



Education
**Public Performance Report for Primary
and Secondary Schools**

**School Session
2023/24**

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:

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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 between 2019/20 and 2023/24 is better or worse during these years, without further evidence and without taking full account of the different approaches to certification in recent years. Session 2023/2024 saw a third 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

	2018	2019	2020	2021	2022	2023	2024
Primary	7,086	6,987	6,943	6,889	6,824	6,675	6,622
Secondary	4,806	4,940	5,172	5,331	5,388	5,458	5,488
Total	11,892	11,927	12,115	12,220	12,212	12,133	12,110

The overall number of pupils registered in Moray schools decreased for the third year in a row, falling by 23 to 12,110. The number of primary school pupils enrolled decreased for the sixth year in a row, down by 53 to 6,662; while in contrast the secondary school roll increased for the sixth year running, up by 30 to 5,488. Since 2018 the overall primary school pupil numbers have decreased by 6.5% in Moray, this compares to a national decrease of 5.2%. Moray secondary school pupil numbers have increased by 14.2% over the same period, compared to a national increase of 10.1%.

Number of Teachers

	2018	2019	2020	2021	2022	2023	2024
Primary	439	431	433	475	478	453	445
Secondary	403	405	418	455	448	452	446
Total	842	836	851	930	926	905	891

At the September 2024 census, the overall number of full time equivalent (FTE) teachers decreased by 14 to 891. Primary School teacher numbers were down by 8 to 445. Since 2018 there has been a 1.4% increase in primary teachers in Moray, this compares to a 1.7% decrease nationally. Secondary teacher numbers decreased by 6 to 446. Since 2018 there has been an overall increase of 10.6% in secondary teachers (FTE) in Moray, compared to a 7.2% increase nationally. The number of centrally employed teachers (FTE) in Moray fell by 11 to 26 (2024), representing a 30% reduction from the previous year. This compares to an increase of 2.6% nationally.

Pupil / Teacher Ratio*

Primary & Secondary	2018	2019	2020	2021	2022	2023	2024
Moray	13.7	13.8	13.9	12.8	12.7	12.9	13.2
Comparators**	13.4	13.6	13.4	13.3	13.3	13.2	13.2
National Average	13.6	13.6	13.3	13.2	13.2	13.2	13.3

* 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

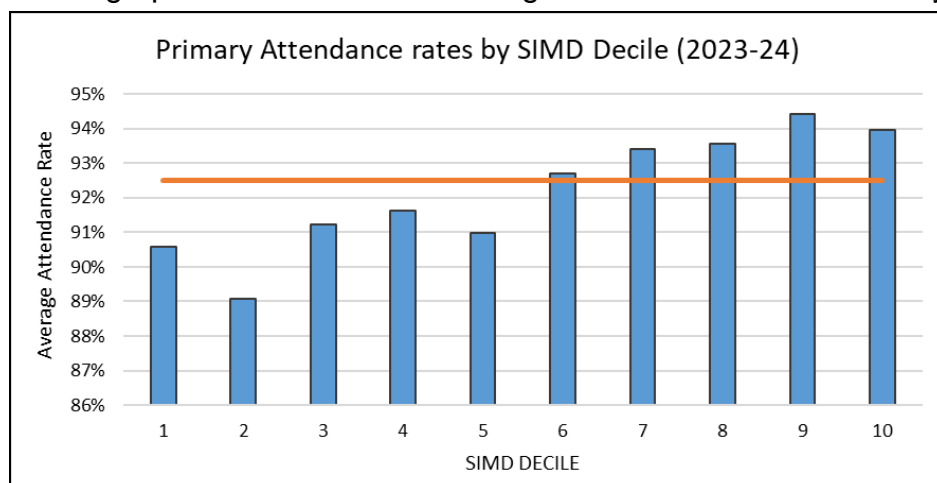
The pupil/teacher ratio increased by 0.3 to 13.2 for 2024. The Moray pupil/teacher ratio is marginally below the national average (13.3), and the same as our comparator authorities' average (13.2).

Attendance and Exclusion Rates

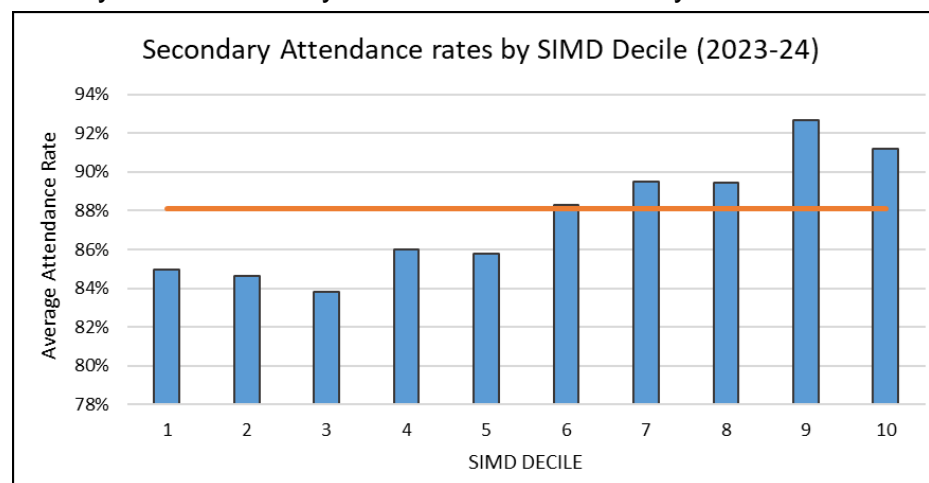
The average school attendance rate across Moray for 2023/24 was 90.7%, up by 0.5% on 2022/23. The attendance rate nationally was 90.3% (2022/23), up by 0.1% when compared to the previous year. Attendance and absence reporting has been impacted by the COVID-19 pandemic and continues to influence rates. Pre-covid (2018/19), Moray attendance rate was 93.9%, compared to the national average of 93.0%.

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.



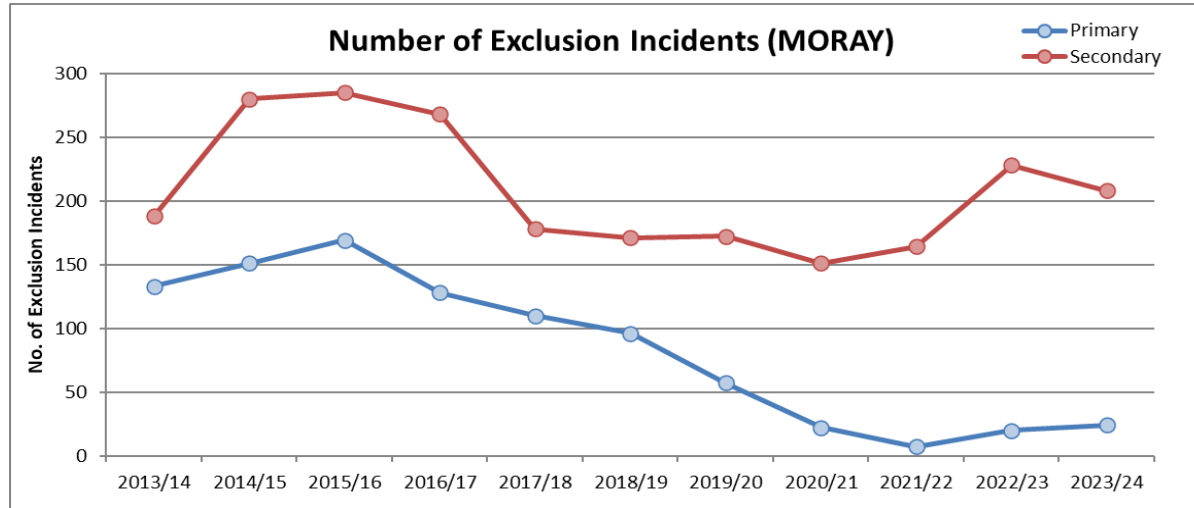
Both Primary and Secondary attendance rates show similar patterns when using Scottish Index of Multiple Deprivation (SIMD) data. SIMD decile 1 refers to young people with postcodes within datazones identified as being in the 10% most deprived in Scotland according to SIMD, whilst decile 10 refers to 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 89.1% (decile 2) to 94.4% (decile 9), a variance of 5.3 percent. Secondary school attendance rates show a wider gap in attendance when using SIMD data, with attendance rates ranging from 83.8% (decile 3) up to 92.7% (decile 9), an 8.9 percent variance.

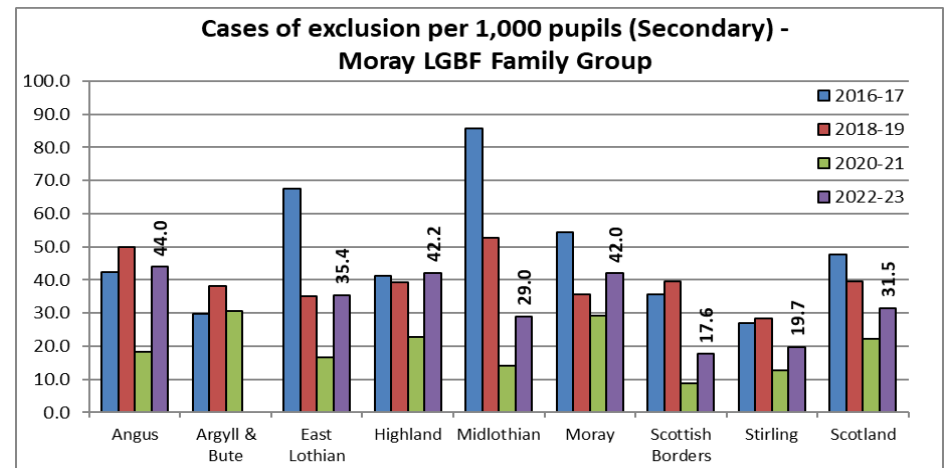
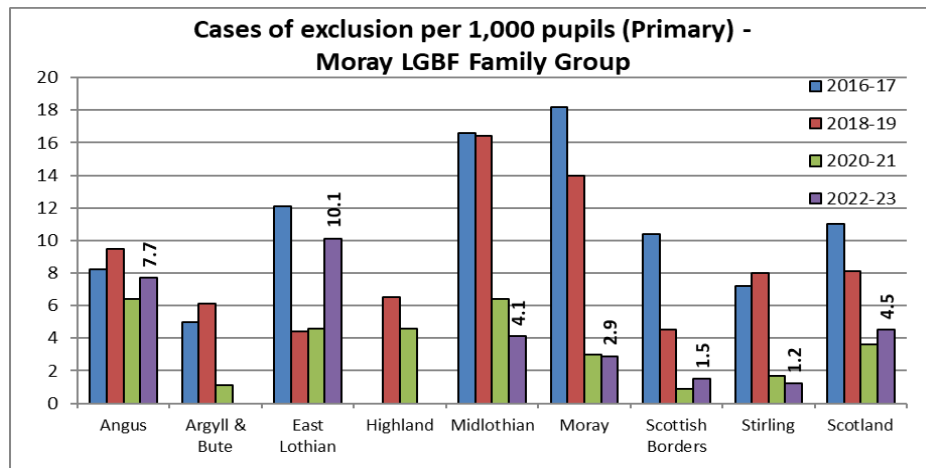
Just under 32% of Moray pupils are ranked in SIMD deciles 1-5 based on their postcode, the lower attendance rates for this group will impact on their learning and school leaver options. Work is underway in schools and centrally in order to strengthen engagement and attendance for identified young people, with use of additional funding where available in a targeted way to support children and young people to attend and achieve. A review of Moray's Attendance guidance for and supporting toolkits in line with national guidance and good practice is underway in support of schools maximising pupil attendance.

Exclusions

In 2023/24 a total of 232 school exclusion incidents were recorded in Moray, a decrease of 16 on the number recorded in the previous year. The number of Primary stage exclusions rose marginally, while Secondary exclusions decreased after experiencing a sharp rise in 2022/23. Schools continue to report increasing concerns among a very 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) – 2023/24

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 2024. 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 2023 teacher judgement achievement rates for P1, P4, P7 and S3.

CfE Levels – 2023/24		P1	P4	P7	P1, P4 & P7	S3	S3
		Early Level	First Level	Second Level	Combined (expected level)	Third Level	Fourth Level
Reading	Moray	80 (+2)	77 (+1)	81 (+3)	80 (+3)	89 (-)	68 (+5)
	Scotland	81 (-)	79 (+1)	81 (-)	80 (-)	90 (-)	63 (+1)
Writing	Moray	75 (+2)	68 (-1)	73 (+3)	73 (+2)	88 (+1)	63 (+6)
	Scotland	79 (+1)	74 (+2)	76 (+1)	76 (+1)	90 (+1)	61 (+1)
Listening & Talking	Moray	87 (+1)	84 (-)	87 (+5)	86 (+2)	89 (-)	68 (+6)
	Scotland	87 (-)	87 (-)	88 (+1)	87 (-)	91 (-)	64 (+1)
Literacy	Moray	75 (+4)	66 (-)	72 (+6)	71 (+3)	87 (+1)	61 (+7)
	Scotland	77 (+1)	71 (+1)	74 (+1)	74 (+1)	88 (-)	58 (+2)
Numeracy	Moray	83 (+2)	73 (-)	74 (-)	76 (+1)	87 (-)	63 (+5)
	Scotland	85 (-)	78 (+1)	78 (-)	80 (-)	90 (-)	65 (+2)

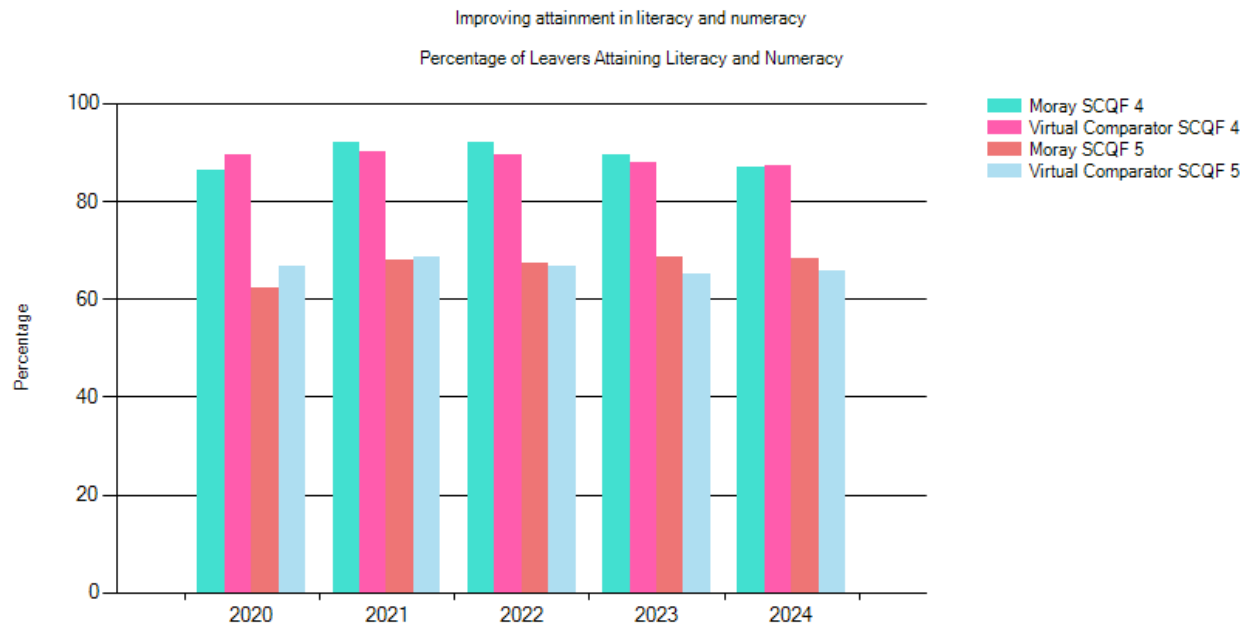
Key National Measures (INSIGHT)

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 between 2019/20 and 2023/24 is better or worse during these 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 has decreased compared to last year to 87.0%, in line with the Virtual Comparator overall (87.2%), very marginally below Northern Alliance (87.5%) and National comparator (88.4%). Level 5 achievement rates fell slightly to 68.2% in Moray, with Moray remaining above Virtual Comparator (65.8%) and Northern Alliance (87.5%), very marginally below the national average (69.1%).

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	2021/22		2022/23		2023/24		2021/22		2022/23		2023/24
	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	93.2%	90.3%	93.4%	88.7%	82.5%	84.8%	68.9%	72.5%	72.2%	67.8%	67.5%	63.4%
Elgin Academy	92.2%	88.8%	83.2%	87.5%	82.8%	90.6%	61.5%	65.4%	59.0%	65.2%	62.8%	71.5%
Elgin High	88.0%	88.2%	89.5%	87.3%	89.0%	82.4%	70.4%	63.4%	76.2%	64.5%	69.9%	58.2%
Forres Academy	91.7%	88.4%	90.5%	88.7%	88.2%	89.8%	62.4%	63.6%	69.0%	65.1%	63.0%	69.5%
Keith Grammar	91.1%	91.0%	89.9%	82.8%	88.2%	84.4%	62.2%	65.7%	53.6%	52.0%	60.3%	57.8%
Lossiemouth High	93.5%	90.2%	90.7%	88.3%	91.5%	89.6%	69.6%	67.1%	71.1%	63.5%	75.4%	68.8%
Milne's High	95.1%	92.7%	88.6%	89.8%	90.1%	88.2%	79.3%	74.3%	73.4%	70.8%	69.4%	67.4%
Speyside High	93.6%	87.5%	92.9%	89.5%	90.6%	84.7%	73.1%	63.7%	75.0%	67.1%	87.5%	62.0%
Moray	92.1%	89.4%	89.4%	87.9%	87.0%	87.2%	67.3%	66.6%	68.6%	65.0%	68.2%	65.8%
Northern Alliance	89.4%		88.3%		87.5%		67.9%		67.0%		67.7%	
National	89.6%		89.0%		88.4%		68.2%		68.0%		69.1%	

Of the eight Moray secondary schools, five achieved attainment rates above their virtual comparator, with four also above national average at level 4 literacy and numeracy. At Level 5 literacy and numeracy six schools performed above their virtual comparator, with four schools achieving above the national average (Elgin High, Lossiemouth High, Milne's High and Speyside High). 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	2021/22		2022/23		2023/24		2021/22		2022/23		2023/24	
	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	97.0%	94.4%	97.4%	93.7%	95.2%	90.8%	87.1%	83.6%	84.8%	80.9%	76.5%	76.8%
Elgin Academy	94.3%	94.2%	93.7%	92.6%	91.2%	94.2%	83.9%	81.4%	82.1%	78.3%	83.3%	84.1%
Elgin High	90.4%	94.3%	94.4%	92.9%	94.1%	89.3%	80.8%	80.1%	83.2%	80.1%	77.9%	70.7%
Forres Academy	99.4%	93.6%	95.6%	93.7%	96.1%	94.7%	86.6%	78.5%	79.8%	81.1%	80.3%	81.3%
Keith Grammar	94.4%	94.8%	92.8%	88.4%	88.2%	90.6%	81.1%	81.0%	62.3%	67.5%	66.2%	73.8%
Lossiemouth High	96.7%	94.8%	94.9%	93.7%	92.4%	94.2%	88.0%	80.3%	87.6%	77.4%	89.0%	83.4%
Milne's High	98.8%	96.7%	93.7%	93.9%	91.0%	93.2%	89.0%	87.2%	89.0%	87.2%	76.6%	81.3%
Speyside High	93.6%	92.0%	95.2%	94.5%	95.3%	90.2%	77.4%	78.1%	78.6%	82.7%	89.1%	75.2%
Moray	95.5%	94.3%	94.9%	93.1%	93.1%	92.4%	84.3%	81.1%	81.4%	79.4%	80.2%	79.0%
Northern Alliance	94.6%		93.8%		93.3%		83.7%		82.2%		81.4%	
National	94.4%		93.9%		93.2%		82.0%		81.5%		81.4%	

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

Four of the eight Moray secondary schools achieved above their virtual comparator and the national average (93.2%) at Level 4 Literacy (Buckie High, Elgin High, Forres Academy and Speyside High). At Level 5 Literacy, three secondary schools exceeded the national average (81.4%), these were Elgin Academy, Lossiemouth High and Speyside High.

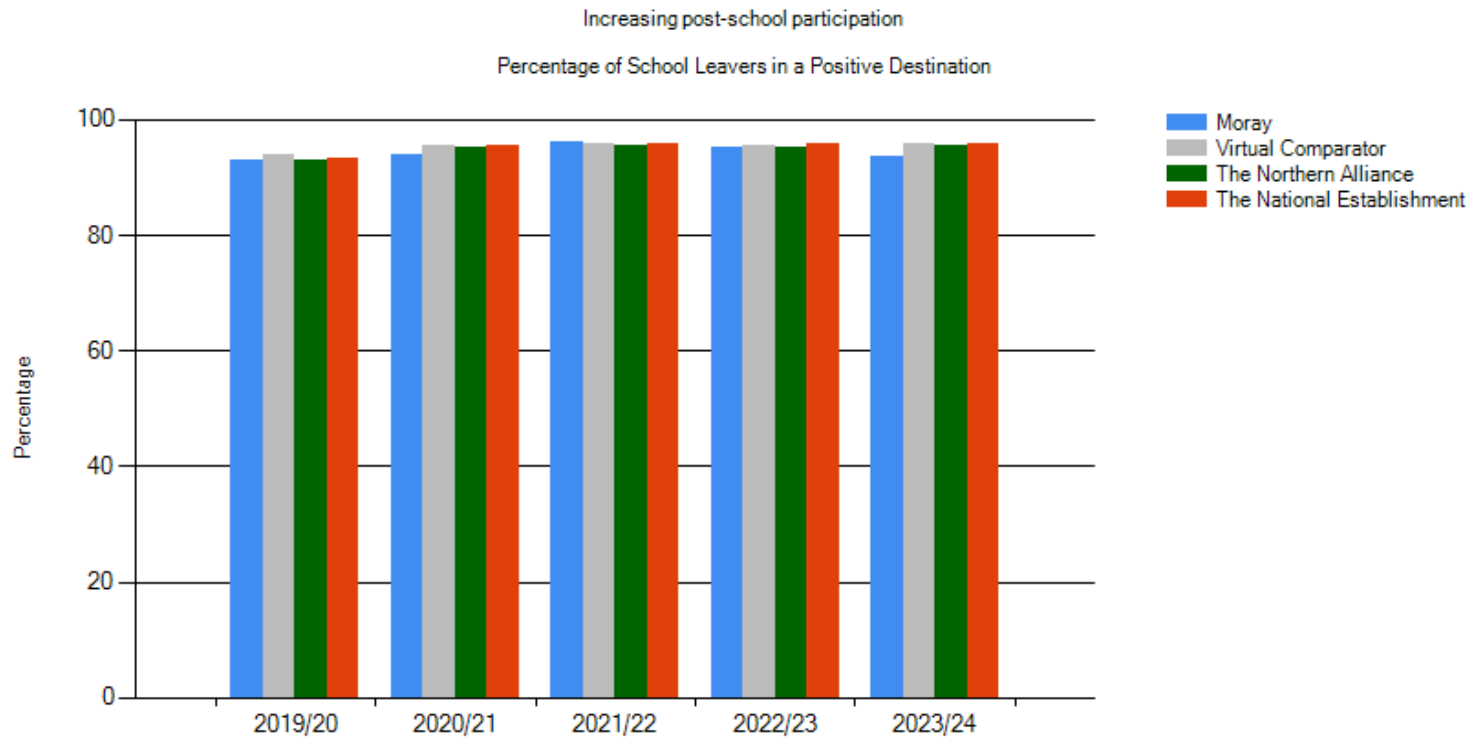
Numeracy – Schools against virtual comparator

<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	2021/22		2022/23		2023/24		2021/22		2022/23		2023/24	
	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	93.9%	91.4%	94.7%	90.5%	82.5%	87.7%	73.5%	74.9%	76.2%	70.2%	72.9%	66.9%
Elgin Academy	93.8%	90.7%	85.3%	90.3%	86.3%	92.5%	62.5%	68.0%	60.0%	68.5%	64.2%	74.8%
Elgin High	92.0%	90.3%	91.6%	89.6%	91.2%	85.0%	73.6%	66.4%	77.6%	67.4%	71.3%	61.2%
Forres Academy	91.7%	90.1%	91.1%	90.6%	90.6%	91.5%	63.7%	66.5%	71.5%	68.2%	63.0%	72.8%
Keith Grammar	93.3%	92.9%	94.2%	86.4%	95.6%	87.7%	64.4%	69.1%	62.3%	56.4%	67.7%	61.2%
Lossiemouth High	95.7%	92.2%	91.8%	90.4%	94.1%	91.7%	71.7%	70.5%	75.3%	66.7%	75.4%	71.0%
Milne's High	95.1%	94.4%	88.6%	91.5%	93.7%	90.4%	79.3%	76.0%	78.5%	73.7%	76.6%	70.6%
Speyside High	97.9%	90.2%	95.2%	91.1%	93.8%	88.6%	82.8%	67.0%	86.9%	69.6%	90.6%	66.1%
Moray	93.9%	91.3%	91.0%	90.2%	89.7%	89.6%	70.1%	69.4%	72.5%	68.0%	71.1%	69.0%
Northern Alliance	91.3%		90.0%		89.7%		70.2%		69.5%		70.5%	
National	91.3%		90.9%		90.5%		70.8%		70.9%		71.9%	

Five Moray schools achieved above their virtual comparators at Level 4 Numeracy, while six schools achieved above the national average (90.5%), these were Elgin High, Forres Academy, Keith Grammar, Lossiemouth High, Milne's High and Speyside High. At Level 5 Numeracy, four secondary schools exceeded the national average (71.9%), these were Buckie High, Lossiemouth High, Milne's High and Speyside High. Most schools performed above their virtual comparator at Level 5.

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 post-school destination compared against the virtual comparator, Northern Alliance and nationally. The rate of Moray school leavers entering a positive post-school destination decreased for 2023/24 to 93.8%, down 1.3% from 2022/23. Nationally there was a 0.2% reduction in the proportion of post-school leavers entering a positive destination to 95.7%, while our virtual comparator increased 0.1% to 95.7%, and across the northern alliance it rose by 0.3% to 95.4%. Positive post-school 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.

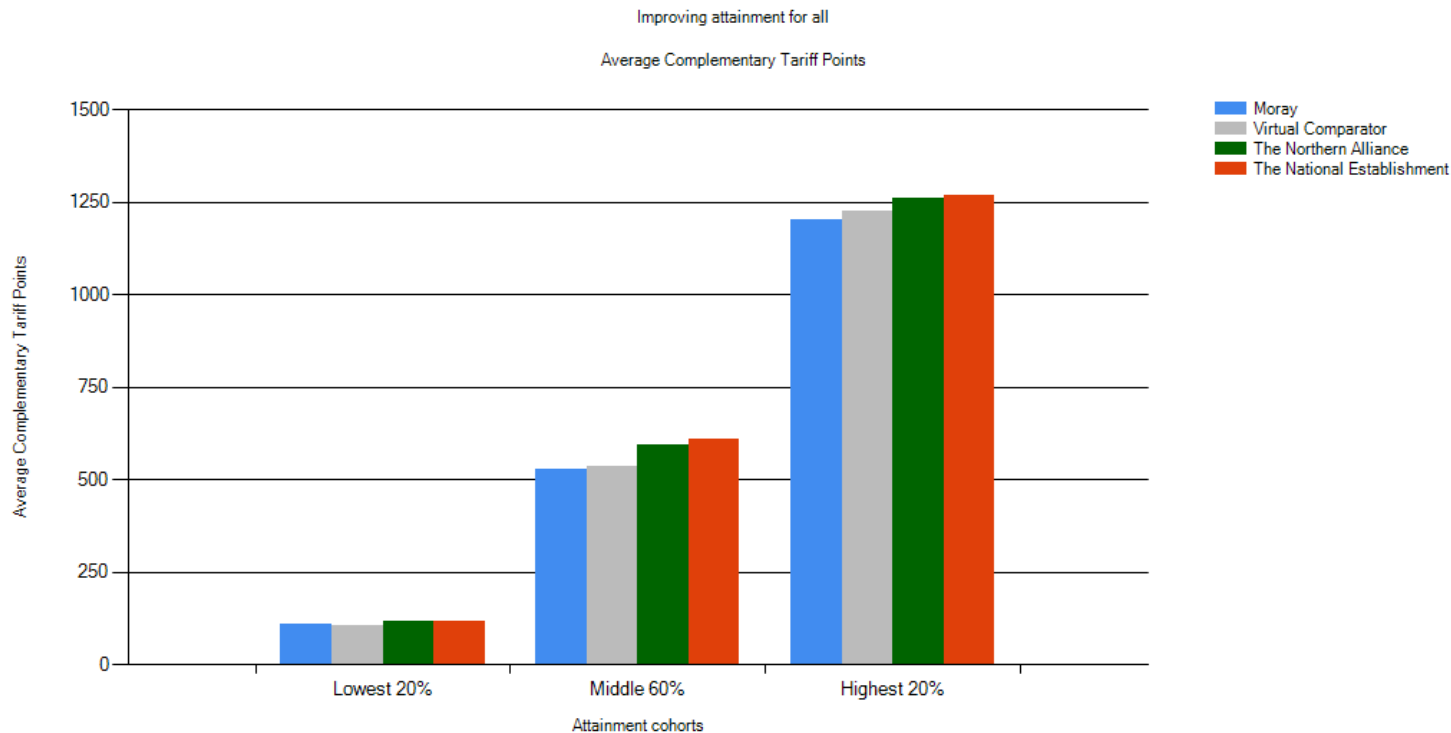
Below is a breakdown of positive leaver destination data by individual Moray schools, comparing results against their virtual comparator for the last five years:

<i>(M = Moray School VC = Virtual Comparator)</i>	Increasing post-school participation									
	Percentage of School Leavers in a Positive Destination									
School	2019/20		2020/21		2021/22		2022/23		2023/24	
	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	89.9%	92.5%	92.4%	95.9%	95.5%	95.8%	91.4%	96.3%	93.4%	95.9%
Elgin Academy	95.1%	95.0%	92.0%	95.7%	97.4%	95.5%	94.7%	95.7%	94.1%	96.2%
Elgin High	98.0%	92.1%	95.3%	95.2%	91.2%	95.4%	98.6%	94.9%	97.1%	93.5%
Forres Academy	91.6%	93.3%	95.7%	96.2%	98.1%	95.5%	94.3%	96.6%	91.3%	95.8%
Keith Grammar	84.0%	95.2%	93.8%	95.3%	96.7%	95.4%	89.9%	94.5%	98.5%	93.8%
Lossiemouth High	90.7%	93.4%	96.2%	95.4%	97.8%	97.4%	97.9%	95.6%	92.4%	97.2%
Milne's High	95.7%	93.2%	94.4%	95.2%	95.1%	97.2%	96.2%	94.7%	91.0%	97.3%
Speyside High	96.4%	96.8%	95.5%	95.9%	96.8%	95.5%	97.6%	95.7%	93.8%	95.5%
Moray	93.1%	93.8%	94.1%	95.6%	96.2%	95.9%	95.1%	95.6%	93.8%	95.7%
Northern Alliance	93.0%		95.3%		95.4%		95.1%		95.4%	
National	93.4%		95.5%		95.7%		95.9%		95.7%	

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 2024 looks at the average 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 slight above our virtual comparator and just below the Northern Alliance and national average; the average tariff score for the 'middle 60%' cohort shows Moray performing very marginally below our virtual comparator and below the Northern Alliance and national average; the average tariff for the 'highest 20%' attaining cohort shows Moray are performing marginally below our virtual comparator, below Northern Alliance and national averages. It should be noted that this measure looks at the complementary 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.

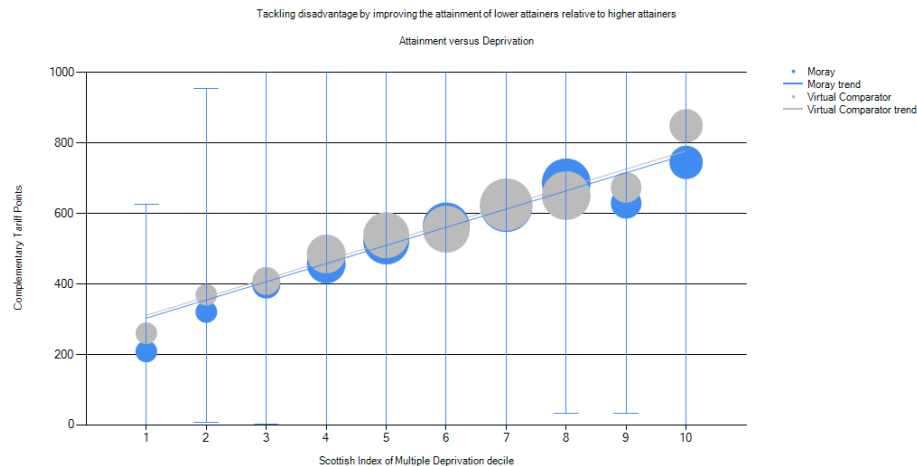
The table below shows average complementary tariff scores by ability cohorts for each secondary school, comparing against their virtual comparator over the last two years:

<i>(M = Moray School VC = Virtual Comparator)</i>	Improving Attainment for All											
	Average Complementary Total Tariff Scores											
	2022/23						2023/24					
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	158	125	605	622	1244	1303	107	96	552	532	1125	1233
Elgin Academy	94	114	559	559	1237	1265	130	136	602	622	1355	1265
Elgin High	119	116	489	542	1089	1222	82	72	461	444	1105	1173
Forres Academy	77	126	524	551	1272	1258	101	125	489	574	1126	1260
Keith Grammar	69	76	323	355	1057	1080	87	84	423	445	1057	1132
Lossiemouth High	134	114	471	522	1042	1279	118	124	520	551	1250	1234
Milne's High	130	137	572	615	1142	1252	123	106	540	537	1174	1204
Speyside High	175	134	578	581	1277	1252	142	93	517	484	1180	1226
Moray	113	117	529	552	1198	1255	111	105	527	538	1204	1228
Northern Alliance	123		590		1269		116		596		1261	
National	127		612		1286		118		610		1269	

Looking through the Moray secondary school results, five schools performed above both their virtual comparator and four above or in line with the national average for the 'lowest 20%' attaining students (Elgin Academy, Lossiemouth High, Milne's High and Speyside High). No school achieved above the national average for the 'middle 60%' attainment average, although three were above their virtual comparator (Buckie High, Elgin High and Milne's High). With regard to the national average for the 'highest 20%' of pupils in this leaver cohort, with only Milne's High achieving above their virtual comparator, Moray performed marginally below virtual comparator, and below Northern Alliance and national comparator.

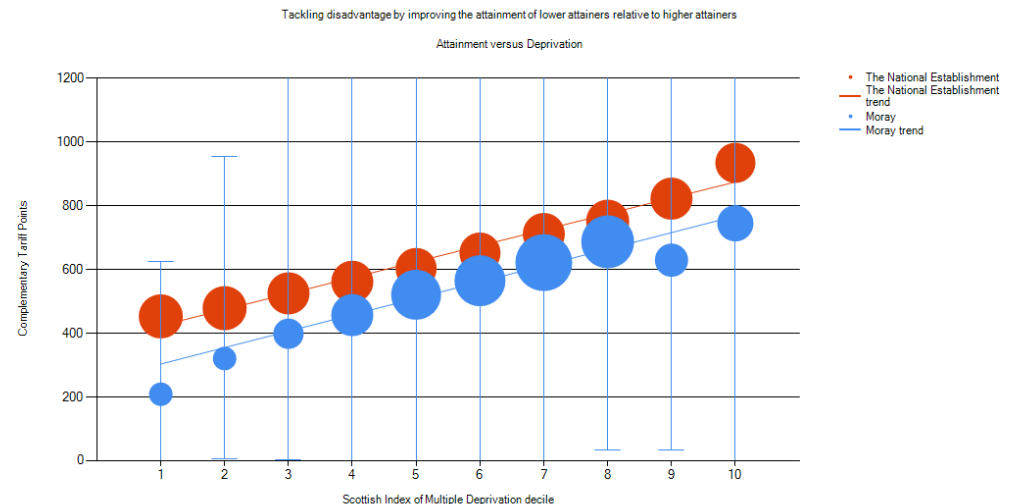
Tackling disadvantage by improving the attainment of lower attainers relative to higher attainers

The graphs display the 2023/24 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 left shows Moray leavers from deciles 3, 5, 6, 7 and 8 perform in line with or above the virtual comparator. Performance of leavers from deciles 1, 2, 4, 9 and 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 4-8.

The graph on the right plots Moray against the national performance. The graph shows Moray are below the national comparators across most deciles, in particular at SIMD deciles 1-2 and 9-10. The gap between Moray and the national trend line, as shown in the graph, is closer through deciles 5 to 8. This differs from closely aligned performance against the virtual comparator as shown in the graph above and noted in virtual comparator trend (Moray versus Virtual Comparator).



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 below presents the average overall tariff scores for Moray and comparator benchmarking authorities for the last three years, as well as the 2023/24 results broken down by the SIMD quintiles. Ranking position is also shown for the 2023/24 results, where 1st is the best performing and 32nd the lowest performing local authority.

Tariff Scores 2020-21 to 2023-24 by Quintile (LGBF)

	Overall Tariff Scores					Quintile 1		Quintile 2		Quintile 3		Quintile 4		Quintile 5	
	2020-21	2021-22	2022-23	2023-24	Rank	2023-24	Rank	2023-24	Rank	2023-24	Rank	2023-24	Rank	2023-24	Rank
Angus	873	836	774	766	30	471	28	602	32	729	32	903	30	929	30
Argyll & Bute	955	954	894	889	17	564	18	723	19	851	23	1037	17	1244	10
East Lothian	1007	937	952	941	11	546	22	671	25	928	15	1083	14	1228	12
Highland	884	879	849	843	24	523	25	695	21	852	22	963	24	1054	24
Midlothian	880	929	838	850	21	549	21	657	27	826	27	1052	16	1205	14
Moray	876	882	830	831	26	378	29	620	30	780	31	917	29	970	29
Scottish Borders	963	974	879	866	18	530	24	674	24	806	28	978	21	1207	13
Stirling	1082	1110	1002	1010	4	545	23	727	18	965	9	1156	7	1301	7
Scotland	962	972	915	918		658		762		889		1049		1260	

For 2023/24 Moray (831 points) ranked 26th for average overall tariff score, an improvement of one position from last year. Average tariff points across all quintiles show 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						3+ @ Level 6 or better						5+ @ Level 6 or better					
	by end of S5						by end of S5						by end of S5					
School	2021/22		2022/23		2023/24		2021/22		2022/23		2023/24		2021/22		2022/23		2023/24	
	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	69.9%	68.1%	63.7%	58.0%	68.6%	59.9%	43.6%	51.2%	39.0%	40.1%	45.3%	43.2%	18.8%	26.6%	16.4%	22.5%	16.4%	24.0%
Elgin Academy	57.4%	69.0%	60.4%	71.2%	55.8%	66.4%	40.5%	51.4%	48.9%	52.4%	38.1%	47.4%	17.4%	28.6%	25.8%	31.3%	18.6%	27.1%
Elgin High	44.4%	64.9%	48.1%	65.0%	53.7%	60.6%	27.5%	48.7%	28.2%	46.8%	35.4%	42.1%	8.5%	25.5%	12.2%	25.3%	12.6%	23.2%
Forres Academy	55.8%	64.4%	47.0%	63.1%	52.7%	63.0%	40.0%	47.5%	28.9%	44.6%	35.2%	45.0%	13.9%	23.8%	12.8%	23.5%	19.4%	24.5%
Keith Grammar	40.0%	64.4%	35.8%	61.5%	49.4%	60.9%	25.7%	45.7%	17.9%	40.8%	30.3%	41.7%	10.0%	25.9%	6.0%	21.0%	9.0%	22.9%
Lossiemouth High	60.3%	65.8%	52.8%	71.6%	56.5%	72.1%	42.3%	49.0%	33.0%	53.9%	40.9%	56.2%	15.4%	27.2%	14.2%	31.3%	10.4%	34.2%
Milne's High	62.3%	66.8%	67.9%	65.1%	56.3%	68.1%	40.6%	50.9%	45.7%	48.8%	39.6%	50.3%	23.2%	23.8%	21.0%	27.7%	21.9%	27.9%
Speyside High	66.7%	63.7%	49.4%	62.5%	62.7%	67.4%	42.0%	45.3%	31.2%	43.6%	44.6%	48.1%	13.6%	22.0%	14.3%	23.9%	26.5%	26.3%
Moray	57.0%	66.2%	54.2%	65.1%	57.0%	64.4%	38.1%	49.1%	35.3%	46.5%	38.6%	46.4%	15.0%	25.7%	16.3%	25.6%	16.7%	26.0%
National	64.0%		63.7%		63.6%		46.0%		45.0%		44.7%		24.4%		25.0%		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						5+ @ Level 6 or better						1+ @ Level 7 or better					
	by end of S6						by end of S6						by end of S6					
School	2021/22		2022/23		2023/24		2021/22		2022/23		2023/24		2021/22		2022/23		2023/24	
	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC	M	VC
Buckie High	45.1%	57.2%	54.6%	56.9%	50.3%	46.5%	25.9%	44.1%	36.9%	41.7%	32.0%	34.8%	13.6%	29.5%	26.2%	27.1%	21.8%	22.7%
Elgin Academy	53.5%	58.0%	46.8%	57.5%	54.2%	60.1%	35.1%	44.5%	30.0%	44.2%	42.7%	46.6%	28.7%	28.4%	27.4%	29.5%	30.7%	30.5%
Elgin High	44.2%	56.4%	35.4%	54.4%	30.0%	53.3%	29.5%	41.8%	18.1%	40.8%	22.3%	38.7%	17.1%	28.8%	14.6%	27.4%	13.1%	26.2%
Forres Academy	45.3%	60.1%	44.2%	53.9%	36.7%	50.8%	30.2%	46.0%	31.3%	38.1%	23.1%	37.6%	23.0%	30.9%	20.9%	25.5%	16.3%	23.5%
Keith Grammar	34.7%	57.5%	27.1%	54.0%	23.9%	48.5%	18.1%	41.7%	14.3%	39.7%	16.4%	35.2%	15.3%	27.1%	14.3%	26.7%	13.4%	21.2%
Lossiemouth High	49.0%	65.8%	49.4%	54.8%	41.0%	60.7%	38.5%	49.0%	33.8%	40.7%	29.5%	49.2%	17.7%	32.8%	16.9%	25.8%	21.0%	32.7%
Milne's High	76.0%	62.4%	50.7%	55.7%	50.6%	54.8%	59.5%	48.5%	42.0%	40.0%	33.3%	40.6%	32.9%	33.2%	18.8%	24.5%	23.5%	26.4%
Speyside High	50.7%	61.8%	52.4%	50.5%	33.3%	49.6%	29.9%	46.4%	32.9%	37.3%	24.0%	35.6%	37.7%	30.5%	18.3%	23.4%	18.7%	23.9%
Moray	49.1%	59.4%	44.7%	55.0%	42.0%	53.5%	32.6%	45.0%	29.5%	40.7%	29.6%	40.3%	22.5%	29.9%	20.7%	26.7%	20.7%	26.3%
National	55.0%		52.4%		51.8%		40.3%		38.7%		38.8%		27.2%		25.8%		25.3%	

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	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Buckie High	79.2%	79.8%	92.4%	92.1%	86.3%	74.2%
Elgin Academy	88.5%	87.1%	78.1%	82.0%	79.3%	80.2%
Elgin High	76.9%	79.7%	78.3%	84.9%	86.2%	86.9%
Forres Academy	81.9%	71.6%	82.9%	78.2%	79.8%	87.1%
Keith Grammar	81.3%	93.0%	78.6%	68.1%	66.7%	70.7%
Lossiemouth High	62.8%	79.6%	86.1%	76.7%	86.0%	69.6%
Milne's High	81.6%	97.4%	83.1%	82.7%	85.2%	82.7%
Speyside High	70.3%	85.9%	79.5%	68.3%	85.9%	76.9%
Moray	79.4%	82.9%	82.2%	80.7%	82.1%	79.4%
National Average	87.3%	89.5%	88.7%	87.0%	85.9%	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 79.4% for 2024/25, a decrease on the previous year of 2.7 percent points. Nationally the S5 staying on rates based on the S3 cohort remained the same at 85.9%. Moray remains behind the national staying on rate for S5, with the gap increasing from the previous year from 3.8% to 6.5%

Staying on rates increased in four of the eight secondary schools for 2024/25, with Forres Academy up the most by 7.3 percent (87.1%), followed by Keith Grammar which was up 4.0 percent (70.7%). Forres Academy recorded the highest S5 staying on rate at 87.1%, followed by Elgin High (86.9%) and Milne's High (82.7%). Lossiemouth High reported the lowest staying on rate at 69.6% (down 16.4 percent), followed by Keith Grammar 70.7%. Buckie High (down 12.1 percent) and Speyside High (down 9.0 percent) also witnessing reduction in staying on rates.

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	2018/19	2019/20	2020/21	2022/23	2023/24	2024/25
Buckie High	47.4%	48.8%	52.8%	66.4%	63.3%	60.0%
Elgin Academy	58.0%	63.0%	61.4%	50.5%	62.9%	55.3%
Elgin High	44.4%	51.9%	48.8%	46.4%	38.9%	50.9%
Forres Academy	42.6%	53.5%	48.9%	48.8%	43.0%	55.2%
Keith Grammar	35.2%	56.0%	54.9%	31.4%	33.3%	38.7%
Lossiemouth High	40.7%	38.3%	44.9%	54.4%	44.7%	49.5%
Milne's High	51.9%	48.7%	72.7%	63.1%	54.3%	31.8%
Speyside High	29.9%	50.0%	57.7%	48.2%	28.6%	55.1%
Moray	45.6%	52.6%	54.7%	51.4%	48.6%	51.3%
National Average	61.2%	60.8%	63.9%	59.9%	59.2%	58.7%

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

The rate of S3 pupils continuing on to S6 stage increased in 2024/25 to 51.3%, up by 2.7 percent on last year. Nationally the S6 staying on rate fell to 58.7%, down by 0.5 percent on last year. Five Moray secondary schools saw an increase in S6 staying on rates, with the largest increases noted at Speyside High up 27.5 percent to 55.1% and Elgin High up 12.0 percent to 50.9%. Buckie High and Elgin Academy continue to record the highest S6 staying-on rates at 60.0% and 55.3% respectively, while Milne's High (31.8%) and Keith Grammar (38.7%) registered the lowest S6 stay-on rates.

School Leaver Destinations

Pupils leaving in school year 2023/24

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
2023/24	M	994	93.8%	30.8%	24.4%	1.2%	34.1%	0.5%	2.7%	6.2%
	VC	9940	95.7%	34.8%	28.8%	4.0%	26.6%	0.6%	1.0%	4.3%
	NA	9950	95.4%	37.6%	24.6%	2.2%	30.0%	0.4%	0.7%	4.6%
	Nat	55,988	95.7%	40.8%	26.4%	3.9%	23.1%	0.6%	0.9%	4.3%
2022/23	M	971	95.1%	32.9%	29.1%	0.7%	28.9%	0.5%	3.0%	4.9%
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%

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

- Overall the percentage of leavers entering a positive destination is **93.8%**, a decrease of 1.3 percent in comparison to 2022/23 leavers. Moray is behind the national average of 95.7%, virtual comparator (95.7%) and Northern Alliance (95.4%).
- The percentage of leavers entering **higher education** (HE) is **30.8%** which is 10.0 percent lower than the national average of 40.8%. In comparison to 2022/23 there has been a 2.1 percent decrease in leavers entering HE.
- The percentage of leavers entering **further education** (FE) decreased by 4.7 percent to **24.4%**, which is 2.0 percent lower than the national average of 26.4% (down 0.2 percent).
- The percentage of leavers entering **employment** has increased by 5.2 percent from 2022/23 to **28.9%**. Moray is well above the national average of 23.1% (down 1.2 percent).
- The percentage of leavers entering **training** increased by 0.5 percent to **1.2%**, well below the national average of 3.9%.

School Leaver Destinations by Secondary School – 2023/24

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

Moray Council SLDR 2023/24 (Initial Destination Percentages)									
Secondary School	No. of Leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	PSD	Positive Destination	Negative Destination*
Buckie High	166	41.6	20.5	2.4	28.3	0.0	0.6	93.4	6.6
Elgin Academy	204	34.3	22.1	0.5	34.8	1.5	1.0	94.1	5.9
Elgin High	136	30.9	25.0	1.5	31.6	0.7	7.4	97.1	2.9
Forres Academy	127	26.0	29.1	3.2	28.4	0.8	3.9	91.3	8.7
Keith Grammar	68	33.8	19.1	0.0	42.7	0.0	2.9	98.5	1.5
Lossiemouth High	118	25.4	29.7	0.9	30.5	0.0	5.9	92.4	7.6
Milne's High	111	18.9	27.0	0.0	45.1	0.0	0.0	91.0	9.0
Speyside High	64	28.1	23.4	0.0	42.2	0.0	0.0	93.8	6.2
Moray	994	30.8	24.4	1.2	34.1	0.5	2.7	93.8	6.2
National	55,988	40.8	26.4	3.9	23.1	0.6	0.9	95.7	4.3

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

The following table shows the change in leaver destinations between 2022/23 and 2023/24 e.g. there were 15 more leavers from Buckie High and a 1.2% increase in the proportion of Buckie High leavers entering a positive destination compared to the previous year.

Moray Council – School Leaver Destination 2022/23 v 2023/24 (Percentage Variance)								
Secondary School	Total leavers	Higher Education	Further Education	Training	Employment	Voluntary Work	PSD	Positive Destination
Buckie High	15	1.2	-2.7	1.7	2.5	0.0	-0.7	2.0
Elgin Academy	14	-2.5	-9.0	-0.6	11.6	1.0	-1.1	-0.6
Elgin High	-7	7.8	-10.7	0.8	-4.8	0.7	4.6	-1.5
Forres Academy	-31	-10.1	2.5	3.2	3.1	-0.5	-1.2	-3.0
Keith Grammar	-1	17.9	-12.8	0.0	6.5	0.0	-2.9	8.6
Lossiemouth High	21	-8.6	1.9	-1.2	-1.5	0.0	3.8	-5.5
Milne's High	32	-12.8	-3.4	-1.3	14.7	-1.3	-1.3	-5.2
Speyside High	-20	-7.6	-4.0	0.0	11.2	0.0	-3.6	-3.8
Moray	23	-2.2	-4.7	0.5	5.2	0.1	-0.2	-1.3
National	1,242	0.5	-0.2	0.5	-1.2	0.1	0.1	-0.2

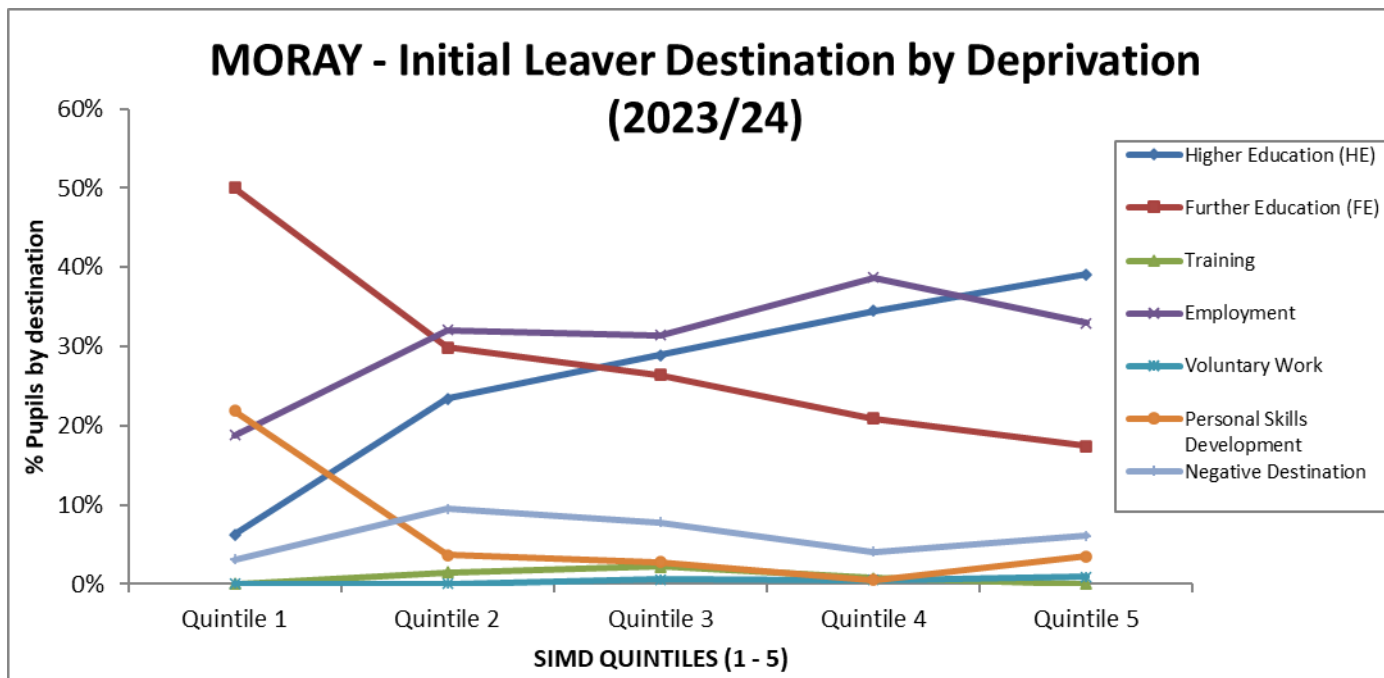
The above tables provide a breakdown of the 2023/24 initial leaver destinations for each of the Moray secondary schools. The key summary points:

- The overall number of leavers increased by 23 to 994 when compared to the previous year.
- Buckie High (41.6%) and Elgin Academy (34.3%) had the largest proportion of leavers entering **higher education**, recording an increase of 1.2 and decrease of 2.5 percent respectively. Keith Grammar (+17.9) and Elgin High (+7.8) recorded the largest increases in leavers entering higher education. Milne's High experienced the largest decrease in the proportion entering higher education, down by 12.8 percent to 18.9%.
- Lossiemouth High recorded the highest percent of leaver entering **further education** at 29.7%, followed by Forres Academy (29.1%) and Milne's High (27.0%). Keith Grammar recorded the lowest rate entering further education at 19.1%, followed by Buckie High (20.5%).
- Milne's High (45.1%) had the largest proportion of leavers going into **employment** (up 14.7 percent). Six of the eight secondaries saw an increase in the proportion of leavers entering employment, with Elgin High and Lossiemouth High the only schools to see a decrease. Milne's High (+14.7 percent) recorded the largest increase in employment, followed by Elgin Academy (+11.6) and Speyside High (11.2).

Initial Leaver Destination by Deprivation – 2023/24

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	32	137	322	388	115
% of Total Leavers	3.2%	13.8%	32.4%	39.0%	11.6%
Higher Education (HE)	6.3	23.4	28.9	34.5	39.1
Further Education (FE)	50.0	29.9	26.4	20.9	17.4
Training	0.0	1.5	2.2	0.8	0.0
Employment	18.8	32.1	31.4	38.7	33.0
Voluntary Work	0.0	0.0	0.6	0.5	0.9
Personal Skills Development	21.9	3.7	2.8	0.5	3.5
Unemployed Seeking	3.1	2.2	5.0	1.3	3.5
U/E Not Seeking	0.0	4.4	1.9	2.3	2.6
Unknown	0.0	2.9	0.9	0.5	0.0
Positive Destination - Moray	96.9	90.5	92.2	95.9	93.9
Positive Destination - National	93.6	94.4	95.8	97.1	97.9



From the Moray leavers data (2023/24) we can make the following points:

- Of the 994 Moray school leavers in 2023/24, 3.2% were ranked as living in the 20% most deprived areas (quintile 1) of Scotland, compared to 11.6% 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 (32.4%) or quintile 4 (39.0%) areas.
- 96.9% of leavers from quintile 1 progressed onto a positive destination, this compares to 93.9% for the least deprived from quintile 5. Initial positive leaver destinations for quintile 2 was 90.5%, increasing to 92.2% for quintile 3 and 95.9% quintile 4.
- The proportion of leavers entering Higher Education (HE) increases in line with deprivation, with the fewest entering HE from SIMD quintile 1 (6.3%) and the highest proportion entering from quintile 5 (39.1%). The opposite is true for Further Education, with the lowest proportion from SIMD quintile 5 (17.4%) and the highest from quintile 1 (50.0%). The rate of leavers entering employment varies across SIMD quintiles, with SIMD quintile 4 leavers having the highest proportion at 38.7%, followed by quintile 5 (33.0%).

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 2024/25 academic year based on their S3 cohort; as well as the proportion of 2023/24 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	74.2%	60.0%	93.4%
Elgin Academy	80.2%	55.3%	94.1%
Elgin High	86.9%	50.9%	97.1%
Forres Academy	87.1%	55.2%	91.3%
Keith Grammar	70.7%	38.7%	98.5%
Lossiemouth High	69.6%	49.5%	92.4%
Milne's High	82.7%	31.8%	91.0%
Speyside High	76.9%	55.1%	93.8%
Moray	79.4%	51.3%	93.8%
National Average	85.9%	58.7%	95.7%

Staying-on rate (Sept 2024) / Leavers – Initial Positive Destination (2023/24)