more people to work by supporting access to affordable childcare

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Status
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
GPG1.6	Nat	Gender Pay Gap – Moray being place of residence	Data only	25.6%	2.8%			Not mea	asured for (Quarters		Source – ASHE tables. Gender Pay Gap key points are estimates vary in quality, mainly reflecting the size of the samples, is defined as the difference between median men's and women's hourly earnings as a percentage of men's earnings for full-time workers. Scotland's equivalent 0.9%		
GPG1.7	Nat	Gender Pay Gap – Moray being place of work	Data only	15.7%	-3.5%		equivalent 0.9% Source - ASHE tables. Gender Pay Gap key points are estimates vary in quality, mainly reflecting the size of the samples, is defined a the difference between median men's and women's hourly earnings as a percentage of men's earnings for full-time workers. Scotlar equivalent 1.7%							
ENVDV2 70	Local	Number of parents assisted through Employability partnership	Data only	76	60		N/A	N/A	N/A	62	59	Demand for Progress for Parents project continues to increase with the number of parents assisted so far this year double that achieved for the whole of 2023/24. Positive outcomes have also been achieved for all who have engaged. Q1 Employment=6. Learning and Training Activities=56. Q2 - Employment=3. FE/HE=4, Learning and Training Activities=52.		
New	Local	Number of Wrap Around Places available	Data only	N/A	N/A			Not mea	asured for ()uarters		Data still to be confirmed		

BUILD THRIVING, RESILIENT, EMPOWERED COMMUNITIES

Involve and empower our communities in shaping places that people want to live in, visit and invest in Provide modern and sustainable services, housing and infrastructure that meet the needs of our communities Create and support flourishing, healthy communities by considering climate change and biodiversity in everything we do

CP Action – Delivery of the Levelling up Fund elements of the Elgin City Centre Masterplan

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Statuc
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
EGD102	Local	No of empty properties and vacant / derelict sites in the city centre	Data only	N/A	N/A							Data still to be confirmed	?	
EGD103		No of additional residential properties in Elgin City Centre	Data only	N/A	N/A							Data still to be confirmed	?	

CP Action – Delivery of Town Centre Improvement Plan Delivery Programme

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Statuc
couc	couc		Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
ECONO) Nat(b)	SLAED-OC8 Town Vacancy Rates	Data only	11%				Not mea	asured for C	Quarters		ECON09 2022-23 Town Vacancy Rates February 2024 Refresh Scotland Average 12.0% North Ayrshire 7.0% - Rank 7 East Lothian 9.0% - Rank 12 Moray 11.0% - Rank 14 Perth & Kinross 11.0% - Rank 15 Stirling 13.0% - Rank 19 East Ayrshire 16.0% - Rank 25 Fife 18.0% - Rank 27 South Ayrshire 19.0% - Rank 31	₽	

CP Action – Take a partnership approach to locality planning in priority areas of Moray to enable people to influence services and develop community action

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term Trend	Status
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Arrow	
ERC004	MI	Number of support agreements linked to community assets	Data Only	9	9	8	1	3	3	N/A	N/A		₽	
ERC036	Local	% of Support Agreements meeting at least one objective	90%		100%			Not mea	asured for ()uarters		Support agreements are reviewed regularly with group and all have been able to progress at least one of their desired objectives. The review process allows support agreements to be reviewed, updated, or ended.		
ERC033	Local	Increase in no of active Area Forums	4		4			Not mea	asured for ()uarters		Buckie, Forres and Speyside are currently active as are Keith Strathisla Regeneration Partnership who are fulfilling the Area Forum role.		

Code	Code	Short Name	Current Target	2022/23 Value	2023/24 Value	2024/25 Value	Q2 2023/24 Value	Q3 2023/24 Value	Q4 2023/24 Value	Q1 2024/25 Value	Q2 2024/25 Value	Latest Note	Short Term Trend	Status
ERC005	Local	% Of council services who have devolved funding to PB processes	100%	36%	36%	Value	36%	36%	36%	36%	N/A		Arrow	
ERC007	MI	Number of people engaged through PB process	Data Only	3,514	2,259		966	190	435	28	N/A	The CSU supported the final stage of the Cultural Grants PB process and facilitated a very positive voting sessions where all the projects had the chance to speak about their projects before voting. A total of £109,804 was allocated to 14 different organisations (against bids to the value of £239k from 26 organisations) The process was co-designed with the bidding organisations with voting limited to them as the key sector stakeholders. In line with the council approach to service delivery of PB in future the CSU shared a PB toolkit for services to deliver their own projects as identified as an Audit Scotland action.	•	
ERC001	MI	% of people who agree with the statement 'I can influence decisions affecting my local area'	Data Only	NA	NA	NA		Not mea	asured for C	uarters		Data comes from the Scottish Household Survey. Latest data available (2021/22) shows 21% of people agreed with the statement, an increase of 6% from 2019/20.		
ERC003	Local	Number of new Community action plans in place	3	3	3			Not mea	asured for (Quarters		Plans have been produced in Lossiemouth, Keith and Forres. Keith and Forres plans are in place and awaiting official launch.		
ERC008	Local	% increase in number of local residents engaged in Locality Planning process (NE & Buckie)	5%	51%	38.5%		35%	77%	38.5%	1.8%	11.2%	The figure for the same quarter last year was 424 – so that level of engagement has been sustained (an increase of 10). The increase on the previous quarter is 11.2%.	1	
ERC008a	MI	Number of local residents engaged in the Locality Planning process (NE & Buckie)	Data Only	314	432		424	368	432	390	434			

CP Action – Delivery of the Housing Investment and Affordable Housing Supply Programmes

Code	Code	Short Name	Current Target	2022/23 Value	2023/24 Value	2024/25 Value	Q2 2023/24 Value	Q3 2023/24 Value	Q4 2023/24 Value	Q1 2024/25 Value	Q2 2024/25 Value	Latest Note	Short Term Trend Arrow	Status
H1.10a	Local	Number of affordable housing completions at end of current FY	32	146	97			Not mea	asured for (Quarters		Figures for 2024/25 will be availabe towards end of FY or beginning of next.	♣	?

C	ode	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Statuc
	oue	couc		Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
н	1.10b		Number of site starts for affordable housing in current FY	100	N/A	N/A			Not mea	asured for ()uarters		Clarification from Service that this is site starts by all social housing developers not just TMC. Figures for 2024/25 will be available towards end of FY or beginning of next.	?	?

CP Action – Tackle the affordability and standard of our learning estate to ensure sustainability while meeting climate requirements

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Status
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
EdS100	Local(b)	% of schools that are rated B or better for condition	50.9%	46.3%	41%			Not mea	asured for (Quarters		Reduction as per risk identified previously. No actual changes to schools rather updated survey information is now accurate Based on 53 schools (reduction due to closure of Inveravon PS) with 31 categorized within last 5 years as less than B Condition. (6 schools still be complete survey updates)	₽	
EdS101	Local(b)	% of schools that are rated B or better for suitability	100%	98.1%	100%		Not measured for Quarters					Buckie High School survey now complete. All Moray schools now rated B or better. 5 year survey cycle to commence in 24/25		
ERC010	Local	Spare building capacity %	25%	N/A	27%		survey cycle to comme Primary School Roll (20 overall planning capacities Not measured for Quarters (2023) 5458 pupils again					Primary School Roll (2023) 6677 pupils against overall planning capacity of 9913 = 67% primary school capacity utilised Secondary School Roll (2023) 5458 pupils against overall planning capacity of 6658 = 81% secondary school capacity utilised33%	-	
ERC011	Local	% schools with approved asset management plans	10%	5.5%	5.5%	5.5%	5.5%	5.5%	5.5%	5.5%	7.5%	School condition survey to complete Q4 2024/25 will inform development of plans. External consultant appointed to commence development of detailed asset plans for up to 10 schools over next 6months – with further planned for 2025/26.	1	
ERC032	Local	% ASG options reviews completed	30%	N/A	10%			Not mea	asured for () Juarters		On plan. Forres ASG engagement complete – report to be drafted. Buckie ASG in progress.		

CP Action – Sustainability, environmental, climate change / biodiversity considerations are incorporated within existing projects and specifically considered in committee reports

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Status
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	

Code	Code	Short Name	Current	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term	Status
			Target	Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
CLIM01	INIat(h)	CO2 Emissions area wide per capita	Data only	4.64				Not mea	asured for C	Quarters		Moray ranked 19/32 nationally, 4/8 Family Group Comparator Benchmarking: East Ayrshire – 3.70 East Lothian - 10.02 Fife - 7.81 North Ayrshire – 4.64 Perth & Kinross - 4.68 South Ayrshire - 4.39 Stirling - 4.15 Family Group Average - 5.50 Scotland – 4.81		
CLIM02	Nat(b)	CO2 Emissions area wide: emissions within scope of LA per capita	Data only	6.94				Not mea	asured for C)uarters		Moray ranked 32/32 nationally, 4/8 Family Group Comparator Benchmarking: East Ayrshire – 4.13 East Lothian – 4.25 Fife – 4.33 North Ayrshire – 4.97 Perth & Kinross – 5.90 South Ayrshire – 5.11 Stirling – 5.74 Family Group Average - 5.17 Scotland – 4.27		

STRATEGIC DELIVERY FRAMEWORK Financial Strategy / Workforce Strategy / Digital Strategy / Transformation Plan/Strategy / Performance Management Framework

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note		Status
				Value	Value	Value	Value	Value	Value	Value	Value		Trend Arrow	
CORP3b		% of the highest paid 5% employees who are women	58.9%	59.46%	61.2%							Moray – 61.2% FG Average – 60.2% Scotland – 60.0% 2023/24 National Rank 11 FG Rank 4 2022/23 National Rank 15 FG Rank 5 2021/23 National Rank 3 FG Rank 1 (where 1 is highest)	1	
CORP3c	Nat(b)	The gender pay gap (%)	2.5%	5.3%	-4.7%							Moray -4.7% FG Average 0.2% Scotland 1.7%		

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
											-	2023/24 National Rank 2 FG Rank 1 2022/23 National Rank 28 FG Rank 7 2021/22 National Rank 30 FG Rank 8 (where 1 is lowest)		
FS215	Local	Participatory Budgeting activity - 1% target	100%	23.99%	23.12%		26%	27%	23.12%	5.07%	5.07%	New measure under development	-	۲
ERC006a	мі	PB funding spend within period	Data only	£145000	£225000		£23000	£20000	£91000	£110000	£110000	New measure under development		
ERC006	MI	% Increase in the amount of council spend allocated through PB	Data only	12.4%	10.9%		5.6%	6.5%	10.9%	5.07%	5.07%	New measure under development		
FS214	Local	Total council budget subject to Participatory Budgeting	Data only	£1,975,0 00	£2,060,0 00	£2,170,1 80	Not measured for Quarters					The 1% target for 2024-25 is £2.17m		
FS216	Local	Number of Participatory Budgeting activities (Cumulative for the year)	Data only	12	10		11	11	10	1	1	New measure under development		