

2025-26 Quarter to September 2025 EDUCATION

Performance Report – Service Plan Performance Indicators



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

Strategic Level Priorities Getting it right for every child so that we continue to improve attainment for all									
Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
SSE003	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Literacy (S3)	75%	86.0%	87.4%	December 2025	Moray – 87.4% Scotland – 88.3% Comparator Benchmarking Authorities: Angus – 92.7% Argyll & Bute – 86.3% East Lothian – 83.4% Highland – 85.5% Midlothian – 83.5% Scottish Borders – 87.3% Stirling – 90.2%		
SSE004	Nat(b)	Curriculum for Excellence - % of pupils achieving level 3 in Numeracy (S3)	89%	86.7%	86.5%	December 2025	Moray – 86.5% Scotland – 90.3% Comparator Benchmarking Authorities: Angus – 89.0% Argyll & Bute – 92.1%		

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							East Lothian – 85.5% Highland – 89.4% Midlothian – 91.6% Scottish Borders – 83.7% Stirling – 92.2%		
CHN4	Nat(b)	% of Pupils gaining 5+ awards at level 5		62%	62%	December 2025	Family Group Rank 6/8 National Rank 25/32 Stirling 70% East Lothian 62 Argyll & Bute 66% Scottish Borders 64% Midlothian 65% Highland 63 <i>Moray</i> 62% Angus 58 Family Group Average 64% National Average 67%		
CHN5	Nat(b)	% of Pupils gaining 5+ awards at level 6		28%	30%	December 2025	Family Group Rank 7/8 National Rank 28/32 Stirling 47% East Lothian 40% Argyll & Bute 37% Scottish Borders 38% Midlothian 37 Highland 32% <i>Moray</i> 30% Angus 27% Family Group Average 36% National Average 39%		
EdS099a	Local	Leaver results: % leavers achieving 1 + qualification at SCQF Level 4 or better	94-96%	96.2%	96.3%	March 2026	Moray – 96.3% Virtual comparator – 95.0% Northern Alliance – 95.9% National – 95.8%		
EdS413.11	Local(b)	Leaver results: % of leavers achieving 1+ qualification at SCQF Level 5 or better	85-88%	86.9%	87.2%	March 2026	Moray – 87.2% Virtual comparator – 85.9% Northern Alliance – 88.2% National – 87.4%		
EdS413.12	Local(b)	Leaver results: % of leavers achieving 1+ qualification at SCQF Level 6 or better	60-64%	56.6%	56.4%	March 2026	Moray – 56.4% Virtual comparator – 60.3% Northern Alliance – 62.8% National – 66.5%		
EdS413.14	Local	Leavers results: % pupils attaining 5 or more awards at SCQF Level 1 or better	Data Only	83.8%	82.6%	March 2026	Moray - 82.6% Virtual Comparator - 86.2% Northern Alliance - 84.4% National - 88.4%		

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
EdS413.02c	Nat(b)	Leaver results: % of leavers achieving 5+ awards at SCQF level 5 or above	Data Only	62%	61.9%	March 2026	Moray – 61.9% Virtual comparator – 62.1% Northern Alliance - 65.9% National – 66.6%	↓	
EdS413.02d	Nat(b)	Leaver results: % of leavers achieving 5+ awards at SCQF level 6 or above	Data Only	28.4%	30.4%	March 2026	Moray – 30.4% Virtual comparator – 32.9% Northern Alliance - 35.3% National – 39.0%	↑	
CHN12a	Nat(b)	Overall Average Total Tariff	874	841	831	February 2026	Family Group Rank 7/8 National Rank 26/32 Stirling 1010 East Lothian 941 Argyll & Bute 889 Scottish Borders 866 Midlothian 850 Highland 843 Moray 831 Angus 766 Family Group Average 874 National Average 918	↓	

Strategic Level Priorities									
Early intervention addressing whole family well-being to ensure that children can reach their full potential									
Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN21	Nat(b)	SLAED-WE3 Participation rate for 16-19 year olds (%)	94.3%	94.5%	93.1%	March 2026	Family Group Rank 7/8 National Rank 17/32 East Lothian 94.6% Stirling 94.4% Argyll & Bute 94.3% Scottish Borders 94.2% Midlothian 94.0% Highland 93.8% <i>Moray 93.1%</i> Angus 91.9% Family Group Average 93.8% National Average 92.7%		
CHN11	Nat(b)	Proportion of pupils entering positive destinations	95.2%	95.1%	93.8%	March 2026	Family Group Rank 7/8 National Rank 30/32 Scottish Borders 97.0% Highland 96.5% Midlothian 95.3% Argyll & Bute 94.8% East Lothian 94.5% Stirling 94.5% <i>Moray 93.8%</i> Angus 92.2% Family Group Average 95.2% National Average 95.7%		
CHN19a	Nat(b)	School attendance rates (per 100 pupils)	91.5%	91.2%	90.8%	February 2026	Family Group Rank 3/8 National Rank 12/32 Stirling 91.8% Scottish Borders 91.7% <i>Moray 90.8%</i> Angus 90.7% Midlothian 90.7% Argyll & Bute 90.3% East Lothian 90.3% Highland 89.6% Family Group Average 90.7% National Average 90.3%		

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN19b	Nat(b)	School attendance rate (LAC, %)	86.6%	83.4%	82.0%	February 2026	Family Group Rank 7/8 National Rank 26/32 East Lothian 88.0% Midlothian 87.7% Stirling 86.9% Argyll & Bute 86.3% Angus 85.6% Scottish Borders 85.6% Moray 82.0% Highland 79.9% Family Group Average 85.2% National Average 83.7%		
CHN20a	Nat(b)	School exclusion rates (per 1,000 pupils)	10.3	20.2	N/A	February 2026	Family Group Rank 5/8 National Rank 21/32 Scottish Borders 8.9% Argyll & Bute 10.0% Stirling 10.3% Midlothian 14.2% <i>Moray 20.2%</i> Highland 21.0% East Lothian 21.2% Angus 23.6% Family Group Average 16.2% National Average 16.6%		
CHN20b	Nat(b)	School exclusion rates (per 1,000 'looked after pupils')	Data Only	156.0	N/A	February 2026	Family Group Rank 6/8 National Rank 25/32 Argyll & Bute 16.0 Stirling 20.7 Midlothian 37.0 East Lothian 43.2 Scottish Borders 60.6 <i>Moray 156.0</i> Highland 204.3 Angus 278.8 Family Group Average 102.1 National Average 96.9		
CHN13a	Nat(b)	Curriculum for Excellence - % of pupils achieving expected level in Literacy, (P1, P4 and P7 combined)	67-70%	67.9%	70.6%	72.5%	Initial Moray result for 2024/25 – 72.5% (Achieving stretch aims) Family Group Rank 6/8 (2023/24) National Rank 28/32 Angus 78.2% Stirling 77.6%		

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							Scottish Borders 73.3% Argyll & Bute 72.2% Midlothian 71.8% Moray 70.6% East Lothian 69.8% Highland 68.7% Family Group Average 72.8% National Average 74.0%		
CHN13b	Nat(b)	Curriculum for Excellence - % of pupils achieving expected level in Numeracy (P1, P4 and P7 pupils combined)	70-74%	75.5%	76.5%	76.7%	Initial Moray result for 2024/25 – 76.7% (Achieving stretch aims) Family Group Rank 6/8 (2023/24) National Rank 28/32 Stirling 83.8% Angus 82.9% Scottish Borders 81.2% Argyll & Bute 80.1% Midlothian 76.8% Moray 76.5% East Lothian 75.3% Highland 74.4% Family Group Average 78.9% National Average 80.3%	↑	✓
CHN14a	Nat(b)	Literacy Attainment Gap (P1,4,7 Combined) - percentage point gap between the least deprived and most deprived pupils	23.7	32.1	N/A	December 2025	(Sustainable Development indicator) (2023/24 Moray data not being published due to suppressed figures / low numbers)	?	?
CHN14b	Nat(b)	Numeracy Attainment Gap (P1,4,7 Combined) - percentage point gap between the least deprived and most deprived pupils	23.7	26.6	N/A	December 2025	(Sustainable Development indicator) (2023/24 Moray data not being published due to suppressed figures / low numbers)	?	?
CHN3	Nat(b)	Cost per Pre-School Education Registration	Data Only	£10,334	£9,834	February 2026	Family Group Rank 3/8 National Rank 5/32 East Lothian £7,453 Highland £9,682 Moray £9,834 Midlothian £9,840 Scottish Borders £12,167 Angus £13,032 Stirling £14,238 Argyll & Bute £15,310 Family Group Average £11,444 National Average £11,627	↑	✓

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN17	Nat(b)	Proportion of children meeting developmental milestones	85.3%	87.3%	83.5%	February 2026	Family Group Rank 7/8 (2023/24) National Rank 16/32 East Lothian - 87.9% Scottish Borders - 87.4% Argyll & Bute - 87.3% Highland - 87.2% Midlothian - 85.3% Stirling - 84.5% Moray - 83.5% Angus - 82.9% Family Group Average 85.7% Scotland Average - 83.3%	↓	⚠
CHN18	Nat(b)	Proportion of funded early years provision which is graded good/better	94.4%	87.5%	84.1%	February 2026	Family Group Rank 7/8 National Rank 28/32 Angus 96.2% Stirling 95.3% Argyll & Bute 93.5% Midlothian 90.5% Scottish Borders 90.0% East Lothian 86.7% <i>Moray 84.1%</i> Highland 81.7% Family Group Average 89.8% National Average 89.8%	↓	🛑

Service Level Priorities Curriculum									
Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
EdS413.01a	Local(b)	Leaver results: % of leavers attaining level 4 Literacy and Numeracy	Data Only	89.4%	87.0%	March 2026	Moray - 87.0% Virtual comparator - 87.2% Northern Alliance - 87.5% National - 88.4%	↓	📊
EdS413.01a	Local(b)	Leaver results: % of leavers attaining level 4 Literacy	92.4%	94.9%	93.1%	March 2026	Moray - 93.1% Virtual comparator - 92.4% Northern Alliance - 93.3% National - 93.2%	↓	✅
EdS413.01b	Local(b)	Leaver results: % of leavers attaining level 4 Numeracy	89.6%	91.0%	89.7%	March 2026	Moray - 89.7% Virtual comparator - 89.6% Northern Alliance - 89.7%	↓	✅

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
							National – 90.5%		

Service Level Priorities

Equity and Improving Outcomes for All

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
CHN6	Nat(b)	% of pupils from 20% most deprived areas gaining 5+ awards at level 5	51%	52%	31%	February 2026	Family Group Rank 8/8 National Rank 28/32 Midlothian - 50% Argyll & Bute - 45.0% Scottish Borders - 45% Stirling - 44% Highland - 40% East Lothian - 36% Angus - 35% Moray - 31% Family group average 41.0% Scotland Average - 50.0%		
CHN7	Nat(b)	% of pupils from 20% most deprived areas gaining 5+ awards at level 6	23%	12%	N/A	February 2026	Family Group Rank 7/8 (2022/23) National Rank 26/32 Midlothian - 22% Stirling - 19% Angus - 16% Argyll & Bute - 15% Scottish Borders - 14% Highland - 13% Moray - 12% East Lothian - 10% Family group average 41.0% Scotland Average - 50.0%		
SAL01	Local	% of schools inspected in current session (full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI3.1 – Ensuring Wellbeing, Equality and Inclusion)	100%	0%	50%	100%	2024/25 6 inspections – all received satisfactory or better		
SAL02	Local	% of ELC settings inspected in current session (full model inspection) achieving an evaluation of satisfactory or better in	100%	-	100%	100%	2024/25 1 HMIE inspection – ELC setting achieved very good for QI3.1		

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
		HMIE inspection reports (QI 3.1 – Ensuring Wellbeing, Equality and Inclusion)							
EDU-HWB01	Local(b)	Primary: Improving Attendance Rate	Data Only	92.7%	92.5%	93.3%	(Core Stretch Aim indicator)	↑	
EDU-HWB02	Local(b)	Primary: Reducing Exclusions (*per 1,000 pupils)	Data Only	2.9	3.6	8.4	56 exclusion incidents recorded in 2024-25 (up by 32 from 2023-24) 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	88.9%	88.2%	88.1%	(Core Stretch Aim indicator)	↓	
EDU-HWB04	Local(b)	Secondary: Reducing Exclusions (*per 1,000 pupils)	Data Only	42.1	38.1	28.1	154 exclusion incidents recorded in 2024-25 (down by 54 from 2023-24) giving a reduced rate of 28.1 per 1,000 secondary pupils. (Core Stretch Aim indicator)	↑	
EDU-HWB05	Local(b)	Secondary: Improving Attendance Rate (Free School Meals)	Data Only	80.1%	78%	78.9%	(Core Stretch Aim indicator)	↑	

Service Level Priorities Leadership and Empowerment									
Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
LEAD1.1	Local	Number of practitioners undertaking Leadership and Management programmes (Moray)	20	N/A	36	28	28 Education staff undertook a Leadership and Management programmes during 2024/25	↓	✓
LEAD1.2	Local	Number of practitioners undertaking external Professional Learning and Leadership programmes (Education Scotland)	20	38	34	31	31 Education staff undertook external Professional Learning and Leadership programmes, including 11 taking a Post Graduate Diploma.	↓	✓
LEAD1.3	Local	Total number of staff holding the Standard of Headship	60	60	60	69	The number of teachers holding the Standard of Headship increased to 69 during 2024/25.	↑	✓
LEAD1.4	Local	Number of staff achieving the Standard of Headship in current session	5	4	2	5	5 teachers achieved their Standard of Headship during 2024/25.	↑	✓
LEAD1.5	Local	Number of teaching staff gaining a promoted post in current session	40	61	72	64		↓	✓
LEAD1.6	Local	% of ELC settings inspected in current session (HGIOS4 full model inspection)	Data Only	100%	-	100%	2024/25 1 HMIE full model inspection – ELC	↑	

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
		achieving an evaluation of satisfactory or better in HMIE inspection reports (QI1.3 – Leadership of Change)					setting achieved satisfactory for QI1.3		
LEAD1.7	Local	% of schools inspected in current session (HGIOS4 full model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI1.3 – Leadership of Change)	Data Only	-	50%	80%	2024/25 5 full model inspections – 4 received satisfactory or better for Q1.3		

Service Level Priorities Learning Teaching and Assessment

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
LTA1.1	Local	% of schools inspected in current session (HGIOS4 full model inspection/short model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI 2.3 – Learning, Teaching and Assessment)	Data Only	25%	73%	100%	2024/25 7 inspections – all received satisfactory or better		
LTA1.2	Local	% of schools inspected in current session (HGIOS4 full model inspection/short model inspection) achieving an evaluation of satisfactory or better in HMIE inspection reports (QI 3.2 – Raising Attainment and Achievement)	Data Only	-	64%	100%	2024/25 7 inspections – all received satisfactory or better		
LTA1.4	Local	% of ELC settings with a good or better grading for HGIOELC (QI 2.3 Learning, Teaching and Assessment)	Data Only	100%	100%	100%	2024/25 4 HMIE inspections - all ELC settings achieved good or better for Quality Indicator 2.3 (Learning, Teaching and Assessment)		
LTA1.5	Local	% of ELC settings with a good or better grading for HGIOELC (QI 3.2 (Securing Children's Progress))	Data Only	100%	100%	100%	2024/25 4 HMIE inspections - all ELC settings achieved good or better for Quality Indicator 3.2 (Securing Children's Progress)		

Service Level Priorities Reviewing Additional Support Needs

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

Code	Code	Short Name	Current Target	2022/23	2023/24	2024/25	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value			
SAL03	Local	Number of Violence and Aggression incidents (Education)	Data Only	2,824	3,145	3,321	Primary / Nursery incidents – 2,806 Secondary incidents - 515	↓	
EdS099b	Local	% Looked After school leavers with 1 or more qualification at SCQF Level 4 or better	Data Only	75%	60%	March 2026	Moray – 60% (12 of 20 LAC leavers achieved 1 or more awards @ SCQF Level 4) Virtual comparator – 81.5% Northern Alliance - 67.7% Scotland - 78.7%	↓	
EdS097	Local	% Looked after children leavers who enter education, employment or training following school	Data Only	58.3%	70%	March 2026	Moray – 70.0% (20 leavers) Virtual comparator – 91.0% Northern Alliance – 77.2% Scotland – 87.2%	↑	
EdS098	Local	% leavers with additional support needs who enter a positive destination	Data Only	92.3%	90.4%	March 2026	Moray – 90.4% (478leavers) Virtual comparator – 93.6% Northern Alliance – 93.0% Scotland – 93.3%	↓	

Service Level Priorities Health & Wellbeing														
Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q2 2024/25	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
H&WEDU 1.1	Local	Sickness absence days lost (Service) Education	Data Only	N/A	1,086		183	303	337	262	N/A	PRIMARY – 123 days SECONDARY – 102 days OTHER SERVICE – 45 days	↑	
H&WEDU 1.2	Local	% of Sickness absence (Service) Education	Data Only	N/A	6.0		4.1	6.8	7.4	5.8	N/A	EDUCATION percentage absence at 5.8% is below Moray council average in Q1 od 6.07%	↑	
CORP6a	Nat(b)	Sickness absence days per teacher	6.9	9.6	N/A		March 2026			Annual		Family Group Rank 7/8 National Rank 29/32 South Ayrshire 5.0 East Lothian 6.7 Perth & Kinross 9.1 Fife 9.3 East Ayrshire 9.3 North Ayrshire 9.4 <i>Moray 9.6</i> Stirling 10.0 Family Group Average 8.5 National Average 7.6	↓	