

2025-28 Quarter to December 2025 Growth, Planning & Climate 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				

Section 4 - Strategic Level Outcomes or Priorities 4.2 Delivery of the Community Wealth Building Strategy and Action Plan

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ENVDV502a	Nat(b)	SLAED-OC2b Moray median gross weekly earnings - by place of work	Data only	£647.20	£688.80		Not measured for Quarters					Male - £717.40, Female - £623.10 Scotland av. £739.70 Scotland Male - £766.60 Scotland Female - £701.00		
ENVDV502b	Nat(b)	SLAED-OC2a Moray median gross weekly earnings - by place of residence	Data only	£647.10	£638.60		Not measured for Quarters					Male - £678.10 Female - £615.00 Scotland av. - £740.00 Scotland Male - £767.70 Scotland Female - £701.00		

Section 4 - Strategic Level Outcomes or Priorities
 4.2 Delivery of the Community Wealth Building Strategy and Action Plan; 4.3 Improve access to fair work, employment and training opportunities

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ECON07	Nat(b)	SLAED-WE2 Proportion of people earning less than the living wage	11.4%	14.4%	16.2%		Not measured for Quarters					Rankings confirmed on LGBF publication: 26 out of 32 results are published for this indicator Family Group Rank 7/6 National Rank 25/26 Angus 18.7% Argyll & Bute 10.9% East Lothian 12.0% Highland 9.1% Midlothian 11.5% Moray 16.2% Scottish Borders 14.8% Stirling 12.0% Family Group Average 13.2% National Average 11.3%		

Section 4 - Strategic Level Outcomes or Priorities
 4.3 Improve access to fair work, employment and training opportunities

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
EGD104	Local	No of females participating in apprenticeships (all ages. all levels)	TBC		N/A	N/A	N/A	N/A	N/A	N/A	N/A	Data not yet available. Work ongoing with SDS around data collection. Once agreed, baseline data required to set appropriate target (Service Plan aim to increase by 5%)		
EGD105	Local	No. of females participating, progressing and sustaining learning, training and employment opportunities across the Moray Pathways Local Employability Partnership	305		290	323			292	285	323	Increase in females participating, progressing and sustaining learning and training and employment		
EGD106	Local	No of females entering the workforce via Sector Based Work Academy Programme and MERI scheme	58		55	97			67	76	97	Baseline of 58 cumulative for 2024/25 includes new starts and carried forward. Annual target of 5% increase on 2024/25 data by March 2026 so 58 for 2025/26. Q3 – includes all active females, 19 New SWAP programme starts and 2 X MERI placements		

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
EGD107	Local	No. of MA and Graduate apprenticeships in Moray	50		N/A	48			11	24	48	Annual target to increase by 50 (20 via upskilling and 30 via newly created apprenticeships) Number is only when they start the apprenticeship as many are due to start in September 2026 Cumulative data: Q1 8 MA/GAs for upskilling and 3 MA/GAs newly recruited 1 FTE employees = 11 Q2 12 MA/GAs for upskilling and 1 MA newly created = 13 Q3 22 MA/GAs for upskilling and 2 newly created = 24 YTD totals 42 Upskilling and 6 newly created		
EGD108	Local	No of businesses engaging with Moray Pathways Training and FE/HE provision	146		133	222			152	164	222	Baseline of 133 cumulative for 2024/25 includes new business and carried forward. Annual target of 10% increase on 2024/25 data by March 2026 so 146 for 2025/26. A total of 50 local employers from energy sector and supply chain attended the Moray Energy Summit. A total of 8 new employers engaged with MERI grant funding.		
ENVDV500	Nat(b)	Proportion of 16-29 year olds within Moray Population (NRS Mid-Year)	14.9%	14.6%	14.7%		Not measured for Quarters					NRS 2024 mid-year population estimate (published August 2025) Moray - 13936 residents aged between 16-29/total estimated population 95,010 = 14.66% Scotland - 947,645 residents aged between 16-29/total estimated population 5,546,900 +17.1% EGD Service Plan aim to increase the proportion of 16–29-year olds within Moray by 2% each year (against NRS Mid-Year2023 data). Target = 2% increase on 14.6% = 14.6% x 0.02% =0.29% (0.3%) increase so 14.9%		

Section 4 - Strategic Level Outcomes or Priorities
4.4 Enable more people to work by supporting access to affordable childcare

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ECON01	Nat(b)	Percentage of Unemployed People Assisted into work from Council Programmes	19.3%	5.8%	10.4%		Not measured for Quarters					<p>Family Group Rank 6/8 National Rank 25/32</p> <p>Angus 5.5% Argyll & Bute 14.9% East Lothian 11.6% Highland 10.9% Midlothian 16.1% Moray 10.4% Scottish Borders 8.4% Stirling 22.7%</p> <p>Family Group Average 12.6% National Average 14.2%</p>		
EGD101	Local	No of School Age (5-12) Child Care (SACC) Places Available	Data only	N/A	566	581	566	566	566	581	581	<p>A total of 7 New SAC provision streams are being developed to offer extra places. RAFA Kidz Kinloss, Dianes Activity Club, Forres, Earthtime SAC, Little Learners Buckie, Flexible Childcare Keith and Buckie, VIP Childcare SAC and Raf Childcare.</p> <p>Delays with care inspectorate, has resulted in no additional places at this stage however with progress at pace, Q4 should show an increase.</p>		
ENVDV270	Local	No of parents assisted through Employability Partnership	Data only	60	123	86			29	28	29	29 new starts during Q3 taking annual total to 86.		
GPG1.6	Nat(b)	% Gender Pay Gap FT (By place of Residence)	Data only	0.1%	9.2%		Not measured for Quarters					<p>Earnings by place of residence (Labour Market Report Moray 2025)</p> <p>Hourly Pay - Excluding Overtime Male FT - £18.00 Female FT - £16.34 1.66/18.00 = 9.22%</p>		
GPG1.7	Nat(b)	% Gender Pay Gap FT (By place of Work)	Data only	-0.4%	4.3%		Not measured for Quarters					<p>Earnings by place of work (NOMIS Labour Market Report Moray 2025)</p> <p>Hourly Pay - Excluding Overtime Male FT - £17.91 Female FT - £17.14 0.77/£17.91 = 4.3%</p>		

Section 4 - Strategic Level Outcomes or Priorities
4.5 Delivery of the Levelling Up Fund elements of the Elgin City Centre Masterplan and 4.6 Delivery of the Town Centre Improvement Plan & Annual Report

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ECON09	Nat(b)	SLAED-OC8 Town Vacancy Rates	7.4%	14.1%	14.0%		Not measured for Quarters					Family Group Rank 5/8 National Rank 21/32 Angus 17.4% Argyll & Bute 14.2% East Lothian 11.9% Highland 14.5% Midlothian 8.2% Moray 14.0% Scottish Borders 11.8% Stirling 13.5 % Family Group Average 13.2% National Average 11.4%		
EGD102	Local	No of empty properties and vacant/derelict sites in the city centre	Data only	N/A	N/A		Not measured for Quarters					Data not yet available		
EGD103	Local	No of additional residential properties in Elgin city centre	Data only	N/A	N/A		Not measured for Quarters					Data not yet available		

Section 5 - Service Level Outcomes or Priorities
4. Workforce Planning

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ENVDV518	Local	Number of services at risk of insufficient staffing levels in next 5 years to deliver statutory duties	Data only	2	2		Not measured for Quarters							

Section 5 - Service Level Outcomes or Priorities
 5. Workplace Health and Wellbeing

Code	Code	Short Name	Current Target	2023/24	2024/25	2025/26	Q3 2024/25	Q4 2024/25	Q1 2025/26	Q2 2025/26	Q3 2025/26	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value				
EGD001	Local	Sickness absence days lost per FTE for EGD	Data only		65.82	16.84	14.15	24.52	16.84	TBC	TBC		↑	
EGD001a	Local	% of Sickness absence per FTE for EGD	Data only		5.01%	4.89%	4.29%	7.37%	4.89%	TBC	TBC		↑	