



Local Government Benchmarking Framework (LGBF)

Benchmarking Overview 2022-23



Preface

All 32 Scottish councils signed up to the Local Government Benchmarking Framework, that provides a common approach to benchmarking, which is grounded in reporting standard information on services councils provide to local communities across Scotland.

The core purpose of local government's efforts through this work is to support all councils to improve their services by working and learning together. By engaging in benchmarking, services will learn how to continue to improve their use of performance information; improve their understanding of variations which affect achievements and enabling the opportunity to share effective service practices across councils. This information is made publically available, so that the public in turn can hold services to account for what is achieved on their behalf. The public are encouraged to use the information to ask questions of services in order to engage with services in the improvement process.

When reading the information, it is important to remember though that councils across Scotland do not have common service structures. Each council has the structure and service arrangements that it believes are the most appropriate and cost effective to support its local community. Equally, all councils report their performance locally within developed and agreed public reporting frameworks. Therefore, to ensure comparability across councils, it has been necessary to develop standard service definitions, and standard classifications for spending and performance.

Councils developed a process to drill into the information collated through the Local Government Benchmarking Framework to understand, in more detail, why variations occur. The process was organised around 'family groups' of councils so that councils similar in terms of the type of population that they service (e.g. relative deprivation and affluence) and the type of area in which they serve them (e.g. urban, semi-rural, and rural) can compare. This allows improvements to the benchmarking framework to be identified and good practice to be shared between councils.

The indicators in the Framework cover how much councils spend on particular services; service performance and how satisfied people are with the major services provided. All the information that this report draws upon uses standard definitions and is therefore comparable to a high degree of accuracy.

The indicators in the Local Government Benchmarking Framework are designed to focus questions on why variations in cost and performance are occurring between similar councils. They do not supply the answers, those emerge as councils engage with each other to drill down and explore why these variations are happening. The LGBF Workshop Programme has been added to the platform for learning and improvement.

Our ambition in undertaking benchmarking is to continue to increase the quality of life and develop the well-being of everyone in Moray.

All of the information generated by the Framework has been placed in a dedicated website [LGBF Dashboard](#) showing movement on indicators across themes, times and all councils.

Summary

The Local Government Benchmarking Framework (LGBF) data provides evidence of trends in how resources are allocated, performance of services and levels of customer satisfaction. This year's results introduce data from 2022/23 and provides an evidence-based picture of the impact of the pandemic as well as the extraordinary effort and achievement during this exceptional period.

Exceptions based on 32 local authorities; areas of service delivery ranked in the lowest quartile are presented below as Notes to Benchmarking Results. Care should be taken when making comparison over time and with others due to the complexities around altered delivery and operating landscapes during the reporting period.

The [National Benchmarking Overview Report 2022/23](#) is available here.

Notes to Benchmarking Results (indicators ranked in the lowest quartile)			
No	Challenges	Actions to improve	Outcome
Children's Services			
3	The proportion of children being looked after in the community has seen a significant decrease to 75.3%, the lowest level recorded. A shortage of specialist foster carers has led to children and young people with complex needs being accommodated in residential settings.	<ul style="list-style-type: none"> Increased focus and resources on the recruitment of foster carers, drawing on the assistance of local, regional and national partners. Identify and address the training and development needs of foster, kinship and residential care workers employed. Better understand what peer support foster and kinship carers want. Embed the learning from PACE in policies and procedures relating to the placement of children and young people in care. With care experienced children and young people develop a local maintaining relationships policy with a specific focus on siblings. <p><i>(Source: Children's Service Plan 2023-26 (short term actions))</i></p>	<p>The number and range of placements available meets the needs of children and young people in need of care.</p> <p>Siblings are supported to maintain positive relationships with one another.</p>
1	The proportion of secondary leavers achieving 5 or more awards at Level 6 have fallen for the second consecutive year to 28%, in line with similar trends witnessed nationally and within our family group. 2020/21 and 2021/22, where there was no formal examination diet, are not comparable with the current period. Performance in 2022/23 is broadly in line with pre-COVID levels, again similar trends were	<ul style="list-style-type: none"> Getting it right for every child so that we continue to improve attainment for all. Further develop the curriculum in the BGE and Senior Phase taking account of the national review and international research including project based learning. 	<p>Improved attainment at both Broad General Education (BGE) and Senior Phase.</p> <p>Improved curriculum offer in line with national advice.</p>

Notes to Benchmarking Results (indicators ranked in the lowest quartile)			
No	Challenges	Actions to improve	Outcome
2	<p>witnessed nationally and within our comparator group. Scottish Qualifications Authority (SQA) leaver attainment across secondary schools in Moray was reported to the Education, Children's and Leisure Service Committee on 14 May 2024 (item 12 of the Agenda refers) in the continued focus on improving outcomes and raising attainment through the actions noted in the report.</p> <p>Similarly, the proportion of leavers from the most deprived 20% achieving 5 or more awards at Level 6 has also decreased to 12%. Differences in cohort numbers have a significant impact on proportions. What appears to be a significant reduction relates to one less child achieving at this level.</p>	<ul style="list-style-type: none"> • Through renewed focus on the Scottish Attainment Challenge Logic Model with specific regard to outcomes at school/community and regional levels 	<p>Meet stretch aims.</p> <p>Increased attendance, reduced exclusions.</p>
4,5,6,7,8	<p>Tariff scores allows examination of how different ability cohorts are attaining in relation to the appropriate family and national cohorts by allocating a specific number of points to each qualification (including non-examination, unit-based courses). More demanding qualifications gain more points than less demanding ones and in graded courses, a grade 'A' is equivalent to more points than a grade 'C' for example, within the same course. The number of qualifications and units available for a young person to complete varies significantly due to the number of different curriculum structures there are across Scotland. In Moray, scores decreased overall and in across SIMD Quintiles 1-5.</p>	<ul style="list-style-type: none"> • Recent work on curriculum choice and innovations, working with Education Scotland in collaboration with Moray Secondary Schools and an ADES-Education Scotland Collaborative Improvement event focused on Senior Phase Curriculum will progress further work on curriculum design for strengthened consortia working and senior phase offers to improve scoring. <p><i>(Source: Education Service Plan 2024-25)</i></p>	<p>Increase in subjects, courses and accreditation</p>
9,10	<p>The percentage of P1, P4 and P7 pupils combined achieving expected CFE Levels in Literacy and Numeracy made further improvement to 67.9% and 75.5% respectively, exceeding Stretch Aims targets and gaining ground on national averages. Support and challenge discussions between the central Quality Improvement Team and Head</p>	<p>Ongoing work to build and maintain improvement is detailed in the Initial Analysis of Achievement of Curriculum for Excellence Levels 2023 submitted to Education, Children's and Leisure Service Committee on 20 February 2024 (para 3.38 of the report refers).</p> <ul style="list-style-type: none"> • Early intervention addressing whole family well-being to ensure that children can reach their full potential 	<p>Improved attainment at both Broad General and Senior Phase identified through ACEL measures.</p>

Notes to Benchmarking Results (indicators ranked in the lowest quartile)			
No	Challenges	Actions to improve	Outcome
	Teachers. Roll-out of Seemis Progress and Achievement for Tracking and Monitoring was completed in June 2023 and a data analysis tool (AnalyseM) was developed and training completed in December 2023.	<i>(Source: Education Service Plan 2024-25)</i>	
11,12	The percentage point gap in between the least and most deprived pupils in the P1, P4 and P7 combined in literacy (75.5%) and numeracy (32.1%) increased to proportionately a greater degree than national increases.	In collaboration with the Education Scotland Attainment Advisor, schools continue to be supported with their Pupil Equity Funding planning, allocations, and spending in enacting interventions to close identified poverty gaps based on intelligence and data.	Improved attainment at both Broad General and Senior Phase identified through ACEL
13	Funded early years provision which is graded good/better improved slightly to 87.5%. The increase duty brings significant challenges around workforce expansion, building and expanding provision, whilst simultaneously maintaining and improving the quality is challenging, faced with significant shortages in the availability of qualified staff and seeing the average experience level of the workforce lowered.	Early years provision not reaching grade 4 good/better receive support from the respective Continuous Improvement Officer and the Early Years Teaching and Learning Teacher to address the required actions resulting from recommendations or requirements.	Improve quality of leadership, learning, teaching and assessment Improve self-evaluation profiles leading to change
Corporate Services			
14	There has been an improvement in the Council's gender pay gap to 5.3%. Improvement is partly down to pay deals which disproportionately affect female dominated jobs. Across Scotland, results range from -6.2 to 11.4, reinforcing the likely variations in methods of calculation.	<ul style="list-style-type: none"> • Have in place fair and competitive pay and conditions that are recognised and free from bias. <i>(Source: HR & OD Service Plan 2024-25)</i>	Improved assessment of gender pay gap and equality issues.
15	Teacher absence levels increased in 2022/23 to 7.9 days per teacher and are now higher than pre-pandemic levels and the highest recorded since benchmarking began. Pressures exacerbated by the pandemic, treatment delays and increasing mental health issues are compounded by a skills shortages and recruitment challenges, all contributory factors to increased absence.	<p>Policy and practise review as well as supporting and developing wellbeing initiatives continue in response to these significant challenges.</p> <ul style="list-style-type: none"> • Pro-actively support the health and well-being of employees through increased awareness of mental health. • Review proactive measure to reduce sickness including Day One notification for focus on short term absence. • Review and streamline implementation of absence management procedures to ensure effective management of absence while reducing the resourcing impact on managers. 	<p>Employees are supported to attend work and managers are supported to proactively manage sickness absence.</p> <p>Managers are enabled to support employees to attend work and manage any absence efficiently and timeously.</p>

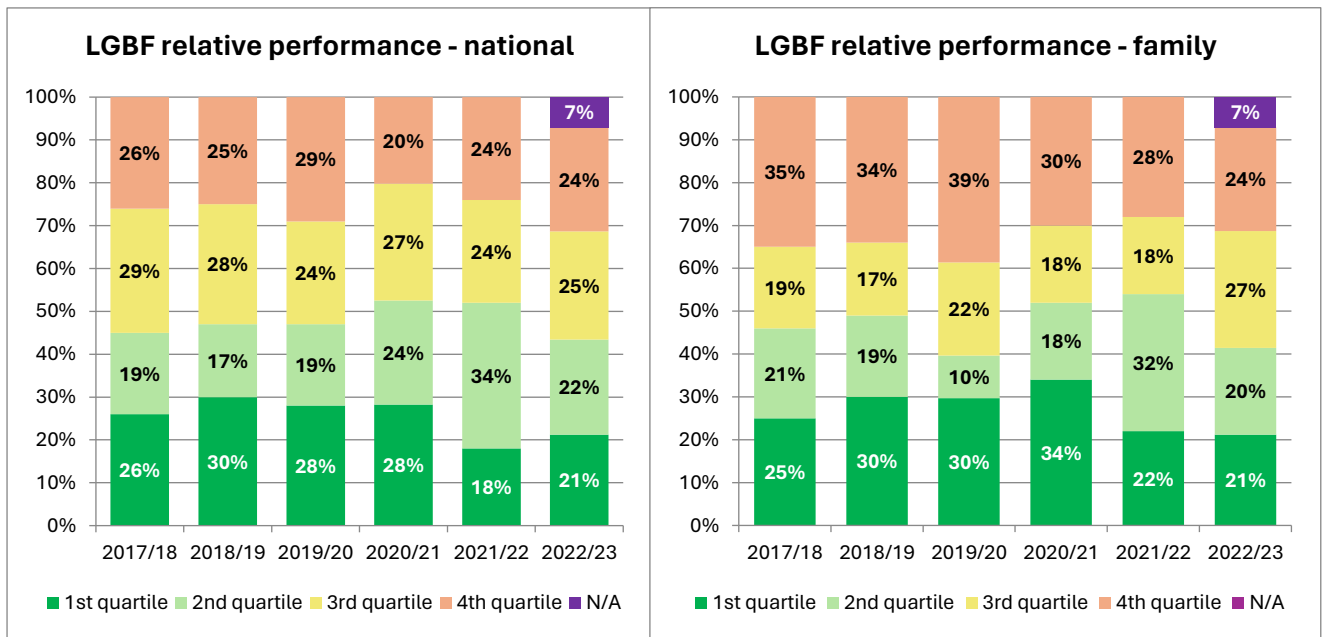
Notes to Benchmarking Results (indicators ranked in the lowest quartile)			
No	Challenges	Actions to improve	Outcome
		(Source: HR & OD Service Plan 2024-25)	
16	Discretionary Housing Payments are administered by Councils to households who require financial assistance towards their housing costs and are an important tool to prevent homelessness and help struggling households to sustain tenancies. The national budget available to DHP has increased significantly since 2019/20. In Moray, 79.8% of the overall proportion of the budget was spent, likely due to the timing of the provision of additional allocation and pandemic related delays in processing.	<ul style="list-style-type: none"> Establish whether there is a viable case for further centralisation of means testing. (Source: GS&P Service Plan 2024-25)	Maximise use of funding to benefit those that require financial assistance to meet housing cost. Determine whether a staffing efficiency and maximisation of council resources is achievable
Assets			
17	There has been a slight improvement to 56.3% in the percentage of internal floor area of operational buildings in satisfactory condition. The Moray Learning Estate is a significant contributory factor to the operational building condition indicator and with half of the 54 schools having condition surveys within the last 5 years, there is a risk that the results could worsen as condition surveys are completed.	All condition surveys anticipated to complete by September 2024. Moray Learning Estate Strategy 2022-2032 sets out the steps needed to develop a long-term strategy for the learning estate. <ul style="list-style-type: none"> Tackle the affordability and standard of our schools and the buildings they operate from, deal with changing demographics and demands. (Source: ERC Service Plan 2023-24)	Transforming Education: To have high performing schools that are fit for the future and financially sustainable. Children and young people in Moray are learning in the best learning environments. Learning environments service the wider community and where appropriate are integrated with the delivery of other public services.
Culture & Leisure			
18	The cost per library visit has increased significantly to £6.55 due to a reduction in the number of visits recorded. The service reviewed the virtual visit definition for this indicator and are now counting launches or interactions with a page / post rather than the number having seen a page / post. In 2022/23, the number of physical visits increased by 62% to 234,213. Following the review, virtual visits in 2022/23 were 127,347 in comparison with 485,283 in 2021/22. Across Scotland, results range, perhaps suggesting there are similar variations in calculation methods. At the time of submitting attendance results, Libindx results were not available, these would improve the cost per	<ul style="list-style-type: none"> Transform our Libraries, Learning Centres & Heritage service provision to ensure a sustainable council for the future 	Alternative delivery options: Create a sustainable future for our services

Notes to Benchmarking Results (indicators ranked in the lowest quartile)			
No	Challenges	Actions to improve	Outcome
	visit slightly from £6.55 per library visit to £5.88, ranking remains unchanged.	<i>(Source: ERC Service Plan 2023-24)</i>	
Housing Services			
19	In 2022/23 982 of 6,342 (15.5%) properties within scope met the Scottish Housing Quality Standards (SQHS).	The Scottish Housing Regulator invited landlords to reassess compliance with electrical inspections, in Moray most properties fell slightly short of the required standard, frustrated by factors such as the availability of qualified contractors; an improvement action plan is in place to ensure compliance by November 2024. In addition, compliance with Energy Efficiency Standard for Social Housing (ESSH) is a contributory factor in achieving SQHS, significant programmes of work have not progressed as planned. The Scottish Government plan to review for ESSH2 to strengthen and realign the standard with the target for net zero heat in Housing to 2040.	Phased improvement of energy efficiency within corporate buildings and housing stock
Economic Development			
20	There were 107 Business Gateway Start-Ups in the year to March 2023, below the local target of 130, noting that there was just one Business Adviser in the latter half of the year. There remains uncertainty which has increased the risk of starting a business, labour shortages and disrupted supply chains have increase barriers for business start-ups. It is unlikely that performance will improve in the short term.	Moray Economic Strategy, Moray Growth Deal and other programmes are intended to stimulate this area, but any improvement will only become evident in the longer term.	Achievement of Moray Growth Deal Outcomes relating to job creation and skills uplift.
21	87.2% of properties in Moray receive superfast broadband. Moray retains a higher proportion of properties without access to sufficient broadband speeds than across Scotland as a whole.	The Scottish Government's R100 programme is targeted to addressing this issue. However, despite the R100 North Lot contract being awarded to BT in December 2020, there have been no properties served locally through the rollout of the main contract, with many not scheduled to be served until 2028. Even then, several properties will remain without access to superfast broadband as the cost of delivery is deemed too significant but will be eligible to access support via the Scottish Broadband Voucher Scheme. In Moray, a new project has been funded via the UK Shared Prosperity Fund aimed at increasing awareness and uptake of this scheme.	Full connection to superfast broadband
Financial Sustainability			




Notes to Benchmarking Results (indicators ranked in the lowest quartile)			
No	Challenges	Actions to improve	Outcome
22	The measure of Uncommitted General fund Balance as a percentage of council annual budgeted net revenue provides an indication on the level of uncommitted reserves, a low level may be a sign that the council could struggle if any unknown financial surprise were to occur. Moray achieved a result of 2.1%.	The Council's reserves policy was approved by Council on 15 September 2021 (para 29 of the Minute refers) is to hold £5 million as free reserves, around 2% of budgeted revenue expenditure on General Services, therefore the reported level remains within that threshold.	Ensure a financially sustainable future
23	Financing Costs to Net Revenue Stream is an indicator of affordability, it highlights the revenue implications of existing and proposed capital expenditure by identifying the proportion of the revenue budget required to meet financing costs, net of investment income. Moray reported a ratio of 8.7.	Prudential Indicators were reported to Council on 1 March (para 6 of the Minute refers) and reflected the ongoing general requirement to increase borrowing to fund capital expenditure in the capital plan, particularly in the Learning Estate and the Moray Growth Deal. This is factored into the Council's financial planning and is used as a tool for assessing affordability of the capital plan,	Ensure a financially sustainable future
24	The need for budgets and forecasts to reflect actual spending becomes increasingly important with decreasing or lower levels of usable reserves to draw on and is measured in the Actual outturn as a percentage of budgeted expenditure. Moray achieved an Actual outturn of 93.4%.	Patterns of budgeting spend are impacted across all local authorities, albeit in different ways, although an increase in the level of reserves held was a common feature. Budget manager training, key to an accurate forecast was reviewed and updated.	Ensure a financially sustainable future

Caution on making direct comparison over time in the charts below due to the significant impact of Covid-19 on more recent results. With around 7% of indicators yet to be published (9 indicators not due for publication in 2022/23), it can be inferred that performance has dropped with a greater percentage of indicators in the bottom two quartiles than the top two in the context of national and family groupings. A drop in indicator results appears to have had an impact on rankings both nationally and within the family group. Based on the data published, results have slightly worsened to a greater margin than those that have improved.

Relative performance: Percentage of indicator rankings by quartiles –






2021/22 vs 2022/23

 Results improved 41 indicators	 Results worsened 49 indicators	 No change 2 indicator
N/A Not yet published ¹ 7 indicators		

¹Excludes 9 indicators not due for publication in 2022/23

Moray appears in the following Benchmarking Family Groups –

People Services (A)	Other Services (B)
Includes education, social work and housing. The benchmarking clubs are based on the average social context of the local authority population (using data from SIMD 2012).	Includes environmental services and culture/leisure services. The benchmarking clubs are based on the dispersion of the local authority population (using data for the Grant-Aided Expenditure indicator for population dispersion).
Angus Argyll & Bute East Lothian Highland Midlothian Moray Scottish Borders Stirling	East Ayrshire East Lothian Fife Moray North Ayrshire Perth & Kinross Stirling South Ayrshire

Table Legend			
Relative Change	Short Term Trend	Rank 2021/22	
2020/21 to 2021/22	Result to Previous Year	Local Authorities (32)	Family Group (8)
Result improving by 5% or more	 improved	1 st quartile	1 st quartile
Result worsened by 5% or more	 worsened	2 nd quartile	2 nd quartile
	 no change	3 rd quartile	3 rd quartile
		4 th quartile	4 th quartile

Results improved / worsened (past 12 months)

Results that improved by 5% or >

- The gross cost of both residential and community placements reduced significantly, residential costs by 32% and community placements by 8%.
- No children were re-registered on the Child Protection Register within 18 months.
- 10% reduction in the cost of collecting Council Tax per dwelling, with the overall cost reducing and a slight increase in the number of dwellings.
- £590k of Scottish Welfare Fund was spent, 124% of budget.
- Homecare costs per hour for people aged 65 or over decreased due to a 10% increase in care hours against a slight increase in total homecare expenditure.
- Increased attendance has resulted in a reduced cost per attendance at sports facilities.
- Net expenditure for waste disposal decreased resulting in a reduced cost of disposal per premise.
- A 14% reduction in gross expenditure in Environmental Health, has resulted in a decrease in cost per 1,000 population across indicators.
- Proportion of recycled household waste increase by 6%, highest rate nationally
- Average working days to complete non-emergency repairs fell by 41% and the number completed dropped by 18%, resulting in an overall reduction in the average time taken.
- Gross expenditure on Economic Development & Tourism increased from £4.5m to £7.8m, increasing investment per 1,000 population to £80,510, albeit performance remains below the national average and in the bottom quartile.
- Proportion of people earning less than the living wage improved to 13.8%.

Results that worsened by 5% or >

- The percentage of children from the most deprived 20% gaining 5+ awards at level 6 fell by 7%.
- The proportion of Looked After Children in community-based placements, rather than residential accommodation decreased by 5.3%, with an increase of 10 children placed in residential placements since 2021/22.
- Tariff scores have dropped across all six measures, and by over 5% in four. All but one feature is the lowest quartile.
- The percentage point gap between the least and most deprived pupils in literacy and numeracy (P1, P4 and P7 combined) has widened further, with results ranked in the lowest quartile.
- School exclusion rates have increased by 6 per 1,000 showing a 42.4% increase from the previous period recorded 2020/21. A similar trend is witnessed nationally and within our family group with increases of 39.5% and 55.1% respectively.
- Sickness absence increased for both teaching and non-teaching staff back to pre-covid levels.
- The proportion of Community Care Grant decisions made within 15 days reduced by 5.7% to 89.3%. It should be noted that recently released figures for 2023/24 show the proportion has increased to 98.5%.
- Residential cost per week per resident for people aged 65 or over have increased by around one third, principally due to increase in gross expenditure.
- 74% of care services inspected were graded good or better by the Care Inspectorate, a slight decrease from previous years' results.
- Number of days that over 75-year-olds spend in hospital when ready to be discharged, expressed per 10,000 population increased significantly.
- Cost per library visit doubled due to around a 50% reduction in visits against a slight increase in net expenditure. A review of the indicator definition has refined the count of virtual visits.
- Net cost of Waste collection per premise increased slightly, this indicator remains within the top quartile.
- Costs of roads per kilometre increased slightly due to rise in gross expenditure, the indicator result remains in the top quartile.
- Cost of Trading Standards, Money Advice & Citizens Advice per 1,000 population increased slightly due to rise in gross expenditure.
- A 20% drop in the number of Planning Applications decided against a slight decrease in gross expenditure has resulted in an overall increase in cost per application.
- The number of business start-ups decreased by 10% to 11.1 per 10,000 population

N/A¹ Data no longer collected nationally / locally.

N/A² Result below 5; not published to protect confidentiality.

N/A³ Data not yet published.

Overview of Local Government Benchmarking Framework Indicator Results

	Note	Indicator Description	Moray					National Average	Relative Change 2021/22 to 2022/23		Rank 2022/23	
			2018/19	2019/20	2020/21	2021/22	2022/23	2022/23	% change	Short Term Trend	Nat (32)	FG (8)
Children's Services (A)		CHN 1: Cost per primary school pupil (£)	5,437	5,677	5,776	6,272	6,562	6,841	4.6	↓	8	2
		CHN 2: Cost per secondary school pupil (£)	7,965	8,062	7,864	8,161	8,364	8,495	2.5	↓	15	3
		CHN 3: Cost per pre-school education place (£)	3,687	5,749	8,091	10,108	10,324	11,002	2.1	↓	11	4
		CHN% of secondary pupils achieving 5 or more awards at Level 5	62	62	66	63	63	62	-1	↓	23	6
	1	% of secondary pupils achieving 5 or more awards at Level 6	30	34	34	30	28	38	-2	↓	31	8
		% of pupils living in the 20% most deprived areas Gaining 5+ awards at Level 5	N/A ²	N/A ²	62	52	N/A ²	50				
	2	% of pupils living in the 20% most deprived areas Gaining 5+ awards at Level 6	N/A ²	N/A ²	19	19	12	22	-7	↓	26	7
		Gross Cost of "Children Looked After" in Residential Based Services per child per week (£)	4,814	5,394	5083	4,403	2,989	4,804	-32	↑	9	4
		Gross Cost of "Children Looked After" in a Community Setting per child per week (£)	457	472	435	474	435	422	-8	↑	18	6
	3	% of children being looked after in the community	79.1	81.4	82.2	80.6	75.3	89.2	-5.3	↓	31	8
		% of adults satisfied with local schools (rolling 4 years)	74.6	77.0	79.3	79.3	76.7	73.7	-2.7	↓	15	4
		% of pupils entering positive destinations	92.8	93.1	94.1	96.2	95.1	95.9	-1.1	↓	22	5
	4	Overall average total tariff	814	799	876	882	830	915	-5.9	↓	27	7
		Overall average total tariff SIMD Quintile 1	826	939	887	735	561	658	-23.7	↓	21	4
	5	Overall average total tariff SIMD Quintile 2	573	687	635	637	580	781	-8.9	↓	31	8
	6	Overall average total tariff SIMD Quintile 3	830	729	868	868	814	905	-6.2	↓	28	7
	7	Overall average total tariff SIMD Quintile 4	838	836	954	944	917	1051	-2.9	↓	30	7

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N/A² Result below 5; not published to protect confidentiality.
N/A³ Data not yet published.

	Note	Indicator Description	Moray					National Average	Relative Change 2021/22 to 2022/23		Rank 2022/23		
			2018/19	2019/20	2020/21	2021/22	2022/23	2022/23	% change	Short Term Trend	Nat (32)	FG (8)	
Corporate	8	Overall average total tariff SIMD Quintile 5	934	903	959	1,005	974	1,264	-3.1	↓	29	8	
	9	% P1, P4 & P7 pupils combined achieving expected CFE Level in Literacy	64.8	N/A ¹	63.9	65.1	67.9	72.7	2.8	↑	28	5	
	10	% P1, P4 & P7 pupils combined achieving expected CFE Level in Numeracy	69.9	N/A ¹	67.8	71.8	75.5	79.6	3.7	↑	27	6	
	11	Literacy Attainment Gap (P1,4,7 combined) – percentage point gap between the least and most deprived pupils	14.9	N/A ¹	19.8	26.3	32.1	20.3	21.7	↓	29	8	
	12	Numeracy Attainment Gap (P1,4,7 combined) – percentage point gap between the least and most deprived pupils	13.8	N/A ¹	17.5	24.7	26.6	17.0	7.8	↓	28	7	
	13		% of children meeting developmental milestones	93.2	95.6	96.0	84.9	87.3	82.1	2.4	↑	5	2
			% of funded early years provision which is graded good/better	75.4	78.3	85.2	86.9	87.5	90.1	0.6	↑	25	7
			School attendance (%)	93.9	N/A ¹	93.8	N/A ¹	91.0	90.2	-2.8	↓	8	2
			School attendance rates (LAC, %)	87.4	N/A ¹	89.4	N/A ¹	N/A ¹	N/A ¹				
			School exclusion rates per 1,000 pupils	22.7	N/A ¹	14.2	N/A ¹	20.2	16.6	6	↓	21	5
		School exclusion rates per 1,000 looked after children	180.4	N/A ¹	125.0	N/A ¹	N/A ¹	N/A ¹					
		% participation for 16-19 year-olds	91.3	93.5	91.8	91.6	95.4	94.3	3.9	↑	11	5	
		% of child protection re-registrations within 18 months	3.2	7.5	2.3	9.8	0	5.6	-9.8	↑	1	1	
		% LAC with more than 1 placement in the last year (Aug-July)	31.0	25.0	14.9	14.5	11.8	17.2	-2.8	↑	6	3	
		% of children living in poverty (after housing costs)	21.9	23.4	21.3	24.1	N/A ³	N/A ³					
		Support Services as a % of Total Gross Expenditure	4.3	4.2	4.1	3.9	3.8	4.0	-0.1	↑	18	5	
		% of the highest paid 5% employees who are women	54.1	54.7	61.1	62.7	59.5	58.9	-3.3	↓	15	5	

N/A¹ Data no longer collected nationally / locally.

N/A² Result below 5; not published to protect confidentiality.

N/A³ Data not yet published.

	Note	Indicator Description	Moray					National Average	Relative Change 2021/22 to 2022/23		Rank 2022/23	
			2018/19	2019/20	2020/21	2021/22	2022/23	2022/23	% change	Short Term Trend	Nat (32)	FG (8)
Assets (B)	14	The gender pay gap (%)	7.6	6.4	6.2	7.0	5.3	2.5	-1.6	↑	28	7
		Cost of collecting Council Tax per dwelling	10.26	9.50	8.67	8.36	7.54	6.84	-9.8	↑	18	7
	15	Sickness Absence days per Teacher	6.5	6.8	4.5	6.0	7.9	6.8	31.6	↓	27	4
		Sickness Absence days per Employee (non-teacher)	12.5	12.7	8.7	11.1	12.8	13.2	15.8	↓	12	3
		% of income due from Council Tax received by the end of the year	96.9	97.0	95.8	96.7	96.7	96.2	-0.0	▬	15	4
		% of invoices sampled that were paid within 30 days	89.7	87.3	84.0	85.5	89.4	90.6	3.9	↑	23	6
		% of Crisis Grant Decisions within 1 day Note: 2023/24 result 97.0%	92.8	94.3	98.5	98.3	97.8	91.8	-0.5	↓	15	5
		% of CCG Grant Decisions within 15 days Note: 2023/24 result 98.5%	95.3	85.3	91.0	95.0	89.3	87.3	-5.7	↑	19	5
		Proportion of SWF Budget Spent	82.7	84.3	64.3	99.0	123.9	130.0	24.9	↑	19	5
	16	Proportion of DHP Funding Spent	90.8	91.3	90.6	75.6	79.8	94.4	4.2	↑	27	8
Assets (B)		% of operational buildings that are suitable for their current use	98.2	98.2	98.2	97.6	95.7	86.1	-0.1	↓	1	1
	17	% of internal floor area of operational buildings in satisfactory condition	54.2	53.9	66.9	54.9	56.3	90.12	1.3	↑	32	8
Adult Social Work (A)		Home Care costs per hour for people aged 65 or over (£)	39.95	38.45	30.31	25.80	23.94	31.85	-7.2	↑	7	3
		Self-Directed Support spend on people aged 18 or over as a % of total Social Work spend on adults	4.1	4.1	5.0	3.6	4.6	8.7	1.0	↑	22	6
		% of people aged 65 or over with long term care needs receiving personal care at home	65.3	62.2	62.0	61.0	59.8	61.5	-1.2	↓	21	5
		% of adults supported at home who agree that their services and support had an impact in improving or maintaining their quality of life (rolling 4 years)		79.20		73.25						
		% of adults supported at home who agree that they are supported to live as independently as possible		82.72		79.34						

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N/A³ Data not yet published.

	Note	Indicator Description	Moray					National Average	Relative Change 2021/22 to 2022/23		Rank 2022/23	
			2018/19	2019/20	2020/21	2021/22	2022/23	2022/23	% change	Short Term Trend	Nat (32)	FG (8)
		% of adults supported at home who agree that they had a say in how their help, care or support was provided		79.68		70.22						
		% of carers who feel supported in their caring role		30.70		31.59						
		Residential costs per week per resident for people aged 65 or over (£)	453	433	543	473	638	684	34.9	↓	13	3
		Rate of readmission to hospital within 28 days per 1,000 discharges (%)	77.1	77.7	100.9	85.9	82.2	101.7	-4.3	↑	7	1
		Proportion of care services graded 'good' (4) or better in Care Inspectorate inspections (%)	81.8	75.2	79.8	80.0	74.0	75.0	-6.0	↓	23	6
		Number of days people spend in hospital when they are ready to be discharged, per 1,000 population (75+)	1063	768	493	755	1061	919	40.0	↓	23	6
		Note: 2023/24 result 386										
Culture & Leisure (B)		Gross cost per attendance at Sports facilities (£)	2.26	0.97	20.40	2.83	2.44	4.89	-13.0	↑	5	2
	18	Cost per Library visit (£)	1.48	1.70	3.21	2.93	6.55	2.81	123.5	↓	29	6
		Cost of Museums per visit (£)	2.81	2.41	N/A ¹	N/A ¹	N/A ¹					
		Cost of Parks & Open Spaces (£) per 1,000 population	15,234	11,680	12,955	15,918	15,548	23,311	-2.3	↑	6	2
		% of adults satisfied with Libraries (rolling 4 years)	74.9	77.6	82.9	82.3	79.3	71.0	-3.0	↓	7	6
		% of adults satisfied with Parks and Open Spaces (rolling 4 years)	85.1	82.4	85.1	85.7	86.3	87.3	0.6	↑	20	6
		% of adults satisfied with Museums and Galleries (rolling 4 years)	58.1	60.1	64.1	62.3	58.3	71.3	-4.0	↓	24	7
		% of adults satisfied with Leisure Facilities (rolling 4 years)	66.4	66.7	72.4	74.7	71.3	71.0	-3.4	↓	17	6
Environment		Net cost per Waste collection per premises (£)	58.73	42.20	37.93	36.10	38.92	79.20	7.8	↓	6	1
		Net cost per Waste disposal per premises (£)	120.82	107.39	111.23	108.79	98.86	99.76	-9.1	↑	14	5

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	Note	Indicator Description	Moray					National Average	Relative Change 2021/22 to 2022/23		Rank 2022/23	
			2018/19	2019/20	2020/21	2021/22	2022/23	2022/23	% change	Short Term Trend	Nat (32)	FG (8)
		Net Cost of Street Cleaning (£) per 1,000 population	9,650	7,931	7,908	8,501	8,785	16,068	3.3	↓	5	1
		Street Cleanliness Score	N/A ¹	N/A ¹	N/A ¹	N/A ¹	N/A ¹					
		Cost of Maintenance per Kilometre of Roads (£)	6,835	7,524	4,690	5,508	6,443	12,844	17.0	↓	3	1
		% of A Class roads that should be considered for maintenance treatment (rolling 2 years)	28.6	29.2	26.6	23.2	24.1	27.4	1.0	↓	14	2
		% of B Class roads that should be considered for maintenance treatment (rolling 2 years)	25.6	25.8	22.3	18.3	18.4	31.5	0.1	↓	3	1
		% of C Class roads that should be considered for maintenance treatment (rolling 2 years)	28.1	25.2	21.3	19.3	20.6	32.7	1.3	↓	5	1
		% of unclassified roads that should be considered for maintenance treatment (rolling 2 years)	31.1	35.5	35.0	32.0	30.3	36.4	-1.7	↑	9	2
		Cost of trading standards and environmental health (£) per 1,000 population	22,074	21,521	20,430	25,138	22,944	22,302	-8.7	↑	19	7
		Cost trading standards, money advice & citizens advice (£) per 1,000 population	5,528	5,579	5,104	5,169	5,790	7,060	12.0	↓	12	3
		Cost of environmental health (£) per 1,000 population	16,550	15,943	15,325	19,964	17,156	15,239	-14.1	↑	22	7
		% of total household waste arising that is recycled	57.0	59.0	54.9	52.2	58.0	43.3	5.8	↑	1	1
		% of adults satisfied with refuse collection (rolling 4 years)	82.8	73.5	69.8	71.7	76.0	78.0	4.3	↑	23	6
		% of adults satisfied with street cleaning (rolling 4 years)	65.3	58.6	58.3	58.7	62.7	58.3	4.0	↑	13	5
	Housing Services (A)		Gross rent arrears (all tenants) as at year end as a % of rent due for the reporting year	2.4	2.6	3.2	3.8	4.5	9.6	0.7	↓	2
		% of rent due in the year that was lost due to voids	0.8	0.9	1.2	1.2	1.0	1.7	-0.2	↑	7	3
19		% of council dwellings meeting Scottish Housing Quality Standard	92.5	90.7	93.8	6.3	15.5	70.9	9.1	↑	26	6
		Average number of days to complete non-emergency repairs	7.5	9.5	6.1	8.0	5.7	9.7	-28.3	↑	2	1

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	Note	Indicator Description	Moray					National Average	Relative Change 2021/22 to 2022/23		Rank 2022/23	
			2018/19	2019/20	2020/21	2021/22	2022/23	2022/23	% change	Short Term Trend	Nat (32)	FG (8)
		% of council dwellings that are energy efficient	57.4	54.6	57.4	60.4	N/A ³	N/A ³				
Economic Development (B)		% Unemployed People Assisted into work from Council operated / funded Employability Programmes	3.4	0.6	5.3	5.9	10.1	12.9	4.3	↑	24	8
		Cost per Planning Application	5,285	4,512	4,887	5,426	6,348	5,538	18.0	↓	22	5
		Average time (Weeks) per Planning Application	6.7	6.4	6.7	6.2	6.3	12.0	0.3	↓	2	2
		% of procurement spent on local small / medium enterprises	23.9	21.9	23.6	25.2	24.8	29.6	-0.4	↓	19	3
	20	No of business gateway start-ups per 10,000 population Note: 2023/24 result 3.1	12.6	16.2	9.4	12.4	11.1	14.3	-10.1	↓	29	8
		Investment in Economic Development & Tourism per 1,000 population (£)	25,757	35,414	37,225	46,407	80,510	109,349	73.5	↑	24	6
		Proportion of people earning less than the living wage (%)	27.40	24.00	21.50	19.40	13.8	9.4	-5.6	↑	15	2
	21	Proportion of properties receiving superfast broadband (%)	83.2	84.7	85.7	85.6	87.2	95.5	1.6	↑	26	8
		Town Vacancy Rates (%)	6.9	6.9	10.9	10.6	11.0	12.0	0.4	↓	14	3
		Immediately available employment land as a % of total land allocated for employment purposes in the local development plan	49.0	24.2	34.8	14.9	14.9	22.8	-0.1	▬	20	3
		Gross Value Added (GVA) per capita (£)	23,807	23,742	22,380	23,172	24,282	27,039	4.8	↑	11	3
		Claimant count as a % of working age population (%) Note: 2023/24 result 2.1	2.0	2.5	4.9	3.7	2.4	3.2	-1.3	↑	10	3
		Claimant count as a % of 16-24 population (%) Note: 2023/24 result 2.1	3.1	3.5	6.7	4.5	2.8	3.5	-1.7	↑	11	3
Financial		Total useable reserves as a % of council annual budgeted net revenue	10.5	15.0	25.1	26.3	24.8	24.5	-1.5	↓	16	3
	22	Uncommitted General fund Balance as a % of council annual budgeted net revenue	6.2	7.5	7.2	2.2	2.1	3.2	-0.2	↓	25	8

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	Note	Indicator Description	Moray					National Average	Relative Change 2021/22 to 2022/23		Rank 2022/23	
			2018/19	2019/20	2020/21	2021/22	2022/23	2022/23	% change	Short Term Trend	Nat (32)	FG (8)
	23	Ratio of Financing Costs to Net Revenue Stream	10.0	9.5	8.0	8.3	8.7	5.4	0.5	↓	29	7
		Ratio of Financing Costs to Net Revenue Stream – Housing Revenue Account	20.3	21.5	21.6	20.7	22.0	21.4	1.2	↓	14	5
	24	Actual outturn as a % of budgeted expenditure	100.1	96.0	89.6	91.1	93.4	98.6	2.3	↑	31	7
Climate Change (B)		CO2 emissions area wide per capita	5.11	5.01	4.11	5.11	N/A ³	N/A ³				
		CO2 emissions area wide: emissions within scope of LA per capita	7.77	7.34	6.39	7.39	N/A ³	N/A ³				
		CO2 emissions from Transport per capita	37.2	36.55	29.03	35.31	N/A ³	N/A ³				
		CO2 emissions from Electricity per capita	51.34	41.08	30.06	32.85	N/A ³	N/A ³				
		CO2 emissions from Natural Gas per capita	49.00	45.21	45.09	48.99	N/A ³	N/A ³				

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