

18 September 2023

To:- **Councillors Dowey (Chair), Clark, Connolly, Davis, Ferry, Kilbride, Lyons, Pollock and Shields.**

Educational Representatives – Millie Gibson/ Aimee Allan, Mr. McGuire, Pastor Gall, Rev. Gemmell, Mr. Fullard, and Mr. Laird.

All other Members for INFORMATION ONLY

Dear Councillor

CABINET

You are requested to participate in a meeting of the Cabinet to be held **on Tuesday, 26 September 2023 at 10.00 a.m.** in County Hall, County Buildings, Ayr, for the purpose of considering the undernoted business.

This meeting will be held on a hybrid basis for Elected Members, will be live-streamed and available to view at <https://south-ayrshire.public-i.tv/>

Yours sincerely

CATRIONA CAVES
Head of Legal and Regulatory Services

B U S I N E S S

1. Declarations of Interest.
2. Minutes of previous meeting of 29 August 2023 (copy herewith).
3. Decision Log -
 - (a) Overdue Actions – *none*;
 - (b) Actions Listed with Revised Dates – for approval; and
 - (c) Recently Completed Actions.(copies herewith).

4. Education

- (a) Educational Services Standards and Quality Report 2022/23 and Improvement Plan 2023-26 - Submit Report by Director of Education (copy herewith).
- (b) Inspection of Barr Primary School and Early Years Centre: Education Scotland Report - Submit Report by Director of Education (copy herewith).
- (c) Inspection of Colmonell Primary School and Early Years Centre: Education Scotland Report - Submit Report by Director of Education (copy herewith).
- (d) South West Educational Improvement Collaborative – Regional Improvement Plan 2023/24 - Submit Report by Director of Education (copy herewith).

5. Education/ Health and Social Care.

- (a) Children's Services Plan Annual Report 2022/23 – Submit Joint Report by Director of Education and Head of Children's Health, Care and Justice Service (copy herewith).
- (b) Children and Young People's Services Plan 2023-2026 – Submit Joint Report by Director of Education and Head of Children's Health, Care and Justice Services (copy herewith).

6. Buildings, Housing and Environment.

- (a) Annual Assurance Statement – Housing – Submit report by Depute Chief Executive and Director of Housing, Operations and Development (copy herewith).
- (b) Vacant Educational Premises in Maybole – Submit report by Depute Chief Executive and Director of Housing, Operations and Development (copy herewith).

7. Finance, HR and ICT.

- (a) Budget Management – Revenue Budgetary Control 2023/24 – Position at 31 July 2023 – Submit Report by Head of Finance, ICT and Procurement (copy herewith).
- (b) Treasury Management and Investment Strategy Quarter 1 Update Report 2023/24 – Submit Report by Head of Finance, ICT and Procurement (copy herewith).

8. Corporate and Strategic.

- (a) Strategic Risk Management - Submit Report by Head of Legal and Regulatory Services (copy herewith).

9. Health and Social Care Partnership.

- (a) Unannounced Inspection of Cunningham Place Children's House – Submit Report by Director of Health and Social Care (copy herewith).

10. Corporate and Strategic/ Health and Social Care Partnership.

- (a) Integrated Impact Assessment – Submit report by Director of Strategic Change and Communities (copy herewith).

11. Corporate and Strategic/Buildings, Housing and Environment/ Finance, HR and ICT.

- (a) Proposed Ward Capital Projects – Update 2023 to 2025 – Submit report by Depute Chief Executive and Director of Housing, Operations and Development (copy herewith).

For more information on any of the items on this agenda, please telephone
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CABINET

Minutes of a hybrid webcast meeting on 29 August 2023 at 10.00 a.m.

Present
in County Councillors Martin Dowey (Chair), Alec Clark, Brian Connolly, Lee Lyons,
Hall: Martin Kilbride, Bob Pollock and Bob Shields.

Present
Remotely: Councillors Ian Davis and Stephen Ferry.

Attending
in County
Hall: E. Howat, Chief Executive; M. Newall, Depute Chief Executive and Director of Housing, Operations and Development; J. Bradley, Director of Strategic Change and Communities; L. McRoberts, Director of Education; C. Caves, Head of Legal and Regulatory Services; T. Baulk, Head of Finance, ICT and Procurement; C. Cox, Assistant Director – Housing, Operations and Development; G. Hunter, Assistant Director – Communities; L. Reid, Assistant Director – Strategic Change; K. Dalrymple, Assistant Director – Housing and Operations; P. Bradley, Service Lead – Professional Design Services; K. Braidwood, Head of Roads (Ayrshire Roads Alliance); C. Carroll, Co-ordinator (Housing Policy and Strategy), J. McClure, Committee Services Lead Officer and E. Moore, Committee Services Assistant.

Attending T. Eltringham, Director of Health and Social Care; and K. Anderson, Service Lead –
Remotely: Policy, Performance and Community Planning.

Opening Remarks.

The Chair took the sederunt, confirmed to Members the procedures to conduct this meeting and advised that the meeting was being broadcast live.

1. Declarations of Interest.

There were no declarations of interest by Members of the Cabinet in terms of Council Standing Order No. 17 and the Councillors' Code of Conduct.

2. Minutes of previous meeting.

The [minutes](#) of 20 June 2023 were submitted and approved.

3. **Decision Log.**

In relation to the entry regarding “Arran Mall Update”, in the list of revised due dates and having heard a Member of the Cabinet enquire if it was likely that an entry date of mid-November would be met, it was noted that this was indeed the case.

The Cabinet

Decided:

- (1) to note there were no overdue actions.
- (2) to approve the actions listed with [revised due dates](#); and
- (3) to note the [recently completed actions](#).

Economic Development.

4. **Penalty Charge Notice Increase.**

There was submitted a [report](#) (issued) of 18 August 2023 by the Depute Chief Executive and Director of Housing, Operations and Development seeking approval to increase the Penalty Charge Notice (PCN) value following national guidance issued by Scottish Ministers on the revised levels that could be charged for parking contraventions.

Having noted that the income generated was re-invested into the service, the Cabinet

Decided: to agree to adopt the higher rate increase in PCN value from £60 to £100, from the end of October 2023.

Buildings, Housing and Environment

5. **Local Housing Strategy – 2023 to 2028**

There was submitted a report ([issued](#)) of 18 August 2023 by the Depute Chief Executive and Director of Housing, Operations and Development seeking approval for the content of the Local Housing Strategy (LHS), for submission to the Scottish Government.

Questions were raised by Members in relation to the comparison between the number of units of Council-owned Social Housing detailed within the previous LHS and the current one; a comparison of social housing stock across Scotland; the Scottish Government's target of 110,000 affordable homes; and addressing under occupancy; and the Co-ordinator (Housing Policy and Strategy) advised that he would respond to these questions in writing.

Following issues raised by Members regarding the low response rate and the low consultation response; the requirement to look after the needs of current tenants; the need to look after the rural communities; social housing; the need to make new builds adaptable and suitable for elderly and disabled people moving forward; under occupancy; the effect of any future increases in rates and the issues this would cause; the uptake of grants by owners and landlords to upgrade their properties; housing provision for refugees; the Cabinet

Decided:

- (1) to agree the Local Housing Strategy (LHS) for the period 2023-2028 as detailed in Annex 1 to this report and approval for submission to the Scottish Government; and
- (2) to approve delegated authority to the Assistant Director - Housing and Operations to make amendments to the LHS as per the feedback received from the Scottish Government and to update Cabinet on these amendments through the Members Bulletin.

6. Vacant Educational Premises in Maybole and Maybole Swimming Pool

There was submitted a report ([issued](#)) of 23 August 2023 by the Depute Chief Executive and Director of Housing, Operations and Development recommending future uses or disposals of Council properties in Maybole, as detailed in Appendix 1 of the report.

Following discussion on budget responsibility and that this sat with the existing Service until it was transferred; and insurance implications; the Cabinet

Decided:

- (1) to declare the former Gardenrose Primary School surplus to the Council's requirements;
- (2) to agree that demolition works be progressed on the former Gardenrose Primary School prior to the site being marketed;
- (3) to grant authority to the Depute Chief Executive and Director of Housing, Operations and Development Directorate to market the Gardenrose Primary School site for sale;
- (4) to agree that the Assistant Director – Planning and Development enter into discussions regarding a potential Community Asset Transfer for Maybole Swimming Pool with North Carrick Community Benefit Company and that a report be brought back to Cabinet on the potential Community Asset Transfer or declaration of surplus of the building and site;
- (5) to acknowledge that the former Cairn Primary School dining hall building that was currently utilised as a school catering facility would continue to operate as a catering facility by the Facilities Management Service until such time as a long term facility had been identified;
- (6) to agree that the Assistant Director – Housing and Operations carry out a feasibility study into the potential development of local authority housing on the former Cairn Primary School and also carry out a business case appraisal on options for accommodating increasing and changed school catering requirements across the Council school area site; and to agree that a report would be brought back to Cabinet;

- (7) to agree that the former St. Cuthbert's Primary School building and site would be retained in the Educational Service account until the Cabinet took a decision on the accommodation of future school catering requirements across the school area; and
- (8) that a report be presented to the next meeting of Cabinet providing business cases by Housing and Facilities Management in respect of the proposed kitchen at St Cuthbert's Primary School and housing at Cairn Primary School.

Finance, HR and ICT

7. Corporate Support Services Capacity Issues – Update

There was submitted a joint report ([issued](#)) of 18 August 2023 by the Head of Finance, ICT and Procurement and Head of Legal and Regulatory Services providing an update on progress and outcomes so far achieved through the addition of temporary resources in relation to Corporate Support Services Capacity Issues.

Having considered the progress and outcomes achieved through the addition of temporary resources, as detailed within the report, the Cabinet

Decided:

- (1) to acknowledge the challenges being encountered in terms of recruiting staff to these temporary posts;
- (2) to agree to convert seven temporary posts to permanent posts (per 4.5) immediately and fund from the available reserves until the balance had been expended, and thereafter include the posts in future annual staff budgets; and
- (3) to request officers to undertake a review of Communications support to be presented to Cabinet in October 2023.

8. Efficiency and Improvement Fund – Temporary Oracle Fusion Support Posts.

There was submitted a report ([issued](#)) of 18 August 2023 by the Head of Finance, ICT and Procurement seeking funding for two temporary posts from the Efficiency and Improvement fund for a period of twelve months, to support the embedding and further development of the newly implemented Oracle Fusion Enterprise Resource Planning (ERP) cloud solution.

Having noted that a written response would be provided by the Head of Finance, ICT and Procurement in relation to a question from a member on the benefits and the security of the System, the Cabinet

Decided: to agree to the creation of two temporary posts for a period of twelve months, at an estimated cost of £0.130m., to be funded from the Efficiency and Improvement fund.

9. **General Services Capital Programme 2023/24: Monitoring Report as at 30 June 2023**

There was submitted a report ([issued](#)) of 21 August 2023 by the Depute Chief Executive and Director of Housing, Operations and Development

- (1) providing an update on the actual capital expenditure and income, together with progress made on the General Services Capital Programme projects as at 30 June 2023 (Period 3); and
- (2) to agree the changes to budgets in 2023/24.

Following discussion on particular projects; VAT recovery monies; and the place based investment programme, the Cabinet

Decided:

- (a) to acknowledge the progress made on the delivery of the General Services Capital Programme to 30 June 2023, resulting in spend of £10,477,219 or 10.77%, as detailed in Appendix 1 of the report;
- (b) to approve the adjustments as contained in Appendix 2 of the report; and
- (c) to approve the revised budget for 2023/24 at £99,661,460, as highlighted in Appendix 2 of the report with the exception of the funding for Girvan 3D Pitch where alternative funding would be identified from slippage in the Capital Programme.

10. **Covid-19 Recovery Project and LACER Funding Review**

There was submitted a report ([issued](#)) of 21 August 2023 by the Head of Finance, ICT and Procurement providing an update on progress and outcomes achieved through the allocation of Covid-19 reserves for recovery project activity and Local Authority Covid Economic Recovery (LACER) funding.

The Cabinet

Decided:

- (1) to acknowledge the progress and outcomes achieved through the Covid-19 Recovery Project and LACER funding;
- (2) to note that £1.055m. of Covid-19 reserves remained unallocated; and
- (3) to agree that the unallocated funds be remitted to the cross-party Financial Inclusion Member/Officer Working Group to support the wider agenda of sustainable financial inclusion and that officers make arrangements for the Group to meet and report back to Cabinet in November 2023 on its new remit and the proposed use of the funds.

‘C’

11. Treasury Management Annual Report 2022/23

There was submitted a report ([issued](#)) of 18 August 2023 by the Head of Finance, ICT and Procurement presenting, in line with the requirements of the Chartered Institute of Public Finance and Accountancy (CIPFA) Code of Practice on Treasury Management, the annual report of treasury management activities for 2022/23, as detailed in Appendix 1 of the report.

The Cabinet

Decided: to approve the Annual Treasury Management Report 2022/23, as detailed in Appendix 1 of the report.

Corporate and Strategic

12. Best Value Thematic Work in South Ayrshire

There was submitted a report ([issued](#)) of 21 August 2023 by the Chief Executive

- (1) advising of the findings from Audit Scotland's recent Best Value thematic work in South Ayrshire; and
- (2) seeking approval of the draft improvement action plan and provide a response to the matters raised at Audit and Governance Panel at its meeting on 28 June 2023.

Following discussion regarding key performance indicators; and the benchmarking framework, the Cabinet

Decided:

- (a) to note the draft Audit Scotland report on Best Value thematic work in South Ayrshire Council 2022/23, as detailed in Appendix 1 of the report;
- (b) to note the progress made in addressing recommendations made by Audit Scotland, as outlined at Appendix 2 of the report;
- (c) to acknowledge the matters raised at Audit and Governance Panel and proposed response, as outlined in Appendix 3 of the report;
- (d) to approve the draft improvement action plan included in Appendix 1 of the Audit Scotland report;
- (e) to acknowledge that officers would present an augmented improvement action plan to the next meeting of the Best Value Working Group (BVWG); and
- (f) to request that officers provide an update on progress against the augmented action plan to the October meeting of the Audit and Governance Panel and quarterly thereafter.

Tourism, Culture and Rural Affairs

13. Visitor Levy (Scotland) Bill

There was submitted a report ([issued](#)) of 18 August 2023 by the Director of Strategic Change and Communities

- (1) relating to the steps towards the implementation of a South Ayrshire Tourism Levy; and
- (2) seeking approval to conduct a consultation with key stakeholders, businesses and an assessment of the benefits, implications and costs as set out in the Scottish Governments proposed Visitor Levy (Scotland) Bill.

The Cabinet

Decided:

- (a) to agree that officers carry out further work prior to the consideration of the implementation of a Visitor Levy scheme in South Ayrshire, so as to fully understand costs and benefits;
- (b) to approve the drafting of a response to the Visitor Levy (Scotland) Bill, working with North and East Ayrshire Councils, to provide an Ayrshire response under the auspices of the Regional Economic Strategy; and
- (c) to agree the draft response, as detailed in Appendix 1 of the report and that any subsequent changes would be agreed with the Portfolio Holder for Tourism, Culture and Rural Affairs prior to submission of the final response to the consultation on the Visitor Levy (Scotland) Bill.

Buildings, Housing and Environment/Finance, HR and ICT.

14. Housing Capital Programme 2023/24: Monitoring Report as at 30 June 2023

There was submitted a report ([issued](#)) of 21 August 2023 by the Depute Chief Executive and Director of Housing, Operations and Development

- (1) providing an update on the actual capital expenditure and income, together with progress made on the Housing Capital Programme projects as at 30 June 2023 (Period 3); and
- (2) seeking agreement to changes to budgets in 2023/24, 2024/25 and 2025/26.

Having noted the work going forward to develop a sustainable design guide, the Cabinet

Decided:

- (a) to note the progress made on the delivery of the Housing Capital Programme to 30 June, resulting in spend of £7,262,976 or 9.50%, as detailed in Appendix 1 of the report;

- (b) to approve the adjustments, as detailed in Appendix 2 of the report; and
- (c) to approve the revised budget for 2023/24 at £76,808,072, and in-year adjustments in 2024/25 and 2025/25 as highlighted in Appendix 2 of the report.

15. Exclusion of press and public.

The Cabinet resolved, in terms of Section 50A(4) of the Local Government (Scotland) Act 1973, that the press and public be excluded during consideration of the remaining item of business on the grounds that it involved the likely disclosure of exempt information in terms of paragraph 8 of Part 1 of Schedule 7A of the Act.

Corporate and Strategic/ Economic Development/ Finance, HR and ICT.

16. Ayrshire Growth Deal Update

There was submitted a report (Members only) of 21 August 2023 by the Depute Chief Executive and Director of Housing, Operations and Development providing an update on the status and seeking approval for next steps with Ayrshire Growth Deal (AGD) projects.

The Cabinet

Decided:

- (1) to note the current status of projects within the Ayrshire Growth Deal as detailed in Appendix 1 of the report;
- (2) to note the updated costs for the Spaceport project, as detailed in Appendix 2 of the report and to agree a change to the project delivery model whereby Scottish Enterprise were proposed as the delivery organisation, subject to the approval of revised governance arrangements by the AEJC, as detailed in Appendix 2 of the report;
- (3) to note the update on the Digital project and re-scoping proposals, as detailed in Appendix 3 of the report and to agree that Option 5b as proposed as a scope change to the Partnership Board and Ayrshire Economic Joint Committee;
- (4) to note the update on the Roads project and STAG process, as outlined in Appendix 4 of the report and that a further report would be provided to Cabinet on 28 November 2023 following the conclusion of the STAG assessment;
- (5) to note the update on the proposals for the Regeneration Build projects for Company A, Company B and Company C, as detailed in Appendix 5 of the report and that a further update report would be provided to Cabinet detailing the output from the exercise on 31 October 2023 as described in Appendix 5;
- (6) to note the update on the Commercial Build Project, as detailed in Appendix 6 of the report;

- (7) to acknowledge the financial risks for the Council, as outlined in section 6 of the report, until the remaining Ayrshire Growth Deal full business cases were approved; and
- (8) to request that further updates be provided to the Cabinet every six months or earlier if required.

Education

17. North Ayr Additional Support Needs Provision

There was submitted a report (issued) of 18 August 2023 by the Director of Education seeking approval

- (1) of a proposal paper relating to the proposed relocation of the North Ayr Extended Learning Facility, from Dalmling Primary School to Heathfield Primary School; and
- (2) to issue the proposal paper for statutory, public consultation, in accordance with the Schools (Consultation) (Scotland) Act 2010.

The Cabinet

Decided:

- (a) to approve the proposal paper, as detailed in Appendix 1 of the report;
- (b) to request that the Director of Education issue the proposal paper for public consultation; and
- (c) to request that the Director of Education provide a follow up report to Cabinet on 14 February 2024, on the outcome of the consultation for consideration and a decision.

18. Consideration of Disclosure of the above confidential report.

The Cabinet

Decided:

- (1) not to authorise the disclosure under Standing Order 32.4 of the following report:-
 - Ayrshire Growth Deal Update; and
- (2) to authorise the disclosure under Standing Order 32.4 of the following report after the expiry of the call-in period:-
 - North Ayr Additional Support Needs Provision.

The meeting ended at 12.05 p.m.

Mtg	Mtg Date	Title of Report	Directorate	Managed by	Implementation	Complete	Current Due Date	Requested Revised Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
LP	25/05/2021	Neighbourhood Services Structure Progress Report	["H, O and D", "SC and C"]	Anderson, Kevin	Resource review of Sustainable Development and Climate Change Structure	No	31/08/2023	31/12/2023	The Sustainable Development and Climate Team has now moved to the Strategic Change and Communities Directorate under the Service Lead Performance, Policy and Community Planning. After consultation with the Portfolio holder the proposed date has been put back to 30 April 2023 to enable the new Service Lead to assess the requirements of the service. Cabinet on 29/11/22 agreed revised due date of 30/4/23 (prev 30/11/22). Revised date of 31/8/23 agreed at Cabinet meeting of 20/6/23 (previous date 30/04/23).	Kilbride, Martin

Mtg	Mtg Date	Title of Report	Director ate	Managed by	Implementation	Compl ete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
LP	08/03/2022	Strategic Review of Assets held in the Common Good Funds	["H, O and D"]	Burns, Tom	Review the current management arrangements for Common Good Fund land and building assets occupied by the Council	Yes	27/05/2023	This is a duplicate entry	Dowey, Martin;D avis, Ian;Kilbri de, Martin
CAB	14/06/2022	Scotland Loves Local - Gift Card Scheme	["SC and C"]	Tait, Jamie	Provide an update to the Cabinet on take-up on the Scheme	Yes	30/05/2023	Presented at Cabinet by George Hunter and Mark Greaves	Pollock, Bob;Dow ey, Martin

Mtg	Mtg Date	Title of Report	Director ate	Managed by	Implementation	Compl ete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
LP	01/03/2022	Community Wealth Building Action Plan	["SC and C"]	Tait, Jamie	Progress and implementation report to Services Performance Panel	Yes	30/05/2023	<p>Following internal changes to the management arrangements for Community Wealth Building, Jamie Tait Service Lead Thriving Communities requested the update at Service and Performance is deferred to April 2023. Officers provided PH Councillor Pollock with an overview on 27th January 2023 and a members briefing is being scheduled for March 2023.</p> <p>Service and Performance Chair and Vice Chair were updated on the request to defer to allow a report to presented detailing performance against the action plan along with other projects relevant to CWB. revised date of 30/4/23 agreed at Cabinet meeting of 15/2/22 (previous date 01/02/23).</p> <p>Cabinet on 23/05/23 agreed revised date of 30/05/23 (previously 30/04/23).</p>	Pollock, Bob
SAC	01/03/2023	Council Plan 2023-28	["SC and C"]	Anderson , Kevin	All services to develop new Service Plans based on new priorities	Yes	31/05/2023		Dowey, Martin

Mtg	Mtg Date	Title of Report	Director ate	Managed by	Implementation	Compl ete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
CAB	17/01/2023	South Ayrshire Food Network - Update	["SC and C"]	Tait, Jamie	Submit Annual Report to Cabinet	Yes	31/05/2023	Jamie Tait Service Lead Thriving Communities is continuing to explore funding opportunities for the food pantries with the 3rd sector. An annual update report on the pantries will be published in May 2023 and report through CPP Financial Inclusion Partnership as agreed at Cabinet.	Dowey, Martin
LP	30/11/2021	Net Zero Carbon Retrofit	["PLA"]	Burns, Tom	Undertake estate rationalisation exercise	Yes	31/05/2023	The transforming the estate report was approved by Cabinet in May 2023	Kilbride, Martin
CAB	27/09/2022	Future Operating Model	["SC and C"]	Anderson , Kevin	Present a report to Cabinet outlining the additional benefits and savings realised through the new model of working	Yes	01/06/2023	Member's Briefing delivered on 8 June, as agreed with Cabinet.	Dowey, Martin;Davis, Ian
CAB	01/11/2022	Developer Contributions Update relative to Planning Permissions (2021/2022)	["H, O and D"]	Iles, Craig	Regular updates to the Service and Performance Panel for each six month reporting period identified in the report - different to recs in report	Yes	13/06/2023	Report presented and approved at Service and Performance Panel on 13th June 2023	Pollock, Bob

Mtg	Mtg Date	Title of Report	Director ate	Managed by	Implementation	Compl ete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
LP	01/03/2022	Tourism and Events Strategy	["SC and C"]	Kerr4, Laura	Provide a report on progress to the Service and Performance Panel regarding the implementation of the strategy	Yes	13/06/2023	Agreed with Cllrs Clark and Connolly. Cabinet on 25/04/23 - agreed new due date of 13/06/23 (previously 31/03/23).	Clark, Alec;Connolly, Brian
CAB	27/09/2022	Future Operating Model	["PEO"]	Farrell, Gillian	Present a report to Cabinet outlining the potential options for the future delivery of Customer Services	Yes	29/06/2023	Following discussion with Customer Services Portfolio Holder, Councillor Kilbride, paper regarding Customer Services operating model to be brought to Council in June 2023. revised date of 29/6/23 agreed at Cabinet meeting of 15/2/22 (previous date 31/03/23). Recommended option for delivery of Customer Services was presented to Council on 29/6/23 and approved.	Kilbride, Martin
SAC	01/03/2023	Council Plan 2023-28	["SC and C"]	Anderson , Kevin	Service Plans submitted to Council	Yes	30/06/2023		Dowey, Martin
SAC	01/03/2023	Council Plan 2023-28	["SC and C"]	Anderson , Kevin	Submit new Performance Management Framework for approval by Cabinet	Yes	30/06/2023	New PMF complete, awaiting approval.	Dowey, Martin
SAC	15/12/2022	PPP Service Concession Arrangement Flexibilities	["CEO"]	tom.simpson	Update the applicable Councils Accounting Policies from financial year 2022/23 onwards	Yes	30/06/2023		

Mtg	Mtg Date	Title of Report	Director ate	Managed by	Implementation	Compl ete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
CAB	30/08/2022	Risk and Safety - Spend to Save Resource Bid	["CEO"]	Boyd, Carol	Recruit G10 Health and Safety Adviser and G10 Claims Support Adviser	Yes	30/06/2023	Claims Support Adviser - recruitment of post on hold, awaiting decision of Budget Working Group. revised date of 30/6/23 agreed at Cabinet meeting of 15/2/22 (previous date 31/01/23).	Dowey, Martin
LP	27/10/2020	Sale of Land at Queens Terrace, Maybole	["H, O and D"]	Briggs, Karen; Burns, Tom	Sale to be concluded	Yes	30/06/2023	<p>Cabinet on 29/11/22 agreed new date of 28/2/23 (prev 28/11/22). Ayrshire Housing have advised the Council's Legal Services that they will conclude the transaction by the end of March 2023. Cabinet on 14/03/23 agreed revised due date of 31/03/23 (previously 28/02/23). Update - drafts now agreed, awaiting delegated powers report re Licence to Occupy for Ayrshire Housing for ground adjacent to ground being sold. Revised due date 28/04/23. Cabinet on 25/04/23 - agreed new due date of 28/04/23 (previously 31/03/23). Update 11/05/23 - purchasers are now querying whether the adjoining road is adopted, and Legal are awaiting confirmation from ARA. This is the final outstanding matter prior to settlement. Suggest amend due date to 30/06/23.</p> <p>Cabinet on 23/05/23 - agreed new due date of 30/06/23 (previously 28/04/23).</p> <p>Sale completed on 07/07/23.</p>	Kilbride, Martin

Mtg	Mtg Date	Title of Report	Director ate	Managed by	Implementation	Compl ete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
SAC	01/03/2023	Public Engagement on Relocation of Troon Early Years Centre	["EDUC"]	Valenti, Aileen	Public engagement on relocation of Troon Early Years Centre	Yes	30/07/2023	The Public Engagement on Relocation of Troon Early Years Centre has been carried out and a report will be submitted to a future Cabinet Meeting.	Kilbride, Martin; Ferry, Stephen; Clark, Alec
CAB	15/02/2023	Sale of the Former Grammar Primary School, Midton Road, Ayr	["H, O and D"]	Burns, Tom	Missives to be concluded	Yes	31/07/2023	Missives concluded on 23/5/23, and date of entry fixed for 30/6/23.	Kilbride, Martin
CAB	15/02/2023	Sale of the Former Grammar Primary School, Midton Road, Ayr	["H, O and D"]	Burns, Tom	Sale to be concluded.	Yes	31/07/2023	Missives concluded on 23/5/23 and date of entry fixed for 30/6/23. Sale completed on 30/6/23.	Kilbride, Martin
CAB	15/02/2023	Business Support - Changes to Ambition Programme	["SC and C"]	Leijser, Theo	Performance update report to Service and Performance Panel	Yes	22/08/2023		Pollock, Bob
CAB	29/08/2023	Local Housing Strategy " 2023 to 2028	["H, O and D"]	Dalrymple, Kenneth	Submission of the Local Housing Strategy to the Scottish Government	Yes	31/08/2023		Kilbride, Martin

Mtg	Mtg Date	Title of Report	Director ate	Managed by	Implementation	Compl ete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
SAC	29/06/2023	Employer Supported Policing Initiative â€“ Police Scotland	["CEO"]	Wesson, Wendy	Update Special Leave Policy to add provision of 5 days paid leave for Police volunteering.	Yes	31/08/2023		Davis, Ian
CAB	20/06/2023	Community Planning Update	["SC and C"]	Anderson, Kevin	Launch Ayr North as pilot locality	Yes	31/08/2023	Ayr North Locality Planning Partnership have met and began developing their locality plan.	Dowey, Martin
CAB	29/11/2022	2022-25 Council Workforce Plan	["SC and C"]	Bradley, Jane	Implementation of Phase 1 of the Action Plan	Yes	31/08/2023	Completed - - CLT, Service Lead and Coordinator training. - Revision and issuing of service workforce planning and service planning templates. -WFP SharePoint toolkit for managers. - Provision of data â€“ service workforce profile and digital skills survey results. - Incorporated into Service Planning and Strategic Change Project Implementation processes.	Davis, Ian

Mtg	Mtg Date	Title of Report	Director ate	Managed by	Implementation	Compl ete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
LP	28/11/2017	Implementation of 20mph speed restrictions across South Ayrshire Villages	["H, O and D"]	Kevin Braidwood	regarding results of the phase 3 engagement process, outline designs, associated costs and implementation programme within the road improvement plan and reporting to Regulatory Panel. ARA have contacted 3 community councils with only two responding additional information has been issued and we await feedback.The third CC has been contacted again.Updating design to take into account community comments.To discuss amendment date with PFH Monday 17 April 2023.	Yes	31/08/2023	<p>Electronic speed signage installation for phase 1 and 2 schemes now largely complete - remaining signs will be installed during the next contractor visit (25th Oct). Installation of the Phase 1 and Phase 2 20mph speed signage has been completed.</p> <p>Dailly: Footway widening works now complete - this work was incorporated into the resurfacing works on the B741 to minimise disruption.</p> <p>Monkton: the traffic calming works are now complete.</p> <p>Dundonald: works programmed for early November, subject to confirmation of material supply.</p> <p>Phase 3 designs commenced on the agreed design of signing and lining only and are due to be completed by end of February 2022 for presentation to community councils. Design process on programme.</p> <p>Designs for phase 3 have been issued to ward members and community councils for feedback.Only Two CC have responded.</p>	Pollock, Bob

Mtg	Mtg Date	Title of Report	Directorate	Managed by	Implementation	Complete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
CAB	29/08/2023	North Ayr Additional Support Needs Provision	["EDUC"]	McRoberts, Lyndsay	Issue the proposal paper at Appendix 1 for public consultation	Yes	04/09/2023		Davis, Ian; Cavanaugh, Ian; Dixon, Mark
CAB	29/08/2023	General Services Capital Programme 2023/24: Monitoring Report as at 30 June 2023	["H, O and D"]	Bradley, Pauline	Process adjustments to the General Services Capital Programme	Yes	12/09/2023		Davis, Ian
CAB	29/08/2023	Housing Capital Programme 2023/24: Monitoring Report as at 30 June 2023	["CEO"]	Bradley, Pauline	Process adjustments to the Housing Capital Programme	Yes	12/09/2023		Davis, Ian; Kilbride, Martin
CAB	29/08/2023	Best Value Thematic Work in South Ayrshire Council 2022/23	["SC and C"]	Anderson, Kevin	Augmented action plan to be presented to Best Value Working Group	Yes	15/09/2023	Action plan emailed to BVWG.	Dowey, Martin
LP	26/10/2021	Corporate Support Services Capacity Issues	["CEO"]	Baulk, Tim	Review after 20 months to determine whether a more permanent solution is required	Yes	29/09/2023	Review commencing in June with update report to follow to Cabinet in August 2023. Revised date of 29/9/23 agreed at Cabinet meeting of 20/6/23 (previous date 01/06/23). Report being considered at August Cabinet	Davis, Ian

Mtg	Mtg Date	Title of Report	Director ate	Managed by	Implementation	Compl ete	Current Due Date	Notes (any date changes agreed with relevant PFH(s))	Portfolio Holder
CAB	25/04/2023	Age Friendly Communities	["SC and C"]	Anderson , Kevin	Progress to be reported to the Community Planning Board	Yes	30/09/2023	Update provided to CP Board in August.	Dowey, Martin;K ilpatrick, Mary
CAB	14/03/2023	Updated Terms of Reference for the Equality and Diversity Forum	["SC and C"]	Anderson , Kevin	Develop new integrated impact assessment	Yes	30/09/2023	New impact assessment to be considered by Cabinet in September.	Lyons, Lee
SAC	01/03/2023	Council Plan 2023-28	["SC and C"]	Anderson , Kevin	Develop Integrated Impact Assessment on cross cutting themes	Yes	30/09/2023	Impact assessment to be considered by Cabinet in September	Dowey, Martin
CAB	14/06/2022	Period Products (Free Provision) (Scotland) Act 2021	["SC and C"]	Anderson , Kevin	Provide an update via the Members Bulletin one year after commencement of the Act	Yes	30/09/2023		Lyons, Lee;Ferry , Stephen
CAB	20/06/2023	UK Shared Prosperity Fund	["SC and C"]	Hunter, George	Implement the priorities in the reprofiled investment plan	Yes	31/03/2024		Pollock, Bob

South Ayrshire Council

**Report by Director of Education
to Cabinet
of 26 September 2023**

**Subject: Educational Services Standards and Quality Report
2022/23 and Improvement Plan 2023-26**

1. Purpose

1.1 The purpose of this report is to seek Cabinet approval for the Educational Services Standards and Quality Report, which covers academic session 2022/23 and the Improvement Plan for 2023-26.

2. Recommendation

2.1 It is recommended that the Cabinet:

2.1.1 approves the Standards and Quality Report 2022/23 (Appendix 1);

2.1.2 approves the Educational Services Improvement Plan 2023-26 (Appendix 2);

2.1.3 notes the progress by Educational Services and the collective efforts of all staff across the service over the past year; and

2.1.4 agrees the publication of the report and plan in line with the Education (Scotland) Act 2016.

3. Background

3.1 The Education (Scotland) Act 2016 amended the Standards in Scotland's Schools etc Act 2000 and places a duty on each local authority to prepare and publish an annual local Improvement Plan to set out how services and schools will continue to improve and a Standards and Quality Report detailing progress towards meeting improvements linked to the National Improvement Framework and local priorities.

3.2 The Educational Services Standards and Quality Report and Improvement Plan fulfils South Ayrshire Council's statutory obligations in this regard. It sets out clear links to the National Improvement Framework (NIF) Priorities and the South Ayrshire Council Children's Services Plan.

3.3 The Standards and Quality Report provides a summary of the progress and key achievements of Educational Services for academic session 2022/23. The Improvement Plan details the priorities and actions that will support improvement over the next three years.

4. Proposals

4.1 Members are asked to:

- 4.1.1 approve the Standards and Quality Report and the Educational Services Improvement Plan;
- 4.1.2 acknowledge the efforts of staff who have demonstrated a strong professionalism and commitment in supporting children and families; and
- 4.1.3 agree that the Standards and Quality Report and Educational Services Improvement Plan are published on the Council's website for members of the public and other stakeholders; the report is made available in other languages should it be requested; the report is made available on the intranet site for staff; a small number of copies are printed and are made available to members in the members library.

5. Legal and Procurement Implications

- 5.1 The recommendations in this report are consistent with legal requirements. The preparation and publication of this Standards and Quality Report fulfils our legal obligations in the Education (Scotland) Act 2016.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 The report will be published electronically, any costs associated with printing or providing the report in alternative languages will be met within existing Educational Services budget.

7. Human Resources Implications

- 7.1 Not applicable

8. Risk

8.1 ***Risk Implications of Adopting the Recommendations***

- 8.1.1 There are no risks associated with adopting the recommendations.

8.2 ***Risk Implications of Rejecting the Recommendations***

- 8.2.1 The risks associated with rejecting the recommendations are breach of the Council's statutory duty to prepare and publish information in line with the Education (Scotland) Act 2016. It may also impact on the reputation of the council.

9. Equalities

- 9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as Appendix 3.

10. Sustainable Development Implications

- 10.1 **Considering Strategic Environmental Assessment (SEA)** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

- 11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

- 12.1 The matters referred to in this report contribute to Priority Two of the Council Plan: Live, Work, Learn and Outcome One: To provide quality education and lifelong learning.

13. Results of Consultation

- 13.1 Consultation has taken place and the report and plan reflect the feedback and comments.
- 13.2 Consultation has taken place with Councillor Stephen Ferry, Portfolio Holder for Education, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Director of Education will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
The report and plan will be uploaded to the Council website and sent to Scottish Government	30 September 2023	Quality Improvement Manager
The report will be made available to staff via The Core	30 September 2023	Quality Improvement Manager

Background Papers None

Person to Contact **Lyndsay McRoberts Director of Education**
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone: 01292 616627
E-mail: Lyndsay.mcroberts@south-ayrshire.gov.uk

Date: 14 September 2023

Educational Services Standards and Quality Report 2022-23





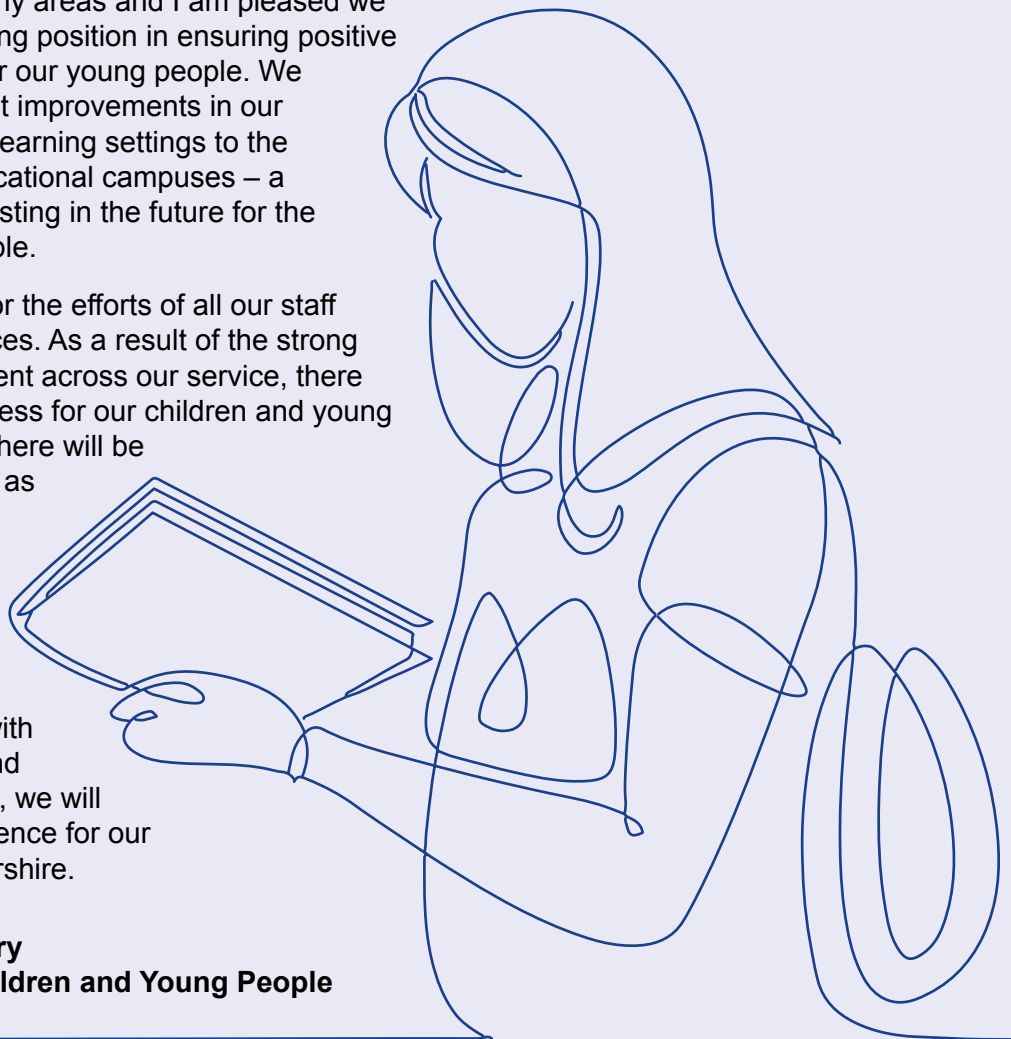
**Our vision and ambition:
achieving excellence and equity and support for
all learners to achieve their potential regardless of
their circumstances**

Foreword from Councillor Stephen Ferry Portfolio Carrier for Children and Young People



I am delighted to endorse this Standards and Quality Report for Educational Services in my role as Portfolio Holder for Education. In South Ayrshire, we have a very strong vision for achieving excellence, equity and support for all learners to achieve their potential irrespective of their background or circumstances. This report evidences the progress we have made towards achieving this across many areas and I am pleased we have maintained our strong position in ensuring positive transitions post-school for our young people. We have also seen significant improvements in our school estate from early learning settings to the development of new educational campuses – a clear commitment to investing in the future for the benefit of our young people.

I am extremely grateful for the efforts of all our staff across educational services. As a result of the strong team work and commitment across our service, there has been continued success for our children and young people. I have no doubt there will be further challenges ahead as we fully understand the impact of the pandemic on our children and young people. Nevertheless I am confident that, continuing to work in collaboration with young people, parents and carers, staff and partners, we will continue to make a difference for our communities in South Ayrshire.



Councillor Stephen Ferry
Portfolio Carrier for Children and Young People

Introduction from Lyndsay McRoberts Director of Education



I am delighted to be able to present another very successful Standards and Quality Report for South Ayrshire's Education Services. Every day in our schools, teachers and support staff work in partnership with others to ensure our children and young people have the very best opportunity to achieve their potential. Collectively we are working towards getting it right for every child. The achievements of our children and young people, evidenced in this report, are a team effort involving the young people themselves, their parents and carers, our dedicated staff and our partners in the Health and Social Care Partnership, NHS Ayrshire and Arran, our South Ayrshire Council colleagues, Ayrshire College, Police Scotland, Developing Young Workforce Ayrshire, many local business partners and the members of Voluntary Action South Ayrshire.

Throughout this report you will see examples of the outstanding achievements of our children and young people. Their enthusiasm and drive for learning is evident across all of our schools and early years centres and our young people have much to be proud of. The report evidences our improvements over the past year but we continue to plan further development and improvements to ensure even stronger outcomes for all our children and young people in South Ayrshire.

Thank you to everyone who has been involved in our journey so far, we hope you enjoy reading this report.

Lyndsay McRoberts
Director of Education



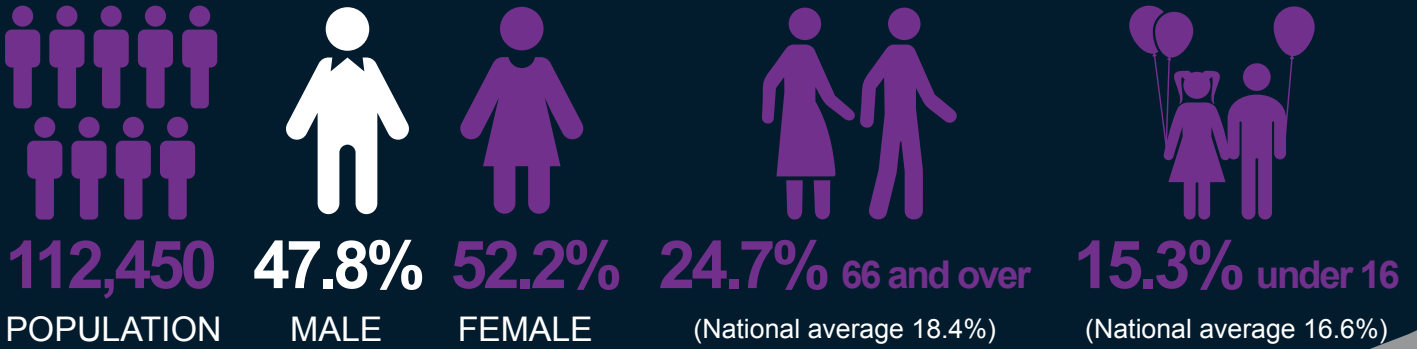
About South Ayrshire

By 2043, the South Ayrshire population is projected to be 105,191 – a decrease of 6.5% compared to the population in 2018. The population of Scotland as a whole is projected to increase by 2.5%.

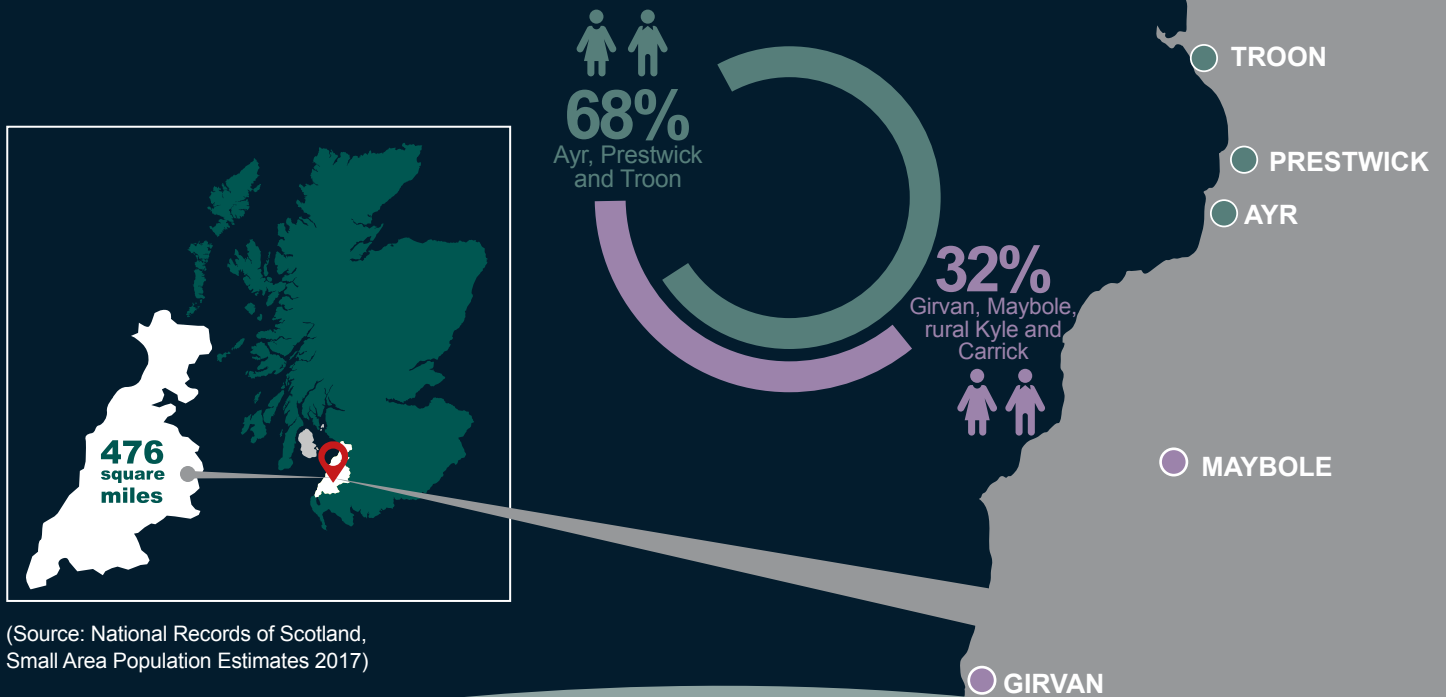
The projected change in South Ayrshire is not evenly spread across the different age groups. The number of children aged 0-15 years is projected to decrease by 17% and our working age population by 14%. The

pensionable age population is, however, projected to increase by 17% by 2043. More dramatically, the South Ayrshire population aged 75+ is projected to increase by 65% by 2043.

These anticipated changes to the population will have considerable consequences for the Council as it strives to ensure social, educational, housing and community services continue to meet the needs of the community.



(Source: National Records of Scotland, 2021 Mid-Year Population Estimates & 2018 Based Population Projections)



(Source: National Records of Scotland, Small Area Population Estimates 2017)

About The Council

Elected Members

- CONSERVATIVE 10
- SNP 9
- LABOUR 5
- INDEPENDENT 4

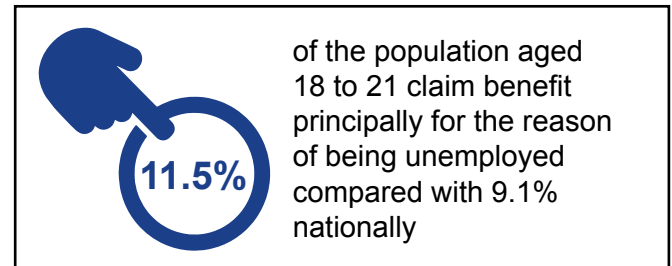
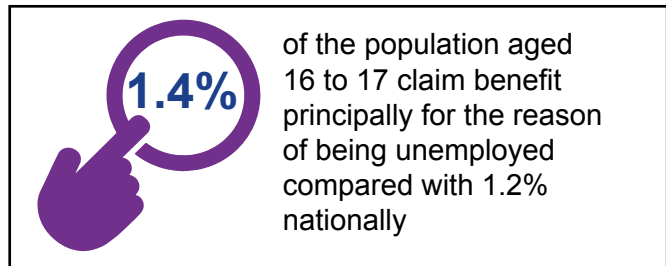
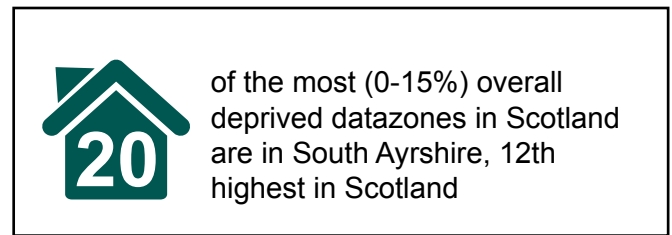
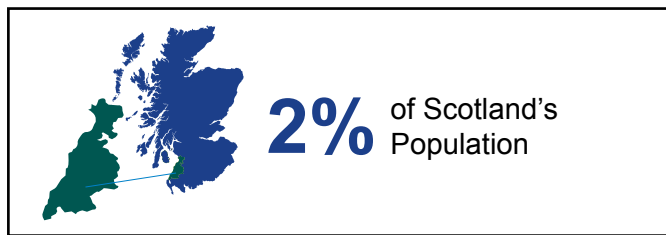


Staff



4,715 full-time equivalent
(as at 31 March 2023)

Overview of South Ayrshire



About Educational Services

Our vision and ambition: achieving excellence and equity and support for all learners to achieve their potential regardless of their circumstances

Our priorities in the Educational Services Recovery and Improvement Plan 2021-24 were in line with the National Improvement Framework:

- Improvement in attainment
- Closing the attainment gap between the most and least disadvantaged children
- Improvement in children and young people's health and wellbeing
- Improvement in employability skills and sustained positive destinations for all young people



Primary Schools
(7,769) children



Secondary Schools
(6,206) young people



Specialist schools (104
children and young
people)



Supported learning
centres in mainstream
schools)



Early Years centres



Funded providers



Out of school care
offices



Holiday clubs



FTE Teachers employed
in South Ayrshire
(2022 census)



hours of support
provided by support
staff including classroom
assistants, librarians,
administration and others



Campus Police
Officers

Care experienced children

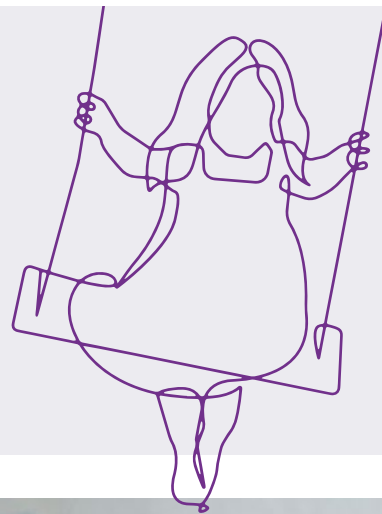
During the 2022-23 school session 507 care experienced children and young people were registered with and attended a South Ayrshire school, early years centre or early years partner centre. Of this figure, 35 were looked after at home (7%), 183 away from home (36%), and 289 recorded as previously looked after (57%).



Child Protection

As at 31st July 2022, there were 22 children listed on the Child Protection Register in South Ayrshire Council. This represented 1.1% of Scotland's population of children on the Child Protection Register at this date. This is an increase of 16% from the 19 children recorded on 31st July 2021.

Source: <https://www.gov.scot/publications/childrens-social-work-statistics-scotland-2021-22/documents/>



Quality of Leadership

During session 2022-23 we resumed our programme of Peer Review visits. We visited 8 schools for a 2-day visit working with the senior leadership team. Early years – Cherry Tree, Primary – Crosshill, Grammar, Doonfoot, Newton, Secondary – Carrick, Kyle. In addition to this there were 6 half day school improvement visits to secondary schools.

Quality Improvement managers and officers made regular visits to all schools to offer support and challenge.

Teacher professional review and development meetings took place in person across the authority. Education Scotland visits resumed this session with Girvan Primary, Barr Primary and Colmonell Primary all receiving visits. All grades were positive.

School	1.3 Leadership of change	2.3 Learning, teaching and assessment	3.1 Ensuring wellbeing, equality and inclusion	3.2 Raising attainment and achievement
Barr		Very good		Good
Barr EYC		Good		Very good
Colmonell	Very Good	Very Good	Very Good	Very Good
Colmonell EYC	Very Good	Very Good	Very Good	Very Good
Girvan	Good	Good	Good	Good

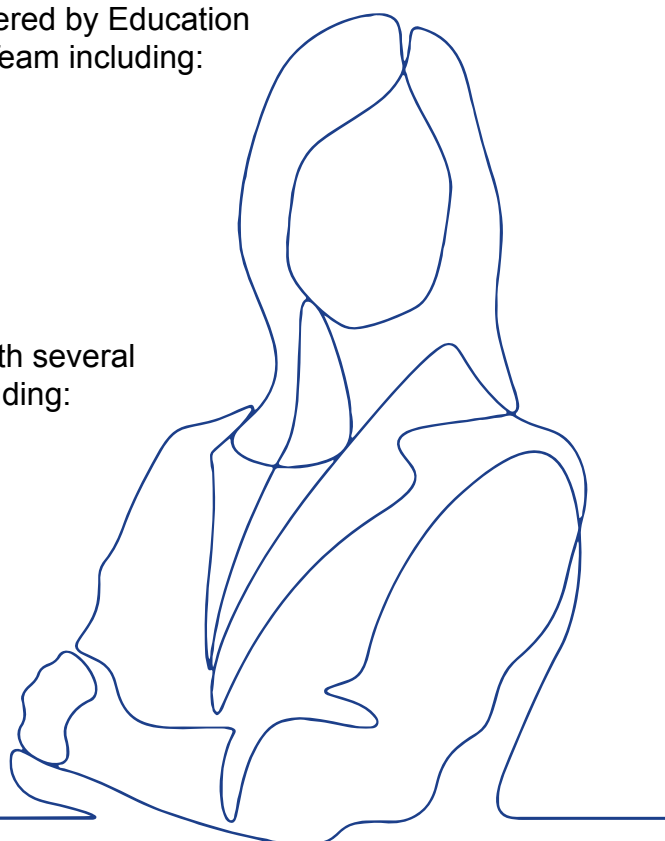
There were also two thematic visits – Marr College and Wallacetown Nursery School were visited with a focus on curriculum rationale.

Our staff continue to participate in opportunities offered by Education Scotland’s Professional Learning and Leadership Team including:

- 5 Middle leaders
- 3 Into Headship
- 4 Excellence in Headship
- 2 Excellence in Headship Stretch
- 3 Building Racial Literacy

The uptake for next session is also very positive with several leaders commencing a variety of programmes including:

- 3 Middle leaders
- 6 Into Headship
- 1 Excellence in Headship
- 5 Excellence in Headship Stretch



Awards



Amanda Pickard won the coveted 'Digital Innovator of the Year' award at the recent Scottish Education Awards held in Glasgow.

Amanda is a teacher and also a Digital Champion for the Council and goes above and beyond to motivate and encourage colleagues to increase their digital skills and confidence.

The award recognises Amanda's effective use of digital technology in the classroom and her determination to make learning more engaging and inclusive.

Amanda said: "I was so surprised and

humbled to have been nominated, and to have won this award means the absolute world to me. I feel so lucky to be able to work with so many learners across South Ayrshire.

"I am passionate about the difference digital can make to our learners and I really appreciate all the incredible support and encouragement I receive from my colleagues in South Ayrshire. Being part of the wider, global communities who are embracing new technologies and integrating them into learning and teaching practices inspires me every day."



Congratulations are also due to Sarah Wyllie, PT Business Education and Alan Simpson, PT Computing at Marr College on being awarded joint Microsoft Innovative Educator Experts of the Year. Sarah and Alan have been instrumental in leading digital transformation at Marr and securing their Microsoft Showcase School status.

And finally....

Jenn McEwan, the Lead Science Teacher at Doonfoot Primary School has been awarded the Primary School David Clark Prize by the ERA (Electrical Research Association) Foundation.

This prestigious prize highlights the work of teachers who have gone above and beyond to inspire students to consider a career in engineering. As well as the award Jenn wins £3,000 and a further £12,000 for the school to be used over three years.

This is great recognition for Jenn who has been inspiring children at Doonfoot Primary School with the wonders of engineering for the last 12 years.

If that's not enough, Jenn is also a STEM lead for South Ayrshire Council which means she works with numerous schools to deliver engineering-focused initiatives, including collaborations with the University of Strathclyde.



School Modernisation Programme

The Council's modernisation agenda for schools and early years centres continued to make excellent progress in the 2022-23 academic session, with the completion and commencement of a number of projects, demonstrating the Council's commitment to investing in our education estate and a determination to provide our young people with the best learning experience.



Over the next decade, we will invest more than one hundred and ten million pounds in our schools and education facilities. This will include the opening of the new Maybole Community Campus in August 2023, and the forthcoming replacement of Girvan Primary School which is currently being designed.

Completed Projects

The opening, in August 2022, of the Council's ambitious Prestwick North Education Campus, brought together Glenburn Primary School, St Ninian's Primary School and the new standalone Prestwick North Early Years Centre into one state-of-the-art, shared education facility.

Nominated in the Education Building or Project category at the 2023 Scottish Design Awards, the campus provides a contemporary learning, teaching and community environment which will support high-quality education and the development of our young people in Prestwick for generations to come. Although the campus opened its doors to pupils back in August, an official opening ceremony took place on 14 June 2023 to commemorate the project.



The new Sacred Heart Primary School in Girvan also opened during the last school session, with the project completed in September 2022. Replacing the old school building which was first constructed in 1889, the transformation from old to new is remarkable. The new school benefits from modern teaching spaces and more interactive learning and nurture areas, as well as fantastic outdoor facilities including, covered, all weather teaching areas, a garden, traversing wall, active play space and an enclosed games area for ball sports in the playground. Sacred Heart's official opening ceremony took place on 14 December 2022.



With sustainability in mind, these two completed new-build projects benefit from the latest renewable energy technologies. Both run purely on electric power, aided by energy-efficient air source heat pumps and solar panels capturing the sun's rays, and converting this to electricity for the schools. Modern construction techniques and materials ensure both of these buildings are highly insulated and contribute to the Council's ambitions energy targets, as well as underlining the Council's commitment on the sustainability of our school estate.



Construction on the brand-new Early Years Centre at Struthers Primary School was completed in April 2023. Previously occupying one converted classroom within the primary school, the new purpose-built Early Years Centre includes 3 playrooms to suit all nursery education ages and stages, as well as a quiet play area and dedicated facilities for staff. The new centre benefits from an amazing and inspiring outdoor play area and the new building itself is surrounded in improved

community facilities which progressed alongside the Early Years project and include a new enclosed, outdoor Multi Use Games Area, new play park and new pedestrian paths linking the whole site together.

Braehead Early Years Centre also benefited from the creation of a new, secure external Play Deck with works completed in March 2023. The project included creating direct access from the existing classroom to a covered play space with a canopy and seating area.



Major alteration works took place at Kyle Academy last session with the refurbishment of the entire Science Department which was completed in August 2022. The project delivered seven state-of-the-art science labs and improved accommodation for staff, contributing to the ongoing, phased modernisation of the school.



An exciting project which has transformed the computing technology department at Girvan Academy was completed in May 2023. The new IT Hub at the school includes modern teaching facilities across three completely re-modelled classrooms, a Cyber Room, staff base and improved storage facilities.



The refurbishment led to the school hosting the inaugural CyberFirst Schools Awards in June 2023. The National Cyber Security Centre (NCSC) through their work with Education Scotland, brought their first Scottish CyberFirst Schools Awards to Girvan Academy in testament to the school's pioneering approach to education around cyber security and the Council's investment in modernising technology facilities at the school.



A new enclosed, outdoor Multi Use Games Area at the school was also completed for the new session starting last August.

Doonfoot Primary School's programme of modernisation continued in the last year with the refurbishment and expansion of the lower school communications base, which was completed in August 2022. The works included creation of three modern classrooms with adjoining Quiet Rooms, changing area and general-purpose teaching space, demonstrating the Council's focus on inclusion, support and wellbeing.

An extension of Symington Primary School was completed in August 2022 and accommodates a new general-purpose classroom and additional storage area for the school. The project to create a new main entrance and reception at Coylton Primary School were also completed for the new session starting last year, and these works included alterations and refurbishment to the school office and administration accommodation.

The quality of learning and teaching in the lower school classrooms at Heathfield Primary School was also improved in the last school session with acoustic baffling works undertaken to mitigate excessive noise in the open-plan teaching environment. The impact of this project has been extremely well received by teaching staff and pupils alike.

Projects On-site

Works will continue to progress on several school construction projects over the next session, with a focus on our major new build education and community facility in Maybole.

The £60m Maybole Community Campus will be open to pupils in August 2023 and is the largest education construction project that South Ayrshire Council has undertaken to date. Due for completion by the summer of 2024, the Campus includes a swimming pool, leisure facilities, sports pavilion and two all-weather sports pitches.

The Campus will be the new home of Carrick Academy and St Cuthbert's Primary School as well as the new Culzean Primary School and Early Years Centre, which is formed from the merger of Cairn and Gardenrose Primary Schools.

Major alteration works will resume at Kyle Academy as the school's modernisation project continues with the refurbishment of the library, ICT suite and Learning Lab.

Girvan Academy will also benefit from further improvements to the school's computing technology department through refurbishment of a fourth classroom, to compliment the already impressive computing science and technology facilities at the school.

Improvements and expansion at Doonfoot Primary School will also continue into next session as a new two classroom extension is formed in the upper school, creating much needed space for learning and teaching. The school's ICT suite will also be refurbished to create a more modern facility included in the extension project.

Following the opening of the purpose-built Struthers Early Years Centre this year, conversion of the previous nursery space, within the main school building, will be completed for the new 2023/24 school session and includes a new primary school classroom, general-purpose room and refurbished toilet facilities.

Other Early Years projects due for completion for the start of next session include the wholly re-modelled Space Place EYC which is benefiting from an extension and refurbishment. Works are also near completion at Wallacetown EYC, with the formation of a new main entrance, reception and office accommodation, improving access to the building.

Projects in Design and Future Years Projects

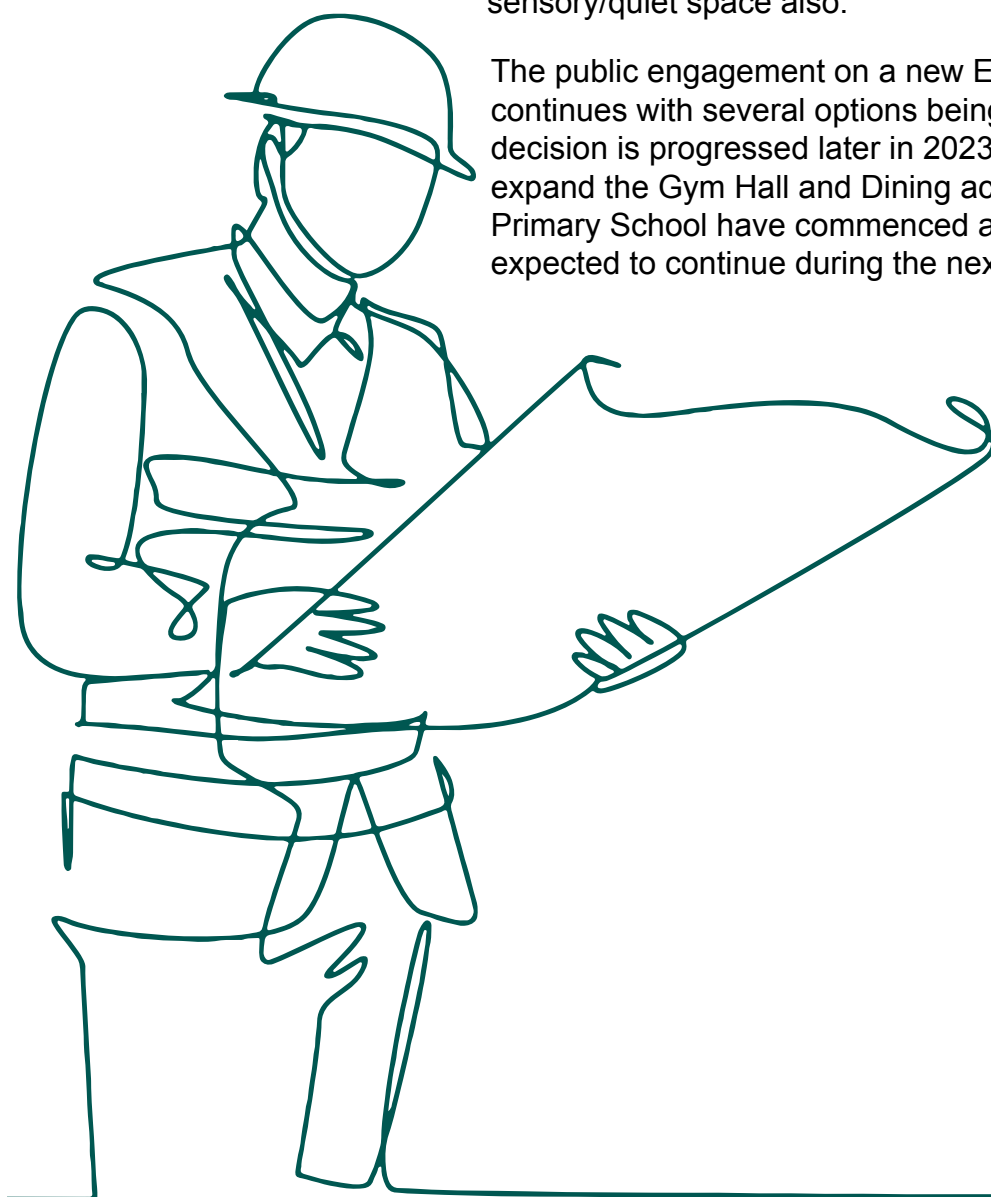
Due for completion in 2026, the next new-build school project the Council is progressing is the replacement of the existing Girvan Primary School.

A design brief is being prepared for the circa £22m project to build a brand new, 2 stream primary school, which will also house the standalone Girvan Early Years Centre and more modern additional support needs accommodation.

Along with this major project, further refurbishments and upgrades at Straiton Primary School are also forthcoming. Following creation of new office and staff accommodation in 2022, proposals are being taken forward to convert the previous staff room and office space, still within the body of the school. These will become new change and washroom facilities for nursery and lower school pupils and the project will include formation of a new sensory/quiet space.

Designs for a new covered external play area for Annbank Primary School are progressing. The project will benefit our young learners in the lower school and will include creation of a new sensory/quiet space also.

The public engagement on a new Early Years Centre for Troon continues with several options being considered before a decision is progressed later in 2023, and finally, proposals to expand the Gym Hall and Dining accommodation at Dalmilling Primary School have commenced and a feasibility study is expected to continue during the next school session.



Priority 1 – Place the human rights of every child and young person at the centre of education

Linked to Children’s Service Plan 2020-23 –Outcome 5: Promoting Children’s Rights

Topics to cover from improvement plan 22-23:

- Implement the UN Convention of Rights of the Child (Incorporation) (Scotland) Bill
- Meet the needs of children and young people with protected characteristics including race, sex, sexual orientation and gender reassignment
- Increase the opportunities for engagement and involvement of children and young people in service improvement and delivery





for every child

UN Convention of Rights of the Child

A South Ayrshire Council strategic group, consisting of

representatives from many council areas including legal services and education was formed to ensure that the council was fully prepared for implementing the UNCRC and incorporating it into Scots law.

Representative from the Scottish Government were invited to come and speak to the group in 2022 to discuss progress and next steps.

As of August 2022, South Ayrshire Council appointed a Children's Development Officer 0.4. This is a seconded position for 1 year at the moment. The role of the Development Officer (DO) is to support schools across the authority on their Rights Respecting Schools Accreditation journey. This has included offering bespoke training for school staff based on context and need. The DO has also delivered training across the authority to early years staff and is planning further inputs sector wide.

SAC is building a team of assessors to support UNICEF's accreditations. The DO is trained and 2 other staff members are currently moving through UNICEF's Programme.

Currently we have 15 gold schools (11 who have re-accredited) and 28 silver schools.

A Children's Rights Steering group has been developed which includes CLD and Child Protection staff in addition to of a wide range of staff from early years, primary and secondary. Each cluster has representation.

The DO is also trained through UNICEF to accredit schools at Silver level and has put together a team of 3, including herself to support assessments. The DO is also currently working with regional improvement collaborative partners to develop a pathway to pupil participation as well as working with SAC CLD to secure an authority model.

The following was included in the RRSA in Scotland newsletter 2022-25 as an example of partnership working with local authorities.

CASE STUDY SOUTH AYRSHIRE: A PARTNERSHIP TO DELIVER CHILDREN'S RIGHTS

Rights Respecting Schools has been a priority for nine years.

The implementation of Children's Rights has been incorporated in both authority and school improvement planning.

Delivering this work has been the remit of a Quality Improvement Manager, who works alongside a steering group who meet once every term.

"Children's Rights are the responsibility of all services therefore membership of the steering group includes wider partners and incorporates child protection and youth strategy leads"

The lead for South Ayrshire attends national meeting and shares information at directorate, cluster and school level. The Strategic Lead sits on the local authority groups to

support the inclusion of Children's Rights in improvement planning.

The Strategic lead also has the responsibility of sharing improvement and school information at local and national meetings and forums. In conjunction with the steering group they identify key priorities for Children's Rights.

The Steering Group meet every term to discuss the key priorities. These currently include planning support for schools in relation to accreditation, monitoring and tracking progress through the levels of the Award, sharing practice across clusters and with the SWEIC, creating and delivering learning sessions for staff, agreeing assessment visits, support with Silver assessments and working with partners to create a pupil voice and participation policy for South Ayrshire Council.

In conjunction with Education Scotland three professional learning sessions for practitioners and leads in all sectors were offered to develop their understanding of the UNCRC and what this means in terms of policy and practice. These sessions supported all schools on their Rights Respecting Schools journey.

Aims of professional learning were:

- To raise **practitioner awareness and understanding** of the United Nations Convention on the Rights of the Child (UNCRC).
- To **link** rights-based practice to the Scottish legislation and policy context.
- To enable the **support of rights-based practice** across our schools and other organisations.
- To ensure we fully take the UNCRC into account in all our **actions**.

Lesbian, Gay, Bi-sexual and Transgender (LGBT+)

The local authority continues to support young people who are lesbian, gay, bisexual or transgender (LGBT). The Local Authority, Education Services and Community Learning Development (CLD) all successfully achieved the Youth Scotland LGBT service charter.

A jointly funded LGBT youth worker between CLD and Education actively provides direct support to the LGBT community. Seven of the eight secondary schools have prioritised Gender and Sexual Orientation Alliance (GSA) groups. Support continued virtually during the pandemic.

From 2022 the Education focus of the LGBT development officer has been to support five of our secondary schools to gain their LGBT schools charter. Prestwick and Girvan Academies have already achieved their silver charter.

All five schools have made some progress including staff training, pupil-led campaigns, and development of anti-bullying policies.

Many of our primary schools continue to deliver age appropriate education and support to both children and families.

Racial Literacy

To improve racial literacy across all schools a quality improvement manager and two teachers participated in the first cohort of the eight-day racial literacy training offered by Education Scotland.

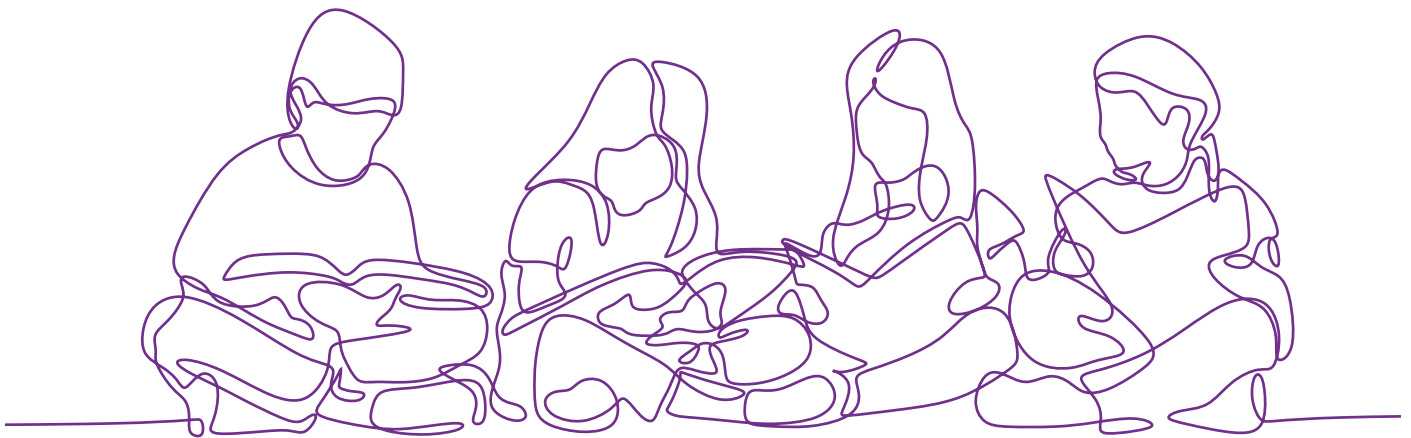
This resulted in an action plan which started with the formation of a steering group with representatives from all sectors.

The chair of the group spoke at the HT meeting to raise awareness and to encourage some new members to ensure all clusters were represented.

Staff from Education Scotland responsible for the Racial Literacy training will deliver a three-hour session to all Head Teachers and key central staff in September 2023.

They have also been supporting the group to devise suitable questionnaires to seek the views of all stakeholders. These will be issued in August 23.

A number of recommended texts have been purchased and distributed to schools to support staff's professional learning.



Pupil Voice

The Educational Psychology service (EPS) actively involves learners in service self-evaluation and has identified a need to improve service user involvement in planning for improvement. The service has consulted with a range of existing children and young people (CYP) groups to establish representation for an EPS advisory group. Through self-evaluation, CYP identified a need for the service to improve communication with service users within casework. The service plans to consult with the advisory group (CYP) during the current session to address this improvement priority.



The National Discussion

A South Ayrshire/Education Scotland Event took place on 1st December 2022 at County Buildings.

It involved Education Services, Thriving Communities and CLD.

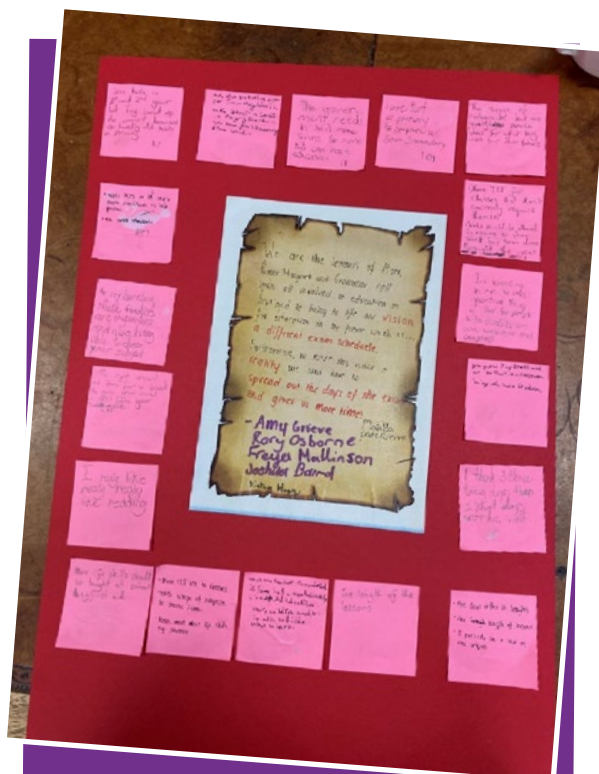
3 Secondary schools, Queen Margaret, Prestwick and Marr and 3 Primary schools, Ayr Grammar, Tarbolton and Ballantrae took part.

They were asked several questions including:

What kind of education will be needed by children and young people in Scotland in the future and how do we make that a reality?

How can we ensure that everyone involved in education in Scotland has a say in future decisions and actions?

All information gathered was be shared with Education Scotland.



Priority 2 – Improvement in attainment, particularly in literacy and numeracy

Linked to Children’s Service Plan 2020-23 – Outcome 1: Outstanding Universal Support

Topics to cover from improvement plan 22-23:

- Collaborate with head teachers, managers, staff and stakeholders to refresh our vision for Learning and Teaching (Learning the South Ayrshire Way)
- Continue to support high quality play-based pedagogy and transitions across the early level
- Implement the literacy action plan
- Implement the numeracy and mathematics action plan
- Develop and implement improved approaches to tracking and monitoring progress
- Continue to improve teacher and practitioner professional judgement through assessment and moderation activities
- Continue to evaluate and review the way we report children and young people’s progress
- Develop high quality outdoor learning opportunities for all children and young people
- Work collaboratively with stakeholders to implement changes in national qualifications
- Continue to support practitioner enquiry, professional learning and evidence-based practice to improve learning and teaching
- Improve transitions across all schools and EYCs



Learning the South Ayrshire Way

Good progress was made in taking forward School as Learning Organisation and setting out the initial work on what learning and teaching 'looks like feels like and sounds like'. This was used by most school to reflect on their approaches to learning and teaching and what makes a good lesson.

Next steps is to build a framework for learning and teaching and to refresh our vision.

Play-based Pedagogy and Transitions across the Early Level

Play-based pedagogy/learning (PBL) at early stages of primary has been supported across almost all schools through career long professional learning (CLPL), network meetings and in class support. In all schools' environments have improved and there is a greater awareness of play pedagogy. Next steps include embedding planning for play, tracking progress and leadership of play pedagogy. A practice guide is being developed by staff to support teachers and head teachers in taking this forward.

Schools who have been recently inspected have had positive feedback on PBL approaches.

A working group has updated the guidance on phonological awareness and consultation has taken place with early years staff. The support material and guidance will be in place for summer 2023

Between January and June 2023 twenty-four early level practitioners participated in a block play transition project funded by Community Playthings. Input was delivered by Daniel Spry, an independent consultant who delivers block play training nationally. Over six days practitioners explored the potential of block play and the continuity and progression of learning across the early level. The sessions focussed on the developmental stages of block play, the environment, the role of the adult, potential learning beyond building, storytelling and STEM. All participants undertook a research project and shared their findings with the group. Practitioners reported that they now value block play more highly and could see the positive impact on children in particular in relation to continuity at the point of transition, communication and language, levels of engagement, cooperative play, problem solving and support children with additional support needs.

Quotes from participants

"This course has been invaluable not only for developing my practice in terms of block play but reflecting on my own overall practice, I have really enjoyed the course and excited to see where it takes me next year."

"Thank you very much for this course. I have found it very beneficial and have thoroughly enjoyed my time and it's gave me so much joy to see the children flourish and gain confidence whilst playing in the block area."

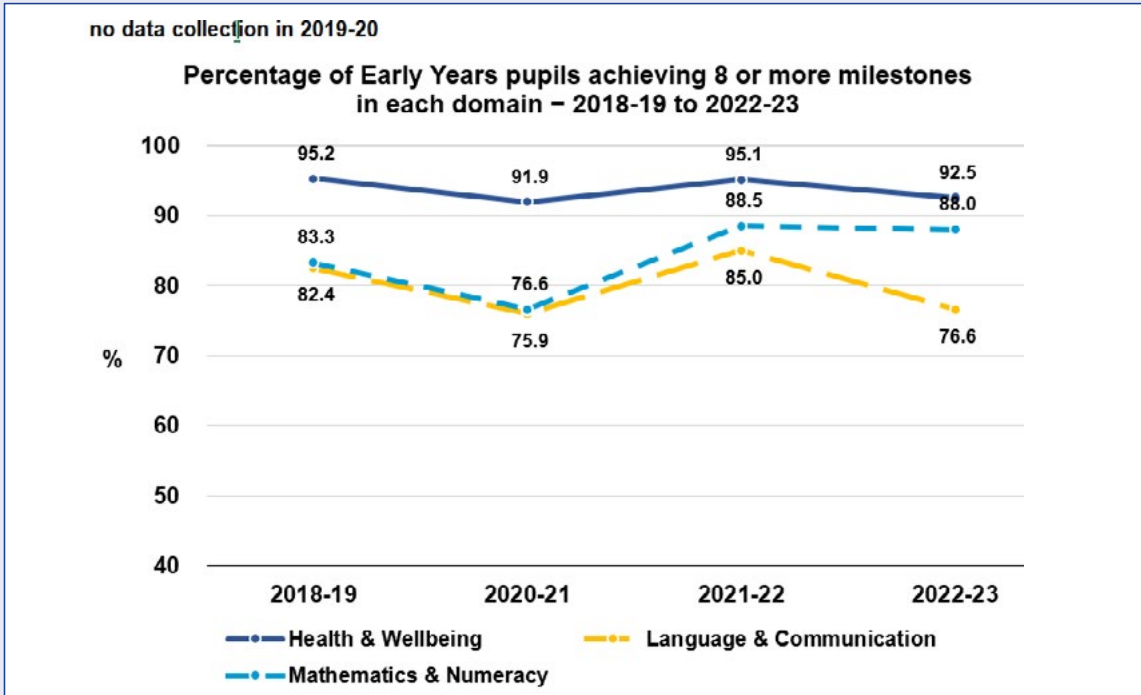
This early-level transition project is supporting staff to develop their practice and understanding of expectations as well as progression, support and challenge for children at early years and primary one.

Transition Management Guidelines and practice guidance have been developed to guide and support staff in developing transitions EY to P1

A review of developmental milestones was completed and the updated milestones have been in place since 2022. This ensures that the data and milestones better reflect the high quality of children's experiences and achievements.



Children’s progress in Early Years



Literacy Action Plan

South Ayrshire Reads



2022-2023 has been a busy year of work to support and develop literacy in South Ayrshire through the design and development of our ambitious South Ayrshire Reads strategy. South

Ayrshire Reads is a strategy to develop confident and skilled readers with a lifelong love of reading and the confidence to access all aspects of education, culture and society. Using our allocation of the Strategic Equity Funding as part of the refreshed Attainment Challenge ¹South Ayrshire Reads prioritises high-quality professional learning designed to help all education staff implement best practice through a culture of shared knowledge, collaboration and enquiry.

A huge amount of work to support the strategy has already taken place including the appointment of a specialist South Ayrshire Reads team made up of four Principal Teachers and two Early Years Practitioners. They have been busy creating links with schools and

external partners as well as developing universal and bespoke training and resources to develop practitioner knowledge of the Science of Reading. As the new school year progresses, the team will be working with 15 South Ayrshire schools and centres within the first year to ensure a consistent and smooth roll out of the strategy.

Aligned to the considerable work undertaken to prepare for and launch South Ayrshire Reads we have extended our partnership with online reading resource company Giglets to complement our three-year South Ayrshire Reads strategy and to support both the Talk for Writing work and the sensory reading experiences of our children and young people within specialist provision. Additionally, we are extending use of Giglets to our early years centres and are looking forward to growing our use of this exciting resource to support the development of phonological awareness and early reading skills.



¹ <https://education.gov.scot/learning-in-scotland/programmes/scottish-attainment-challenge/>

Inclusive Practice – Communication Friendly Environments

We have also linked with our colleagues in Speech and Language to develop our own South Ayrshire Communication Friendly Environment support and accreditation framework. Four frameworks have been developed to support all sectors and specialist provision centres audit and implement a consistent and sensible approach to communication friendly environments within their settings.

Reading Schools Accreditation

Another strand of the South Ayrshire Reads work is designed to support our schools on their Reading Schools ² journey which is an accreditation program for schools committed to building a culture of reading for their learners and communities. We currently have 22 (over 40%) of our schools registered for accreditation in its first year with two of our schools being awarded Gold status. We aim for 100% of South Ayrshire Schools engaged with the accreditation framework to develop their reading cultures and communities by the end of 2026.

1+2 and Gaelic Language Promotion

Our strategic literacy plan now includes both the 1+2 Languages initiative and the promotion of Gaelic, and our Literacy Co-ordinator links with three language development officers who support schools and colleagues deliver Gaelic and Modern Foreign Languages within early years and primary settings. This session our 1+2 officer has been delivering live lessons online for classes to join in with and these will continue into session 2023-2024. All our language development officers have created support resources to share with colleagues and are working towards the development of a suite of digital vocabulary resources to support French, Spanish, Gaelic and BSL (British Sign Language). The teams have combined their improvement plans to ensure smooth progression in language learning across South Ayrshire. Uptake for Gaelic continues to grow, and our Gaelic Officers have developed a 6-part professional learning programme to

be delivered in the new school session for teachers keen to develop their knowledge and practice.

Partnerships

As part of our wider literacy improvement, we continue to grow and develop our network locally, regionally and nationally. Our team links with the National Literacy Network and the LECN (Literacy English Communication Network) and our Literacy Co-ordinator represents the South-West Education Improvement Collaborative on the NRIL which is the National Response to Improving Literacy Partnership Board – set up post Covid-19 to address decreasing attainment and to complement and support forthcoming education reform.

This year we have established a partnership with local football club Ayr United and have planned an initiative to motivate and engage young readers. Football players and team members will visit ambassador schools within each cluster to promote a love of reading. Alongside this work we have a small development team of teachers creating a Reading Football Toolkit for use in the classroom. We are looking forward to growing this partnership over the forthcoming school year and beyond.

Looking Outwards

The literacy team have engaged in several good practice visits to different schools and local authorities to inform our improvement work. We have visited primary schools, secondary schools, school libraries and attended curriculum events. All of this has helped shape our plans and we look forward to continuing to engage with and learn from our colleagues across Scotland.

² <https://www.readingschools.scot/>

Events

This year saw the return of the wonderful P7 Burns Supper event which is organised and funded by Alloway Burns Club. The event takes place in Ayr Town Hall and invites P7 speakers and guests from all our schools to take part in a full Burns Supper. Children from our schools perform a range of poems, songs, dances and musical pieces to their peers while enjoying delights such as haggis pakora and Irn Bru. This is a wonderful experience for all involved and the quality of the entertainment is fantastic. We look forward to planning the 2024 event.



Numeracy and Mathematics Action Plan

Supports to raise attainment in numeracy have been successfully implemented through collaboration with the SWEIC and SA Numeracy Strategy Groups to implement the Mathematics Action Plan. School Numeracy Leads (SNL) from across the authority have continued to drive effective change within their establishments focussed on developing improved practice, a deeper conceptual understanding of maths and pedagogical approaches.

In response to Numeracy Lead evaluations, the SWEIC Strategy Group planned and delivered a series of training sessions focussed on Embedding Effective Assessment. All SNLs completed a further 3 core training modules: Improving Pedagogical Approaches, Improving Gender Balance Education and Future (Meta) Skills in Maths. SNLs will continue to work collaboratively in 2023-24 to cascade training and support materials across their schools and clusters.

A select number of schools have engaged with an individualised whole school training program in order to develop and embed consistent practice within a focussed area of numeracy. Feedback from schools highlights deeper conceptual understanding of both staff and pupils, improved attitudes to maths and increased learner engagement. All schools will have access to individualised support in 2023-24.

A transition project, focussed on embedding a consistent approach to the teaching of



fractions, decimals, ratio & percentages across primary and secondary sectors, is currently being implemented within the Prestwick cluster. All clusters will have the opportunity to participate in this project in 2023-24.

Schools continue to work closely with families, sharing innovations in teaching and learning in order to support children develop confidence and a deep understanding of maths. A program of practical numeracy workshops will be made available to all parents and carers from across the authority in 2023-24.



Attainment: Achievement of Expected CfE Level or Better (%)

Percentage of P1, P4, & P7 pupils combined achieving at Expected CfE Level or better – 2017-18 to 2022-23

	2017-18	2018-19	2020-21	2021-22	2022-23
Reading	86	85	76	79	82
Writing	80	81	71	73	78
Listening and talking	89	88	83	86	89
Literacy	78	80	68	71	77
Numeracy	85	84	77	80	83

All measures saw a pleasing increase and are now, in the main, back to pre-pandemic levels.

Percentage of S3 pupils achieving at Expected CfE Level or better – 2017-18 to 2022-23

	2017-18	2018-19	2021-22	2022-23
Reading	90	92	87	88
Writing	90	92	86	87
Listening and talking	91	93	88	88
Literacy	89	91	85	86
Numeracy	91	90	84	90

In S3 the majority of measures improved. They are now on average only 2.4 % lower than pre-pandemic results

Improved approaches to tracking and monitoring progress

Following development of a new tracking system for primary schools during session 21-22, around 30 schools adopted the approach for session 22-23. The new system allows head teachers and senior leaders to monitor the attainment of both individuals and groups of children over time. In terms of closing the poverty related attainment gap, key groups of young people, such as those that are care experienced or from our most deprived areas, can be monitored effectively

Improving professional judgement through assessment and moderation activities

Schools have been working collaboratively within their clusters to focus on particular aspects of the curriculum which they had identified for improvement. Staff have engaged with colleagues from other schools to discuss learning, teaching and assessment and moderate their professional judgements of children's progress. Funding was allocated to each cluster to develop leadership in this area.

Key areas of focus included writing (Belmont Cluster) and science (Girvan Cluster).

Standardised assessments at key stages are being used effectively to highlight individual pupil strengths and areas for improvement.

Review of the way we report children and young people's progress

During session 2022-23 a representative from each cluster meet with a QIM to discuss reporting to parents in primary schools. We consulted cluster colleagues and parents via the authority parent council group. It was agreed that the levels and 4 stages of progress were difficult for parents to understand. Revised wording was agreed. A minimum expectation for all South Ayrshire pupils was also agreed in terms of what parents can expect in the course of the school year - number of face to face meetings, opportunities to share learning between home and school and written reports.

The management guidance for reporting to parents is currently being updated to reflect these changes.

During session 2022-23 we employed an

Outdoor Learning Opportunities

outdoor development officer. This officer supported schools to implement the minimum expectations agree the previous session and shared at the beginning of the session. In addition to this she worked with five schools (Sacred Heart, Annbank, Coylton, Dalmling and Kincaidston) to develop their outdoor areas and also to support staff members from these schools to work collegiately sharing skills and knowledge. Outdoor learning CLPL was offered to all schools with 10 schools requesting this as a whole staff input. During the course of the year the development officer also produced 4 progressive lesson plans at early, first and second level to support beach studies, woodland studies and urban studies. These have now been shared with schools for use during session 2023-24.

A survey carried out across all primary schools in March 2023 noted that 69% of schools stated that this session there had been an increase in the number of opportunities for pupils to work outdoors and to learn about the outdoors. 81% of schools stated that they had a clear plan of what they wanted outdoor learning to look like in their school with 60% of these schools confident that they were well on their way to achieving this.

Ayr Academy piloted an outdoor learning transition at Dolphin House this session. S3 pupils from Ayr academy supported 12 P7 pupils from the cluster primaries. This was successful and the P7 pupils continue to be part of the pilot and their transition to secondary will continue to be monitored allow us to evaluate the success of the pilot.



Changes in national qualifications

During the session, the Scottish Qualifications Authority (SQA) notified schools and local authorities that adaptations made to qualifications as a result of the pandemic will be removed for session 23-24. Central staff have been working closely with secondary subject network groups to support and manage this change effectively.

Schools are continuing to develop a greater curriculum offer to meet the needs of young people that take account of labour market information. A range of National Progression Awards (NPAs) and Skills for Work (SfW) courses have been implemented this session. These include areas such as cyber security, furniture making and health.

Percentage of pupils in S4, S5, & S6 achieving SQA National awards, South Ayrshire & Virtual Comparator, 2018-19 to 2022-23†

	2018-19		2019-20		2020-21		2021-22		2022-23	
	SA	VC	SA	VC	SA	VC	SA	VC	SA	VC
	SQA National awards by end of S4									
5 or more awards at SCQF level 3 or better	91.2	82.1	92.4	87.2	94.5	85.5	92.7	84.9	91.4	-
5 or more awards at SCQF level 4 or better	87.8	77.6	86.4	82.9	89.0	81.6	86.4	81.4	86.0	-
5 or more awards at SCQF level 5 or better	45.0	41.9	52.3	51.7	50.2	48.8	44.4	46.9	40.8	-
	SQA Highers by end of S5									
1 or more awards at SCQF level 6 or better	58.7	54.4	64.0	61.2	65.9	64.5	58.8	60.2	57.8	-
3 or more awards at SCQF level 6 or better	35.2	33.2	43.6	42.1	44.5	44.7	40.5	40.1	37.1	-
5 or more awards at SCQF level 6 or better	18.2	15.7	20.0	21.0	20.9	21.2	19.5	18.9	17.6	-
	SQA Advanced Highers by end of S6									
1 or more awards at SCQF level 7	16.7	19.2	24.7	21.5	25.3	24.5	23.9	23.3	23.9	-

*SA vs VC maximum for any given year/metric highlighted in bold italic

† 2022-23 figures preliminary estimates per SEEMIS BI (Insight publish quality assured results along with Virtual Comparator in September 2023)

Practitioner enquiry

All NQT's in South Ayrshire are required to complete a practitioner enquiry as part of their initial teacher programme. During session 2022-23 this was supported by 2 of our principal teachers of pedagogy. A small number of schools are now encouraging staff to complete a small professional enquiry project as part of their professional review and development meeting (PRD) linked to the school improvement plan.

The psychological service have undertaken training in practitioner enquiry training in 4 clusters. The training has been highly rated

by staff indicating an increase in confidence in undertaking practitioner enquiry via self-report questionnaires.

Transitions across all schools and EYCs

A literature search has been undertaken by education psychologists to identify effective practices for school transitions. An infographic has been produced and shared with all schools. Local authority transition guidance for schools is in the process of being developed and will be shared with all schools.



What supports Effective Transitions?

The following infographic presents a list of evidence-based practices that support effective transitions into primary or secondary school. This represents a summarised review of the literature.

Relationships <small>This includes relationships between children & their peers, and between children/young people & their teachers</small>	Collaboration of all staff involved <small>*This was the intervention identified most consistently for effective transitions</small>
Staff knowledge of transition processes	Effective, proactive planning
Staff knowledge of additional support needs <small>Including how to support those with additional support needs</small>	Collaboration & shared expectations between staff & parents
Effective communication by key personnel	Information for staff, parents & pupils
Support from parents & parental involvement	A clear student profile
Student-Centred planning	Visits, programmes, schedules & timetables
Environmental supports <small>E.g. sensory supports, visuals, nurture</small>	Self Regulation <small>Supports & strategies</small>
Curriculum at the right level/curricular continuity	Coping strategies & supports
Kindness & understanding	Use of social stories
	Social Supports <small>E.g. buddies, a safe person or space, peer support</small>
	Engagement & motivation

Practices that impede effective transitions

This infographic aims to focus on effective practices, but please see the following about what to avoid when planning transitions:

- Lack of time
- Differing beliefs/expectations
- Late generation of class lists
- Poor communication/contact
- A "wait and see" approach
- Lack of training/support
- A "one shoe fits all" approach
- Low parental expectations
- Delays in placement decisions
- Lack of preparation
- School & system level factors – lack of preparation/communication
- Lack of belongingness/school connectedness

Priority 3 – Closing the attainment gap between the most and least disadvantaged children

Linked to Children's Service Plan 2020-23 –Outcome 3: Tackling Inequality

Topics to cover from improvement plan 22-23:

- Implement the Scottish Attainment Challenge and Pupil Equity Funding revised models to support closing the poverty related attainment and opportunity gap
- Implement robust and consistent tracking and monitoring of targeted groups (including those children and young people in Quintile 1, care experienced and young carers)
- Implement the recommendations of the Additional Support for Learning Action Plan
- Implement The Promise (Corporate Parenting Action Plan)
- Implement refreshed national GIRFEC practice model guidance
- Implement the new national Child Protection guidance and associated CLPL programmes
- Develop new Autism Outreach service to promote and support the inclusion of learners in mainstream settings
- Rigorous monitoring and promotion of improved attendance particularly for targeted groups
- Support implementation of the Compassionate and Connected Community
- Implement a learning in context curriculum based around pupil interests mapped to CfE outcomes for disengaged learners
- Co-produce with children and young people, parents and staff, local authority good practice transition guidance for children and young people with ASN



Scottish Attainment Challenge and Pupil Equity Funding

During session 2022/23 there have been a number of significant changes to the national Scottish Attainment Challenge programme. Funding previously directed to the four schools in South Ayrshire in receipt of additional funding has now ended. In its place the refreshed Scottish Attainment Challenge has introduced a new fund, the Strategic Equity Fund, that allows Local Authorities to develop plans to support work at a strategic level that will support the closing of the poverty

related attainment gap. South Ayrshire Council's Educational Services have worked to develop plans to focus on learning and teaching approaches linked to reading and the development of communication friendly environments. These plans will initially target the schools with the highest number of children and young people living Quintile 1 and will support the wider work on improving early language and communication approaches.

The following tables provide details on outcomes for all young people and specific cohorts during 2022-23.

	ACEL P1,4,7 Literacy			
	Overall Levels	SIMD Quintile 1	SIMD Quintile 5	Gap (Q1-5)
2020-2021	68%	55%	78%	23pp
2021-2022	71%	57%	83%	26pp
Pre-covid average 2017-2019	79%	68%	90%	22pp
National pre-covid average 2017-2019	67%	56%	81%	25pp
South Ayrshire 22/23 (UCdata)	77%	68%	87%	19pp

Stretch aims have been developed for 2023 to bring levels back to within the pre-covid range in line with what is thought to be possible within the current cohorts. Overall attainment for children living in quintile 1 has increased by 11pp. This has contributed to the attainment gap narrowing to 19pp. This is the narrowest the gap recorded in recent years.

Over next session, the following tasks/activities will take place;

- Development of new attainment tracker for Primaries with a greater focus on school level data.
- Development of data literacy CLPL for HTs
- Schools with highest levels of Q1 strategic input for literacy and development of strategic literacy plans
- Moderation of literacy 4th level
- Development of South Ayrshire Reads strategy for launch 2023/4

ACEL P1,4,7 Numeracy				
	Overall Levels	SIMD Quintile 1	SIMD Quintile 5	Gap (Q1-5)
2020-2021	77%	70%	86%	16pp
2021-2022	80%	72%	90%	18pp
Pre-covid average 2017-2019	84%	78%	92%	14pp
National pre-covid average 2017-2019	75%	65%	87%	22pp
South Ayrshire 22/23 (UCdata)	83%	76%	92%	16pp

Deprivation-related attainment gap in leavers achieving Literacy and Numeracy at SCQF levels 4–6, 2017-18 to 2021-22

	2018-19	2019-20	2020-21	2021-22
Quintile 1 - most deprived	82.7	86.9	85.6	83.1
Quintile 5 - least deprived	94.4	97.5	97.2	97.9
Attainment gap	12pp	11pp	12pp	15pp
Quintile 1 - most deprived	50.0	51.4	61.0	42.0
Quintile 5 - least deprived	81.0	89.0	88.9	82.1
Attainment gap	31pp	38pp	28pp	40pp
Quintile 1 - most deprived	12.4	14.8	12.8	7.3
Quintile 5 - least deprived	49.7	51.5	47.0	41.0
Attainment gap	37pp	37pp	34pp	34pp

There is extensive work taking place across schools on developing approaches to pedagogy and this will continue over this year with a greater focus on schools with high numbers of children within Q1. All schools are improving tracking and monitoring of children in receipt of FME and are reviewing current interventions associated with PEF funding. Funding will support PT Numeracy to lead on pedagogy with a focus on those young people most at risk of missing out.

Participation 16-19				
	Overall Levels	SIMD Quintile 1	SIMD Quintile 5	Gap (Q1-5)
Current Level	93.7%	88.8%	96.3%	7.5pp
Pre-covid average 2018-2019	92%	83%	96%	13pp
National	93%	89%	97%	8pp
South Ayrshire target 22/23	94%	90%	96.3%	6.3pp
South Ayrshire 22/23 (UCdata)	93.7%	88.9%	97.5%	8.6pp

Participation measures have been strong in South Ayrshire and we have seen a decline in the gap between Q1 and Q5 in recent years due to improved support across schools and post-school transition. Our aim is to maintain this and improve slightly this year with a more gradual improvement to 2026.

The Promise

The Virtual School Head Teacher chairs a Promise Education Steering Group, focusing on the four drivers within Change One of The Promise 2021-24. The group is made up of a number of varying professionals from across education, meeting every six weeks.

As a result of the steering group the following actions have been taken:

- consultation around exclusion policy has taken place with an implementation of request to exclude previously looked after children
- School Improvement Guidelines to include care experienced children and young people as an ongoing area of priority
- an authority wide audit of what education offers and good practice will take place and will be evaluated by June 2023. The audit will also gather evaluation of trauma informed practice across schools
- consultation of placing requests for care experienced young people will take place
- all secondary schools now have a care experienced lead teacher in place. The teacher will be responsible for tracking all aspects of the care experienced children within their school, which will in turn allow for early intervention of support for individuals. This will highlight who is likely to achieve their predicted grades, and those who are not will benefit from additional support. It will also highlight individuals who are achieving across the life of the school and who require supports to ensure they are accessing wider opportunities.

Tracking and Monitoring of Targeted Groups



Tracking and monitoring of primary aged care experienced children and young people continues to take place across schools biannually. This information is collated and provides an overview of individuals who are not on track to achieve expected levels, which raises awareness and has supported opportunity for support and challenge.

Secondary schools have implemented a Care Experienced Lead role, where tracking is a main focus of the remit. In depth tracking systems have been developed to monitor attainment throughout the year, participation in wider activities, STINT, attendance and exclusions. The initial impact of this has allowed the care experienced lead teachers to gain a holistic insight into the individuals and a greater awareness of their needs.

The Virtual School Head Teacher continues to track attendance and exclusions monthly. This provides current data and allows immediate support to schools where challenge is present.

Welfare Officers within the Virtual School track wellbeing of the individuals they work with on a one to one basis. Assessments are evidence based and completed three monthly, supported by school, parents and carers. Tracking these assessments over time has resulted in a more holistic understanding of an individual's wellbeing and can pinpoint specific areas of their wellbeing that may require bespoke and intense support.

Attainment gap between Care Experienced and all P1, P4, & P7 pupils combined achieving at Expected CfE Level or better – 2018-19 to 2022-23

		2018-19	2020-21	2021-22	2022-23
Reading	Care Experienced	57	42	45	65
	All pupils	85	76	79	82
	Attainment gap	28pp	33pp	34pp	16pp
Writing	Care Experienced	48	37	35	59
	All pupils	81	71	73	78
	Attainment gap	34pp	34pp	38pp	19pp
Listening and talking	Care Experienced	63	54	61	71
	All pupils	88	83	86	89
	Attainment gap	25pp	29pp	25pp	18pp
Literacy	Care Experienced	47	35	33	56
	All pupils	80	68	71	77
	Attainment gap	33pp	34pp	38pp	21pp
Numeracy	Care Experienced	53	42	49	64
	All pupils	84	77	80	83
	Attainment gap	31pp	35pp	31pp	19pp

The gap has reduced in P1,4 and 7 in all key areas and is the smallest recorded which is very encouraging.

Attainment gap between Care Experienced and all S3 pupils achieving at Expected CfE Level or better – 2017-18 to 2022-23

		2017-18	2018-19	2021-22	2022-23
Reading	Care Experienced	54	73	57	45
	All pupils	90	92	87	88
	Attainment gap	36pp	19pp	31pp	43pp
Writing	Care Experienced	57	73	51	40
	All pupils	90	92	86	87
	Attainment gap	33pp	19pp	35pp	47pp
Listening and talking	Care Experienced	59	75	57	49
	All pupils	91	93	88	88
	Attainment gap	33pp	18pp	31pp	39pp
Literacy	Care Experienced	49	71	49	38
	All pupils	89	91	85	86
	Attainment gap	40pp	20pp	6pp	48pp
Numeracy	Care Experienced	69	71	58	55
	All pupils	91	90	84	90
	Attainment gap	22pp	19pp	25pp	35pp

The gap in S3 in all areas has regrettably continued to increase in all areas. This will continue to be a focus for improvement in session 23-24.

Percentage of Looked After school leavers achieving SQA National awards, South Ayrshire & National, 2018-19 to 2021-22

	2018-19		2019-20		2020-21		2021-22	
	SA	Nat	SA	Nat	SA	Nat	SA	Nat
1 or more awards at SCQF level 3 or better	94.4	84.4	81.1	87.2	85.7	87.0	95.2	91.0
1 or more awards at SCQF level 4 or better	72.2	73.5	62.2	73.1	81.0	74.9	76.2	82.3
1 or more awards at SCQF level 5 or better	33.3	39.5	40.5	42.1	38.1	43.8	57.1	53.4
№ young people	36	1,047	37	1,011	21	1,045	21	1,068

Additional Support for Learning Action Plan

A new formula has been developed for the deployment of support staff.

A test of change to support school assistant efficacy is being rolled out at cluster level. This model allows measurement of impact.

Career long professional learning on specific barriers to learning are available both in person and via the online training platform COAST.

A test of change for the new transition policy is also underway.

National GIRFEC Practice Model

The Pan-Ayrshire guidance has just recently been agreed and will be presented to the Infant, Children and Young People’s Transformational Change Programme Board on the 20 July 2023. It will be ready to roll out to schools returning in August.

A communication plan is the next focus and plans for a Pan-Ayrshire refresh event in September will be progressed. Areas for on-going multi-agency training will also be identified as part of this work and a South Ayrshire GIRFEC group.

Child Protection and Wellbeing Officers continue to promote the Pan-Ayrshire GIRFEC online training module to schools verbally and through annual training. All Funded Provider Nursery Managers completed the training ahead of receiving their AyrShare log-ins in March 2023. The online training will be updated as part of the workplan.



Child Protection guidance

The Guidelines have been revised in light of Getting it Right for Every Child, the West of Scotland Child Protection Procedures, Commissioner for Children Scotland, and the National Guidance for Child Protection in Scotland 2021, all of which highlight the importance of a child-centred, multi-agency approach to meeting the needs of children and young people.

- There have been significant legislative changes affecting children and young people in Scotland, since the introduction of the Children's Hearing System in the 1960's, including:
- Social Work (Scotland) Act 1968;
- Children (Scotland) Act 1995;
- Commissioner for Children and Young People (Scotland) Act 2004/2009;
- Children's Hearings (Scotland) Act 2011;
- Children and Young People (Scotland) Act 2014
- Children (Equal Protection from Assault) (Scotland) Act 2019
- United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2021

Autism Outreach Service



Autism outreach have now been established for 18 months. There are 5 teachers and 1 pupil support assistant working within the outreach team, across all schools. Referrals are categorised into five areas of need and intervention is allocated accordingly. The outreach team deliver training sessions on a one to one, individual school staff meeting or in service day basis. Goal assessments scales are used to track the young people to assess the impact of the support and direct school of next steps in inclusive approaches for the individuals.

In order to progress a robust self evaluation process will take place to ascertain the impact of the service, as well as new tracking and monitoring of assessments for young people.

Collaboration with Literacy Development Lead Officer will look to introduce communication friendly environments in all classrooms; this will result in a coherent approach in all environments for young people who require additional support- and also aid transition through school.



Monitoring and Promoting Attendance Particularly for Targeted Groups

An attendance task force with Secondary based pupil support coordinators and Guidance teams has been set up.

Current trends, research, policy and practice was shared with all during the May in-service day.

Emotional School Based Avoidance training has been offered in conjunction with Educational Psychology to assist staff in supported targeted children and young people.

Online collaboration is organised and encouraged for the sharing of good practice.

Primary	Attendance (%)			
	2019-20	2020-21	2021-22	2022-23
Percent total absence - all pupils	94	95	92	92
Percent total absence - Quintile 1 - most deprived	92	92	89	90
Percent total absence - Home	91	92	91	82
Percent total absence - Away	95	97	95	95
Percent total absence - Previously	90	89	89	89

Secondary	Attendance (%)			
	2019-20	2020-21	2021-22	2022-23
Percent total absence - all pupils	89	91	86	85
Percent total absence - Quintile 1 - most deprived	84	88	81	79
Percent total absence - Home	62	83	72	54
Percent total absence - Away	90	93	89	87
Percent total absence - Previously	81	85	78	74

Exclusions

Exclusions are managed by schools and analysed by the authority on a termly basis. No school excludes young people lightly and considerable involvement of wider services is considered before such a measure is used. The Virtual Head Teacher and her team support schools to avoid care experienced children and young people from being excluded.

In Primary, exclusions have decreased by a further 1 per 1000. Exclusion of children in decile 1 was reduced by 4 per 1000. There were no exclusions of looked after children.

Primary	Exclusion incidence per 1,000 pupils					
	2018-19	2019-20	2020-21	2021-22	Stretch Aim 22/23	Prov data June 23
Incidents per 1,000 pupils (actual)	3.4	1.4	1.9	1.8	1.5	0.8
Rate re Quintile 1 - most deprived	7.9	3.9	1.3	4.7	2.0	0.7
Incidents per 1,000 pupils - all looked after	14.5	-	-	-	0	-
Incidents per 1,000 pupils – previously LA	9.4	-	23.3	31.5	15	-

In secondary, exclusions have increased slightly by 4.5 per 1000.

Exclusions of young people in decile 1 has increased by 13.7 per 1000 which equates to an additional 2 young people.

Exclusions of care experienced young people has also had a minimal increase. (looked after by 2 young persons and previously by 1 young person)

Exclusion incidence per 1,000 pupils						
Secondary	2018-19	2019-20	2020-21	2021-22	Stretch Aim 22/23	Prov data June 23
Incidents per 1,000 pupils (actual)	34.7	19.3	30.2	28.2	25	32.5
Rate re Quintile 1 - most deprived	92.3	45.0	53.5	44.5	43	58.2
Incidents per 1,000 pupils - all looked after	164.6	29.0	116.1	18.9	30	25.6
Incidents per 1,000 pupils - previously	116.7	104.9	113.9	120.3	100	133.8

Compassionate and Connected Community

The Compassionate and Connected Community (CCC) (Education Scotland, 2018) aims to raise awareness of the potential impact of adversity and trauma in shaping outcomes for pupils. It highlights trauma informed practice that can mitigate the impact of negative experiences and promotes an active framework for staff to evaluate the implementation of such development.

The Psychological Service adapted the resource and delivered a hybrid model allowing practitioners to be upskilled regarding the CCC resource using virtual learning platforms, practitioner enquiry development through the use of Assess Plan Do Review frameworks (APDR) and in-person collaborative coaching sessions.

The group consisted of welfare officers, primary and secondary school teaching staff. Based on the need's analysis of the group, the focus of learning was to complete online virtual learning modules regarding:

- *The prevalence and impact of trauma*
- *Responding to trauma*
- *Supporting pupils with self-regulation*

Booklets to support reflective learning and further discussion were also adapted and made available online. In person collaborative sessions were provided to consolidate learning and provide coaching to support the participants with their practitioner enquiry projects.

Practitioner pre and post outcomes on baseline measures

Nineteen participants engaged in the CCC with the majority (11 participants) completing a cycle of practitioner enquiry.

Baseline pre and post measures were gathered on 11 statements regarding knowledge and practice in relation to attachment, nurture, ACEs and trauma. Participants rated themselves from 1 (not very like me) to 10 (very like me). Results outlined below show a positive shift in knowledge, confidence and skills relating to practice. It was found that:

- Prior to taking part in the CCC, participants rated themselves very highly (9.11) in terms of understanding and recognising the central importance of relationships in mitigating against negative outcomes for children & young people. This provided a positive start point to build on and increased to 9.44 after training.

- Over the course of the CLPL, participants recognised improvements in their understanding of attachment & child development and how early experiences impact on behaviours and wellbeing (pre/post 6.67/9.00).
- Participants also increased their understanding of the links between nurturing, ACE aware and trauma informed approaches (Pre/post 7.89/9.22)

In terms of two of the three areas of focus identified in the need's analysis (***The prevalence and impact of trauma & Responding to trauma***) participants:

- increased their awareness of the prevalence and impact of trauma (pre/post 7.63/9.00)
- were better able to recognise signs of traumatic stress (pre/post 6.00/7.89)
- increased their ability to adopt evidence-based approaches/strategies to meet the needs of children & young people who have experienced adversity and trauma (pre/post 6.56/8.67)
- improved their understanding of the importance of using approaches that avoid re-traumatisation for children/young people (pre/post 6.89/8.67)
- showed an increased understanding of potential impacts on their own wellbeing when supporting children & young people who have experienced (pre/post 6.56/8.78)

Another area of focus identified in the needs analysis was ***Supporting pupils with self-regulation***. With regard to this area, participants:

- showed improved understanding of the importance of supporting the development of self-regulation skills in children & young people (pre/post 8.11/9.33)
- increased confidence in their skills to support children/young people who are showing signs of distress (pre/post 6.56/8.56)
- reported increased skills in supporting children & young people through co-regulation (pre/post 5.00/8.44)

As a result of engaging in the CCC CLPL and practitioner enquiry it can be seen that practitioners have strengthened their understanding of trauma and how it links to nurture and ACEs. They have also developed their knowledge of supporting trauma in their context and using a range of strategies to support pupils. One participant stated that ***“the training inputs allowed me to develop best practice when approaching a variety of needs within my class. I feel I have the skillset to positively support children who struggle with aspects of emotional wellbeing”***.

All projects had an overarching focus on supporting mental health and wellbeing of pupils within their context. Projects included:

Improving mental health and wellbeing support for young people by involving parents and carers. This project involved planning an event in a secondary school to upskill parents/carers to support the mental health and wellbeing of their child. Data found that a five-point rating scale (1-5) for this event showed:

- Increased confidence in understanding how to manage and access support for mental health & wellbeing (pre/post event ratings 3.21/4.26)
- Increased confidence in looking after own wellbeing and promoting positive mental health (pre/post event ratings 3.05/4.28)
- Parents and carers increased confidence in supporting their child's mental health (pre/post event ratings 3.20/4.50).

Increasing school attendance through reducing anxiety levels. This project aimed to support one pupil to return to school, reduce her anxieties and increase her skills to regulate her emotions. It involved using strategies such as: graded exposure, 5-point scale, calm boxes and visuals. Data found that the strategies implemented had an:

- Increase in pupil's attendance from no attendance at school this academic year to attending 3 afternoons and now to 4 afternoons per week
- Decrease in anxiety levels in the classroom – reduction in pupil accessing safe area and using her calming resources.
- Increase in pupil using visuals to communicate her feelings – pupil using 5-point scale and strategies identified to regulate her emotions.

Most (81%) participants who completed practitioner enquiry provided feedback on their experience in using practitioner enquiry as a framework to support children and young people. It was found that:

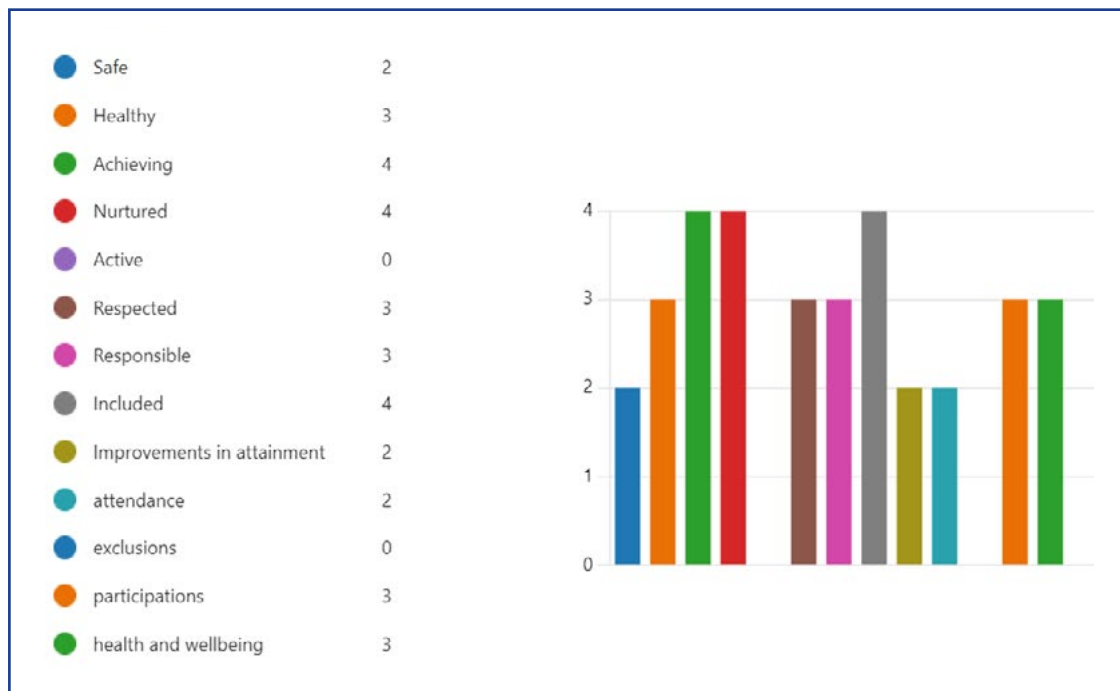
- All participants reported an increase in their knowledge and understanding of practitioner enquiry frameworks (pre/post: 3.6 /6.06 on a scale of 1 – 7)
- All participants reported an increase in their skills and abilities in using practitioner enquiry to support practice (pre/post: 3.0/5.80 on a scale of 1 – 7)
- All participants reported an increase in their capacity to improve outcomes for children and young people through using practitioner enquiry (pre/post: 3.0/5.80 on a scale of 1 – 7)
- All participants reported an increase in their confidence in using practitioner enquiry (pre/post: 2.80/6.0 on a scale of 1 – 7)

Results demonstrated that training combined with ongoing coaching and embedding the use of practitioner enquiry frameworks into practice strengthened practitioners' knowledge, skills and confidence in using this approach to improve outcomes for children and young people in their contexts. One participant stated that ***“this was a very supportive, clear, focused environment to try new strategies/learn and reflect. The support from instructors was excellent”***. Most participants (88%) strongly agreed that practitioner enquiry was helpful and the majority (63%) strongly agreed that using practitioner enquiry improved learners' outcomes.

Upon completion, practitioners rated the impact of their project with regards to their planned outcomes, with an average rating of 8 on a scale of 1-10. This strongly suggests that practitioners found their small test of change projects to be helpful in supporting positive outcomes for their learners. One participant stated that they ***“gained skills that can be applied to many different situations [and] that this will improve outcomes for YP I work with”***.



The table below demonstrates that the majority (66.7%) of participants noted improvements on many outcome indicators, including SHANARRI targets of achieving, nurtured and included. Also, 50% noted improvements on outcomes relating to: healthy, respected, responsible, participation and health & wellbeing. No participant rated an improvement in outcome in relation to being active or on exclusions, which is in line with the observed focus of projects linking to mental health, emotional wellbeing and resilience.



CASE STUDY DISENGAGED LEARNERS

A pilot study took place with one pupil who had become disengaged in education and as a result withdrew from attending school. The young person’s interest was taken into consideration and a bespoke plan was created to include literacy, numeracy and other areas of the curriculum to be included in an interdisciplinary approach. Tasks were created carefully to incorporate the subject of interest; but also to challenge learning within the curriculum. Additional online courses specific to the subject of interest were purchased, allowing personalisation and breadth in learning. From this, school staff were able to assess evidence of learning that is required for school attainment. As a result, the young person was able to successfully complete eight modules via online learning, as well as increasing her knowledge in her area of interest. School staff were able to gather appropriate evidence that young person was learning and report on the working level.

Evaluation of this pilot suggests that for our most disengaged learners, using their subject of interest in a bespoke approach will provide opportunity to develop learning and allow school staff to gather appropriate information around assessment of learning. It was agreed without the pilot programme; the young person would not have engaged in any learning experiences.

Next steps will include running a separate pilot with a different pupil to assess learning levels and provide opportunity to learn through challenging circumstances.

Good Practice Transition Guidance for Children and Young People with ASN

16 Staff, 8 parents and 13 self-selecting young people joined Psychological Services in co-producing ASN transition guidance for schools. Nine focus groups of staff, parents and young people were undertaken and the data was thematically analysed using template analysis. The guidance was also created on the basis of the latest research in school transitions. Identified improvements by all parties matched with effective practices identified within the academic literature.

Staff, parents and young people were asked to evaluate the co-production process revealing that:

- All staff and parents reported feeling listened to and almost all reported that they had enough time to talk.
- Almost all young people reported feeling listened to.
- All parents reported that they felt comfortable expressing their views.
- Almost all young people reported feeling comfortable expressing their views.
- All staff and parents reported that their views were taken seriously and they were clear what was going to happen next.
- Almost all young people indicated they were clear on the next steps for the guidance.
- Almost all staff rated the co-production process as good or very good.
- All parents rated the co-production process as very good
- All staff and parents reported that they believed the guidance would be helpful and would support the implementation of inclusion

Parent quote

“It was great to be listened to and to hear the experiences of others, and I felt that everybody’s experience was valued and will be used to improve / continue good practice in future”.

Staff quote

“The opportunity to share practice and experiences was invaluable”.



The guidance was shared with all Headteachers and feedback was welcomed and the guidance adapted accordingly. The Prestwick cluster volunteered to pilot the guidance and revisions will be made according to the results of the pilot. An implementation plan has been created for the pilot, adaptations and roll out of the guidance.

Furthermore, additional generic school transition guidance has been created by the psychological service. This will be passed to the education department for approval to share with schools.

Priority 4 – Improvement in children’s and young people’s health and wellbeing

Linked to Children’s Service Plan 2020-23 – Outcome 4: Good physical and mental health and wellbeing

Topics to cover from improvement plan 22-23:

- Evaluate the PATHS programme to support social skills and wellbeing in early years centres
- Continue to implement and evaluate the key actions in the co-produced mental health strategy
- Continue to promote and evaluate new community mental health services
- Implement and evaluate the impact and outcome of the school-based counselling service
- Support the development and enhancement of high-quality nurture approaches across all schools and sectors



PATHS programme

'Promoting Alternative Thinking Strategies' (PATHS) is an evidence-based programme that teaches children about emotion in an innovative, highly structured way. Research demonstrates that PATHS promotes social and emotional competence and can prevent or reduce behaviour problems in children. It is designed to develop and integrate essential skills in emotional literacy, behavioural self-control and problem solving. Considering the possible impact of the coronavirus pandemic on children's emotional wellbeing and in line with the national ambition to close the poverty related attainment gap, this programme can support positive health, wellbeing and development. The early years team have now provided training, support and resources to implement PATHS within approximately 70% of our early years centres, beginning with those in SIMD areas 1 and 2. We plan to roll the programme out to our remaining EYCs over the next academic year. Following successful implementation in the EYC, some of our centres have now begun to roll the programme forward into Primary one and some throughout the whole primary school. Individual centres have gathered data on the impact of the programme through questionnaires and use of standardised tools such as the Leuven scales.

Mental Health Strategy

Education, health, social work, CLD, Ayrshire College, parents and young people and third sector organisations created and implemented the children's mental health and wellbeing action plan. This raised awareness of the joint approaches being adopted to improve mental health and wellbeing across South Ayrshire. Achievements of the joint planning, monitoring and evaluation within this group include:

- The development & enhancement of existing services – e.g. support services for children with anxiety and low mood.
- The delivery of new services e.g. the Unscheduled Care pathway, low mood group-work
- Increased signposting to services and increased information on services being circulated
- New training being developed – e.g. education training attended by 365 staff
- Increased support for parents and carers
- Increased use and sharing of data for tracking and monitoring
- Increased use of whole-school approaches
- Increased access to digital supports



New community mental health services

There are a wide range of services and supports for children and young people experiencing poor mental health. Both new and existing services are clearly identifiable alongside pathways for access within an info-graphic that has been widely shared and is also available on the community mental health website [South Ayrshire Community Mental Health Support \(southayrshirecmhw.co.uk\)](http://southayrshirecmhw.co.uk).

South Ayrshire Community Mental Health Support

PATHS
The NHS Programme Group (UK) award
Promoting Resilience Through Design

FAMILY LINKS

SAMH

Mind Moose

Penumbra

shout 85258

togetherall

The Exchange

Staff Wellbeing Modules

Let's Blether

School Counselling

CHILDREN & YOUNG PEOPLE'S COMMUNITY MENTAL HEALTH & WELLBEING

Mental Health Impact

- 1412 children & young people accessed support between January & June 2022, whereas 1480 accessed support between July and December 2022.
- 1200 children & young people aged 5-25 accessed support through these services in 2022.
- 17 members of staff received training in 2022 to support mental health.
- 1222 (76%) of the 1600 children & young people accessing mental health services between July & Dec 2022 had improvements in their mental health and wellbeing outcomes.
- 1220 family members and carers accessed support through community mental health in 2022.

Counselling Impact

- 304 children & young people accessed counselling between January & June of 2022, and 343 children & young people accessed counselling between July & December 2022.
- 100% of children & young people aged 11-16 accessed support through counselling in 2022.
- 100% of children & young people accessed an intervention/consultation within an offer meeting a need/requirement between July and December 2022.
- The 3 areas mentioned most often by young people attending school counselling were: Anxiety, Family Issues and Stress.
- 312 secondary schools in South Ayrshire have a school counsellor.

Statements of Impact

"I feel like I have counselling and I can talk to someone I can talk to!"
"The teacher has made my brain open up with it!"
"I can talk to my teacher and she can help me with the things that I'm worried about."
"I have felt seen and heard since I have been using Penumbra. I have been able to deal with my self-harm better and other aspects of my mental health."
"I feel like the stress has been reduced a bit of it!"

South Ayrshire Psychological Services
Early, Evidence & Empowerment through Psychology

South Ayrshire Council
Comhairle Siorrachd Àir a Deas
Making a Difference Every Day

Community Mental Health

CHILDREN & YOUNG PEOPLE'S COMMUNITY MENTAL HEALTH & WELLBEING

2982
2982 children and young people aged 5-25 received support through Community Mental Health and Wellbeing services in the last year.

1412 **1480**

1412 children and young people accessed support between January & June 2022, whereas 1480 accessed support between July & December 2022.

1112
1112 (75%) of the 1480 children & young people accessing mental health services in the last 6 months had improvements in their mental health and wellbeing outcomes.

75%

"It was relieving to talk about my worries with people. It might sound cliché, but I really do think this has helped me."

787
787 family members and carers accessed support through community mental health in the last 6 months.

HEALTH & WB NEEDS
In the last 6 months, the mental health and WB needs mentioned most often by children & young people accessing MH services were: Emotional Literacy, Anxiety and Emotional/Behavioural Difficulties

Our Services
Children, young people & families have been able to access support through 13 services, ranging from 24/7 online support, to early intervention groupwork, to support around self-harm.

Community Mental Health & Wellbeing Supports for Children & Young People

Universal Services

- Togetherall
- Bookbug for the home
- Universal wellbeing inputs (e.g. S3 wellbeing day)
- Shelf-help
- Parents & carers videoscribes
- South Ayrshire Youth Forum (SAYF) wellbeing resources
- NHS Ayrshire & Arran self-help resources
- Mental Health charter
- Scottish Association for Mental Health (SAMH) Let's Talk
- Community Learning & Development
- Active Schools
- Young Scot
- SHOUT

Additional Services

- Family Learning Team
- Belmont Family First
- Bloom
- Blether/Bereavement boxes
- LGBT Youth Scotland Worker
- Mind Moose
- Cognitive Behavioural Approaches
- Three Sixty Ayr
- Barnardo's
- Befriending Service
- Sleep Counselling Service
- Let's Introduce Anxiety Management (LIAM)
- Champion's Board
- Educational Psychology
- Positive Psychology Groupwork
- Family Links Programme

Specialist Services

- School nursing
- Educational Psychology Service
- Autism Outreach Team
- Welfare Officers
- Chestnut Cottage
- School Counselling service
- Speech & Language Therapy
- Womens Aid
- Penumbra suicide bereavement support
- Learning & inclusion Team
- Penumbra self-harm services
- We are With You
- Moving on Ayrshire
- Home Link
- Ayrshire Cancer Support CYP service

Enhanced Services

- Child and Adolescent Mental Health Service (CAMHS)
- Social Work
- Distress Brief Intervention (DBI)

South Ayrshire Psychological Services
Early, Evidence & Empowerment through Psychology

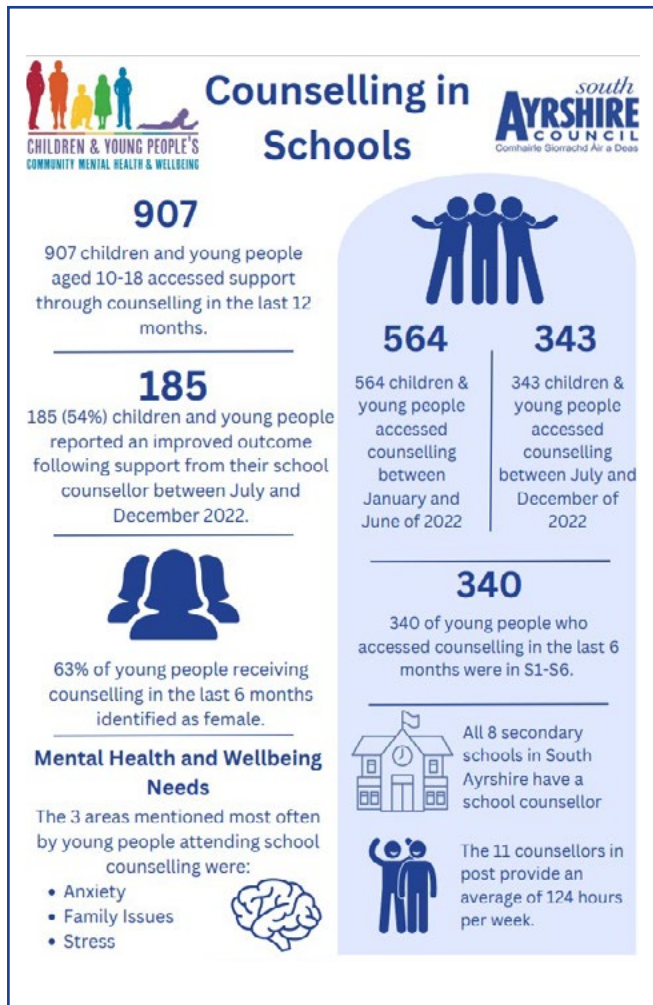
South Ayrshire Council
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Making a Difference Every Day

FOR FURTHER DETAILS ABOUT THESE SERVICES, PLEASE SEE PAGE 2. FOR DETAILS AROUND HOW TO ACCESS A SERVICE, SEE PAGE 3. SEE SOUTHAYRSHIRECMHW.CO.UK FOR MORE

We further remind you to consider any referrals for children, young people and families to new services in the context of the support a family is already receiving, & to ensure informed consent/collaborative working.

School-based counseling service

All schools in South Ayrshire now have access to a counselling service.



“It felt like home and I was glad there was someone I could talk to.”

“I now feel a lot more confident with who I am and I can ask for help when it is needed.”

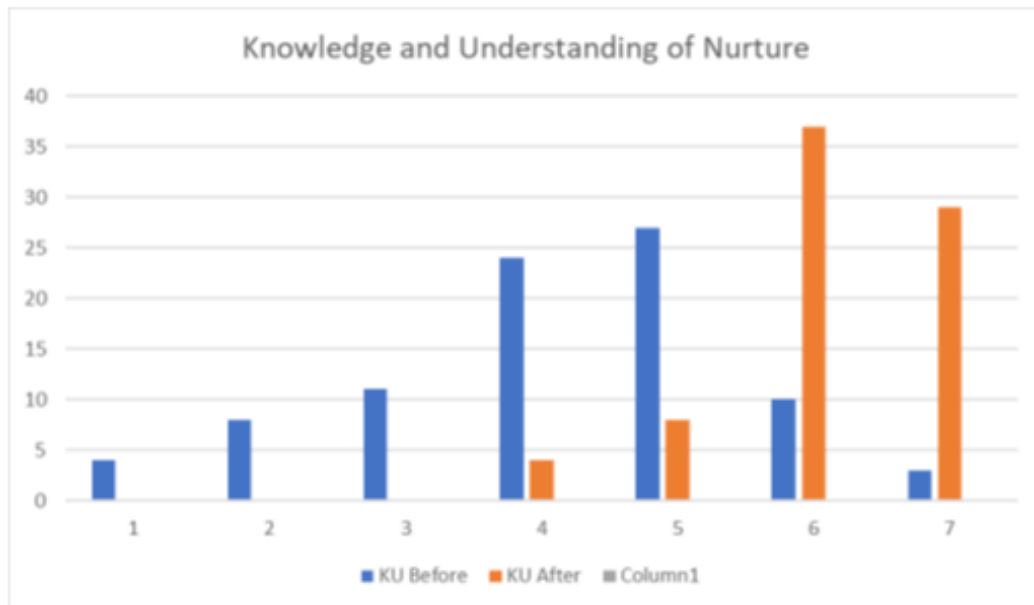
“It was a good experience and it helped me feel more calm, active and confident to do more stuff instead of doing nothing all day.”

“I’ve definitely learned a lot of strategies and knowledge about myself and how to help myself in situations I find hard.”

High Quality Nurture Approaches

2 Day Nurture Training

The team have trained 87 staff this year in full nurture training which comprises of Attachment Theory, Early Neuroscience, Nurture Principals, Developmental Trauma and ACES and staff mental health and wellbeing.



The data tracks staff feelings around their improved confidence and

knowledge immediately after the course. However, as the service is relatively new there is no data around the long-term impact upon practice and how this impacts learners. In the next session the team plan to offer continued support through the nurture network programme and create refresher sessions to embed the nurture principles in daily teaching practice.

Priority 5 – Improvement in employability skills and sustained positive school leaver destinations for all young people

Linked to Children’s Service Plan 2020-23 – Outcome 1: Outstanding Universal Provision, Outcome 3: Love and support for our care experienced young people and young carers

Topics to cover from improvement plan 22-23:

- Embed the Developing our Young Workforce co-ordinator role in relation to employer engagement and work-based learning.
- Continue to develop partnerships that increase the number and range of opportunities for young people to develop a variety of skills and vocational based learning



Developing Our Young Workforce co-ordinator role

In session 2022-23, all 8 mainstream secondary schools and both specialist provision schools accessed Scottish Government funding for the DYW Coordinator role. A range of work was undertaken within the context of each school to support vulnerable groups to access work-based learning. Supported by Ayrshire Chamber of Commerce, employer engagement continued to be a focus. Through our partnership with Ayrshire Chamber of Commerce, during the session a total of 503 employer links were facilitated. These included career events, mock interviews, engagement with teachers and employers supporting delivery of the curriculum. This resulted in over 15,000 engagements with young people.

On Wednesday 8th February the first South Ayrshire Futures event in partnership with DYW Ayrshire was held at Ayr Racecourse. More than 50 local businesses, employers and education providers had the opportunity to meet with over 700 young people, parents/carers and teachers to highlight the wide range of employment and training opportunities available within South Ayrshire. Feedback has been very positive following the event and we are now looking to build upon this success to increase partnership working across our schools.



Developing skills and vocational based learning

Raising awareness of the local labour market has been a key focus this session. In advance of parents' information and options evenings, a presentation on Labour market Information (LMI) was developed to be shared with parents/carers, school staff and young people. This highlighted the growth areas and opportunities within the Ayrshire economy and also covered the proposed impact of the Ayrshire Growth Deal (AGD). In response to LMI, planning has been undertaken for additional senior phase courses in session 23-24. Design Engineer Construct (DEC) is being offered at Marr College and Kyle Academy. An additional Performing Engineering Operations class, in partnership with Ayrshire College, will be made available to students from across the local authority. To support awareness raising within the primary sector, central team staff have been engaging with partners PrestAero to develop resources and experiences focussed on aviation, flight and forces.

SKYPATH AERO TRAINING CENTRE



Over the course of the session 180 S3 pupils from across the local authority engaged in a STEM workshop in partnership with Skypath Training. This included a site visit to one of our aerospace employer partners (Woodward Aircraft Engine Systems, Spirit Aerosystems, Chevron Aircraft Maintenance, Collins Aerospace) and

a STEM challenge where groups of pupils worked with Modern Apprentices to create a rocket car. Belmont Academy were the winners for longest distance travelled.

CASE STUDY NEW QUALIFICATION NPA IN RACING: YARD ROUTINE



**Scottish
Racing
Academy**

The purpose of this qualification is to provide the candidates with an understanding of the principles for caring for racehorses and how they can be applied in practise. The course will introduce the learner to the routine care, healthcare, feeding and exercise

requirements of racehorses. They will also be able to prepare; load and unload horses as would be required ahead of escorting a horse to the races. Throughout this qualification the emphasis will be on safe working and skills required for initial employment in the racing industry. The course delivers the skills and knowledge required to care for racehorses and carry out general routines.

Ayr Academy Ayr Academy currently have 3 pupils who are working to complete their NPA level 4 award for Racing : Yard Routine with the help of the Scottish Racing academy. They are the first pupils in South Ayrshire to benefit from this experience outside of the classroom. Next steps will include running a separate pilot with a different pupil to assess learning levels and provide opportunity to learn through challenging circumstances.



Work Out Programme

Led and supported by Thriving Communities staff in collaboration with schools, South Ayrshire's Work Out programme continues to be successful and positively impact on outcomes for a vulnerable group of young people. In session 22/23 over 100 senior phase pupils commenced the programme. Through building resilience, confidence and engagement, the programme has directly influenced the success of the young people involved moving into a positive post-school destination.

School leavers in positive destinations – February follow-up (South Ayrshire & Virtual Comparator), 2017-18 to 2021-22

	South Ayrshire	Virtual Comparator	No leavers
2017-18	93.4	94.2	1,143
2018-19	94.0	94.8	1,059
2019-20	98.4	93.5	999
2020-21	98.3	95.7	1,123
2021-22	98.6	96.3	1,180

School leavers in positive destinations – February follow-up (South Ayrshire Looked After, ASN, & 20% most deprived cohorts), 2017-18 to 2021-22

	All looked after	ASN	Q1
2017-18	68.8	83.3	89.2
2018-19	75.0	90.0	90.1
2019-20	94.6	96.8	98.4
2020-21	85.7	95.8	97.3
2021-22	100.0	97.4	99.1

In February 2023 Scottish Government published figures on the percentage of school leavers (June 2022) who moved on to a positive post-school destination. In South Ayrshire, 98.6% of school leavers progressed from school into a positive destination. This is slightly above the figure from February 2022 (98.3%) and sees South Ayrshire placed 2nd of the 32 local authority areas. The national average is 93.4%. 100% of care experienced young people and 99.1% of young people living in our most deprived areas progressed to positive destinations.

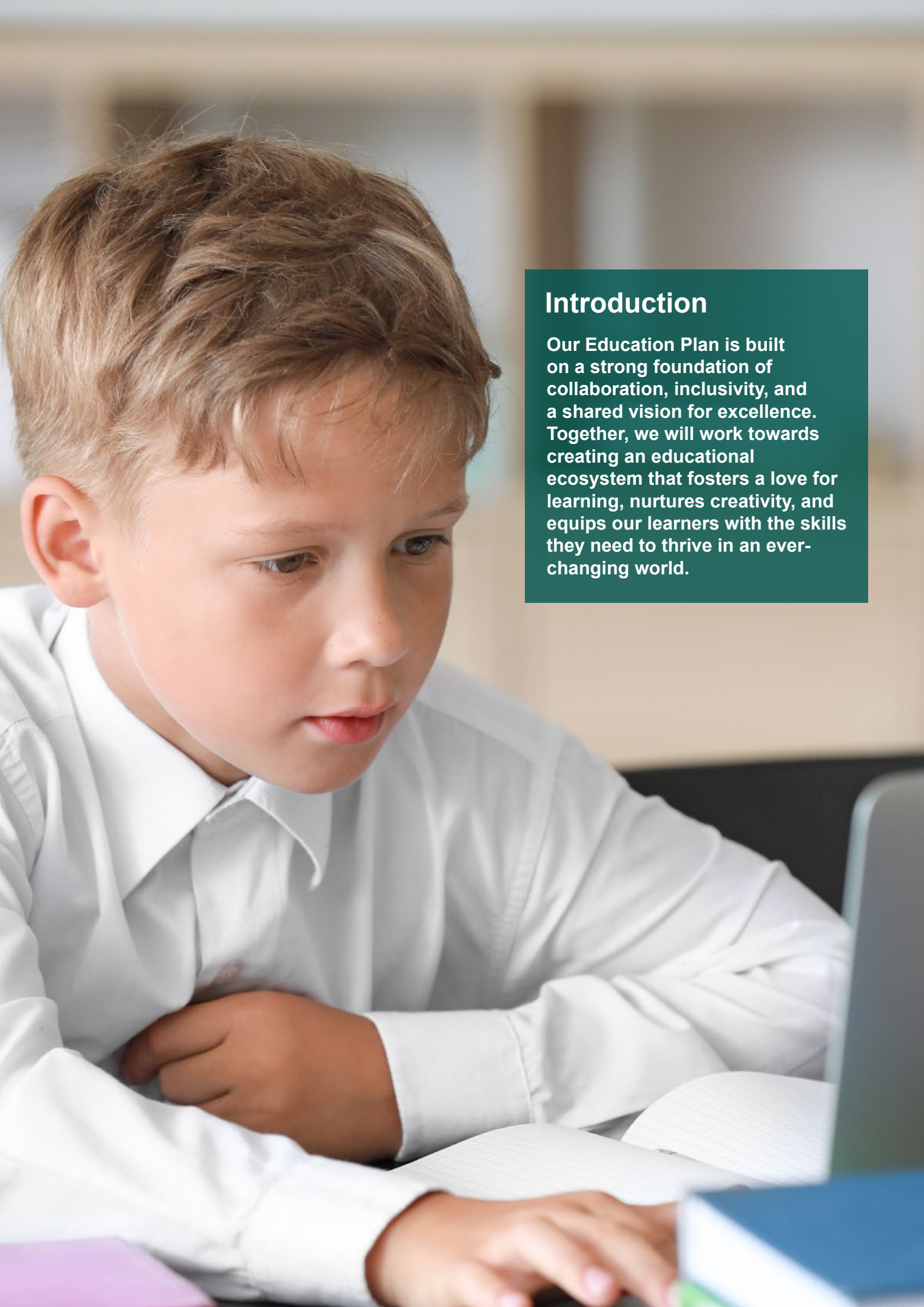


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COUNCIL
Comhairle Siorrachd Àir a Deas
Making a Difference Every Day

Education Services Improvement Plan 2023-2026





Introduction

Our Education Plan is built on a strong foundation of collaboration, inclusivity, and a shared vision for excellence. Together, we will work towards creating an educational ecosystem that fosters a love for learning, nurtures creativity, and equips our learners with the skills they need to thrive in an ever-changing world.

Introduction from Lyndsay McRoberts Director of Education



Welcome to the South Ayrshire Council Education Service's Improvement Plan for 2023-2026. This plan has been developed in collaboration with a range of stakeholders and will drive the work of Education Services in South Ayrshire over the next three years. Our strong commitment to self-evaluation ensures that this plan not only addresses our recovery post-pandemic but that we are clear on our areas of strength and where to focus our improvement efforts over the coming three years.

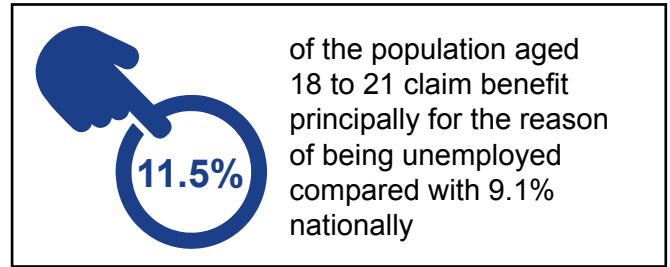
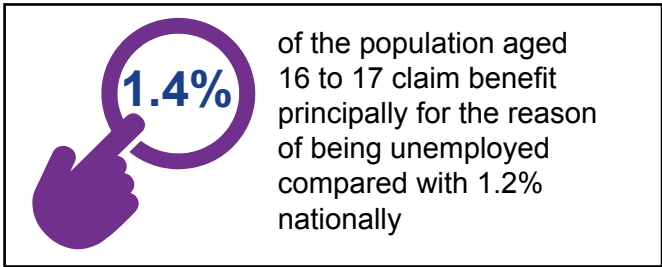
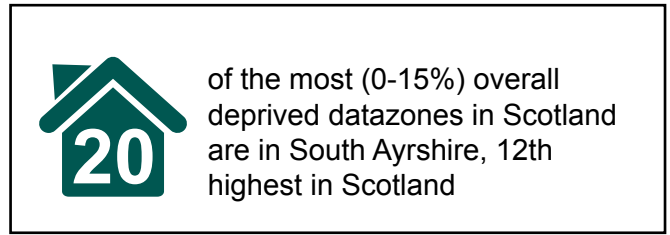
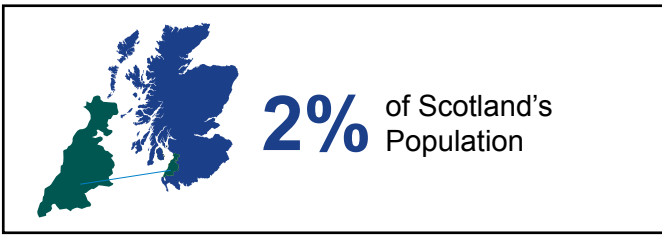
The plan has a clear focus on improving outcomes for all our learners and the impact we expect to have on the experiences of the children and young people in South Ayrshire. We are committed to ensuring that high quality learning and teaching remains at the heart of all we do within an inclusive and engaging curriculum.

Our priorities clearly link to the National Improvement Framework (NIF) and Improvement Plan 2023 and to the South Ayrshire Council plan 2023-2026. Through this plan, we demonstrate our continuing commitment to bring about equity and excellence for all of South Ayrshire's children and young people.

Lyndsay McRoberts
Director of Education



Overview of South Ayrshire



About Educational Services



Primary Schools
(7,769) children



Secondary Schools
(6,206) young people



Specialist schools
(104 children and young people)



Supported learning centres in mainstream schools



Early Years centres



Funded providers



Out of school care offices



Holiday clubs



FTE Teachers employed in South Ayrshire (2022 census)



hours of support
provided by support staff including classroom assistants, librarians, administration and others



Campus Police Officers



The National Context

In developing this plan, we have undertaken robust self-evaluation to identify the strengths in our current provision and areas where further improvement is required. There are many national and local strategies, plans, frameworks and legislation that associate, inform and align with this Education Services plan including:

The National Improvement Framework and Improvement Plan

Vision

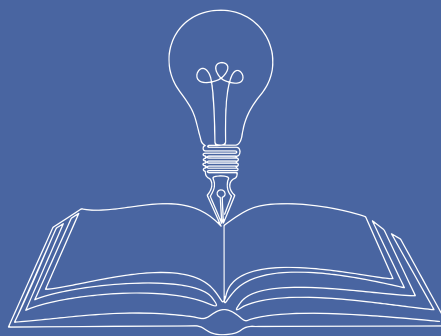
- **Excellence through raising attainment and improving outcomes:** ensuring that every child and young person achieves the highest standards in literacy and numeracy, as well as the values, attitudes, knowledge and skills necessary to shape a sustainable future as successful learners, confident individuals, responsible citizens, and effective contributors.
- **Achieving equity:** ensuring every child and young person has the same opportunity to succeed, no matter their background or shared protected characteristics, with a particular focus on closing the poverty related attainment gap.

Key priorities of the National Improvement Framework

- Placing the human rights and needs of every child and young person at the centre of education
- Improvement in children and young people's health and wellbeing
- Closing the attainment gap between the most and least disadvantaged children and young people
- Improvement in skills and sustained, positive school-leaver destinations for all young people
- Improvement in attainment, particularly in literacy and numeracy.

Six Drivers of Improvement

- School and ELC leadership
- Teacher and practitioner professionalism
- Parent and carer involvement and engagement
- Curriculum and assessment
- School and ELC improvement
- Performance information



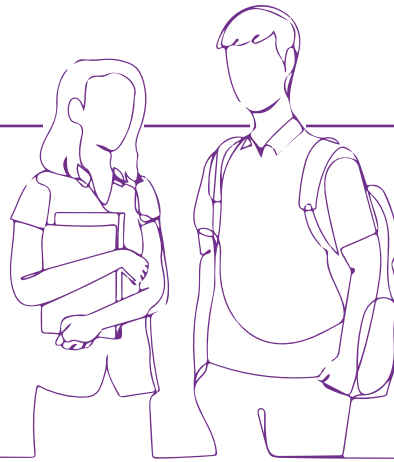
The progress of the Education Service is reported annually through our Standards and Quality Report, available on the South Ayrshire Council website.



The Local Context

Education Services Priorities

- Engaged and Included
- Outstanding Learning, Teaching and Assessment
- Developing our Curriculum
- A self-improving Service



The Council Plan

In April 2023 we published our [Council Plan 2023 – 2028](#). This plan sets out our goals and objectives for the next five years and is set against three key priorities:

Priority One Spaces and Places



Priority Two Live, Work, Learn



Priority Three Civic and Community Pride



Children's Services Plan

- Families
- The Promise
- Included
- Voice
- Healthy
- People



Priority 1 – Engaged and Included

In South Ayrshire, we want all of our children and young people to be engaged and participate in an inclusive education system that values the unique contributions of all our learners.

What difference do we want to make?	How we will make these improvements	How will we measure our success?
<ul style="list-style-type: none"> • Improve school attendance • Improve support for young people and families experiencing difficulty across our school communities. • Improve support for our neurodiverse children, young people and families • Improve our approaches to involving children, young people and families in decision making. • Improve outcomes and experiences for our care experienced children and young people. • Ensure that UNCRC is central to our work. 	<ul style="list-style-type: none"> • Review and update all attendance procedures • Develop and implement appropriate supports and interventions for school attendance • Develop professional learning for staff around supporting positive attendance • Implement South Ayrshire Transition Management Guidelines ensuring appropriate support for children and young people at points of transition. • Implement our new approach to planning for support for children, young people and families – Team Around the Cluster • Develop new cluster-based supports and interventions ensuring that practices and experiences meet the needs of children and families • Implement our approach to Communication Friendly Environments across all our EYC and Schools • Develop new approaches to involve children and young people in decision making across South Ayrshire Council • Fully implement The Promise, embedding best practice in mentoring, tracking and monitoring across our schools. • Ensure all our EYCs and schools are supported to engage with the Rights Respecting Schools initiative. • Ensure all management guidelines and practices across Education Services are underpinned by our commitment to UNCRC 	<ul style="list-style-type: none"> • School attendance levels • Attendance levels for specific and vulnerable groups • School attainment data • Attainment data for specific and vulnerable groups • Achievement data • Exclusions • Positive destinations • Placing requests • Number of schools evaluated as 'good' or above for QI 3.1 by HMIE • Number of EYC evaluated as 'good' or above by the Care inspectorate • Number of schools achieving RRS status • Number of schools fully implementing communication friendly environments • Stakeholder surveys including our HWB survey, parent/carer survey and staff survey

Priority 2 – Outstanding learning, teaching and assessment

In South Ayrshire, we want all of our children and young people to experience the highest quality learning and teaching in our schools. We are committed to ensuring a relentless focus on learning, teaching and assessment at the heart of all that we do.

What difference do we want to make?	How we will make these improvements	How will we measure our success?
<ul style="list-style-type: none"> • Improve quality and consistency of learning, teaching and assessment across all our EYC and schools • Improve quality and consistency of play-based learning approaches across early level and beyond. • Improve our approaches to the teaching of reading across our EYC and schools • Improve our approaches to the teaching and assessment of writing across our EYC and schools • Improve the range and quality of outdoor experiences across our EYCs and schools. • Improve our approaches to differentiation/adaptive teaching in our classrooms ensuring we meet the needs of all our learners. • Ensure all our staff have access to a comprehensive professional learning offer that supports our continual drive for improvement. • Improve the quality and consistency of our approaches to using digital learning 	<ul style="list-style-type: none"> • Support and challenge our EYCs and schools to review and implement their revised learning, teaching and assessment policies. • Develop a learning, teaching and assessment conference to share our best practice • Develop and implement a play-based professional learning programme for staff at all levels. • Implement South Ayrshire Reads strategy • Develop and implement approaches to support the learning, teaching and assessment of writing • Develop school, place and locality plans to support the delivery of outdoor learning experiences in our schools. • Implement Education Scotland pilot programme on 'Adaptive Teaching' across all our primary schools. • Develop subject-based support for differentiation for secondary schools • Develop 'South Ayrshire Learns' approach to continuous professional learning for all staff • Develop an Educational Digital Skills Strategy and support establishments to achieve the Digital Schools status 	<ul style="list-style-type: none"> • Number of schools who evaluate their learning, teaching and assessment practice as good or above. • Number of schools evaluated by HMIE as good or above for QI 2.3 • ACEL data • Attainment data (literacy and numeracy) • Senior phase attainment data • Number of schools achieving Digital School status. • Number of staff engaged with South Ayrshire Reads professional learning programme • Number of staff engaged with play-based learning professional learning • Number of schools that have engaged with the adaptive teaching pilot • Staff survey data • Pupil survey data • Parent/Carer survey data

Priority 3 – Developing our Curriculum

In South Ayrshire, we will ensure that our children and young people benefit from an ambitious curriculum that helps them gain the knowledge, skills and attributes needed for life in the 21st century.

What difference do we want to make?	How we will make these improvements	How will we measure our success?
<ul style="list-style-type: none"> • Increase opportunities for children and young people to develop knowledge, understanding and skills for life within a global society. • Improve opportunities within our curriculum to develop creativity skills. • Improve opportunities for progression within STEM subjects, taking advantage of the opportunities within the Ayrshire Growth Deal. • Improve learner’s experiences within the PSE curriculum in secondary schools • Improve the confidence and capacity of schools to develop their curriculum in line with national expectations and within their unique context. • Maintain and where possible improve upon the already high positive destination figures especially for our most vulnerable learners. 	<ul style="list-style-type: none"> • Engage with Education Scotland Curriculum Innovation Team on Daydream Believer programme. • Promote creativity in curriculum planning and pedagogy through early years conference • Develop STEM skills progression framework in collaboration with East and North Ayrshire and Ayrshire College. • Extend and embed the work of The Creative Learning Network across South Ayrshire • Develop and implement CLPL programme on curriculum making for senior leaders. • Strengthen our Senior Phase offer to widen the range of opportunities available to young people • Develop the use of meta skills to support progression in learning. • Develop improved information and online materials to support post-school transitions for young people and parents/carers • Work with school leaders and SDS to support schools to embed the Career Education Standard • Review and revise the secondary PSE curriculum. 	<ul style="list-style-type: none"> • Positive destination data • Senior phase attainment data • Number of staff engaged with curriculum innovation projects. • Number of senior leaders undertaking curriculum making professional learning • Increased uptake within the senior phase in STEM subjects • Increased range of courses on the SCQF on offer within the senior phase • Pupil learning survey data • Pupil HWB survey data

Priority 4 – Self improving service

In South Ayrshire we will ensure that strong leadership and self-evaluation practice is a core feature of work. We will analyse and learn from a range of data, supporting and challenging our schools to drive improvement.

What difference do we want to make?	How we will make these improvements	How will we measure our success?
<ul style="list-style-type: none"> • Improve our approaches to self-evaluation across Educational Services • Review and revise our current school improvement model. • Review our Education Service's vision and values • Improve our approaches to leadership development for middle leaders • Improve how we analyse and use data to support improvement 	<ul style="list-style-type: none"> • Develop self-evaluation framework to support continuous, robust self-evaluation of South Ayrshire Educational Services performance. • Develop Educational Services Performance Management Framework • Implement South Ayrshire self-evaluation framework to support schools in developing a culture of self-evaluation and continuous improvement. • Pilot new approach to school improvement visits. • Develop HMIE support programme for schools • Consult with all stakeholders on a revised vision and values for Education Services. • Develop and implement aspiring middle leadership programme. • Enhance the capacity of senior staff, teachers and practitioners in schools through effective CLPL in using a range of tracking and monitoring tools including Insight, SNSA, BGE Improvement Tool, SAC Closing the Gap Tracker and Early Years Trackers. 	<ul style="list-style-type: none"> • Number of HMIE inspections graded good or above • Number of Care Inspectorate inspections graded good or above • School improvement plans • LA self-evaluation data • School self-evaluation data • HT survey data • Staff survey data



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South Ayrshire Council Equality Impact Assessment Scoping Template

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	Educational Services Standards and Quality Report 2022/23 and Improvement Plan 2023-26
Lead Officer (Name/Position/Email)	Lyndsay McRoberts, Director of Education lyndsay.mcroberts@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	No	No
Disability	No	No
Gender Reassignment (Trans/Transgender Identity)	No	No
Marriage or Civil Partnership	No	No
Pregnancy and Maternity	No	No
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	No	No
Religion or Belief (including lack of belief)	No	No
Sex – (issues specific to women & men or girls & boys)	No	No
Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	No	No
Thematic Groups: Health, Human Rights & Children's Rights	No	No

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	No	No
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	No	No
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	No	No
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	No	No
Socio-economic Background – social class i.e. parent’s education, employment and income	No	No

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)	YES
	NO
Rationale for decision: An Equality Impact Assessment is not required on this occasion as this report is asking for elected members to note the outcome of the inspection	

Signed : Lyndsay McRoberts

Director of Education

Date: 7 September 2023

South Ayrshire Council

**Report by Director of Education
to Cabinet
of 26 September 2023**

**Subject: Inspection of Barr Primary School and Early Years
Centre: Education Scotland Report**

1. Purpose

1.1 The purpose of this report is to inform the Cabinet of the Education Scotland Report on Barr Primary School and Early Years Centre.

2. Recommendation

2.1 It is recommended that the Cabinet:

2.1.1 considers the contents of the report by Education Scotland as contained in [Appendix 1](#); and

2.1.2 agrees that the main points for action will be addressed by the Headteacher and Quality Improvement Manager.

3. Background

3.1 Education Scotland inspectors inspected the school and early years centre in May 2023 and looked at some particular aspects of the school's recent work. The inspection was carried out using the short inspection model. This involves inspectors evaluating learning, teaching and assessment across the school and early years centre, raising attainment and achievement within the school and securing children's progress in the early years centre.

3.2 The report for Barr Primary School and Early Years Centre was published on 27 June 2023.

3.3 The inspection of Barr Primary School and Early Years Centre found the following key strengths:

- The headteacher and staff have developed an inclusive ethos across the school and Early Years Centre that promotes children's wellbeing and confidence. Positive relationships between all members of the school community contribute to a supportive and respectful learning environment for all.
- Almost all children in the school and Early Years Centre are engaged and motivated to learn. They enjoy sharing their learning with others and have a strong sense of ownership of their experiences.

- In the Early Years Centre, practitioners support children's learning in literacy well. As a result, children make very good progress and show confidence in this area.
- Teachers have a strong understanding of the wide range of learning needs children have across the school. They provide effective support and more challenging tasks for children in mixed age classes.

3.4 Education Scotland Inspectors agreed the following key points for action with the leadership team of the school and educational services:

- In the Early Years Centre, practitioners should improve their questioning and work with colleagues to develop a shared understanding of national standards. This will support them to extend children's learning further and meet the needs of children who need more challenge.
- The headteacher and teachers should provide children with more opportunities for personal achievement through participation in clubs and leadership groups. This will help children succeed in different ways and develop important skills for learning, life and work.

3.5 The Headteacher of Barr Primary School and Early Years Centre will link with the Quality Improvement Manager to build on the strengths identified in the inspection report and address the key points for action.

4. Proposals

4.1 It is proposed that the Cabinet notes the key strengths and points for action in the Education Scotland report and agrees to the Headteacher addressing these in conjunction with the Quality Improvement Manager.

4.2 Given the very positive nature of the report there will be no further visits by Education Scotland in relation to this inspection.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 Not applicable.

7. Human Resources Implications

7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no associated risks.

8.2 **Risk Implications of Rejecting the Recommendations**

8.2.1 Educational Services may be downgraded as part of the Shared Risk Assessment process carried out by the Local Area Network responsible for scrutiny if the service does not address the main points for action.

9. **Equalities**

9.1 The proposals in this report have been assessed through the equality impact assessment scoping process and there are no significant equality impacts of agreeing the recommendations. A copy of the equalities scoping assessment is attached as [Appendix 2](#).

10. **Sustainable Development Implications**

10.1 **Considering Strategic Environmental Assessment (SEA)** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. **Options Appraisal**

11.1 An options appraisal has not been carried out.

12. **Link to Council Plan**

12.1 The matters referred to in this report contribute to Priority Two of the Council Plan: Live, Work, Learn and Outcome One: Education and lifelong learning.

13. **Results of Consultation**

13.1 There has been no public consultation on the contents of this paper.

13.2 Consultation has taken place with Councillor Stephen Ferry, Portfolio Holder for Education, and the contents of this report reflect any feedback provided.

14. **Next Steps for Decision Tracking**

14.1 If the recommendations above are approved by Members, the Director of Education will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
Meeting to be arranged with the Headteacher to agree a plan to address the action points contained in the report and monitor progress in conjunction with the planned programme of visits	29 September 2023	Quality Improvement Manager

Background Papers None

Person to Contact Lyndsay McRoberts, Director of Education
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone 01292 616627
E-mail Lyndsay.McRoberts@south-ayrshire.gov.uk

Date: 14 September 2023



27 June 2023

Dear Parent/Carer

In May 2023, a team of inspectors from Education Scotland visited Barr Primary School and Early Years Centre. During our visit, we talked to parents/carers and children and worked closely with the headteacher and staff.

The inspection team found the following strengths in the school's work.

- The headteacher and staff have developed an inclusive ethos across the school and Early Years Centre that promotes children's wellbeing and confidence. Positive relationships between all members of the school community contribute to a supportive and respectful learning environment for all.
- Almost all children in the school and Early Years Centre are engaged and motivated to learn. They enjoy sharing their learning with others and have a strong sense of ownership of their experiences.
- In the Early Years Centre, practitioners support children's learning in literacy well. As a result, children make very good progress and show confidence in this area.
- Teachers have a strong understanding of the wide range of learning needs children have across the school. They provide effective support and more challenging tasks for children in mixed age classes.

The following areas for improvement were identified and discussed with the headteacher and a representative from South Ayrshire Council.

- In the Early Years Centre, practitioners should improve their questioning and work with colleagues to develop a shared understanding of national standards. This will support them to extend children's learning further and meet the needs of children who need more challenge.
- The headteacher and teachers should provide children with more opportunities for personal achievement through participation in clubs and leadership groups. This will help children succeed in different ways and develop important skills for learning, life and work.

We gathered evidence to enable us to evaluate the school's work using quality indicators from *How good is our school?* (4th edition) and *How good is our early learning and childcare?* Quality indicators help schools, local authorities and inspectors to judge what is working well and what needs to be improved. Following the inspection of each school, the Scottish Government gathers details of our evaluations to keep track of how well Scottish schools are doing.

Here are Education Scotland's evaluations for Barr Primary School and Early Years Centre

Quality indicators for the primary school	Evaluation
Learning, teaching and assessment	very good
Raising attainment and achievement	good
Descriptions of the evaluations are available from: How good is our school? (4th edition), Appendix 3: The six-point scale	

Quality indicators for the nursery class	Evaluation
Learning, teaching and assessment	good
Securing children's progress	very good
Descriptions of the evaluations are available from: How good is our early learning and childcare? Appendix 1: The six-point scale	

A more detailed document called Summarised Inspection Findings (SIF) will be available on the Education Scotland website at: [Reports page | Inspection reports | Education Scotland](#)

What happens next?

We are confident that the school has the capacity to continue to improve and so we will make no more visits in connection with this inspection. South Ayrshire Council will inform parents/carers about the school's progress as part of its arrangements for reporting on the quality of its schools.

M. A. Speirs
HM Inspector

**South Ayrshire Council
Equality Impact Assessment
Scoping Template**

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1. Policy details

Policy Title	Inspection of Barr Primary School and Early Years Centre
Lead Officer (Name/Position/Email)	Lyndsay McRoberts, Director of Education – lyndsay.mcroberts@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	No	No
Disability	No	No
Gender Reassignment (Trans/Transgender Identity)	No	No
Marriage or Civil Partnership	No	No
Pregnancy and Maternity	No	No
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	No	No
Religion or Belief (including lack of belief)	No	No
Sex – (issues specific to women & men or girls & boys)	No	No

Community or Groups of People	Negative Impacts	Positive impacts
Sexual Orientation – person’s sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	No	No
Thematic Groups: Health, Human Rights & Children’s Rights	No	No

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	No	No
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	No	No
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	No	No
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	No	No
Socio-economic Background – social class i.e. parent’s education, employment and income	No	No

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)	YES NO
Rationale for decision: An Equality Impact Assessment is not required on this occasion as this report is asking for elected members to note the outcome of the inspection	
Signed : Lyndsay McRoberts Director Date: 31 July 2023	

South Ayrshire Council

**Report by Director of Education
to Cabinet
of 26 September 2023**

Subject: Inspection of Colmonell Primary School and Early Years Centre: Education Scotland Report

1. Purpose

1.1 The purpose of this report is to inform the Cabinet of the Education Scotland Report on Colmonell Primary School and Early Years Centre.

2. Recommendation

2.1 It is recommended that the Cabinet:

2.1.1 considers the contents of the report by Education Scotland as contained in [Appendix 1](#); and

2.1.2 agrees that the main points for action will be addressed by the Headteacher and Quality Improvement Manager.

3. Background

3.1 Education Scotland inspectors inspected the school and early years centre in April 2023 and looked at some particular aspects of the school's recent work. The inspection was carried out using the full inspection model. This involves inspectors evaluating learning, teaching and assessment, leadership, wellbeing and inclusion, and raising attainment and achievement.

3.2 The report for Colmonell Primary School and Early Years Centre was published on 20 June 2023.

3.3 The inspection of Colmonell Primary School and Early Years Centre found the following key strengths:

- The strong leadership of the headteacher who ensures equity, improves attainment and supports families and the local community. She is supported very well by the highly-skilled staff team.
- Positive, nurturing and caring relationships throughout the school and Early Years Centre. Children are supported to lead their own learning and are confident, curious and engaged.

- Very strong, effective and respectful teamwork across the school and Early Years Centre. Staff have high expectations of themselves and children. They show a strong commitment to high-quality learning and teaching. This is resulting in children making very good progress in their learning.
- Productive community partnerships that support children's sense of place and responsibility for the local area.
- All staff prioritise children's wellbeing. They provide a range of learning opportunities to support children to be respectful, feel valued and ready to learn in school and the Early Years Centre. Children have a strong sense of global diversity, which supports them in building an inclusive school community.

3.4 Education Scotland Inspectors agreed the following key points for action with the leadership team of the school and educational services:

- Continue to develop the use of digital learning journals to support planning and tracking of children's learning.
- Building on the strong practice in the Early Years Centre, continue to develop approaches to high-quality learning through play at the primary stages.

3.5 The Headteacher of Colmonell Primary School and Early Years Centre will link with the Quality Improvement Manager to build on the strengths identified in the inspection report and address the key points for action.

4. Proposals

4.1 It is proposed that Cabinet notes the key strengths and points for action in the Education Scotland report and agrees to the Headteacher addressing these in conjunction with the Quality Improvement Manager.

4.2 Given the very positive nature of the report there will be no further visits by Education Scotland in relation to this inspection.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 Not applicable.

7. Human Resources Implications

7.1 Not applicable.

8/

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no associated risks.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 Educational Services may be downgraded as part of the Shared Risk Assessment process carried out by the Local Area Network responsible for scrutiny if the service does not address the main points for action.

9. Equalities

9.1 The proposals in this report have been assessed through the equality impact assessment scoping process and there are no significant equality impacts of agreeing the recommendations. A copy of the equalities scoping assessment is attached as [Appendix 2](#).

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Priority Two of the Council Plan: Live, Work, Learn and Outcome One: Education and lifelong learning.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this paper.

13.2 Consultation has taken place with Councillor Stephen Ferry, Portfolio Holder for Education, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking

14.1 If the recommendations above are approved by Members, the Director of Education will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
Meeting to be arranged with the Headteacher to agree a plan to address the action points contained in the report and monitor progress in conjunction with the planned programme of visits	29 September 2023	Quality Improvement Manager

Background Papers **None**

Person to Contact **Lyndsay McRoberts, Director of Education**
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone 01292 616627
E-mail Lyndsay.McRoberts@south-ayrshire.gov.uk

Date: 14 September 2023



20 June 2023

Dear Parent/Carer

In April 2023, a team of inspectors from Education Scotland visited Colmonell Primary School and Early Years Centre. During our visit, we talked to parents/carers and children and worked closely with the headteacher and staff.

The inspection team found the following strengths in the setting's work.

- The strong leadership of the headteacher who ensures equity, improves attainment and supports families and the local community. She is supported very well by the highly-skilled staff team.
- Positive, nurturing and caring relationships throughout the school and Early Years Centre. Children are supported to lead their own learning and are confident, curious and engaged.
- Very strong, effective and respectful teamwork across the school and Early Years Centre. Staff have high expectations of themselves and children. They show a strong commitment to high-quality learning and teaching. This is resulting in children making very good progress in their learning.
- Productive community partnerships that support children's sense of place and responsibility for the local area.
- All staff prioritise children's wellbeing. They provide a range of learning opportunities to support children to be respectful, feel valued and ready to learn in school and the Early Years Centre. Children have a strong sense of global diversity, which supports them in building an inclusive school community.

The following areas for improvement were identified and discussed with the headteacher and a representative from South Ayrshire Council.

- Continue to develop the use of digital learning journals to support planning and tracking of children's learning.
- Building on the strong practice in the Early Years Centre, continue to develop approaches to high-quality learning through play at the primary stages.

We gathered evidence to enable us to evaluate the school's work using four quality indicators from [How good is our school? \(4th edition\)](#) and [How good is our early learning and childcare?](#) Quality indicators help schools, local authorities and inspectors to judge what is working well and what needs to be improved. Following the inspection of each school, the Scottish Government gathers details of our evaluations to keep track of how well Scottish schools are doing.

Here are Education Scotland's evaluations for Colmonell Primary School and Nursery Class

Quality indicators for the primary stages	Evaluation
Leadership of change	very good
Learning, teaching and assessment	very good
Ensuring wellbeing, equality and inclusion	very good
Raising attainment and achievement	very good
Descriptions of the evaluations are available from: How good is our school? (4th edition), Appendix 3: The six-point scale	

Quality indicators for the Early Years Centre	Evaluation
Leadership of change	very good
Learning, teaching and assessment	very good
Ensuring wellbeing, equality and inclusion	very good
Securing children's progress	very good
Descriptions of the evaluations are available from: How good is our early learning and childcare? Appendix 1: The six-point scale	

A more detailed document called Summarised Inspection Findings (SIF) will be available on the Education Scotland website at:

[Reports page](#) | [Inspection reports](#) | [Education Scotland](#)

What happens next?

We are confident that the school has the capacity to continue to improve and so we will make no more visits in connection with this inspection. South Ayrshire Council will inform parents/carers about the school's progress as part of its arrangements for reporting on the quality of its schools.

Louise Phillips
HM Inspector

**South Ayrshire Council
Equality Impact Assessment
Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	Inspection of Colmonell Primary School and Early Years Centre
Lead Officer (Name/Position/Email)	Lyndsay McRoberts, Director of Education – lyndsay.mcroberts@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	No	No
Disability	No	No
Gender Reassignment (Trans/Transgender Identity)	No	No
Marriage or Civil Partnership	No	No
Pregnancy and Maternity	No	No
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	No	No
Religion or Belief (including lack of belief)	No	No
Sex – (issues specific to women & men or girls & boys)	No	No

Community or Groups of People	Negative Impacts	Positive impacts
Sexual Orientation – person’s sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	No	No
Thematic Groups: Health, Human Rights & Children’s Rights	No	No

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	No	No
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	No	No
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	No	No
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	No	No
Socio-economic Background – social class i.e. parent’s education, employment and income	No	No

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

South Ayrshire Council

**Report by Director of Education
to Cabinet
of 26 September 2023**

Subject: South West Educational Improvement Collaborative (SWEIC) – Delivery Plan 2023/24

Purpose

1.1 The purpose of this report is to seek Cabinet approval to agree and publish the South West Educational Improvement Collaborative (SWEIC) Delivery Plan 2023/24.

2. Recommendation

2.1 **It is recommended that the Cabinet:**

2.1.1 **approves the SWEIC Delivery Plan 2023/24 (Appendix 1); and**

2.1.2 **agrees that the SWEIC Delivery Plan is published on all four Councils' websites for members of the public and other stakeholders.**

3. Background

3.1 The Scottish Government established six Delivery collaboratives across Scotland towards the end of 2017. South Ayrshire forms part of the South West collaborative along with East Ayrshire, North Ayrshire and Dumfries and Galloway. Each collaborative submitted their first plan to Education Scotland in January 2018. This plan is the sixth SWEIC Delivery Plan to be submitted.

3.2 During 2022/23, the South West Educational Improvement Collaborative (SWEIC) made very good progress implementing the Delivery Plan.

3.3 Feedback from online professional learning and network events are very positive with participants appreciating the time and space to collaborate with colleagues, sharing their practice and potential solutions to challenges. This has impacted positively on school improvement as staff now have wider networks in which to collaborate, sharing and deepening their expertise.

3.4 The Delivery Plan 2023/24 is supported by a grant from the Scottish Government amounting to £548,221. This grant will fund seconded officers who will support collaborative work and fund e-learning and professional learning activities. The plan has been submitted to Education Scotland in draft however it is subject to approval by the four Councils who form part of the collaborative.

4. Proposals

- 4.1 It is proposed that the Cabinet agrees the Delivery Plan 2023/24 (Appendix 1).
- 4.2 It is proposed that the SWEIC Delivery Plan is published on all four Councils' websites for members of the public and other stakeholders; the plan is made available in other languages should it be requested and the plan is made available on the intranet site for staff.

5. Legal and Procurement Implications

- 5.1 There are no legal implications arising from this report.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 There are no funding implications for South Ayrshire Council and in the event of less funding being given than is sought, the collaborative will operate within the funding made available. Dumfries and Galloway Council are the host authority for funding.

7. Human Resources Implications

- 7.1 SWEIC seconded posts are employed in the local authority where the member of staff lives or currently works. Additional temporary posts will only be created within the funding made available by Scottish Government.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

- 8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

- 8.2.1 The risks associated with rejecting the recommendations are the South West Educational Improvement Collaborative will be less effective without the plan in place and the associated funding bid for resources to operate the collaborative.

9. Equalities

- 9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as Appendix 2.

10. Sustainable Development Implications

- 10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document

otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Priority Two of the Council Plan: Live, Work, Learn and Outcome One: To provide quality education and lifelong learning.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with Councillor Stephen Ferry, Portfolio Holder for Education, and the contents of this report reflect any feedback provided.

13.3 Consultation has taken place with SWEIC Strategic Officers, Lead Officers and Seconded Officers and other associated groups and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

14.1 If the recommendations above are approved by Members, the Director of Education will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Confirm approval of plan with Education Scotland	30 September 2023	Director of Education
The plan will be uploaded to the Council website and The Core	31 October 2023	Director of Education

Background Papers None

Person to Contact **Lyndsay McRoberts, Director of Education**
County Buildings, Wellington Square, Ayr, KA7 1DR
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E-mail Lyndsay.mcroberts@south-ayrshire.gov.uk

Date: 14 September 2023



South West Education Improvement Collaborative

Delivery Plan 2023-3024

(Draft)

Learning, Teaching & Assessment

Priority	Actions	Outcomes	Responsible	Delivery Timescale
1. Adaptive Learning and teaching in a BGE context	<p>1.1 Work with Education Scotland RIC delivering Adaptive Learning and Teaching programme in eight schools across the four local authorities.</p> <p>1.2 Online resources developed and signposting to support differentiation/adaptive learning and teaching.</p> <p>1.3 Case studies from schools taking part highlighted on the SWEIC Glow Blog/website.</p> <p>1.4 Work with Education Scotland to develop the programme for secondary teachers delivering BGE and pilot with eight schools.</p>	<p>1.1 Primary teachers have evidence-based strategies to enable them to engage all learners.</p> <p>1.2 A platform for sharing high quality resources and effective strategies will be established.</p> <p>1.3 Collaboration between schools will increase as the pilot schools share good practice.</p> <p>1.4 As above for the secondary sector.</p>	<p>Pamela McCallum NA Nicola Hendry ES Sian Neil ES Jackie Blair SA Robert McCallum EA Gail Elder EA</p> <p><i>Other delivery stream representative still to be confirmed.</i></p>	<p>Sept 23 - May 24</p> <p>Dec 23</p> <p>May 23</p> <p>Jan 24 for commencement Sept 24</p>
2. Creating meaningful tasks and planning for high quality assessment upper primary and secondary – initially in maths and numeracy	<p>2.1 Professional learning over six sessions for secondary maths teachers and upper primary sessions based on the book ‘Mathematical Tasks, The Bridge Between Teaching and Learning.’</p> <p>2.2 Practitioners will be offered the opportunity to engage with critical research</p> <p>2.3 Practitioners will become ‘Leaders of Learning’ for this approach.</p>	<p>2.1 Practitioners will become skilled at creating meaningful, engaging tasks which allow learners to apply skills, explore and develop mathematical thinking.</p> <p>2.2 Research will provide an evidence base for this approach.</p> <p>2.3 Practitioners from each authority will become leaders of learning, increasing both capacity in and collaboration between authorities.</p>	<p>Pamela McCallum NA Nicola Hendry ES Sian Neil ES Jackie Blair SA Robert McCallum EA Gail Elder EA Nanette Brotherwood, ES Numeracy Network</p>	<p>Sept 23 – March 24</p> <p>Oct 23 – May 24</p> <p>May 24</p>

	2.4 Case studies and resources will be available on the Glow blog/website.	2.4 A platform for sharing high quality resources and effective strategies will be established.	<i>Other delivery stream representative still to be confirmed.</i>	May 24
3. To develop the expertise already in our authorities and build capacity within our workforce, specifically at 1 st Level in relation to a child centred pedagogical approach.	<p>3.1 A cohort of 1st level practitioners identified from across the authorities to take part in the initiative.</p> <p>3.2 Practitioners will engage with reflective self-evaluation to critically examine their practice around key themes.</p> <p>3.3 Practitioners will work with Education Scotland and SWEIC, to develop and then lead, professional learning based on evidence of good practice.</p> <p>3.4 Practitioners will become Leaders of Learning for SWEIC.</p> <p>3.5 Case studies and resources will be available on the Glow blog/website.</p>	<p>3.1 Teachers feel valued and recognised for their good practice.</p> <p>3.2 Collaboration between the cohort, sharing ideas and resources from across the SWEIC.</p> <p>3.3 Capacity for delivering high quality professional learning is established through the Leaders of Learning.</p> <p>3.4 Capacity for delivering high quality professional learning is established through the Leaders of Learning.</p> <p>3.5 A platform for sharing high quality resources and effective strategies will be established.</p>	<p>Pamela McCallum NA Nicola Hendry ES Sian Neil ES Jackie Blair SA Robert McCallum EA Gail Elder EA</p> <p><i>Other delivery stream representative still to be confirmed.</i></p>	<p>September 23- March 24</p> <p>September 23- March 24</p> <p>Ready for offer, March 24</p> <p>March 24</p>

Equity and Inclusion

Priority	Actions	Outcomes	Responsible	Delivery Timescale
4. Development of an attendance and Inclusion Hub as part of the SWEIC digital resource to support schools in reducing barriers to learning.	1.5 Further development of a resource library on the SWEIC website based on a needs analysis of school leaders. 1.6 Develop and collate exemplars of practice with Links to existing Education Scotland resources and examples of excellence from each Local Authority. 1.7 Support schools in making better use of attendance data at school level by providing reference resources and guidance. 1.8 Training modules developed and virtual seminars on reducing barriers to participation offered to colleagues.	1.5 A more streamlined virtual resource that is easy to access and meets the needs of colleagues in supporting Equity and Inclusion. 1.6 Raise awareness of focussed interventions to increase attendance, wellbeing and engagement and participation, with sharing of excellence practice as a pivotal aspect. 1.7 A more holistic understanding and addressing barriers to attendance and inclusion at school level based on data. 1.8 Training modules and seminars attendance fully booked and positive response from participates.	George Webb D&G Jess Burnett D&G Lindsay Bull EA Mark Conway ES Gwyneth Fairbairn D&G Chris Flanagan ES Laura Fugaccia D&G Graham McGinn EA Gayle Ferguson SA Kimberley Keenan SA Angela Cassells NA <i>Finalise delivery stream members with the 4 LAs</i>	Sept 23 - May 24 Dec 23- May 24 Sep 23- May 24 Oct 23 -May 24
5. Continue to increase school participation in the Rights Respecting Schools programme to help embed the UN Convention on the Rights of the Child (UNCRC) into our	2.5 Support schools by raising awareness of the Rights Respecting Schools Award and UNCRC by working with each Local Authority to increase participation. 2.6 Work in partnership to shape policy and practice and build a shared understanding of how we get it right for every learner, developing a more consistent approach. 2.7 Develop high quality training opportunities on UNCRC and RRS award	2.5 Practitioners at all levels across SWEIC are aware of the statutory duties of UNCRC and how its incorporation impacts on their work. 2.6 Addressing practice in children and young people’s involvement and how we understand, promote, and protect children’s rights. Collaborate with Together (Scottish Alliance for Children’s rights) 2.7 Training resources well utilised on SWEIC website, with high participation rate across all Local Authorities.	George Webb D&G Nicola Sykes ES Jess Burnett D&G Lindsay Bull EA Chris Flanagan ES Scott Mulholland SA Angela Cassells NA June Stefani SAC	Oct 23- May 24 Oct 23 – May 24 Dec 23 – May 24

schools' curriculum.	across all four local authorities and share examples of good practice.			
<p>6. Support school leaders to embed the 5 foundations of the promise within their curriculum by the end of 2024.</p> <p><i>1. Knowing about and caring for care experienced pupils.</i></p> <p><i>2. Specific tracking of attendance and achievement as part of school improvement planning incl early identification of support.</i></p> <p><i>3. Engagement and participation in lessons and wider school activity.</i></p> <p><i>4. Ending exclusions.</i></p> <p><i>5. Positive destinations</i></p>	<p>3.6 Support all schools to embed the foundations of the promise through workshops and seminars designed around the 5 foundations. Aligning The Promise goals to the 3 national drivers - The Morgan Review, UNCRC & The Promise</p> <p>3.7 Link with Education Scotland and the 4 local authorities to support school leaders in developing improvement plans to correlate with The Promise and share examples of good practice.</p> <p>3.8 Data gathering on how each Local Authority is delivering on The Promise to ensure clarity on roles and responsibilities and improved partnership working. Support in using the data to improve equity and inclusion.</p>	<p>3.1 Ensure we play our part to keep the promise for care experienced children and young people by analysis data on attendance, exclusion, and participation (Including leaver destinations)</p> <p>3.2 Model School Improvement Plan's that address the changes needed to keep The Promise.</p> <p>3.3 Analysis how each Local authority are using data linked to the 5 foundations, development of a dashboard of data across partner agencies including Social Work Education, youth services and other linked LA departments.</p>	<p>George Webb D&G Lesley Hillan-Fowler EA Jess Burnett D&G Lindsay Bull EA Chris Flanagan ES Angela Cassells NA Gayle Ferguson SA Gwyneth Fairbairn D&G Laura Fugaccia D&G</p>	<p>Oct 23- May 24</p> <p>Sept 23-Dec 23</p> <p>Oct 23 – May 24</p>

Curriculum				
Priority	Actions	Outcomes	Responsible	Delivery Timescale
Curriculum Design and Learner Pathways				
1. Develop a clear understanding of Curriculum Design and support the development of Learner Pathways	1.1 Provide 'Curriculum Design' Professional Learning for all school leaders across the SWEIC	1.1 Leaders are skilled to effectively design and implement curriculum.	Gail Monaghan (SWEIC) Nicola Crawford (ES) Lorraine Ross (ES) Klaus Mayer (ES) (Additional workstream members to be added) Gavin Pitt (SA) David Maxwell (D&G) ? Kenny Pullan (D&G) ?	Sept 23 – May 24
	1.2 Provide 'Curriculum Design' Professional Learning for all educators across the SWEIC	1.2 Leaders and educators report having a deeper understanding of best practice and innovative approaches to curriculum design.		Jan 24- Mar24
	1.3 Strengthen creative leadership across the SWEIC and create a framework for 'Teaching Creativity' to be piloted in at least 2 schools per authority	1.3 Pupils are inspired to think creatively, and classroom environments encourage curiosity and problem solving.		October 23 Pilot by June 24
	1.4 Design a practical resource/toolkit to support leaders to design their curriculum with the local context in mind and learners at the centre	1.4 Leaders can design curricula that are tailored to the specific needs, culture and context of their local communities. Learners' interests and aspirations are taken into consideration.		April 24
	1.5 Pilot the SWEIC Curriculum Design toolkit in at least 2 schools per authority before the end of the session	1.5 Learning outcomes are improved and the curriculum is meaningful to all learners.		Jun 24
	1.6 Create 'Professional Reading Recommendations' resource for all educators across the SWEIC in relation to curriculum design and learner pathways	1.6 Educators are up to date with the latest research, best practice and innovative approaches in curriculum design and learner pathways.		Dec 23
2 Ignite the joy of learning in the BGE through the design, implementation and evaluation	2.1 Engage primary and secondary schools across the SWEIC in the Daydream Believers project 'Solar Punk Island'	2.1 Schools foster a holistic and integrated approach to learning. Pupils develop a sense of curiosity, engagement and enthusiasm for learning		Sept 23
	2.2 Schools to share their PBL journey across the SWEIC	2.2 Increased collaboration between teachers within own schools, authorities and across the SWEIC.		Jan – May 24
				Jun 24

of Project Based Learning	2.3 Further develop Solar Punk Island project in response to local context (e.g. Ayrshire Growth Deal)	2.3 Pupils engaged in the project recognise the relevance of the skills being developed in relation to their local community		
Digital Futures				
3. Empower educators to navigate the current digital landscape with confidence and proficiency.	<p>3.1 Develop comprehensive 'Digital Skills Pathways' to provide educators with the necessary knowledge and tools and relevant to their own role/sector.</p> <p>3.2 Collate examples of digital practice across subject-specific areas and compile a 'digital book' resource to share across the SWEIC.</p>	<p>3.1 Education staff can perform tasks related to their role more efficiently. They report increase in confidence in utilising digital tools and have achieved the minimum expectation within the pathway.</p> <p>3.2 Educators feel inspired and empowered to adopt innovative digital practice in their classroom. Pedagogical techniques and digital skills are improved within classrooms. Educators network with others across the SWEIC to learn from each other and contribute to the advancement of digital education in their respective subject areas.</p>	<p>Gail Monaghan (SWEIC) George Milliken (ES) Brian Clark (ES) Susan Lauder (NA) Lynn Robertson (SA) Amanda Pickard (SA) Donna Kirkwood Emery (EA) Laura Fugaccia (D&G) Rosslyn Lee (NA)</p>	<p>May 24</p> <p>April 24</p>
4. Provide educators with the knowledge and skills to comprehend AI technology	<p>4.1 Deliver A.I. professional learning for education staff to further develop an awareness and understanding of how it can be used in learning and teaching and reduce workload</p> <p>4.2 Create 'Professional Learning' resource for all educators in relation to A.I. with signposts to relevant learning</p>	<p>4.1 Education staff gain a deeper understanding of AI technology and its applications in education. They can streamline administrative tasks and reduce their workload.</p> <p>4.2 Educators feel equipped with the knowledge and skills necessary to effectively utilise AI within the profession. They can leverage AI technology in a responsible and informed manner.</p>		<p>Jan 24</p> <p>May 24</p>

**South Ayrshire Council
Equality Impact Assessment
Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	South West Educational Improvement Collaborative (SWEIC) – Delivery Plan 2023/24
Lead Officer (Name/Position/Email)	Lyndsay McRoberts, Director of Education lyndsay.mcroberts@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	No	No
Disability	No	No
Gender Reassignment (Trans/Transgender Identity)	No	No
Marriage or Civil Partnership	No	No
Pregnancy and Maternity	No	No
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	No	No
Religion or Belief (including lack of belief)	No	No
Sex – (issues specific to women & men or girls & boys)	No	No
Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	No	No

Thematic Groups: Health, Human Rights & Children's Rights	No	No
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3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	No	No
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	No	No
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	No	No
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	No	No
Socio-economic Background – social class i.e. parent's education, employment and income	No	No

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the 'Three Key Needs' of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)	YES
	NO
Rationale for decision:	

An Equality Impact Assessment is not required on this occasion as this report is asking for elected members to note the outcome of the inspection

Signed : Lyndsay McRoberts

Director of Education

Date: 6 September 2023

South Ayrshire Council

**Joint Report by Director of Education
and Head of Children's Health, Care and Justice Services
to Cabinet
of 26 September 2023**

Subject: Children's Services Plan Annual Report 2022/23

1. Purpose

- 1.1 The purpose of this report is to seek approval of the draft Children's Services Plan Annual Report 2022/23.

2. Recommendation

- 2.1 **It is recommended that the Cabinet approves the draft Children's Services Plan Annual Report 2022/23 attached as Appendix 1.**

3. Background

- 3.1 The [Children and Young People \(Scotland\) Act 2014](#) introduced new planning and reporting duties on a range of public bodies. Part 3 of the Act requires a Children's Services Plan to be prepared jointly by local authorities and health boards to cover a 3 year period. The initial South Ayrshire Children's Services Plan was published in April 2017. A refreshed Children's Services Plan was agreed in March 2020 ([Children's Services Plan 2020-2023](#)). Partners agreed a shared vision underpinning the Plan:

All children and young people in South Ayrshire deserve the chance to reach their full potential. We will support those who start at a disadvantage and remove barriers for those who are struggling, we will stretch the most able and protect and nurture all children, especially the most vulnerable. Our aim is to reduce inequalities in outcomes for children and young people, in particular, to close the gaps in outcomes related to deprivation so that all can achieve their potential.

- 3.2 This Shared Vision is supported by 5 high level priorities:

Outstanding Universal Provision

Ensure our children get the best start in life; South Ayrshire is the best place to grow up; and all children and young people are successful learners, confident individuals, responsible citizens and effective contributors.

Tackling Inequalities

Reduce the gap in outcomes between the most and least deprived children and young people in South Ayrshire.

Love and Support for our Care Experienced Young People and Young Carers

Ensure children and young people who are care experienced or young carers are loved and supported to improve their life experiences and life chances.

Good Physical and Mental Health and Wellbeing

Ensure all children and young people are supported to achieve and maintain good physical and mental health and wellbeing.

Promoting Children's Rights

Work to ensure we are delivering on the provisions of the United Nations Conventions on the Rights of the Child (UNCRC) as incorporated into Scots Law.

- 3.3 The Children and Young People (Scotland) Act 2014 places a duty on the local authority and relevant health board to publish an annual report on the extent to which children's services and related services have, in that period, been working towards improving local priorities for children and young people.

4. Proposals

- 4.1 Co-ordination, management and monitoring of the Children's Services Plan is undertaken by a range of partners through the Children's Services Planning Group (CSPG). The CSPG meets regularly to discuss issues linked to children's services including national initiatives and local issues arising in children's services.
- 4.2 It is recommended that Cabinet agrees the content of the draft Children's Services Plan Annual Report 2022/23 as set out at Appendix 1. The report will also be submitted to the Integration Joint Board and the NHS Board and the Community Planning Board for approval. The report will be desk top published prior to publication

5. Legal and Procurement Implications

- 5.1 Publication of an annual report setting out progress against a Children's Services Plan is a requirement under the Children and Young People (Scotland) Act 2014.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 Design and print costs are negligible and will be met from existing budgets.

7. Human Resources Implications

- 7.1 Not applicable.

8/

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 The risk associated with rejecting the recommendations is that the Council would fail to meet statutory reporting requirements to the Scottish Government in respect of the Children's Services Plan as defined by the Children and Young People (Scotland) Act 2014 Part 3.

9. Equalities

9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as Appendix 2.

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Priority Two of the Council Plan: Live, Work, Learn and Outcome One: To provide quality education and lifelong learning.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report. Public consultation took place regarding the priorities of South Ayrshire Children's Service Plan. 2017 – 2020.

13.2 Consultation has taken place with Councillor Stephen Ferry, Portfolio Holder for Education, and Councillor Lee Lyons, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Director of Education and the Head of Children’s Health, Care and Justice will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the ‘Council and Leadership Panel Decision Log’ at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Publication of Children’s Service Plan Annual Report 2022/23	30 November 2023	Director of Education

Background Papers **None**

Person to Contact **Lyndsay McRoberts, Director of Education**
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Phone: 01292 616627
E-mail: Lyndsay.McRoberts@south-ayrshire.gov.uk

Date: 14 September 2023

South Ayrshire
**COMMUNITY
PLANNING**
Partnership



CHILDREN'S SERVICES

ANNUAL REPORT 2022/23



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Introduction

I am delighted to present this Children's Services Annual Report which sets out what the Children Services Planning Partnership has been committed to over the past 12 months.

The past year has been characterised by our response to the pandemic and its aftermath. While there are no longer school closures and mass hospitalisation, the impact of the crisis is still affecting the lives of our children and young people, particularly those from our most deprived communities.

Throughout this last year the Children Services Partnership has continued to function as an effective collaboration of partners from across the whole spectrum of service for children and young people in South Ayrshire. This Partnership has included a number of Council Services, Health Services, Police, Fire and Rescue, Health and Social Care and the Third and Independent Sector. The members of the Partnership have worked together to do our very best to deliver excellent supports and opportunities for our children, young people and their families.

This year we have also taken stock of where we are in terms of service delivery and partnership working. Consequently, we have engaged in a full programme of self-evaluation with Horizons research. By considering the views of children, young people and families, we will be informed how to work together to improve services for communities and Whole Family Wellbeing within South Ayrshire and to co-design our children's services plan for the next three years.

As a Partnership we remain resolute in our commitment to do the best for the children and families in South Ayrshire who need our help most. We will continue to have a strong focus

on mitigating the impact of poverty worsened by the cost of living crisis. We know that this will continue to be challenging work for the next year. Embedding the United Nations Convention of the Rights of the Child across our services will remain a priority for us as we deliver on the various national initiatives which affect our children, young people and families.

The following report focuses on the collaborative working of the Children's Services Partnership over the past year and the key activities which we have given ourselves to deliver on our strategic objectives. Other areas of focus include: delivering on the Promise, Whole Family Wellbeing and integrating trauma informed practice into how we care for children and young people.

I am profoundly grateful to the members of the Children's Services Planning Partnership for their dedication and tireless work to deliver and improve services for all children and families across South Ayrshire. I strongly hope that together we can help close the gap which will enable all of our children and young people to achieve their potential.



Mark Inglis
Head of Children's Health, Care and Justice Services

Strategic Outcome 1: Outstanding Universal Provision

Programme of work to deliver the outcomes set out in Children's Service Plan 2020-23

- Improve outcomes for children and young people with additional support needs
- Identify vulnerable pregnancies early and provide support through community/hub/team around the family model
- Review and refresh the Youth Justice Whole System Approach
- Provide intensive family focused support to families who are experiencing crisis and prevent family breakdown
- Police Scotland will deliver a range of activities to support children and young people
- Deliver community and evidence-based parent and family learning programmes
- Improve early education intervention approaches to support the development of children under 5 years old
- Improve educational attainment for all children and young people
- Deliver positive community safety initiatives for young people and their parent/carers
- Continue to develop team around the family/community hub model



Children with Additional Support Needs



The 2022-2023 Educational Services Standards and Quality Report provides the detailed overview of attainment and achievement across this service including for young people with additional support needs. In session 2022-2023 36% of young people across the local authority were identified as having a barrier to learning. A system of staged intervention is in place in all schools to ensure young people receive the appropriate level of support at the right time.

Robust monitoring arrangements are in place for Pupil Equity Fund spending in schools to ensure maximum impact for those young people experiencing hardship. Almost all interventions within schools focus on literacy, numeracy and health and wellbeing and ensure there is a clear focus on raising attainment and achievement and reducing the poverty related attainment gap.

Vulnerable Pregnancies



Families who require additional support are identified during pregnancy by community midwife's and the Safeguarding midwifery service through assessment and early intervention.

Vulnerable families receive visits by health visitors as part of the Universal Health Visiting Pathway The South Ayrshire Pre-birth screening group ensures a proportionate response is initiated through pathways provided to meet assessed needs. This includes the Team Around the Child approach where services work together to support the family at an early stage led by universal services, or through additional support led by social work services where safeguarding concerns are identified.

The information below shows an increase of 22 Safeguarding referrals and an increase of 31 Safeguarding Midwifery Assessments carried out during this reporting period in comparison to the previous year.

Year	Total: Safeguarding referrals	Total: Safeguarding Midwifery Assessments
2021/2022	367	215
2022/2023	389	251

In addition, the Family Nurse Partnership (FNP) provides a person-centred, preventative intervention programme which is now offered to all young first-time parents aged 20 or under. In addition to this, the FNP Programme is also offered to eligible 21 to 25-year olds who have experienced life in care.

The Team Around the child approach continues to address the identified needs of preschool and school aged children through coordinated supported by the named person and lead professionals involved with the family.

Support has also been made available to families by resources provided through the multi-agency hub approach, where services come together to address the short term needs of identified families at an early stage and reduce delay. This has led to additional financial and practical help being provided.

Youth Justice Whole System Approach

The whole system is undergoing review and being refreshed. The case study below shows the journey through the justice system of a 17-year-old female.

CASE STUDY

CS (female, aged 17) was born in England and spent time in foster care before being adopted along with her two siblings when she was 4 years old. CS along with her siblings and adoptive parents then moved to South Ayrshire where she continues to reside.

Initially CS had been allocated to YPST in 2021, this was to offer voluntary support to CS and her adoptive parents as at the time relationships were strained between them and she was coming into conflict with the law. CS then left the family home once she turned 16 and our team struggled to get in contact with her for a period of time. Due to staffing changes, I was then allocated to offer support in early 2022, particularly in relation to her outstanding matters with the police.

It took several weeks to find out where she was staying and it soon became clear she had been staying between different places, which included sofa surfing and also staying with her boyfriend's family. However, due to overcrowding this was not a viable solution in the long term and one of the first times I met with her, I supported her to present as homeless.

CS advised she was very wary of professionals and experienced several different workers throughout her life and felt let down by them. I explained that although I was tasked to support her with diversionary work, I was not here to judge her and wanted to support her. CS over time began to open up and advised of the difficulties she had been facing. She spoke of the constant arguments with her parents, feeling low in mood and struggling to cope with her anger. CS advised she would often run about with the wrong crowd and consume alcohol and drugs several times each week.

I carried out focused work over several months with CS which looked at her emotional wellbeing, triggers and supports/coping strategies. CS also engaged in sessions that covered consequential thinking and victim awareness. Through time she showed good insight into her actions and was able to reflect on her own experiences and how they have impacted her. CS advised she

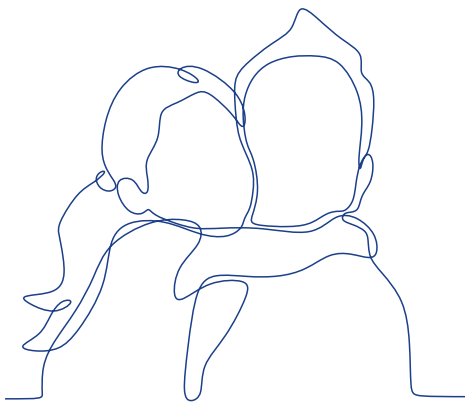
has struggled with her mental health for years and she would self-harm to cope. We spoke in sessions about these feelings and explored alternative and safer coping strategies she could use when she felt low in mood. CS also met with Penumbra on a few occasions who carried out specific sessions around self-harm awareness and safety planning.

CS had originally been referred to the Youth Diversion scheme by the Procurator Fiscal for two separate assault charges, however she had a third assault charge (from the previous year) outstanding and this required CS to attend court. Our team were instructed to compile a court report to provide background information and explore potential sentencing options. Understandably this was a stressful experience for CS as it went on for several months. Additionally, CS and her partner were now expecting a baby and she was due back at court just two months before her due date. I completed the court report for CS and provided information regarding what CS has experienced, context for the offence and how she had engaged in diversion work previously with myself and provided good insight and reflection.

The sheriff agreed with our recommendation and remitted CS' case back to the Children's Hearing. Myself and CS along with her partner and his mum attended the Children's Hearing in May and they agreed for no further action to be taken against CS. They were satisfied with the work CS had engaged in and the insight she provided. She has not come into any further conflict with the law since completing the diversion work last year.

CS gave birth to a baby boy a few weeks ago, both baby and mum are doing really well. Health services and Children & Families Social Work have both commented at how well CS has taken to motherhood. She continues to engage openly with Social Work and Health services, CS and her partner also have good support from his family. CS and her partner have just gotten the keys for their own tenancy this week and the couple are looking forward to having their own place and decorating their new home for their baby.

Intensive Family Support Service



South Ayrshire has an ongoing investment in supporting children to remain at home with specialist support services which aids families at a time of crisis. The Intensive Family Support Service and Functional Family Therapy Team (FFT) are two examples of this.

The Intensive Family Support Service and The Functional Family Therapy Team engage with families at a point of crisis when the likelihood of escalation through the care system is moderate to high. Through direct evidence-based interventions which are family centred and relational, the teams can support families to live together through times of stress and dysfunction towards a more supportive and nurturing family experience.

The Intensive Family Support Service has recently undergone a service review and the outcome of this was that the Outreach Team would join as part of the Intensive Family Support Service. The staffing within the service consists of 7 Intensive Family Support Workers and 1 Senior Intensive Family Support Worker.

The Intensive Family Support Service provides a Whole Family, strength-based approach and offers support with parenting strategies, mediation, improving family relationships, building on existing strengths, community engagement, income maximisation and any other area of need identified by the family. There are plans to begin delivering group work support and a drop-in service to young people and their families in South Ayrshire.

Functional Family Therapy

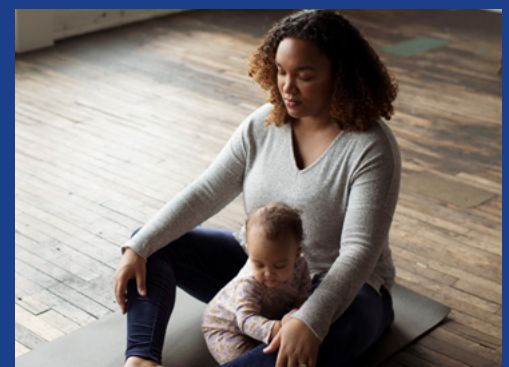
Functional Family Therapy is a short-term, high-quality intervention programme with an average 12 to 14 sessions over a three-to-five-month period. FFT works primarily with 11 – 18-year olds, however, there are occasions when consideration will be given to working with a younger age group. FFT is a strength-based model built on a foundation of acceptance and respect. At its core is a focus on assessment and intervention to address risk and protective factors that occur within and outside of the family.

FFT consists of five major components – engagement, motivation, relational assessment, behaviour changes and generalisation. Each of these components has its own goals, focus and intervention strategies and techniques.

Out of the 38 families referred to the Functional Family Therapy Team between 2022 and 2023, 75% of them engaged completely with the programme. Of those who completed the programme, 86% remained living at home and 93% of those children who completed the intervention are still attending education.

Holistic Therapy

The Intensive Family Support Service has commissioned the services of a holistic therapist who works one day per week within the Family Centre to provide Baby Massage, Baby Yoga, Stress Buster sessions as well as other therapeutic treatments to families. There is ongoing consideration being given to develop the service further to offer wellbeing support to staff.



Police Scotland

Campus officers participate in diversionary work with particular individuals and smaller groups. A lot of this is to do with behaviour and encouraging young people to engage with the school, partners and ourselves. A few have utilised Wossobama and regularly take groups of young people to the gym to promote health and wellbeing and discipline.

They regularly deliver inputs about social media, anti-social behaviour, bullying, 'No Knives Better Lives' as required.

The white ribbon campaign last term was successful in highlighting the issues around domestic abuse, violence against women and controlling behaviour. There were inputs from both South Ayrshire Women's Aid and Moving on Ayrshire.

Campus officers have delivered the S6 New Driver input also. They were engaged in Reckless Driving Wrecks lives in March 23 which was delivered to S5/6 at the Odeon in Ayr.



Parent and Family Learning Programmes

Adult Learning happens in a variety of places, in a range of ways for any number of reasons. We continue to develop and deliver programmes that are relevant and accessible to our communities. We want all learning to be life long, life wide and learner centred. We aspire to establish adult learning as a route into community involvement and personal empowerment. CLD, will facilitate the development of digital skills that adult learners in the community may need, to access all opportunities to further learning, employability, or involvement in their community. We continue to cultivate digital confidence in parents, to ensure that each child thrives in their home, social and school environment. Over the course of the past 12 months, the local authority has delivered a range of interventions to improve outcomes for adults and families. Some of our achievements are noted below:



- 303 learners highlighting an improvement in their skills
- 266 participants have increased knowledge
- 71 people have improved their employability outcomes
- 167 accredited learning places were delivered this year
- In addition, the use of Social Media channels, course bulletins, and posters/flyers as well as open day events and consultations continue to be utilised to increase awareness of opportunities available to our local communities.

ESOL & Literacies



The Adult Literacies team of 6 Literacies Development Officers continue to deliver programmes to adults looking to improve their reading, writing, spelling, numeracy, and IT skills. On our team are Digital Champions, who continue to support individuals benefiting from the Connecting Scotland initiative. Throughout the pandemic we piloted work in 2 primaries, working with parents who were feeling challenged by “home schooling” and promoted confidence in our own learners to continue to learn using a variety of digital platforms. This work has established a profile for the service with education staff and we continue to work with families.

We delivered our own bespoke 12 session training for literacies/ESOL volunteers and currently have over 70 active volunteers on our database. Many of the current volunteers have moved into sessional employment in the Literacies/ESOL team. They have benefited from workforce development and have been supported in achieving the PDA ITESOL at Ayrshire college. This session we trained an additional 13 volunteers.

For ‘New Scots’ recently arrived from Syria and Afghanistan, there were ESOL (English for Speakers of Other Languages) classes from complete beginner to intermediate. We provided programmes in small groups or one to one with a tutor, to anyone who wanted to build their confidence, improve their chances of employment and at the same time, integrate into the community. The settling families are a small part of the ESOL service, and we continue to work with individuals (39) with 15 different linguistic profiles on our programmes.

Since April 2022, we welcomed Ukrainian learners into the service, engaging with 213 residents in South Ayrshire. The ESOL programme was delivered across South Ayrshire in various venues in Ayr, Girvan, Troon and Maybole. Our focus continues to be to respond to needs as they arise and provide quality and timely community-based adult literacies learning opportunities across South Ayrshire for all.

The Literacies work which covers all core skills (Communications, IT and Numeracy) was delivered to 105 registered learners both in one to one (volunteer support) and group activity. The team also delivered Literacies assessments for the Criminal Justice team to fulfil the requirement for court reports.

The marked increase in ESOL numbers has presented challenges for the team with Ukrainian numbers fluctuating on a weekly basis. We were able to register, assess level and deliver within 7 days of referral. Our class groups delivered at a capacity of more than 35. Furthermore, we provided ESOL support to 202 Ukrainian learners as well as the existing cohort of New Scots (39).

Finally, CLD in SAC are the first in Scotland to develop a community interpreter course. This project in collaboration with WEA is innovative in training a locality based, language support workforce. Fife college completed the SCQF levelling and we will deliver the initial pilot with North and East Ayrshire as part of the Pan-Ayrshire collaborative.



Early Education Approaches to Support the Development of Children Under 5

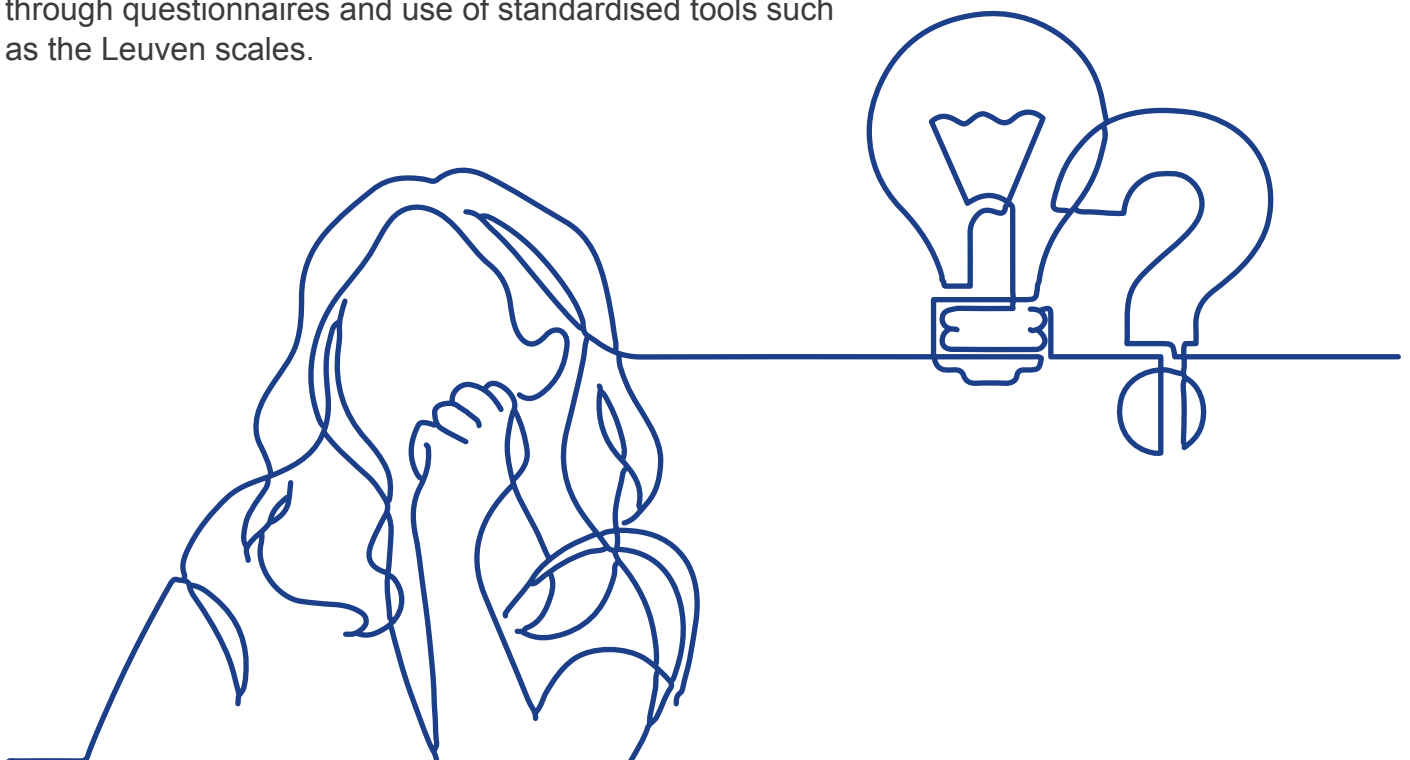
Play on Pedals South Ayrshire

The successful programme in South Ayrshire continues to be supported with over £30,000 of grant funding from Cycling Scotland to purchase bikes, helmets and pumps to enable children to access the equipment they need to develop cycling skills and build confidence. We have 97 staff trained to deliver the programme with at least one member of staff in each of our 35 EYCs. 25% of our 12 funded providers have a member of staff trained. Our PoP 'Ambassadors' support practitioners with 'refresh' sessions and mentoring. 743 pre-school children participated in the programme. We continue to work in partnership and develop links with our cluster secondary schools and Ayrshire College who provide basic maintenance. We continue to build on the success of the programme with some EYCs developing parental engagement with family cycle sessions and bike/helmet loan schemes for children who need to continue to develop their skills at home.



Promoting Alternative Thinking Strategies (PATHS)

'Promoting Alternative Thinking Strategies' (PATHS) is an evidence-based programme that promotes social and emotional competence and can prevent or reduce behaviour problems in children. It is designed to develop and integrate essential skills in emotional literacy, behavioural self-control and problem solving. The early years team in education services have now provided training, support and resources to implement PATHS within approximately 70% of our early year's centres, beginning with those in SIMD areas 1 and 2. We plan to roll the programme out to our remaining EYCs over the next academic year. Following successful implementation in the EYC, some of our centres have now begun to roll the programme forward into Primary one and throughout the whole primary school. Evaluation of impact of the programme is being measured through questionnaires and use of standardised tools such as the Leuven scales.



Block play transition project



Between January and June 2023 twenty-four early level practitioners participated in a block play transition project funded by Community Playthings. Input was delivered by Daniel Spry, an independent consultant who delivers block play training nationally. Over six days practitioners explored the potential of block play and the continuity and progression of learning across the early level. The sessions focussed on the developmental stages of block play, the environment, the role of the adult, potential learning beyond building, storytelling and STEM. All participants undertook a research project and shared their findings with the group. Practitioners reported that they now value block play more highly and could see the positive impact on children in particular in relation to continuity at the point of transition, communication and language, levels of engagement, cooperative play, problem solving and support children with ASN.



“Thank you very much for this course. I have found it very beneficial and have thoroughly enjoyed my time and it’s gave me so much joy to see the children flourish and gain confidence whilst playing in the block area.”

Education Attainment

Children’s Progress in early years

In early years children in their pre-school year are assessed against developmental milestones in three key areas: Health and Wellbeing, Communication and Language, and Maths and Numeracy.

A review of developmental milestones was completed, and the updated milestones have been in place from August 2022. This will ensure that the data and milestones better reflect the high quality of children’s experiences and achievements.

The number of children achieving 8 or more developmental milestones in all areas has increased from the previous year. For language and communication and maths and numeracy achievement is exceeding pre pandemic levels.



Consistent approaches to monitoring and tracking progress in the BGE

Originally developed by Dalmillig Primary School, a comprehensive approach to tracking pupil progress in the BGE has been progressed and made available to all primary schools for session 22/23. This will support school leaders to track and monitor the progress of individual pupils and cohorts. It will also enable close monitoring of vulnerable groups such as care experienced children and young people, and those living in the most deprived areas.

Attainment: Achievement of Expected CfE Level or Better

Despite the negative impact of Covid staff focussed on identifying gaps in learning from session 20-21 and put strategies in place to support progress.

Data was collected for P1, 4, 7 and S3 this session.

All measures saw a pleasing increase although levels have not yet returned to pre- pandemic levels. We are confident that children and young people will continue to progress and hope to see pre-pandemic attainment levels return next session.



Attainment: Senior phase

Young people in South Ayrshire perform consistently above the Virtual Comparator* for their achievement of literacy and numeracy qualifications at the point they leave school.

* The VC (Virtual Comparator) is a measure of how similar young people across Scotland are attaining

The attainment of young people in South Ayrshire was strong when compared against similar young people across the country (VC).

The % of young people in S4 achieving 5 or more Level 3 awards and 5 or more Level 4 awards is consistently above the VC. The % of young people achieving 5 or more Level 5 awards is also consistently above the VC.

The % of young people achieving 3 or more Level 6 awards and 5 or more Level 6 awards are generally in line with the VC. These continue to be an area of focus as we move forward.

Community Safety Initiatives

The Targeted Approach to Young People (TAYP) programme is delivered by South Ayrshire Council Thriving Communities Community Safety Team and aims to engage young people who are involved in or are on the periphery of antisocial behaviour / crime in the community or who are not engaging at school in the expected manner. TAYP is an activity-based initiative, including outdoor activities focussed on challenging young people whilst building confidence, self-esteem and teamworking skills.

This is followed up with ongoing support to enable the young people to engage in additional activities and established youth work activities in their local community, further education, and employment opportunities. A range of agency inputs aimed at stimulating discussion around a variety of issues relevant to young people are also included as part of this programme. These include issues such as antisocial

behaviour and its impact on the community, drug and alcohol misuse, addictions/ recovery, sexual and mental health, knife crime and domestic violence. This work has been supported by representatives from a range of agencies and departments including, Community Learning and Development, NHS A&A, Police Scotland, South Ayrshire Women's Aid and Recovery Ayr. This reporting period saw the TAYP Xtra programme developed in conjunction with Kyle Academy. Cashback Round 5 funding helped support of a pilot of longer-term engagement with 6 young people that the school had referred due to increased support needs. This engagement was initially planned to be for a 3-year period, however, due to complications around engagement because of the Covid pandemic, we had to shorten the engagement to 18 months. This approach will be evaluated at the end of funding period in March 2023.



Team Around the Family/Community Hub Model

Consultation on the move to a community hub model of support has taken place with a variety of staff during session 22/23. Following interrogation of local data, the hubs will initially focus on those at risk of exclusion, promoting attendance and key points of transition.

Consultation and contact have taken place with other local authorities who have implemented similar models of support. Further consultation and engagement with partners will take place before a move the community hubs are implemented during session 23/24.

Outcome 2: Tackling Inequality

Programme of work to deliver the outcomes set out in Children's Service Plan 2020-23

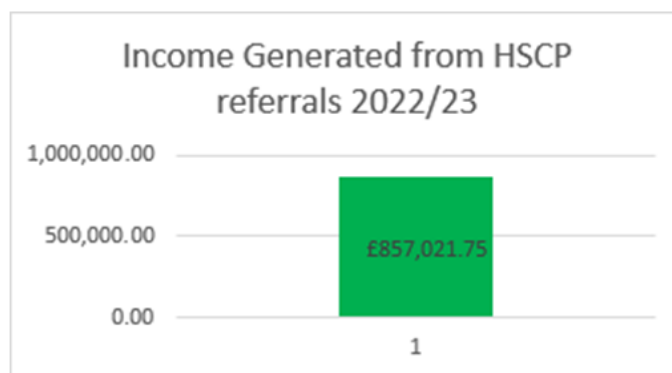
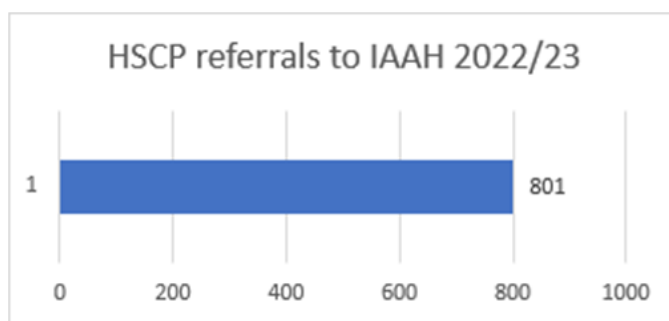
- Ensure every family referred to the HSCP is provided with benefits maximisation and financial advice by referral to hub
- Target our youth work to the most deprived schools and communities in South Ayrshire Work in partnership to improve positive destinations for young people in our most deprived schools and communities
- Implement the Child Poverty Action Plan
- Reduce the poverty related attainment gap through use of targeted interventions and supports – including the use of Pupil Equity Fund and Attainment Challenge programmes
- Deliver holiday meals programmes in targeted areas
- Refresh the Getting it Right for Every Child model and work in partnership to train staff and implement the new processes
- Establish the pilot of the Team Around the Family - Whole Systems Approach in the Belmont Academy cluster



Benefits Maximisation and Financial Advice

The graph reflects that there were 801 families referred for benefit maximisation and financial advice and £857,021 released for families. However due to the significant back log in the DWP, they have not processed or released all the funding so the amount given is probably at least 50% of what it will likely be. Once all the applications are processed it will likely be much higher.

We have completed 56% more financial assessments than last year and we will be confident that this will result in over £2 million pounds being released to families in need, but this requires to be confirmed by the DWP.



NEC free travel



The National Entitlement Card (NEC) is Scotland's National Smartcard, offering access to many public services across the country. A number of young people and families reported on the difficulties applying nationally online, therefore weekly Community NEC information drops have been set up across South Ayrshire Communities ensuring a much simpler process to a free service that reduces monthly costs. Additional sessions put into place for targeted groups such as care experience young people, Ukraine families and Trans young people to provide them with their first official identification.

For many young people this is the first formal application they have completed therefore we

provided one to one support with how to answer the questions and provided key support to young people with additional support needs within schools and Ayrshire College.

Finally, at drop in's we have been able provide a range of further information / advice to young people and families on information relating to discounts, various youth groups, local services and access to mental health wellbeing or financial support and information.

“Fast and efficient Service today. Thanks so much to your staff who made a difficult process much easier!”

SA Parent

Youth work in the most deprived schools and communities

Thriving Communities along with partners from the Youth Services Strategic Group delivered a summer programme for young people and their families following funding received from the Scottish Government as part of the Covid Recovery Plan. We were able to deliver

It was important to the partnership that every aspect of Bounce Festival was completely free of charge and that young people could fully experience the event, regardless of their economic circumstances. Hot food was provided throughout the day, along with healthy snacks including fruit, cereal bars, popcorn and water. We were keen that the festival provided a platform for local young people to showcase their talents in front of their peers. Performances ranged from young solo artists to a full fiddle orchestra! We also had headline performances from popular Scottish DJ's, as requested by our young people.



The highlight of the summer programme was the concluding “Bounce” Festival which took place in August 2022.

Bounce Festival was South Ayrshire Council’s first ever Youth Work Festival. The main aim of the event was to provide local young people aged 10 to 16 with an opportunity to engage in and enjoy a wide range of positive activities, including live music, entertainment, street food, health and wellbeing workshops and take part in a Youth Voice consultation. We recognised that engagement levels of young people aged 10 to 14 were lower than expected in our Childcare Hubs when compared to that of young people aged 5 to 10. Anecdotal evidence suggested that older young people were reluctant to participate due to the large age gap and their differing needs hence why we created, developed and delivered #BounceFestival22!



We actively targeted areas in South Ayrshire where young people were experiencing challenging situations in their everyday lives. Thriving Communities staff identified around 300 young people who predominately lived in neighbourhoods recognised as statistically deprived within the health and wellbeing summary and the Scottish Index of Multiple Deprivation. We provided free transport across South Ayrshire to eliminate this potential, but highly likely, barrier to participation. Young people were also supported to attend by their Thriving Communities Youth Worker. The event itself took place at Ayr

Academy, which is situated within our most statically deprived community in South Ayrshire.



Over 300 young people attended #BounceFestival22

Whilst attending similar events with young people, our staff reported the high costs of purchasing food and taking part in activities.



The Youth Work Education Recovery Fund was established to enable the sector to engage young people in some of the country’s most vulnerable communities and support their educational, social and emotional recovery in the wake of the pandemic. Projects were awarded funding across all of Scotland’s 32 local authorities and were designed to support effective partnership working between youth work organisations (statutory and third sector) and formal education. In South Ayrshire, we were awarded just over £58,000 to deliver on this initiative. Many projects also included elements of outdoor learning and creative arts. All the projects sought to deliver at least three key outcomes and in South Ayrshire, we focussed on:

- Developing young people’s skills, including interpersonal skills
- Improving young people’s physical and mental health and wellbeing
- Recognising young people’s wider achievement and attainment (e.g. through youth awards)

Outcomes achieved:
Developing skills, including interpersonal skills

Belmont Academy – 16
 Carrick Academy – 12
 Marr College – 9
 Prestwick Academy – 5
 Girvan Academy – 21

Total – 63 young people

Outcomes achieved:
Raising attainment through recognition of wider learning and achievement

Belmont Academy – 20
 Carrick Academy – 22
 Marr College – 16
 Prestwick Academy – 9
 Girvan Academy – 13

Total – 80 young people

Outcomes achieved:
Improved Health & Wellbeing

Belmont Academy – 17
 Carrick Academy – 12
 Marr College – 11
 Prestwick Academy – 12
 Girvan Academy – 21

Total – 73 young people

Improving positive destinations for young people in our most deprived schools and communities.

In South Ayrshire the percentage of school leavers moving into a positive post-school destination has been consistently above the national average. This is also the case for young people living in our most deprived areas. In 2022, 99.1% of young people from our most deprived communities moved into a positive post-school destination. This is significantly above the national average of 93.4%

The Work Out! programme offers pupils in S4-S6 the opportunity to take their first steps into the world of work through a range of supported vocational work placements. Since the programme was established in 2009 over 1,000 pupils have successfully graduated from the programme.

The programme helps participants develop their communication and confidence whilst experiencing the workplace first hand. Equipping young people with the skills they require to not only find employment but to sustain that employment and to thrive.

The programme has been designed to provide a range of experiences for the young person and to help develop them holistically in relation to their employability, communication skills and working with others. In addition to their work placement, young people are supported to achieve their Steps to Work qualification at SCQF Level 3.

Over the past three years South Ayrshire has been in the top two councils across the country for the number of young people achieving a positive destination and programmes such as Work Out! contribute to that success.

We offer **Modern Apprenticeships**, at a variety of SCQF levels, to young people aged 16 to 19 or up to the age of 29 if they are care experienced, a young carer and/or have an additional support need.

We are committed to providing opportunities for all, closing the equality gap and ensuring young people who previously may have struggled to get into an apprenticeship are given the opportunity. To support this, we are committed

to 'ring-fencing' Modern Apprenticeships opportunities for young people who are care experienced or young carer and who are being supported by Thriving Communities to access a range of MA opportunities. 12.7% of apprentices were care experienced (national average 2%)



Our Supported Employment programme uses a range of methods, including flexible, personalised, one-to-one support to help individuals to develop confidence and the relevant skills to progress to our modern apprenticeship programme. In addition, we offer pre-apprenticeship opportunities to allow individuals who may struggle at interview to demonstrate their competence for a modern apprenticeship through a work placement. 36.6% of our apprentices identify as having an additional support need, with the national average being 13.3%.

Sustainable employment is the ultimate goal of the Council's employability programmes and therefore we have committed to 'ring-fencing' specific internal vacancies for Modern Apprentices on completion of their qualification. In addition, when an MA completes their qualification and has secured employment with SAC we continue to work with the Service Manager to identify any enhanced training specific to the job role which allows the MA to transition to a new or expanding role within the Council.

Child Poverty Action Plan

A new working group has been established.

Dr Megan Watson, Public Health Intelligence Adviser, Public Health Scotland delivered a presentation on 'A systems and data-driven approach to strategic child poverty planning' to the group.

South Ayrshire will participate in this process, and further workshop sessions will be arranged in due course as part of the process mapped out by Megan to support the development of a new Child Poverty Strategy for South Ayrshire.



Pupil Equity Fund and Scottish Attainment Challenge

During session 2022/23 there have been a number of significant changes to the national Scottish Attainment Challenge programme. Funding previously directed to the four schools in South Ayrshire in receipt of additional funding has now ended. In its place the refreshed Scottish Attainment Challenge has introduced a new fund, the Strategic Equity Fund, that allows Local Authorities to develop plans to support work at a strategic level that will support the closing of the poverty related attainment gap. South Ayrshire Council's Educational Services have worked to develop plans to focus on learning and teaching approaches linked to reading and the development of communication friendly environments. These plans will initially target the schools with the highest number of children and young people living Quintile 1 and will support the wider work on improving early language and communication approaches.

The wider work of the Pupil Equity Funding available to schools continues to see Headteachers develop contextual analysis of their school level data to understand the gaps between the most and least deprived children in their school communities. This ensures that all school improvement activity can contribute to the wider closing the gap and ensuring all learners achieve their potential. Initial Curriculum for Excellence data for 2022/23 highlights the following:

P1, 4 and 7 Literacy combined attainment has increased by 8pp (percentage points) compared to 2021-22. The poverty related attainment gap stretch aim has decreased by 7pp and now sits at 19%. This is the narrowest gap recorded to date.

P1, 4 and 7 numeracy combined attainment for all increased from 2021-22 by 3pp. The poverty related attainment gap has reduced in 2022-23 to 16%. This is a 2pp decrease on the previous year.

Approaches to tracking attainment, attendance, exclusions and positive destinations have been further refined this session. This has included changes to the structure and focus of school visits and reviews by the central education team. Ongoing work in relation to The Promise has ensured a clear focus on outcomes for care experienced children and young people. The attainment of care experienced children and young people is tracked at school and local authority level and supports school and service self-evaluation activity. In session 2022/23 the attainment gap for care experienced children and young people reduced by 13% in literacy and 9% in numeracy. Overall, the work underway to support children and young people in the broad general education demonstrates considerable progress.

Holiday Meals Programme

Targeted Holiday Meals were provided in key areas over the last year with provision being facilitated at the Easter, Summer and October Holidays. The main areas of delivery were North Ayr, Kincaidston, Maybole, Girvan Tarbolton and Barassie. Through the Get into Summer Programme, Thriving Communities provided young people with a nutritious lunch when attending their activities. These included canoeing, arts and crafts, summer trips and sports sessions. The Thriving Communities team worked in partnership with community groups such as Kincaidston Action Group, The Carrick Centre and Whitletts Vics in the Community and ensured that holiday programmes run in areas of deprivation were supplied with lunches for the young people attending.

One of the main aims of the Holiday Meal programme is to ensure that no child who is attending our activities feels they cannot come because it is over lunch time and their family cannot afford to provide a lunch which is required for them to attend. As a result, we also link into the Thriving Communities Health and Wellbeing Team to ensure that children attending sports camps which are run in targeted area have provisions so that young people attending can get food provisions as well.

Parents whose children were accessing the summer programme appreciated that the activities and food were free at the point of use and this had a positive impact on their families, some quotes from the parents of children accessing the summer programme were:

'I saved money so we could do other things together'

'Good to do something without having to worry about whether I have enough money'

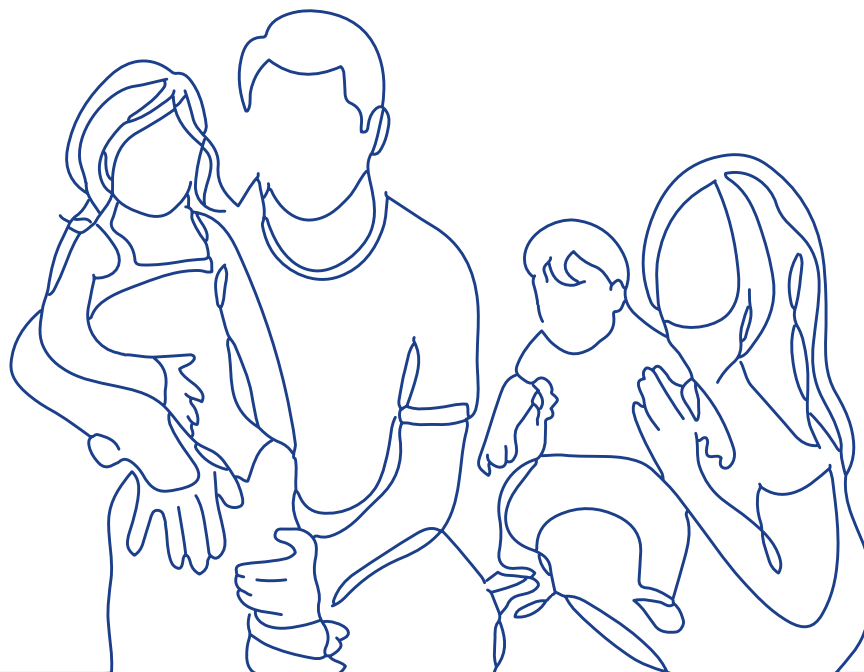
'Things are so expensive £50 for a family to do something... how is that possible?'



Getting it Right for Every Child Model

The Pan-Ayrshire guidance has just recently been agreed and will be presented to the Infant, Children and Young People's Transformational Change Programme Board on the 20 July 2023. It will be ready to roll out to schools returning in August.

A communication plan is the next focus and plans for a Pan-Ayrshire refresh event in September will be progressed. Areas for on-going multi-agency training will also be identified as part of this work and a South Ayrshire GIRFEC group.



Belmont Family First – building resilience, confidence, nurture and connections

Belmont Family First Service was first introduced as part of a pilot project and was developed to support South Ayrshire meet the aspirations of The Promise, Scotland's Independent Care Review and our ambition that Children and Young People of South Ayrshire will Grow Well, Live Well and Age Well. Based on the Ten Principles of Family Support, the team delivers a family centred approach to early intervention and prevention. The service received permanent funding in December 2022.

Belmont Family First Service is based in Belmont Academy and works in partnership with education, health and community partners. The team offers support to young people and their families from Belmont Academy and the cluster primary schools. The aim of the service is to reduce the number of referrals to statutory services by providing early intervention and direct support to families. The support is timely and responsive, empowers families to strengthen their relationships, grow together, develop resilience and reach their full potential. The team embrace a strength based, family

centred approach and utilise a nurturing family-based approach as well as Signs of Safety and Safer Together models. Coupled with this, the service has recruited a Senior Practitioner, 1 Social worker and 2 Nurture Workers. Each member of the Team brings strengths in a variety of professional areas including Leadership, mental health, nurture and experiences of using services as well as care experience.

Belmont Family First Service actively support families who are struggling with the cost of living crisis and associated challenges such as food, fuel, and digital poverty. Since the service commenced the team have supported families to access over £16,410.28 in funding.

In recognition of the strengths and outcomes achieved by the Belmont Family First Team, the service was nominated for the South Ayrshire Outstanding Peoples Awards in 2023. It was to the hard work, dedication and commitment of the Team that they were acknowledged and received the award for Outstanding Team.

Outcome 3:

Love and support for care experienced young people and young carers

Programme of work to deliver the outcomes set out in Children's Service Plan 2020-23

- Develop supports for young people eligible for Throughcare and Continuing Care to ensure that young people can access nurture and care when required to ensure that they feel nurtured and cared for when they most need it
- Implement the recommendations from the Independent Care Review (Scotland)
- Support young people in children's houses in their development, wellbeing and to achieve positive outcomes
- Implement the Champions Board Implementation Plan
- Work with partners to improve positive destinations for your people who have care experience
- Implementation of the Young Carers statement within the Team Around the Child approach and Carers Act
- Develop a Schools' Champions Board to give care experienced children and young people a voice in the decisions that affect them
- Develop continuum of enhanced support for care experienced children and young people at point of transition
- Implement the Stop-Go Charter (superseded by The Promise)



Throughcare and Continuing Care

We continue to develop supports for young people eligible for Throughcare and Continuing Care to ensure that they can access nurture and care when they most need it. The case of young person A is one example:

A is a young person who originates from Afghanistan. A was identified as part of the national transfer scheme and was provided with accommodation within SAC foster carers. A is displaced from his family and at the beginning really struggled with the aspect of living with another family. The foster carers allowed A the space and time that he needed to build trusting relationships with them and settle within their home. The carers were completely child centred and took the lead from A and did not push him into situations that he was not comfortable with but continued to provide and promote opportunities for him to integrate as part of their family and community.

A participated in a family activity in summer 2022 where they all went to the local outdoor swimming pool. The carers also celebrate customs and cultures which are important to A. They have also introduced him to new cultures such as celebrating his 18th birthday.

A wished to travel to London independently to visit a family friend. This was agreed by all involved with As care and supported throughout his stay. A enjoyed his time within London and is hoping to return again in June 2023.

A visited the Mosque in Glasgow as part of an outing with his support worker and another young person. This allowed A a chance to follow his faith and introduce others to his faith.

A has attended education full time since arriving in South Ayrshire in February 2022. A has now secured a place at Ayr college where they will be studying an NC in computing studies. Collaborative work between education, careers services, social work and foster carers have allowed for this to be possible for A. SAC also made a commitment to pay for A's tuition fees as he was not eligible at the time of applying for his course to be funded. A has now gained leave to remain status and is eligible for tuition fees as well as the care experienced bursary from college. A has been attending an ESOL course at Ayr college as part of his education timetable. A is now on track to gain Nat 5 ESOL.

A feels it is now time for him to move on from his foster carers and gain his own accommodation. A is currently on the waiting list for supported accommodation within Quarriers. A, his carers and support worker recognise that A is currently not ready to live completely on his own and would be greatly supported within Quarriers independent living. A will continue to be supported by his foster carers in preparation for his move to his own accommodation. A transition plan will then be implemented which will incorporate A's wishes and views and allow for relationships with Quarriers staff to also be formed. A's foster carers have agreed to still remain in contact with A when he is no longer living within their care.

A's care recently was changed from looked after care to continuing care due to his age. South Ayrshire has provided a commitment to the carers to honour the current payment rate for A to ensure he continues to receive a high level of care and support during his time with his foster carers prior to moving to his own accommodation.



Recommendations from the Independent Care Review (Scotland)

The Promise



The Promise was established following the outcome of the Independent Care Review 2016-2020 and is Scotland's commitment to improving outcomes of young people with care experience. At the heart of The Promise is a commitment to ensure that "Scotland's children and young people will grow up loved, safe and respected." (The Promise-Scotland).

'[The Promise](#)' challenges us to deliver long term improvements across a range of services to bring about lasting change. [South Ayrshires Parenting Promise](#) covering the period 2021 to 2030 is South Ayrshire's Corporate Parenting Plan and forms the basis of our Corporate Parenting commitments until 2030, as we implement the Promise.

We have identified ten South Ayrshire Promise improvement areas 2021-24 with thirty-two associated actions. With the help of South Ayrshires Change Team we have been able to further identify fifty-three benefits (measurable improvements) for which baseline information has been established to allow us to measure the impact of our promise activity. The process of benefit tracking allows us to clearly identify how each benefit will be measured, as well as the data and collection method required to do so.

During Phase 1 the project delivered in line with the project plan. All key milestones were tracked and reported in line with individual plans for the 10 improvement actions. Ongoing and open communication with stakeholders has been central to delivering Phase 1, enabling issues to be resolved with solutions agreed and subsequently implemented.

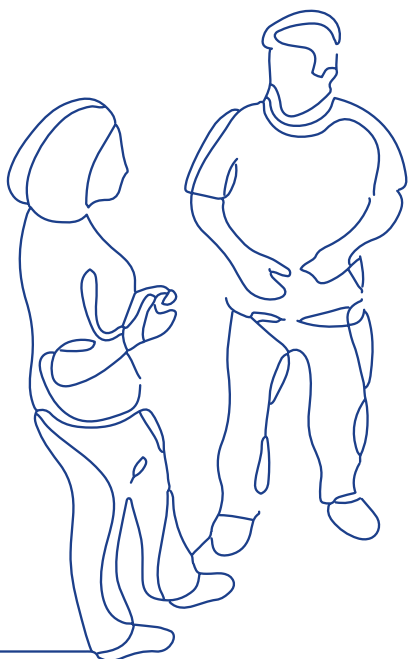
Some of the key areas addressed in this first phase of change include

- Awareness raising around the promise
- Collecting data that is relevant, reflects what's important to children and their families and is used to help us improve
- Using language that is care-based
- A rights-based approach to practice that offers support for whole families
- Broadening our understanding of risk and aligning our local poverty activity with the promise
- Ensuring trauma informed and nurture approaches are standard practice across all our services

In December 2022 South Ayrshire H&SCP in collaboration with Education colleagues were successful in securing £229,937 from the Promise Partnership Fund to collaborate with the wider school community to support the co-production of a tailored curriculum offer with children and young people with care experience.



Young People in our Children's Houses



The Nurture Principles are used to underpin a lot of the work that we do in the Children's Houses: we provide a safe space; understand that language is a vital means of communication; understand that behaviour is communication; understand the importance of transitions in young people's lives. In addition, we strive to ensure that our practitioners are trained in trauma informed care in order to provide the best outcomes for young people.

All of our young people are encouraged to be a part of developing their own care plans so that we can provide individualised strategies to help support them to achieve their goals. Our carers are often the biggest advocates for young people and will support them to meetings where they make sure their voices are heard and their views are always considered.

We hold regular young person's meetings where they are made aware of any changes in the houses but are also given an opportunity to give their opinion on different issues within the houses.

The houses work closely with social work and education to ensure that, as a team around the young people, we can make sure that they are given the best opportunities to reach their potential and offer early interventions when we can see an approach is not working.

CASE STUDY

T has lived at Cunningham Place for a few years now, this year she has turned 18 and has also bought herself a dog as a companion. T decided to move out with a friend to be able to keep the dog, we kept her room open for a couple of weeks to make sure that she could come back if she needed to, which she did. T asked if she could bring her dog back, we don't have any other pets in Cunningham Place but we decided that allowing her to have her dog and support her to learn to care for it properly would provide the best outcomes for T. T is loving having her dog with her and is looking forward to moving into our new flat in 2 weeks.

Positive Destinations for Young People who have Care Experience

In partnership with Skills Development Scotland and Education, Thriving Communities play a significant role in ensuring our young people reach a positive destination on leaving school.

The School Leaver Destination Report confirms 98.6% of our young people progressed to a positive destination on leaving school – our highest performance to date! With 98.3% of care experienced young people reaching a positive destination, that's 59 out of 60 leavers

Once again, we continue to perform above the national average, which for this period was 95.7%. This demonstrates our dedication and commitment to providing young people across South Ayrshire with the right support to help them fulfil their potential.

Champions Board



***“Hundreds of care experienced young people have found a voice through their participation in champions Boards and know they have influenced decision making in areas of real importance to them”
(Scottish Government)***

Champions Boards build the capacity of young people with care experience to influence change, empower them by showing confidence in their abilities and potential, and give them the platform to flourish and grow.

In South Ayrshire, our Champions Board network has grown year on year and now currently supports the participation of 73 young children and young people 8 – 26 years.

In total 126 groupwork sessions took place between 1st April 2022 – 31st March 2023 these groups were a mixture of weekly school-based group sessions and community-based evening groups

Young people continue to be involved in the programming of groups building skills consolidating relationships at times volunteering, skill sharing and buddying other new members.

The average age of young people participating in Champions Board activity is 15.

In 2022 the champs team delivered **2 residential**s involving 28 young people. One took place at Dumfries House over 3 days in April 2022 and one at Dolphin House Culzean September 2022. The young people who took



part varied in age from 7- 19 years and the focus of both residential was **community** and **identity**. The team also supported young people to take part in a South Ayrshire wide youth voice residential.

The Champions Board continue to support young people with care experience to design and steer an Individual Small Grants programme for care experienced young people across South Ayrshire and in 2023 have distributed £25,981.85 to 112 young people aged 14-26 years. Indicating a growth of 180% in young people receiving a small grants payment since phase 1 of small grants in 2019 <https://hscp.south-ayrshire.gov.uk/ShineEvenBrighter>

One champs team member with care experience continues to sit on South Ayrshire's Fostering and Adoption Panel as part of their Participation Assistant role.

Participation Assistants have used their care experience to design and deliver Promise presentations and workshops to over 1000 members of South Ayrshires workforce and

commissioned services

The team continue to use their lived experience of care to promote positive relationships with key corporate parents and decision makers across South Ayrshire through Facebook live chats facilitated by champions board team members

<https://fb.watch/lrGmHJDjwd/>

The Champions Board continues to support care experienced young people from South Ayrshire to link in with national initiatives such as care experience week and care day, delivering local activities and supporting young people to contribute to national activity.

Young Carers



Raising Awareness

Awareness raising sessions have been facilitated for a variety of services and organisations, including Education, Health, Social Work, Thriving Communities, Police and 3rd Sector, as well as whole school staff training in a number of Primary and Secondary schools. We have also arranged marketplace events in secondary schools and one primary school cluster, with a number of other organisations invited to hold a stall (including Women's Aid, Suicide Prevention, Trauma, Ayrshire Cancer Support and more), which improved visibility of services with pupils and staff and helped to challenge stigma.

In addition, a short awareness raising video was created with voiceovers by pupils from Coylton, Dailly & Cairn Primary schools. This will remove barriers due to literacy issues and allow information to be shared in multiple locations (including online, via school apps, in classrooms etc.). The video can also be played with subtitles in a number of different languages, removing any language barriers. The video can be viewed here:

<https://youtu.be/OOiguDuiD0Q>

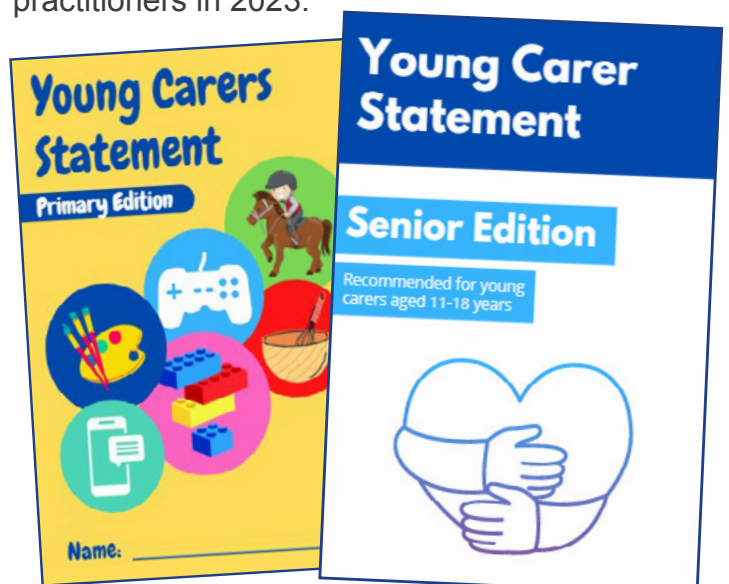
Young Carer Champions

A Young Carers Champion (YCC) has been identified by most schools which has been recognised as best practice at a national level. YCC is the point of contact within the school for HSCP and carers service staff, and a known person for young people to approach for support relating to caring responsibilities. In addition, Cllr Hunter & Cllr Ferry have both agreed to be Young Carers Champions for Elected Members.



Young Carers Statement

Following feedback from young carers and practitioners on the existing Young Carers Statement, we co-produced two new Young Carers Statements and a comprehensive guidance document with young carers and practitioners. These will be launched at a workshop event for practitioners in 2023.



Health & Wellbeing of Young Carers

The recent Scottish Government Health & Wellbeing survey carried out in South Ayrshire showed young people who have a caring role in South Ayrshire had poorer mental and physical health than their peers who did not have a caring role, which is reinforced by national research. We worked with a group of young carers from Girvan Academy, NHS Ayrshire & Arran and Active Schools to develop a package of resources for young carers' mental and physical health and wellbeing. The 'Self-Care Club' is a day of training and information (including a 'train the trainer' session on mental health, ideas for physical activity to fit around caring responsibilities) and package of goodies to support the young person (e.g. bluetooth earphones as young people said listening to music helped them to relax and switch off). This will be launched in 2023.



Access to Leisure

All young carers aged 8 to 18 and registered with our commissioned carers service can apply for an ACTIV8 card which provides free access to gym, swimming, classes and golf. We have worked with our colleagues in Leisure to extend this offer to young carers who choose not to register with the carers service by introducing a new application process. In addition, young carers under the age of 8 will now be able to apply for an ACTIV8+ card which provides the same benefits as the ACTIV8 card, but also allows an additional person (parent/carer/sibling/friend) to join free of charge.



Young Carers Voice Network

Our new Young Carers Voice Network (YCVN) had their first in person meeting in December 2022. 28 young people aged 8 to 17 attended the team building day and the feedback from our young carers is already being actioned. There was an additional in person event for 13 young carers from Marr College who were unable to attend in December. The young people took part in independent team building activities as well as feedback on priorities and actions for young carers in South Ayrshire. Smaller consultations with young carers of all ages have taken place throughout the year in a variety of formats.

Six young carers attended a residential weekend at Dolphin House in November 2022 with other youth groups from South Ayrshire as part of South Ayrshire's Youth Voice. This was a great opportunity for our young carers to find out about other groups and make new friends, as well as have the opportunity to feedback on local priorities and actions.



Peer Support & Respite

Young carers are often unable to participate in extra-curricular activities due to their caring roles. We have partnered with Active Schools to offer a variety of activities during the school day to allow all young carers to participate. Activities have included archery, caving, and first aid sessions. Furthermore, Scottish Rowing have been providing free weekly rowing sessions on the River Ayr. Groups of young carers have been attending each week and developing their skills and knowledge. Rowing is a great sport to relax and enjoy the fresh air.

We have also collaborated with South Ayrshire Council Rangers Service to offer monthly bush craft sessions for our primary aged young carers (including under 8s). These activities have provided fantastic opportunities to try something new, get some exercise and fresh air, as well as make connections with friends in the same or similar situation, offering informal peer support.



We partnered with Thriving Communities and were successful in a funding bid to take whole families to Dolphin House for the weekend where there was a young carer supporting due to a language barrier. In March 2023, 5 Ukrainian families came to Dolphin House for a weekend of fun and adventure. We had

great fun on this busy weekend. Activities included caving under the Culzean Castle, archery, feeding llamas and deer, crafts, campfire, night walk, and rock pooling. As it was Mother's Day weekend, we had extra treats arranged, including making cards and gifts with the children, flowers for the Mums and Gran of the families, and a family photoshoot.



Under 8s



Our young carers under the age of 8 years old are not currently supported by our commissioned carers service. Numbers of identified young carers in this age group were increasing, so we have been arranging activities during schools' hours for fun and adventure, as well as informal peer support. One young carer returned to school and exclaimed to his Head Teacher, 'I have eleven new best friends!'.

Carer Celebrations

The first Troon Carers Day was held in February 2023. This was a very successful event and the first Carers Day that young carers have been invited to. There were a multitude of services with stalls at the event, fantastic entertainment from Marr College and local primary school pupils, including a pipe band, singing and dancing, and a preview showing of our young carer short film, *The Weekend*. We are now planning for Ayr's first Carers Day and Prestwick Carers Day later in 2023.

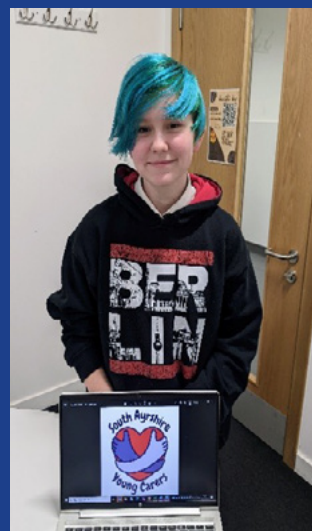
We celebrated Young Carers Action Day on 15th March this year. We had a social media takeover for the day and shared posts including pledges colleagues to support young carers, artwork from young carers and awareness raising information. The Wallace Tower was lit up purple to raise awareness.

Two young carers from Marr College were invited to join a panel in a webinar hosted by Education Scotland and Carers Trust Scotland to launch a new CPD accredited module on young carers (which features our short film!). Craig and Stephanie spoke very well about their experiences and challenges in Education due to their caring role and asked the rest of the panel some tricky questions of their own!

Ayr United kindly provided almost 80 tickets for young carers and their families to attend Somerset Park, with two of our young carers, Lucas and Dylan, as mascots.



We launched a competition, open to all primary and secondary pupils in South Ayrshire, to design a new logo for South Ayrshire young carers. A pupil from Marr won the competition and we are delighted with our new logo!



CASE STUDY

THE WEEKEND

Young carers awareness raising sessions in schools had not taken place since before Covid-19 restrictions. We required a resource to reach all secondary aged young people consistently and chose to work with young carers to create a short awareness raising film. This project utilised existing local partnerships which allowed multi-agency practitioners to contribute their skills and expertise to enhance young peoples' experience. All staff working on the project had lived experience of being a young carer which was invaluable. Staff were able to share their own experiences which helped the young people feel safe and comfortable to share their experiences.



This project was completely led by our young people who bravely shared their own experiences and feelings, then learned how to capture these in story form and convey in film. It provided a very young person-centred access to education which was very contextual, practical and inclusive of personal choice and decision making. This ensured the film was true to life for the young people in South Ayrshire and across Scotland.

The project culminated in a night of celebration of the young people's achievements, A Night at the Oscars, which provided a local platform to raise the profile of young carers. The young carers involved in the project participated in a Question & Answer session. The event was attended by almost 300 people, including the Chief Executive, Elected Members, Police Scotland, colleagues from the Council, Health & Social Care Partnership, Health, 3rd Sector services, and members of the public.

The event was also featured in local press in print and online. Twitter coverage can be found using the hashtag #SAYCMovie.

Through the use of the film production, it provided a unique and memorable opportunity for these young people to



see what success looked like for them and an opportunity to show their positive achievements to others, including an audience of adults and their peers

Since the launch night, A Night at the Oscars, the young people involved in this project have been delivering awareness raising sessions to a range of partners, including South Ayrshire Child Protection Committee and Police Scotland, and, most recently, planned and presented a further event showcasing their film. Their confidence and self-belief have increased beyond measure and they are so proud to share their own personal experiences to help others.

The young people have created a legacy with this short film which will allow us to support young people in this situation for years to come, as well as raise awareness and understanding with practitioners and other organisations.

This film will now be shown across all secondary schools with an accompanying workshop. This means all secondary aged pupils across the authority will have the same input and experience. Already, numbers of known young carers across schools in South Ayrshire have tripled, meaning these young carers are getting the support to ensure they have the same, or similar, outcomes to their peers who are not caring.

Schools' Champions Board

Champions board drop-in groups take place weekly in Belmont Academy and Ayr Academy with 30 young people with care experience regularly attending. The groups are supported by 3 champions board team workers with additional support at points from Thriving communities and the champions board writer in residence through the Gaiety's Culture collective. Care experience leads based in education play a significant role to support young people's participation in groups.

Themes emerging from school-based champs boards over 2022 include

- Peer relationships
- Navigating school
- Mental health
- Family relationships

Champions board team use their lived experience of care to support young people to manage presenting themes, one of the most powerful opportunities is participation in the wider community and 75% of young people attending school-based groups now attend community-based groups.

"I can't imagine what life at school would have been like for me without the Champ Board they know me and have given me opportunities that I would never have, and I know they care about me"

(Ross)

"She [participation Assistant] just listens to me and stands up for me like no one else has it helps me to stand up for myself"

(Kai)

She [participation Assistant] helped me, I can go away for a wee while because of things that are happening in my life and come back to the group at any time...and you know when its honest and they're honest

(Michelle)



I was able to sit on panel as an expert at a huge education Scotland event.... lots of adults couldn't do that I was nervous and proud. The best thing about it was that the champs team knew I could do it and supported me

(Martin)

I wouldn't have known about groups if didn't go to the champs in school now I go to the domain on Thursday nights and have been on residential to Dolphin house

(Chloe)

In addition, Belmont Family First and Small Steps to Wellbeing work across to deliver innovative family centred approaches to early intervention. This work was developed to support South Ayrshire Health and Social Care Partnership meet the aspirations of The Promise. The Promise tells us that families must be actively supported to develop relationships with people in the workforce and wider community and have scaffolding/ services shaped around the family to help them grow stronger. The teams work in partnership with schools, health, and community partners to support families to identify strengths, assets and resources that may enhance their wellbeing and enable them to reach their own goals. By providing support to children and families at the earliest opportunity it has been proven that this approach provides families with the tools and coping strategies to thrive and avoid the need for future support from statutory services.

Enhanced support for Care Experienced Children and Young People



The Virtual school continues to rigorously track and monitor attendance, exclusions and attainment throughout the year. Monthly reports are collated and tracked, as well as termly reports. This tracking provides timely and responsive support and challenge to schools. This year secondary schools have implemented a Care Experienced Lead Teacher who has responsibility for bespoke and in-depth tracking for all learners with care experience. These trackers include wider achievement, interventions, school life and specifically attainment. This has been a real beneficial implementation across secondary schools, allowing a much better indication of where young people are requiring additional supports and timely interventions.

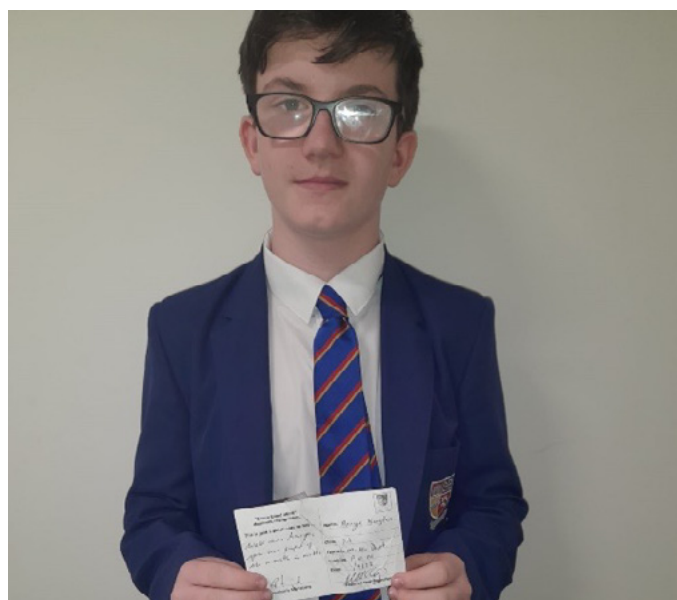
The Virtual School Welfare Officers continue to work one to one with children and young people who require additional support and strategies to allow them to attend school, participate in wider achievement and life of school and also include the families and carers in events, ultimately improving outcomes for the individuals. Wellbeing is closely tracked and monitored by the WFOs to ensure that holistic awareness of the young people is considered. This tracking compliments and directs the targeted area of work that the WFOs implement with the children and young people.

A family residential was held during the Easter Holiday for children, young people and their families at Dolphin House. This event was hosted by Thriving Communities and supported by Welfare Officers, to support families to attend and maximise the enjoyment. There was also a host of activities taking place during all school holidays to allow children and young people to remain in contact with staff with whom they have best relationships, easing the pressure and anxieties that occur following breaks from school. This is proving to be hugely beneficial in terms of effective communication between multi agencies where

Welfare Officers can be the point of contact.

A family fun day was also organised during the Christmas Holidays for children, young people and the family to attend Citadel Leisure Centre, upon the young people's request, following on from the success from previous year's fun day in the same venue. All activities were made available for everyone and food and drink were supplied. This event was supported by Thriving Communities.

A transition group was created in session 2021-22 for a group of young people transitioning from primary to secondary. This group effectively transitioned to their secondary schools with confidence and are being well supported by new school staff throughout this academic year. This enhanced transition allowed secondary staff to build a factual understanding of each individual and build the skills replicated by the Welfare Officer to meet the needs of the individual, as well as the young people themselves gaining confidence in their new learning environments.



Improving housing outcomes for care experienced young people

Work is ongoing to ensure all care experienced young people are provided with the opportunity to improve their life chances by making more positive life choices.

Positive progress is being made in South Ayrshire to support young people leaving care to develop the necessary life skills to live independently, hold down tenancies, avoid homelessness and reach their full potential. The work focused on four key areas – life skills, person-centred housing options, preventing the need to apply as homeless, and appropriate person-centred support – and ensuring these support the young people involved to achieve the best possible outcomes.

Feedback from the young people benefiting from the Council's approach has been positive. Arron who was 21 when he took part in the Housing First pilot – said: **"The programme is absolutely brilliant and has helped me so much over the past few months. If I didn't have the support from the programme, I don't know where I would be"**. This work underpinned the development of the service specification for Quarriers South Ayrshire Youth Support Service which is jointly commissioned between Children's health care and justice services and Housing. The service provides both accommodation and outreach support to young people aged 16-25 years to gain the skills, confidence, and knowledge which to move on to appropriate accommodation and establish themselves as active members of their local community.

"[quarriers support worker] helps me with food banks, housing issues and neighbour disputes. Supports me emotionally and works around me to ensure when we meet and talk it's what I want and need."

"They helped when I needed it but backed off when I became a little more independent"

"When I was really struggling with mental health, they were always a phone call away if I needed them"

"They [quarriers support workers] were the loveliest workers! So helpful, genuine, and down to earth and that's the type of support young people need."

In 2023 the improving housing outcomes group was re-established as part of the redesign of our Children's Service Planning partnership.

Outcome 4:

Good physical and mental health and wellbeing

Programme of work to deliver the outcomes set out in Children's Service Plan 2020-23

- Develop early intervention supports and clear pathways for vulnerable young people experiencing poor mental health
- Increase confidence and capacity in the workforce by providing staff development opportunities in nurture, relationship-based approaches and low-level anxiety management approaches
- Implement the Children's Mental Health and Wellbeing Action Plan
- Introduction and implementation of school-based counselling services to support mental health and wellbeing
- Identify supports for young peoples' emotional wellbeing through the Say it Out Loud (SIOL) survey
- Ensure appropriate access to Health Visitors and School Nurses and that relevant priorities are implemented
- Implement the Physical Activity Strategy in so far as it relates to children and young people
- Work in partnership to address health and wellbeing inequalities for LGBTI young people



Early intervention supports and clear pathways for vulnerable young people experiencing poor mental health

There are a wide range of services and supports for children and young people experiencing poor mental health. Both new and existing services are clearly identifiable alongside pathways for access within an info-graphic that has been widely shared and is also available on the community mental health website

[South Ayrshire Community Mental Health Support \(southayrshirecmhw.co.uk\)](http://southayrshirecmhw.co.uk).



Community Mental Health & Wellbeing Supports for Children & Young People

Universal Services

- Togetherall
- Bookbug for the home
- Universal wellbeing inputs (e.g. S3 wellbeing day)
- Shelf-help
- Parents & carers videoscribes
- South Ayrshire Youth Forum (SAYF) wellbeing resources
- NHS Ayrshire & Arran self-help resources
- Mental Health charter
- Scottish Association for Mental Health (SAMH) Let's Talk
- Community Learning & Development
- Active Schools
- Young Scot
- SHOUT

Additional Services

- Family Learning Team
- Belmont Family First
- Bloom
- Bletcher/Bereavement boxes
- LGBT Youth Scotland Worker
- Mind Moose
- Cognitive Behavioural Approaches.
- Three Sixty Ayr
- Barnardo's
- Befriending Service
- Sleep Counselling Service
- Let's Introduce Anxiety Management (LIAM)
- Champion's Board
- Educational Psychology
- Positive Psychology Groupwork
- Family Links Programme

Specialist Services

- School nursing
- Educational Psychology Service
- Autism Outreach Team
- Welfare Officers
- Chestnut Cottage
- School Counselling service
- Speech & Language Therapy
- Womens Aid
- Penumbra suicide bereavement support
- Learning & inclusion Team
- Penumbra self-harm services
- We are With You
- Moving on Ayrshire
- Home Link
- Ayrshire Cancer Support CYP service

Enhanced Services

- Child and Adolescent Mental Health Service (CAMHS)
- Social Work
- Distress Brief Intervention (DBI)



FOR FURTHER DETAILS ABOUT THESE SERVICES, PLEASE SEE PAGE 2. FOR DETAILS AROUND HOW TO ACCESS A SERVICE, SEE PAGE 3. SEE SOUTHAYRSHIRECMHW.CO.UK FOR MORE

We further remind you to consider any referrals for children, young people and families to new services in the context of the support a family is already receiving, & to ensure informed consent/collaborative working.



Community Mental Health



1412 children and young people accessed support between January & June 2022, whereas 1480 accessed support between July & December 2022.

HEALTH & WB NEEDS

In the last 6 months, the mental health and WB needs mentioned most often by children & young people accessing MH services were: Emotional Literacy, Anxiety and Emotional/Behavioural Difficulties

Our Services

Children, young people & families have been able to access support through 13 services, ranging from 24/7 online support, to early intervention groupwork, to support around self harm.

2982

2982 children and young people aged 5-25 received support through Community Mental Health and Wellbeing services in the last year.

1112

1112 (75%) of the 1480 children & young people accessing mental health services in the last 6 months had improvements in their mental health and wellbeing outcomes.



"It was relieving to talk about my worries with people. It might sound cliché, but I really do think this has helped me."

787

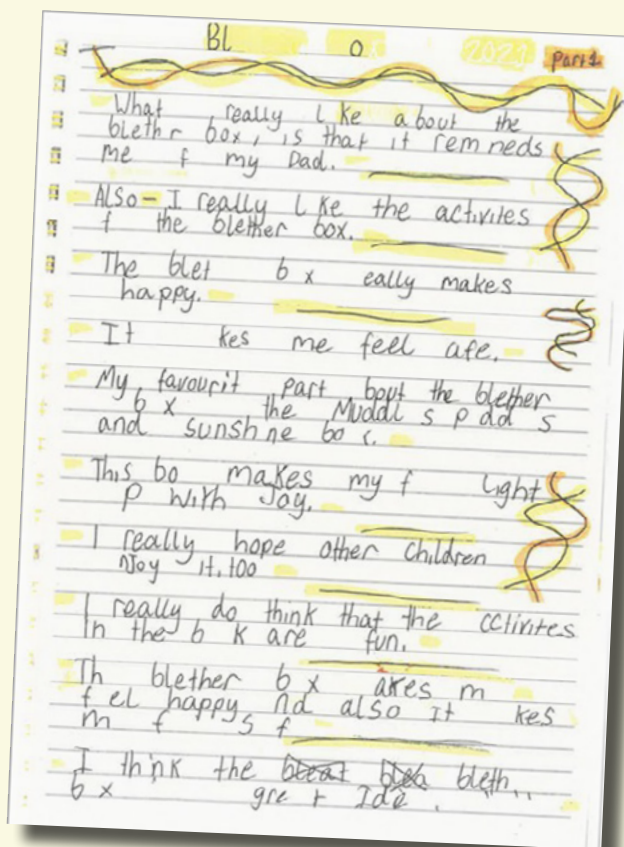
787 family members and carers accessed support through community mental health in the last 6 months.

CASE STUDY

For the Blether Box 1 Year anniversary we received a letter from a pupil regarding how they feel the 'Let's Blether Box' has helped them. The 'Let's Blether Box' is for Primary aged children who have undergone a recent bereavement or loss and need further help to support their grief. Please see below:

*"What I really like about the blether box, is that it reminds me of my Dad. Also – I really like the activities for the blether box.
The blether box really makes me happy.
It makes me feel safe.
My favourite part about the blether box is – the – muddles puddles and sunshine book.
This box makes my face light up with joy.
I really hope other children enjoy it too.
I really do think that the activities in the book are so fun.
This blether box makes me feel happy and also it makes me feel safe.
I think the blether box is a great idea"*

Figure 1: Primary Pupil's Letter regarding their experience of the 'Let's Blether Box'



Children's Mental Health and Wellbeing Action Plan



Education, health, social work, CLD, Ayrshire College, parents and young people and third sector organisations created and implemented the children's mental health and wellbeing action plan. This raised awareness of the joint approaches being adopted to improve mental health and well-being across South Ayrshire. Achievements of the joint planning, monitoring and evaluation within this group include:

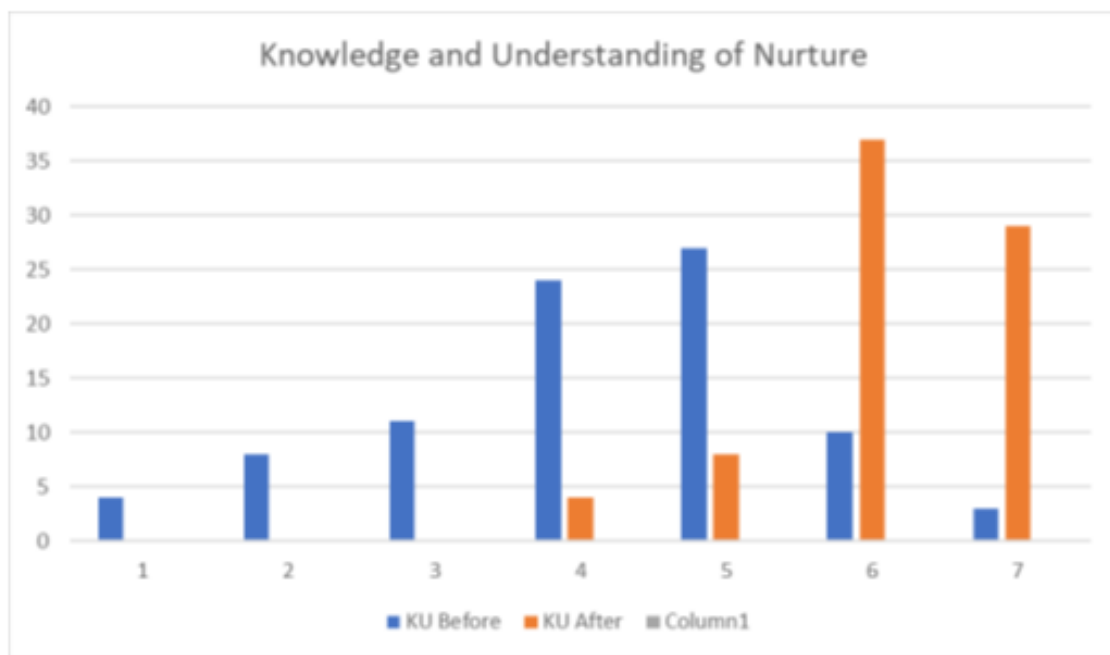
The development & enhancement of existing services – e.g. support services for children with anxiety and low mood.

- The delivery of new services e.g. the Unscheduled Care pathway, low mood groupwork
- Increased signposting to services and increased information on services being circulated
- New training being developed – e.g. education training attended by 365 staff
- Increased support for parents and carers
- Increased use and sharing of data for tracking and monitoring
- Increased use of whole-school approaches
- Increased access to digital supports

Increasing Confidence and Capacity in the Workforce

2 Day Nurture Training

The team have trained 87 staff this year in full nurture training which comprises of Attachment Theory, Early Neuroscience, Nurture Principals, Developmental Trauma and ACES and staff mental health and wellbeing.



The data tracks staff feelings around their improved confidence and

knowledge immediately after the course. However, as the service is relatively new there is no data around the long-term impact upon practice and how this impacts learners. In the next session the team plan to offer continued support through the nurture network programme and create refresher sessions to embed the nurture principles in daily teaching practice.

Many of our schools continue to train staff in “LIAM” to help support children and young people manage low level anxiety.

School-based counselling services

All schools in South Ayrshire now have access to a counselling service.



Counselling in Schools



907

907 children and young people aged 10-18 accessed support through counselling in the last 12 months.

185

185 (54%) children and young people reported an improved outcome following support from their school counsellor between July and December 2022.



63% of young people receiving counselling in the last 6 months identified as female.

Mental Health and Wellbeing Needs

The 3 areas mentioned most often by young people attending school counselling were:

- Anxiety
- Family Issues
- Stress



564

564 children & young people accessed counselling between January and June of 2022

343

343 children & young people accessed counselling between July and December of 2022

340

340 of young people who accessed counselling in the last 6 months were in S1-S6.



All 8 secondary schools in South Ayrshire have a school counsellor



The 11 counsellors in post provide an average of 124 hours per week.

Say It Out Loud (SIOL)

The Say It Out LOUD Mental Health and Wellbeing Award is designed for South Ayrshire Primary and Secondary Schools created by South Ayrshire Youth Forum together with young people, Thriving Communities, NHS Ayrshire and Arran Health Improvement Team and South Ayrshire Mental Wellbeing Strategy Group.

The Award is based on and works alongside the NHS Ayrshire and Arran and Scottish Government Whole School Approach to Support Mental health and Wellbeing Guidance for Schools and mirrors their eight principles.



The Award provides a framework that supports listening to children and young people and considers their views on issues that affect them most. It is inclusive of UNCRRC, How Good is Our School 4 Education Scotland Self-evaluation and of South Ayrshire Council Service Plan.

There are currently 14 Primary Schools and 4 secondary schools within South Ayrshire registered and actively working towards the Say It Out LOUD Award. This contributes to approximately 200 young people taking on active role as MHWB Ambassadors and setting up Say It Out LOUD School Committees with the purpose of having a say on mental health and wellbeing support available within their school.

With the support of local young people, the Award toolkit is now updated to support Schools to get creative and evidence their hard work, this includes the new resource of three good practice videos with pupils sharing their experiences, actions taken and difference made to promote positive wellbeing.

The Award is now delivered within three separate levels Bronze, Silver and Gold and each level is peer assessed by another school participating in the Award. After each level young people receive a certificate and there are opportunities to achieve accredited Youth Awards, take part in a range of mental health and wellbeing training, and have a say or take part in South Ayrshire Youth Voice or Mental Health and Wellbeing developments.

Young people reported that the Award and Mental Health Ambassadors within their school has helped them feel more comfortable to talk to others about their feelings/concerns, have a better understanding of their feelings/emotions, find out what support is available and feel calmer in school environments and hall ways.



Access to Health Visitors and School Nurses

Health Visiting services continue to provide the full Universal Health Visiting Pathway to all families with children from pre-birth to school entry, with developmental reviews provided at key stages. Scrutiny of the data collected at 27 to 30 months has enabled identification of areas for improvement in areas such as children's speech, language and communication and will be taken forward collaboratively during 2023/24.

Infant feeding remains a priority area for the service with exclusive breastfeeding rates at 6 – 8 weeks above the Ayrshire average. The high standard of person-centred care provided to families was recognised through the success in gaining the UNICEF Baby Friendly Gold Standard accreditation. An increase in support for breastfeeding families has also been demonstrated through the addition of a South Ayrshire Infant Feeding support nurse, and funding to continue the Breastfeeding Peer support service across South Ayrshire. It is recognised that there is still work to do to improve breastfeeding duration and drop off rates which will be taken forward during 2023-24.

Looked After Children (LAC)

Children's Health services within the Partnership are actively involved with the NHS Ayrshire and Arran Corporate Parenting taskforce and leading improvement work to support the health needs of care experienced children and young people across South Ayrshire. Lead by South Ayrshire.

Vaccine and Immunisation

Commitment to support delivery of the national Children's Pre-5 immunisation has been demonstrated with the continued high immunisation rates above the national average, and local delivery of the children's flu programme in local communities during 2022/23. Support has been strengthened with the introduction of a Children's Immunisation Coordinator post within the service. The need to improve access for targeted groups and immunisation rates for SIMD areas 1- 3 has been identified, with improvement work planned to test a revised model of service delivery in community settings where rates are lower than the South Ayrshire average. Quarterly reviews

of immunisation uptake are undertaken and monitored through the Children's Immunisation Group.

School Nursing

Investment during 2022/23 has led to an increase of nurses with the Specialist Community Public Health qualification within the service. This has supported the commitment to deliver on the needs of children and young people across ten priority areas identified by Scottish Government in line with the national School Nursing Pathway (2015), with focussed work underway to support the health and wellbeing needs of children and young people who are Looked After and those within the child protection system, and engagement with families. Targeted support is also provided to children and young people who require support with emotional health and mental wellbeing and the identified health needs of young carers. Improvement work is planned for 2023/24 to improve the sexual health of young people in conjunction with NHS AA Public Health services, and also explore opportunities to provide support across all 10 pathway areas.



Implementation of the Physical Activity Strategy

The Health & Wellbeing team continued to deliver on the priorities within South Ayrshire's Physical Activity and Sport Strategy to promote, engage and empower individuals and communities to play an active role in increasing physical activity levels for children and young people.

- Increasing the number of young people walking, wheeling and cycling across South Ayrshire
- Increasing the number of young people accessing physical activity opportunities in their communities
- Promoting the benefits of an active lifestyle to children and young people within schools and further/higher education settings
- Development of local infrastructure to support physical activity within our communities, and utilising the natural environment to promote physical activity.
- Quality Physical Education will be coordinated, planned and delivered across all primary and secondary schools.
- Physical activity and sport will be embedded in all educational settings promoting pathways to participate, volunteer and officiate in sport.



Participation

56,565* Active Schools free activity sessions (3,083* breakfast, lunchtime and after school clubs) were delivered across schools with 6,267* young people participating. This includes:



**52% male,
48% female**



**840 young people
with additional
support needs**



**105 young people
with care experience**



**503 young people
in receipt of free
school meals**



**539 young people living
in SMID 1 and 2 areas**



**22 registered
young carers**



**141 young people from a
black or minority ethnic
group**

Holiday Programmes

A full programme of free and subsidised activities was delivered over the Easter break including:



18 full day multi-sport camps



2 transition camps



8 diversionary village pop up sessions



Holiday programmes provide young people and their families with sustained activity to support physical and mental wellbeing over the school holiday periods, and to promote social connection and inclusion through sport.

Competition

A full programme of Competitive School Sport events resumed this year following restrictions due to COVID.

31* events took place; 20 primary and 11 secondary) with over 2000* young people taking part; 1717 primary pupils and 323 secondary pupils. The competition programme provides various levels of competition from come and try festivals to regional and national qualifying events. This year the following schools qualified to represent South Ayrshire at a range of high-level events:

- Heathfield PS, National Handball Competition
- Kingcase PS, Regional Tennis Competition
- Forehill PS, National Sports hall Athletics Finals
- Heathfield PS, National Primary Team Gymnastics Competition
- Queen Margaret Academy, National Secondary Team Gymnastics Competition

*Data includes term 1 and 2 figures from 22/23. Full year data available from July 2023.



People: Developing Young Workforce

Our newly developed Leadership Academy provides opportunity for young people in secondary schools to learn coaching and leadership skills, and gain a range of valuable sport-related qualifications. During 22/23 164 young leaders were selected to take part in the Active Schools Leadership Academy across all 8 secondary schools achieving 787* qualifications (14 different qualifications) and taking part in a range of non-accredited workshops. Over 1100 Primary 7 pupils also took part in our Junior Coaching Academy providing them with skills and experiences to lead sports clubs within their primary school setting and also creating pathways to opportunities available once they transition to secondary schools.

*Data includes term 1 and 2 figures from 22/23. Full year data available from July 2023.



Outdoor Learning

A wide range of outdoor learning opportunities take place within the Dolphin House and within communities across South Ayrshire. This year has seen an increase in the number of schools and young people who have been able to access our Outdoor Learning residential programme and day visit/outreach programmes as below:

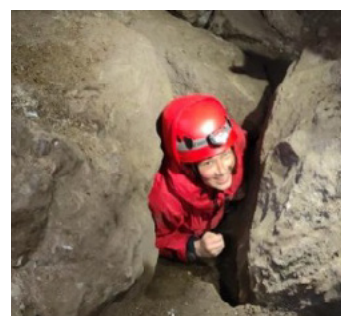
Residential programme

- 24 primary schools accessed the centre with 885 pupils participating
- 8 secondary schools took part in 19 different programmes
- 4 ASN schools/bases took part in 6 different programmes
- 6 different mixed groups took part in 8 different programmes including; Champions Board, Virtual HT group, Ayr North nurture group, Young Carers group and the Youth Voice group.

Day Visit/Outreach programme

31 different groups participated in 65 different outreach and day visit opportunities.

Groups included; Newton PS parent and child group, Girvan Young Carers, Ukrainian family group, Barassie STEM group, SASKA, Young Carers groups and the National 4 support group.





The Duke of Edinburgh's Award is a unique programme empowering young people to learn new skills, overcome obstacles, and build confidence and resilience. This year we have worked with schools to support over 600 young people to sign up and work towards achieving their bronze, silver or gold award. 17% of those signing up qualify for support as part of the disadvantaged award programme and are giving additional support and resources to complete.



Lesbian, Gay, Bi-sexual and Transgender (LGBT+)



The local authority continues to support young people who are lesbian, gay, bisexual or transgender (LGBT). The Local Authority, Education Services and Community Learning Development (CLD) all successfully achieved the Youth Scotland LGBT service charter.

A jointly funded LGBT youth worker between CLD and Education actively provides direct support to the LGBT community. Seven of the eight secondary schools have prioritised Gender and Sexual Orientation Alliance (GSA) groups. Support continued virtually during the pandemic.

From 2022 the Education focus of the LGBT development officer has been to support five of our secondary schools to gain their LGBT schools charter. Prestwick and Girvan Academies have already achieved their silver charter.

All five schools have made some progress including staff training, pupil-led campaigns, and development of anti-bullying policies.

Many of our primary schools continue to deliver age appropriate education and support to both children and families.

In September 2022 Thriving Communities worked with members of the South Ayrshire Youth Forum (SAYF) to plan and lead South Ayrshire's first ever dedicated Young Person's Pride.

LGBT Youth Scotland research shows a reduction of LGBT+ young people feeling safe within their communities and that Pride events and visible displays of ally ship (flags/certificates/inclusivity statements) in public spaces make them feel safe and included. Therefore, this event was requested by local young people to experience their own version of Pride within their local community and meet others and find out about local support available.

SAYF were successful with funding from Police Scotland, and Police Campus Officers and Police Scotland Youth Volunteers came along to help on the night.

There was a range of organisations coming together to support the event, ranging from local teachers/school councillors, LGBT Youth Scotland, Terrance Higgins Trust, Ayrshire College, Thriving Communities, Barnardo's, LEAP Sports.

Local businesses showed their support by displaying flags and Renaldo's kindly offered ice creams and Harley's Ayr prepared an 18's areas with popcorn and soft drinks for the after party.

There was a great atmosphere, and prior to the walk opportunities for face painting and t-shirt design and flags and leaflets were provided for all participants.

There were a total of 90 people attending ranging from young people aged 13 to 25 years to families and their dogs. Due to the success there is a hope of many more youth led celebration events.

"Well done to SAYF Young people for Pride, it was so great to see so MANY people especially young people out in support especially in the awful rain – showed real buy in and support. There was a great vibe on the night which made the wild weather bearable which was magical."

Julie-Ann Lyons Youth Work Manager South LGBT Youth Scotland

"I am really excited and impressed by all the fantastic young people and friends who have come together to show their support for Ayr's first ever pride march. A massive applause to everyone who came, you are all stars."

David Bingham, Co-Chair Pan Ayrshire LGBT Development Group and Scotland Health Promotion Manager Terrence Higgins Trust Scotland

"Made me and all of my friends feel at home and felt like we could just be ourselves"

Ellie 13

"This event says in the name 'Pride' and that is it about being proud of who you are"

Elliot Bisland Ayr MSYP

Outcome 5:

Children's Rights

Programme of work to deliver the outcomes set out in Children's Service Plan 2020-23

- Provide advocacy for children and young people who are care experienced and extend the opportunities for the voice of young people to be heard and inform service delivery
- Continue to increase the number of schools with Rights Respecting School status
- Develop processes that allow in developing individual, school, service and community plans and contribute to service improvement
- Support all young people to achieve and sustain positive destinations
- Increase number of young people successfully engaged in the democratic process
Listening to children and young people's views and taking account of their views on issues that affect them - through the use of youth voice structures such as South Ayrshire Youth Forum / Member of Scottish Youth Parliament
- Develop and deliver training that supports Article 12 of UNCRC
- Increase the number of children and young people participating in and influencing arts and cultural activities



Advocacy for Children and Young People

Advocacy for young people with care experience, those attending Children's hearings or who are part of the child protection process is delivered by two commissioned services these are Who Cares? Scotland and Barnardo's Hear 4.

South Ayrshires advocacy provision for children and young people with care experience is monitored through the SAHSCP commissioning framework with quarterly progress reports provided. In addition, all young people currently looked after aged 5 years and over who have an upcoming Children's Hearing or looked After Review are now offered advocacy support. This happens through monthly meetings between both advocacy providers and the Corporate Parenting Lead Officer.

The process is reviewed on a six-monthly basis with South Ayrshires Quality Assurance Reviewing Officers and the Service Manager for Children's Health Care and Justice Services.

South Ayrshire champions board conducted consultation with young people who use advocacy across South Ayrshire to inform service delivery going forward.

The young people who took part spoke of the relationship they have with their advocate. While this relationship often centred around the advocacy task young people told us that they felt that their

advocate was a support for them in everyday life beyond any formal meetings. Young people valued the length of relationship they'd had with their advocate and there was sense that this relationship 'stayed' with the young people we spoke to irrespective of how many times they moved

in care or where they moved to. This felt unusual to young people, and they saw this as a huge positive in their life.



“She would phone me, or I'd phone her, and we'd speak about things like how I was feeling, she helped me a lot, she helped me get more confident at talking in meetings and it made me feel better”

“There was a time where I was feeling quite worried and she suggested we make a worry box of things that help keep me calm and feel safe, this helped a lot”

“Advocacy's not just about meetings like reviews and hearings it's about helping me make good decisions in my everyday life. I'd still be in sticky situations if I didn't have [name of advocate] to help me.”

Rights Respecting Schools



Despite the pandemic our schools continued with their rights journey.

Our secondary schools have made this a priority for 2022-23.

All of our schools are involved and we have an amazing 15 schools who

have achieved the highest award-Gold. 11 of these have had their Gold Award re-accredited showing their long-term commitment to the rights of children. We have a further 28 schools who have achieved silver.



Children and Young People play an active role in contributing to improvement

Education- the National Discussion

A South Ayrshire/Education Scotland Event took place on 1st December 2022 at County Buildings.

It involved Education Services, Thriving Communities and CLD.

3 Secondary schools, Queen Margaret, Prestwick and Marr and 3 Primary schools, Ayr Grammar, Tarbolton and Ballantrae took part.

They were asked several questions including:

What kind of education will be needed by children and young people in Scotland in the future and how do we make that a reality?

How can we ensure that everyone involved in education in Scotland has a say in future decisions and actions?

All information gathered was be shared with Education Scotland.



Positive Destinations

In February 2023 Scottish Government published figures on the percentage of school leavers (June 2022) who moved on to a positive post-school destination. In South Ayrshire, 98.6% of school leavers progressed from school into a positive destination. This is in line with the figure from February 2022 and sees South Ayrshire placed 2nd of the 32 local authority areas. 100% of care experienced young people and 99 % of young people living in the most deprived areas progressed to positive destinations.

Young people successfully engaged in the democratic process

The Scottish Youth Parliament (SYP) is the democratically elected voice of Scotland's young people. Around 160 young people aged 14 – 25 are elected every two years to represent every part of Scotland and campaign for positive change.

A total of seven young people from South Ayrshire stood as candidates for the 2021 Scottish Youth Parliament Elections. Candidates stated that it was important to have their voice heard on a local and national level and that throughout the campaigning and training process they increased confidence and communication skills.

In November 2021, 1700 young people aged 12 to 25 years across South Ayrshire participated in the democratic online Single Transferable Vote, having a say on their preferred MSYP. The elected MSYP's were announced at a small Celebration Event at the Ayr Town Hall with around 40 people attending.



The three successful candidates Elliot Bisland and Monty Saunders for Ayr and RJ McKell for Carrick Cumnock Doon Valley have taken part in a range of SYP training, met with Elected Members, supported various local events and participated with online and in person sittings across Scotland, including one of the sittings within the Scottish Parliament. The local issues they have worked towards are rural transport, UNCRC, Mental Health Wellbeing support and LGBT, and participated in National Campaigns such as The Right to Food, Climate Crisis and Education Attainment.



Registration for the 2023 Elections is now open and promoted across South Ayrshire Schools and Youth Organisations.

Tour of Parliament and FMQ

In April 2023 a total of twenty young people had the opportunity to visit the Scottish Parliament, observe the First Minister Questioning, and meet with local MSP Siobhan Brown. Young people represented a wide range of Youth Voice Groups such as North Carrick Youth Voice, Young Carers, Champions for Change and Queen Margaret Academy Rights Committee. This was a new experience for many, a chance to see democracy in action and to witness first-hand the power of speaking up and being heard. Young people listened to debates around poverty, misogyny and tackling youth violence. Young people also recorded their Rights Respecting School Award evidence with the backdrop of the Parliament.



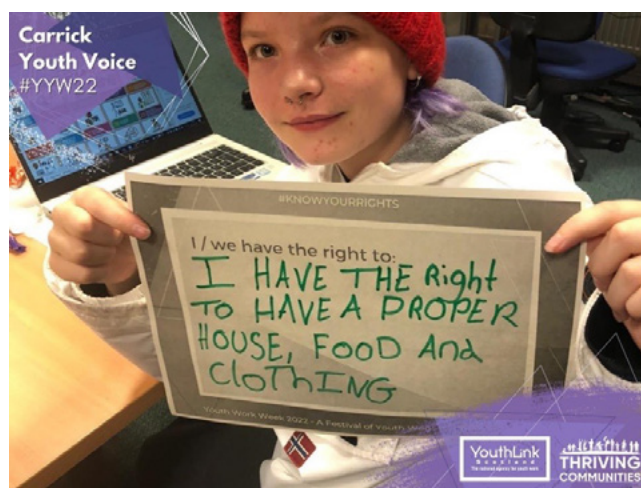
“This was an unforgettable experience to see key decisions taking place and it was great to meet other young people from other Schools and groups”

QMA pupil

Listening to children and young people’s views

UNCRC Article 13, states “I have the right to find out and share information” therefore South Ayrshire Youth Forum created the “Have your Say Survey” to find out the best way to communicate and share information with young people. A total of 300 young people aged 12 to 25 years across South Ayrshire completed the survey.

Young people reported that the best way to share their views and communicate was via School, Youth Groups, online survey’s and social media. The survey also highlighted the need for increased opportunities to have a say and awareness of UNCRC. Therefore, various youth voice events have taken place such Youth Voice Residential, Question Time, the National Discussion, and a Youth Voice Events Planning Group is now in place. There are key developments with communicating to young people via social media, UNCRC video scribes were created and piloted, young people took part in an online Youth Participation Budget Vote to have a say on 2023 Youth Summer Festival and two locality youth voice groups are now in place within the Carrick area.



Question Time

Young people from South Ayrshire Youth Forum, North Carrick Youth Voice and Youth Worker Modern Apprentices planned, delivered and hosted Question Time event with Elected Members. They created questionnaires for young people to direct questions directed to the Leader, Deputy Leader, Director Education, Thriving Communities Service Lead and Health Social Care Head of Children Health, Care and Justice Service on issues they feel effect young people. Young people reported that the event was informative, they felt listened to and it was great opportunity to engage with Elected Members in a natural setting and meet other young people. A total of 37 questions submitted were and key actions discussed have been shared with a range of services and developments made to address key issues around Mental Health and Wellbeing, Community Safety, Education and Cost of Living.



North Carrick Youth Voice

They local youth voice group was a request from young people via detached youth work, the group meet weekly and young people have had a say the design and equipment for local skate park within Maybole. Seven young people lead a consultation with over 200 young people from Carrick Academy and Queen Margaret Academy.

“We get to choose and have a say in what we do. We are improving the skate park, and we get to lead on it, we came up with the questionnaire ourselves and consulted with young people on it”

North Carrick Youth Voice member



UNCRC-training

UNCRC – Progress Report

In 2021, led by the Health & Social Care Partnership, we established the UNCRC Action Group, tasked to create a South Ayrshire Vision Statement and Framework to ensure children's rights are reflected in all our policies and procedures. 7 young people from the South Ayrshire Youth Forum (SAYF) were part of the team that created the Vision Statement.

A subgroup was established, consisting of key frontline staff, a member of SAYF as well as one of our elected members of the Scottish Youth Parliament (Ayr MSYP). This subgroup was initially tasked to develop a consultation lesson plan to support young people to have a say on the UNCRC framework. In addition, we also created informative video scribes.

A total of 30 young people took part in the pilot consultation lesson plan. A further

Youth Survey took place with 300 young people aged 12 to 21 years responding and 53% stated they understood the UNCRC and 47% said they did not. The results and discussion of the actions of the consultation and survey took place with 15 young people at a Youth Voice Survey.

In addition to the consultation, the action group have delivered various workshops raising awareness of the UNCRC within CLD youth groups with a total of 57 young people. In addition, a Mental Health Charter created by SAYF and CLD, which has a specific principle focused on rights, has been delivered to 160 young people. In summary, in 2022 a total of 269 young people have taken part in Thriving Communities group work discussions around the UNCRC and an additional 300 young people took part in a survey around Youth Voice and the UNCRC.

As of August 2022, South Ayrshire Council appointed a Children's Development Officer 0.4. This is a seconded position for 1 year at the moment. The role of the Development Officer (DO) is to support schools across the authority on their Rights Respecting Schools Accreditation journey. This has included offering bespoke training for school staff based on context and need. The DO has also delivered training across the authority to early years staff and is planning further inputs sector wide.

In conjunction with Education Scotland three professional learning sessions for practitioners and leads in all sectors were offered to develop their understanding of the UNCRC and what this means in terms of policy and practice. These sessions supported all schools on their Rights Respecting Schools journey.

Aims of professional learning were:

- To raise practitioner awareness and understanding of the United Nations

Convention on the Rights of the Child (UNCRC).

- To link rights-based practice to the Scottish legislation and policy context.
- To enable the support of rights-based practice across our schools and other organisations.
- To ensure we fully take the UNCRC into account in all our actions.



Increasing the number of children and young people participating in and influencing arts and cultural activities.

Instrumental Tuition

Free instrumental tuition is offered to young people in P4-S6 across all primary and secondary schools in strings, woodwind, brass, percussion, voice, guitar and highland bagpipe. All instruments and resources are provided free of charge and 1,381 are learning in 2022-23.

Further development is supported through our authority groups which rehearse after school and in the evening. These free activities give young people opportunities to experience the enrichment of live performance and to participate in cultural activities. In 2022-23 these included: Junior String Orchestra, Senior String Orchestra, Symphony Orchestra, Sinfonia, Cello Army, Junior Concert Band, Senior Concert Band, Big Band, Percussion Ensembles and Pipe Band and over 400 young people took part in rehearsals and concerts.



Collaboration with the Benedetti Foundation enabled over 500 primary children to take part in music workshops and a Senior String Residency involved 50 senior players. In partnership with Ayr Arts Guild, over 200 children and families attend concerts by BBC Scottish Symphony Orchestra and the Orchestra of Scottish Opera in Ayr Town Hall.





Youth Music Initiative (YMI)

This year 2,500 children have taken part in class music-making projects funded by Creative Scotland. Projects take place in all primary and ASN schools. These experiences help children develop musical skill, and they have told us that participating makes them feel “part of the team, successful, more confident excited and happy”. 10 primary schools have achieved the We Make Music Digital Award.



Creative Learning Network

In 2022-23, 38 primary children took part in a film-making project exploring aspiration and dreams for the future. The CLN is funded by Creative Scotland and Education Scotland.

82 children with additional support needs took part in our partnership project with Live Music Now Scotland funded by the Paul Hamlyn Foundation. Children are collaborating with musicians and teachers to explore a range of themes using these to inspire creativity and group music-making.

Little Stars Light Up Ayr – Christmas Lights Switch on Ayr 2022

The 2022 Ayr Christmas Lights switch-on focused on engaging children in different performance and cultural activities. This included South Ayrshire School pupils from Queen Margaret, Carrick, Sacred Heart, Wellington, Southcraig, Newton, Kirkmichael, Straiton, Grammar and Heathfield performing on the Wallace town stage. The performances also included the musical talents of the Ayrshire Fiddle Orchestra, RDA Singers, Caitlin Rennie, Katee Kross and the Future Stars of Hipshot Youth Theatre, as well as our local dance schools who also performed, showcasing a variety of styles with dancers aged 2 to 22 years old.



The Grain Exchange and Cutty Sark

The cultural and market venue in the High Street hosted several school choirs to perform over the festive period. It also hosted Jubilee and Coronation arts and crafts activities for children.

The opening day of the Cutty Sark centre delivered a family fun day element. Weaving together activities that would attract family audiences, like face painting and magic, and combining that with music, poetry, live art and spoken word performances.



The Holy Fair and Piped in the Park 2022

The Holy Fair plays host to several children focussed events, including:

- The Children's Dog Show
- Local dance schools' performances
- And a Highland dance competition.

The 2023 Holy Fair had a Children's zone with Book Bug and arts and crafts activities.

Museum & Galleries

For the Henry Moore exhibition in the summer 2022, we brought a class of primary 5's from Girvan to Rozelle to spend the day engaging with the Art and outdoor space. This activity was deliverable because we used external Museum and Galleries Scotland funding to pay for transport to and from Girvan.

We also had visits from Alloway Early Years and Queen Margaret Academy for the same exhibition.



Libraries

Alongside Bookbug and encouraging school and family visits, South Ayrshire Libraries hold various events that attract and engage children in all sorts of cultural and artistic activities. More recent activities include:

- Children's Crafts - these are often themed around specific dates or activities.
- The Girvan Library Young Artist Competition – Girvan Art Festival
- Coding Club
- Win a Book for World Book Day -Drawing Competition
- Halloween Story Time with local Children's author Greta Yorke

This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات ناپینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اسکا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

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ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸਣਨ ਵਾਲੇ ਰਪ ਵਿਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਦਿੱਤੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie, w alfabecie Braille'a, w druku powiększonym lub w formie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

South Ayrshire Council
Contact Centre
0300123 0900

**South Ayrshire Council
 Equality Impact Assessment
 Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	Children's Services Plan Annual Report 2022/23
Lead Officer (Name/Position/Email)	Lyndsay McRoberts, Director of Education – lyndsay.mcroberts@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	No	No
Disability	No	No
Gender Reassignment (Trans/Transgender Identity)	No	No
Marriage or Civil Partnership	No	No
Pregnancy and Maternity	No	No
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	No	No
Religion or Belief (including lack of belief)	No	No
Sex – (issues specific to women & men or girls & boys)	No	No
Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	No	No

Thematic Groups: Health, Human Rights & Children's Rights	No	No
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3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	No	No
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	No	No
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	No	No
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	No	No
Socio-economic Background – social class i.e. parent's education, employment and income	No	No

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the 'Three Key Needs' of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)	YES
	NO
Rationale for decision:	

South Ayrshire Council

**Joint Report by Director of Education and
Head of Children's Health, Care and Justice Services
to Cabinet
of 26 September 2023**

Subject: Children and Young People's Service Plan 2023-2026

1. Purpose

- 1.1 The purpose of this report is to seek approval for the publication of the Children and Young People's Services Plan 2023-2026.

2. Recommendation

2.1 It is recommended that the Cabinet:

2.1.1 approves the Children and Young People's Service Plan 2023-2026 attached as Appendix 1; and

2.1.2 agrees the publication of the report in line with the Children and Young People (Scotland) Act 2014.

3. Background

- 3.1 The Children and Young People (Scotland) Act 2014 states a requirement for every local authority and relevant health board in Scotland to jointly prepare a Children's Services Plan, detailing plans over a three-year period. Part 3 sets out a legal framework for children's services planning with aims to improve outcomes for all children and young people in Scotland by ensuring delivery of local services that are integrated, focusing on promotion of child wellbeing and quality preventative approaches.

- 3.2 South Ayrshire's Children's Services Planning Partnership (CSPP) is responsible for devising and executing this integrated Children's Services Plan on a three year cycle. Currently the group is chaired by the Head of Children's Health, Care and Justice Services and comprises of a wide range of agencies both statutory and third sector. The cross-sector and multi-agency representation within the CSPP aids the design of an integrated plan, reflective of the breadth of children's service provision and collaborative working in South Ayrshire. The plan is underpinned by Getting it right for every child (GIRFEC), United Nations Convention of the rights of the child (UNCRC) and The Promise.

- 3.3 Children's Services Planning takes place within the wider context of Community Planning in South Ayrshire. As such the production of this plan has over the last twelve months involved a process of collaborative working between children's services partners and related services as well as the important wider engagement

that has taken place with children, young people, families/carers, practitioners and communities. This process has been guided through the context of a learning partnership of self-evaluation alongside Horizon's Research.

- 3.4 Building on the progress of the 2020-2023 plan, partners within the Children's Services Planning Partnership agreed the below shared vision underpinning the aims of the plan:

We want to go on a journey to ensure families in South Ayrshire are at the heart of everything we do, and where their wellbeing is our top priority. With a focus on prevention and early intervention we will work to empower families living in South Ayrshire. We will work with families in a way that values the unique needs and perspectives of each family member.

*We will ensure those working in our services have access to the resources, training, and the support they need to achieve our shared goal, and where they can overcome any challenges that come their way. We will help build strong and resilient communities where families are supported to thrive, and where every member is valued and included. **This is our whole family approach.***

- 3.5 The vision above is supported by six high level priorities:

1. **The Promise** - South Ayrshire's children and young people with care experience will have a good loving childhood, where their needs are met and outcomes are improved.
2. **Families** - Support is easily accessible through integrated, multi-agency teams who are based in local communities and know it well. Early help for whole families to overcome difficulties and stay together, where children feel loved and are safe.
3. **Included** - Children, young people and families who have diagnosed or undiagnosed additional support needs feel supported and reach their full potential.
4. **Voice** - Children and young people feel involved and listened to in decision-making around their wellbeing through continuous engagement. Compassionate, responsive decision-making for children is embedded into all our priorities.
5. **Healthy** - Reducing harm, promoting health and safety for our children, young people and families.
6. **People** - A training offer to staff in South Ayrshire, allowing them to come together to learn, collaborate and build relationships for the best outcome of the child.

- 3.6 Thematic Group Priority Chairs' represent members of the Children's Services Planning Partnership. Each Priority group is developing a specific action plan based on data and need.

- 3.7 An online version of the plan will be developed, along with a version specifically for children and young people.

4. Proposals

4.1 Members are asked to agree:

4.1.1 the publication of the Children and Young People's Services Plan 2023-2026 as attached Appendix 1; and

4.1.2 that the Children's Services Plan 2023-2026 is published on the Council's website for members of the public and other stakeholders, the report is made available on the Council Intranet for staff and links to the online version of the plan are made available on both intranet and council website.

5. Legal and Procurement Implications

5.1 The preparation of the plan fulfils the duty in Part 3 of the Children and Young People (Scotland) Act 2014.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 There are no financial implications arising from the recommendations in this report. Closer alignment of services could help realise efficiency in the longer term. The report will be published electronically.

7. Human Resources Implications

7.1 Not applicable

8. Risk

8.1 Risk Implications of Adopting the Recommendations

8.1.1 There are no risks associated with adopting the recommendations.

8.2 Risk Implications of Rejecting the Recommendations

8.2.1 The risk associated with rejecting the recommendations is that the Council would fail to meet statutory reporting requirements to the Scottish Government in respect of the Children's Services Plan as defined by the Children and Young People (Scotland) Act 2014 Part 3.

9. Equalities

9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as Appendix 2.

10/

10. Sustainable Development Implications

- 10.1 **Considering Strategic Environmental Assessment (SEA)** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

- 11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

- 12.1 The matters referred to in this report contribute to Priority Two of the Council Plan: Live, Work, Learn and Outcome One: Everyone benefits from high quality education and lifelong learning and is supported to learn and fulfil their potential.

13. Results of Consultation

- 13.1 Consultation has taken place with children, young people, families, practitioners and partners. The report and plan reflect the feedback and comments.
- 13.2 Consultation has taken place with Councillor Stephen Ferry, Portfolio Holder for Education, and Councillor Lee Lyons, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Director of Education and the Head of Children's Health, Care and Justice Services will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Leadership Panel in the 'Council and Leadership Panel Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Publication of Children and Young People's Services Plan 2023-2026	30 September 2023	Director of Education

Background Papers **None**

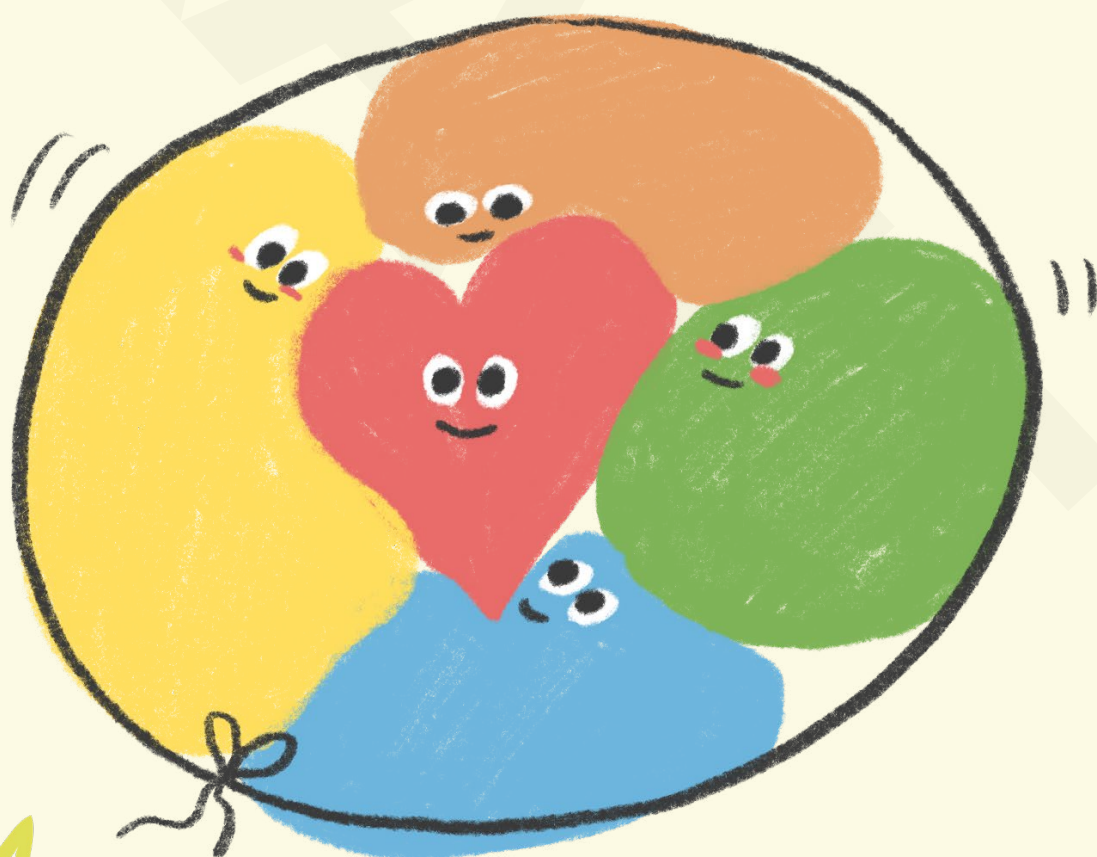
Person to Contact **Lyndsay McRoberts, Director of Education**
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone: 01292 616627
E-mail: Lyndsay.McRoberts@south-ayrshire.gov.uk

Date: 14 September 2023

South Ayrshire Children and Young People's Services Plan

Supporting wellbeing, strong families,
caring communities

2023-2026



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Foreword

Welcome to South Ayrshire's Children and Young People's Services Plan for 2023-2026. It is with great pleasure and enthusiasm that I introduce this plan which sets out our shared vision, priorities and aims for the wellbeing of our children, young people and families in South Ayrshire over the next three years.

This ambitious 2023-2026 plan marks our third consecutive effort to ensure that South Ayrshire is the best place in Scotland for children to grow up. Our journey since the last plan has been one of progress and reflection, more recently engaging in a valuable learning partnership of self-evaluation alongside Horizon's Research. This opportunity to appraise service delivery and consider how the Children's Services Planning Partnership can best improve integrated services and impact Whole Family Wellbeing has been invaluable to the production of this plan's shared priorities. Through consultation with children, young people and partners the priorities and aims within this plan build on the progress of previous plans, celebrating achievements and identifying areas for continued collaborative improvement.

Families have told us they want to be able to access help that is right for them, at the right time. Through collective responsibility, joint action and a deep commitment to our community I am confident we will succeed in achieving this goal in South Ayrshire. Central to this are our six interconnected priorities: The Promise, Families, Included, Voice, Healthy and People. Each priority underlines our commitment to delivering integrated, effective, and caring services in our communities.

I am certain this plan's aims and our caring, compassionate cross-sector workforce in South Ayrshire can continue to make a real difference to the lives of children and young people locally. It is with our children, young people and families potential at heart we embrace the challenges and great opportunities that lie ahead of us.

Mike Newall
Chief Executive, South Ayrshire Council

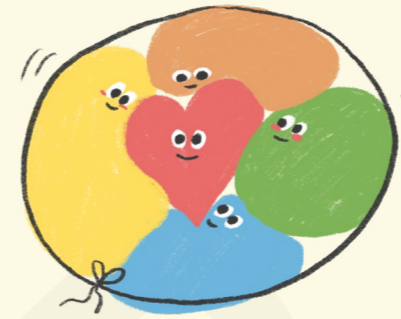
South Ayrshire's Children and Young People's Services Plan 2023-2026

Our third Children and Young People's Services Plan for South Ayrshire shares our joined vision, priorities and outcomes across the Community Planning Partnership. Community planning partners are national and local public sector bodies who deliver services to families in South Ayrshire together with the wide-reaching Third Sector. All partners in South Ayrshire contribute greatly to the delivery and collaborative aims of this plan.





Our approach reflects a shared commitment to Getting it right for every child (GIRFEC) at the highest level, supporting the continued provision of high quality services for the

whole family that mitigate against the ongoing impact of poverty and inequality in our communities. Each priority area within the Plan will be accompanied by a GIRFEC Action Plan specific to that priority to ensure equity for all.

This plan is informed by our most important partners, South Ayrshire's children and young people themselves. It builds on the progress of our previous plans, led by the foundations of The Promise and refreshed principles that underpin Getting it Right For Every Child to create a local environment that embraces GIRFEC practice for each individual child, young person and family.



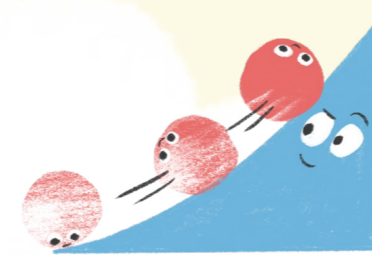
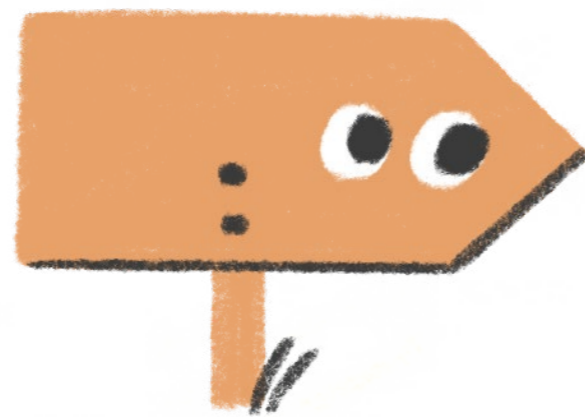
At our heart

-  Whole families
-  Young carers, Children and young people with care experience
-  Physical, emotional and mental wellbeing of children and young people
-  A trauma sensitive workforce



Our commitment

To provide you and your family with the right support, at the right time. Creating locally placed services with your wellbeing at heart, where you will be treated with kindness and respect. We will work together to make South Ayrshire the best place in Scotland to grow up.









Our Focus


South Ayrshire's Plan will make a significant contribution to improving wellbeing and outcomes for our children, young people and families.




Our Priorities

-  The Promise
-  Voice
-  Families
-  Healthy
-  Included
-  People


Underpinning our plan




Early and **preventative** support to improve wellbeing of children and young people.



Whole family supports focusing on **family strengths**.



Meaningfully **listening** to children and promoting their participation.



The **importance** of relational, trauma sensitive practice and local services.

What are we trying to achieve?

Our Journey



We want to go on a journey to ensure **families in South Ayrshire are at the heart of everything we do**, and where their wellbeing is our top priority.

With a focus on **prevention and early intervention** we will work to empower families living in South Ayrshire. We will work with families in a way that values the unique needs and perspectives of each family member.

We will ensure those working in our services have **access to the resources, training, and the support they need** to achieve our shared goal, and where they can overcome any challenges that come their way.

We will help build strong and **resilient communities** where families are supported to thrive, and where every member is **valued and included**. This is our whole family approach.

What will guide our journey?

1. The Promise

Our pledge that South Ayrshire's children and young people with care experience will have a good loving childhood, where their needs are met and outcomes are improved. Their voice will continue to drive our commitment to Keep The Promise.



2. Families

Our commitment to families in South Ayrshire that support is easily accessible through integrated, multi-agency teams who are based in their local community and know it well. We are committed to helping whole families overcome difficulties to stay together, where children feel loved and are safe.



3. Included

Our recognition that we can do more for our children, young people and families who have diagnosed or undiagnosed additional support needs to help them reach their full potential.



4. Voice

Our understanding that we must listen to children and meaningfully involve them in decision-making around their wellbeing. South Ayrshire will embrace a culture where compassionate, responsive decision-making for children is embedded into everything we do.



5. Healthy

Our dedication to reducing harm, promoting health and keeping our children, young people and families' in South Ayrshire safe.



6. People

Our training offer to staff in South Ayrshire, allowing them to come together to learn, collaborate and build relationships for the best outcome of the child. The adults with whom children and young people build trusting relationships must be supported in their role to show compassion and care.

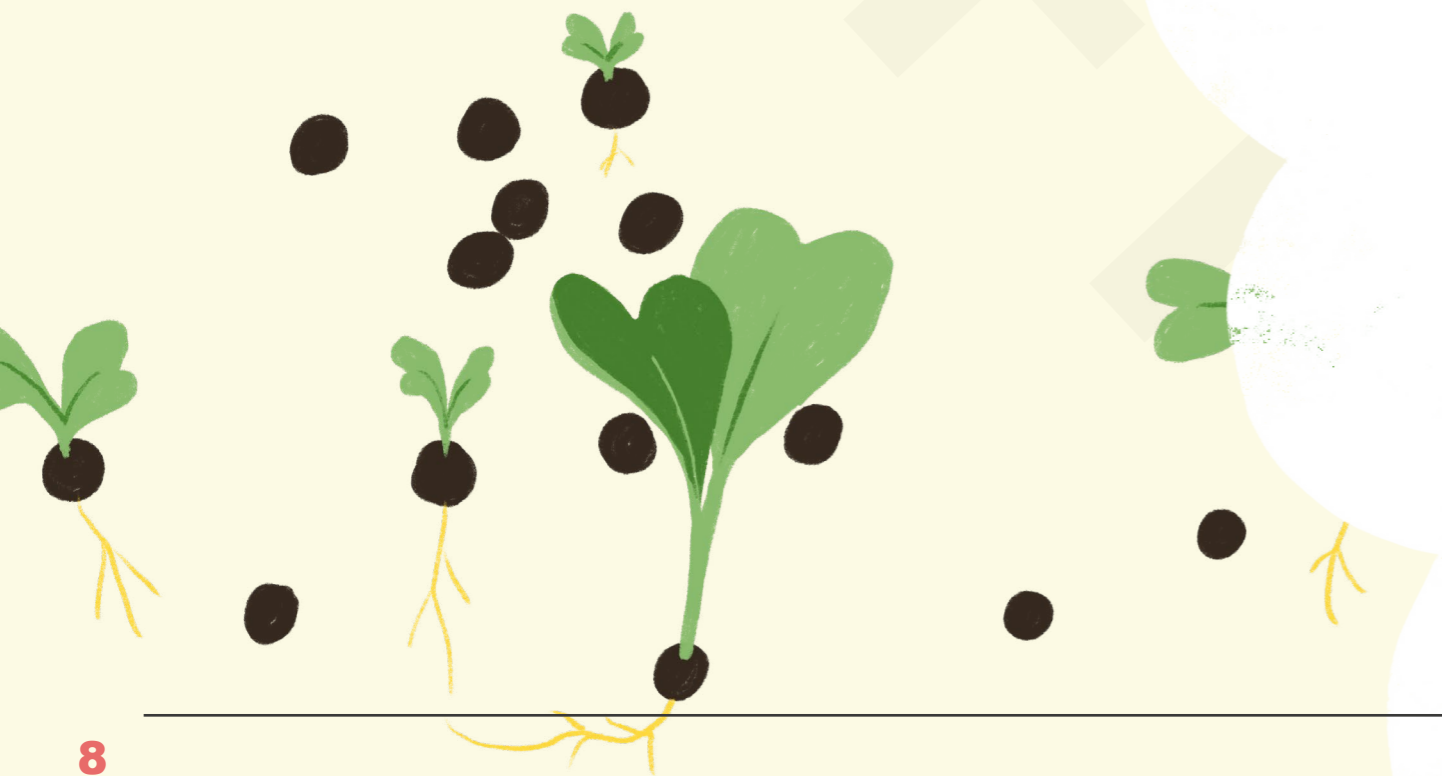


Finding firm ground

▲ Moving our resources **“upstream”** to reinforce a prevention approach, as we shift from managing crisis to supporting whole families at the earliest point they indicate extra help is needed.

◆ **Integrating services** further in South Ayrshire by supporting our practitioners to work together in **“Family First”** locality teams, allowing opportunity for connection and reflection to positively impact outcomes for whole families.

★ Holding **children and young people’s voice** at the heart of services by undertaking a rights-based approach to planning for maximum impact.



How will we know if we are going in the right direction?

Fewer children and young people will leave their families where it is safe to stay at home and they feel loved (**The Promise**)

Health inequalities will reduce, children and young people will achieve positive outcomes in wellbeing, emotional and physical health (**included/healthy**)

Each individual family member will be supported to access the right support, at the right time and place for them to meet their needs (**family**)

Each individual family member will be supported to access the right support, at the right time and place for them to meet their needs (**family**)

Communities will tell us the kind of care they want and need to avoid crisis, and will feel heard (**Voice**)



The wider landscape for our journey

The National Context

There are many national and local strategies, plans, frameworks and legislation that associate, inform and align with the Children and Young People's Services Plan. As integrated, collaborative services we work collectively across sectors to achieve the best outcomes for our children, young people and their families.



The Promise

In South Ayrshire we are fully committed to Keeping The Promise and are currently delivering on The Promise Plan 21-24, whilst recognising that Plan 25-27 will come into force during the period of this Children and Young People's Service Plan. This Children and Young People's Services Plan has been shaped by the 5 foundations of The Promise; Voice, Family, Care, People and Scaffolding.

South Ayrshire will do absolutely everything it can to make sure that the recommendations are fully implemented. We are reviewing how we position and provide services in South Ayrshire to ensure that families feel supported at the earliest possible point.

→ Explore The Promise

Whole Family Support

Children's Services in South Ayrshire recognise that families come in all shapes and sizes. We are committed to walking alongside families where and when they need us, focusing on strengths to keep families together. We know our Third Sector partners play a particularly significant role in this commitment and reach children, young people and families across communities in South Ayrshire. By keeping families at the heart of everything we do and meeting individual needs we'll help them to avoid crisis.

In recent times, there have been several significant developments at National level aiming to enhance the overall wellbeing of families across Scotland. One of the most notable initiatives is the £500 million investment in Whole Family Wellbeing Funding, which is set to be implemented by 2026. This funding is intended to support a range of programs and services aimed at promoting the overall health and wellness of families, including physical and mental health, education, and employment opportunities. To help us get it right for families, South Ayrshire Council Children's Services Planning Partnership and Horizons Research have undertaken a learning partnership to support the development of service design and delivery.

→ Explore Whole Family Support

Getting it right for every child (GIRFEC)

GIRFEC is the Scottish Government's policy framework which overarches everything that services for children and young people do. GIRFEC guidance was refreshed in 2022 and is founded on principles of early intervention that is appropriate and proportionate to promote wellbeing. GIRFEC supports us to work in partnership with families and assists services in South Ayrshire to act quickly when families need extra help. We know that the success of our Plan will be influenced by the effective use of the GIRFEC approach across all of our children and young people's services in South Ayrshire.

→ Explore Getting it Right for Every Child

Children and Young People (Scotland) Act 2014

This Act is an important piece of legislation that aims to make Scotland the best place in the world to grow up. It influences how our services in South Ayrshire work together to improve the lives of our children, young people and families. The Children and Young People (Scotland) Act 2014 sets out a requirement for all Local Authorities and Health Boards in Scotland to work collaboratively to develop a local Children Services Plan to be reviewed every three years.

Children and young people are at the very heart of this Act, where services are encouraged towards a collaborative shift to early intervention and prevention offers of support, rather than crisis response.

→ Explore CELCIS

Children's Rights (UNCRC)

The United Nations Convention on the Rights of the Child (UNCRC) is the global "gold standard" benchmark for children's rights and sets out the fundamental rights of all children. A rights respecting approach is embedded throughout this plan and in how we design services. Children's voices, rights and needs will be at the heart of decisions as they know what is best for them.

→ Explore Children's Rights at the Scottish Government

Impact of trauma

We understand that children and young people affected by trauma and their families need to know what services are available at different points in their recovery journey. Supporters of individuals affected by trauma should have the knowledge and skills to meet the needs of the whole family. In South Ayrshire we will ensure that our staff are trained to be trauma informed and responsive, in line with our GIRFEC approach.

→ Explore the Scottish Government's Trauma Training Plan

Our steps along the journey and who will guide them?

Place Holder

How will we know if our journey was successful?

- 1.** Children (0-5 years) meeting expected developmental milestones increases
- 2.** Children, young people and families report experiences of mental health, additional support needs and wellbeing are listened to and supported
- 3.** Staff report increased knowledge and skill to support mental health and wellbeing
- 4.** Improved attendance and attainment for children and young people with care experience
- 5.** Improved Health and wellbeing levels for children and young people with care experience
- 6.** Young people presenting at hospital with substance related concerns decreases and support is available if they do
- 7.** Continuing our success around school pupils entering positive destinations
- 8.** Engagement sessions tailored to needs of children, young people, families and carers are successful
- 9.** Practitioners and families will tell us they know where to access appropriate and timely support
- 10.** Parents accessing family supports report an increase in family wellbeing



What do we know about children and young people living in South Ayrshire?

Our Children and Young People's Services Plan, improvement activity and priorities have been led by our analysis of data and trends relating to our children, young people and their families in South Ayrshire. We have consulted with parents, carers, children and young people to understand what they highlight as issues, what they value and what is important in their lives.

Our population in South Ayrshire is around **112,450 people**

0-16 population - 16% of our population is under 16 (17244)

17-24 breakdown - 10% of our population falls in this group (10137)

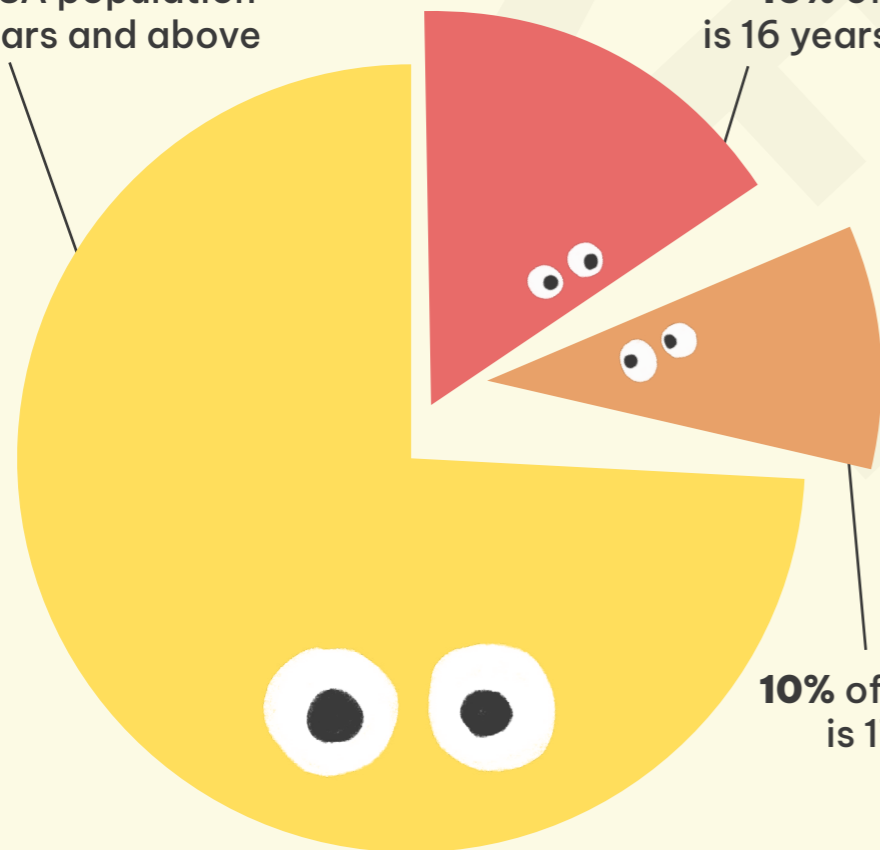
Gathering data helps to guide and direct us towards support for children who may be considered vulnerable or to allow us to see where a group may be showing signs that they need some extra help.

South Ayrshire is around 112,450 people

74% of SA population is 25 years and above

16% of SA population is 16 years old and under (17244)

10% of SA population is 17-24 years old (10137)



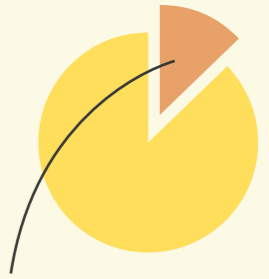
Poverty and deprivation



23% of our population are fuel poor, meaning they cannot meet their energy needs at reasonable cost



16% of children in South Ayrshire live in **relative low-income households**



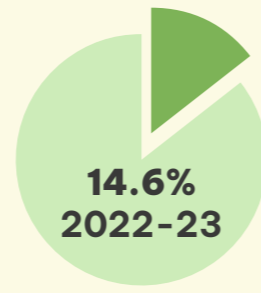
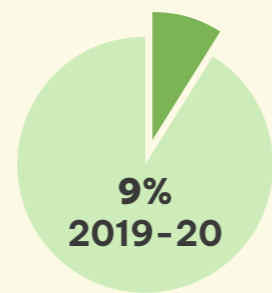
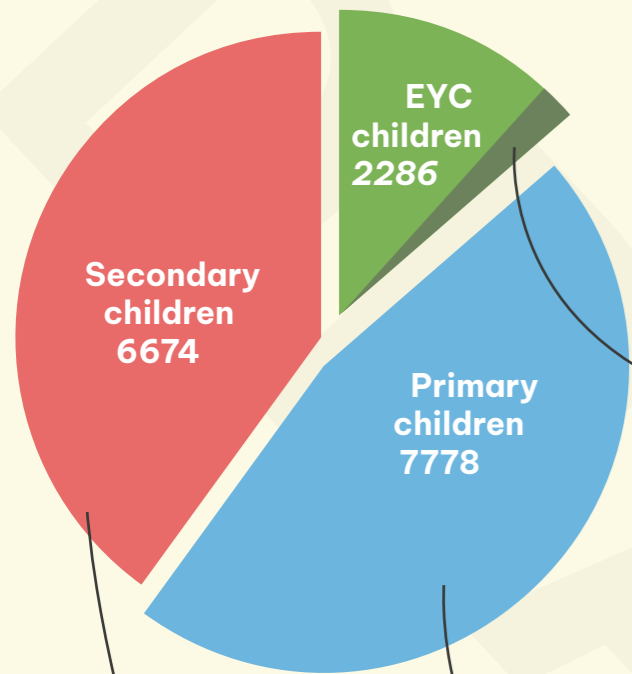
13% of children in South Ayrshire live in **absolute low-income households**

In Scotland, children are more likely to be living in poverty than adults. We know that children from disabled households, minority ethnic households, single parent households and households with three or more children are at a higher risk of being in relative poverty. In South Ayrshire we are committed to the creation of a Child Poverty Strategy that is driven by our data and evokes meaningful change to children's lives. Work on this is currently on-going and will be published within the duration of this plan.

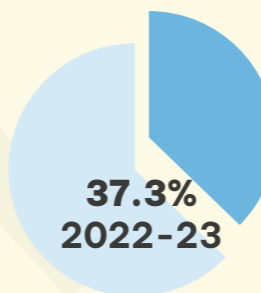
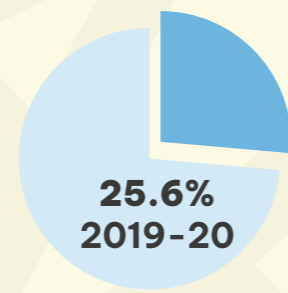


South Ayrshire Education and Schools (all data from 22/23)

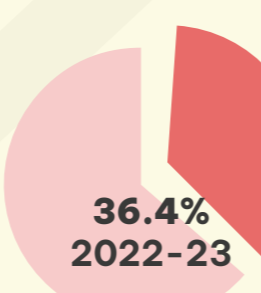
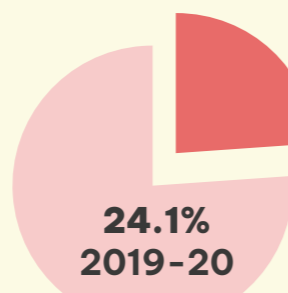
Pupil break down:



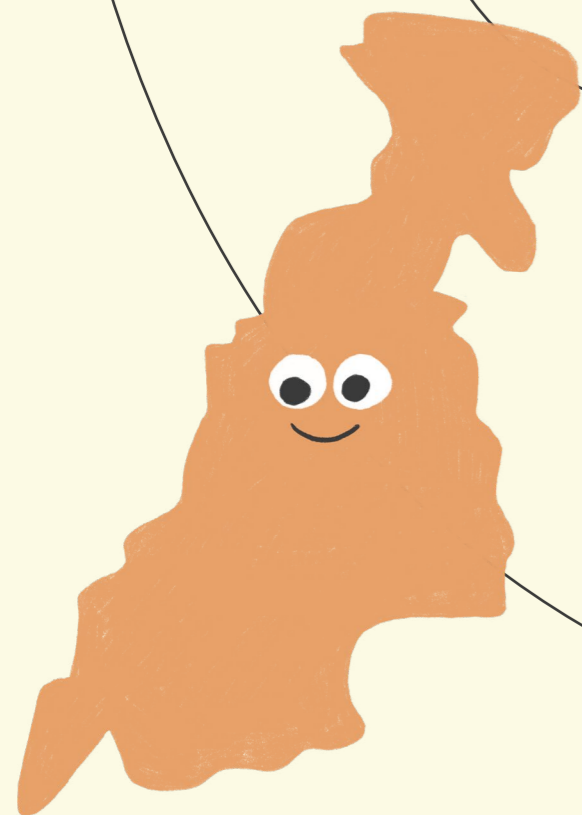
Children in EYC with one or more recorded Additional Support Need = 14.6% in 2022/2023 compared to 9% in 2019/2020



Pupils in Primary school with one or more recorded Additional Support Need = 37.3% in 2022/2023 compared to 26.5% in 2019/2020



Pupils in Secondary school with one or more recorded Additional Support Need = 36.4% in 2022/2023 compared to 24.1% in 2019/2020



Pupils across all age groups with a speech and language difficulty = 379

Pupils across all age groups with a social, emotional or behavioural difficulty = 1455

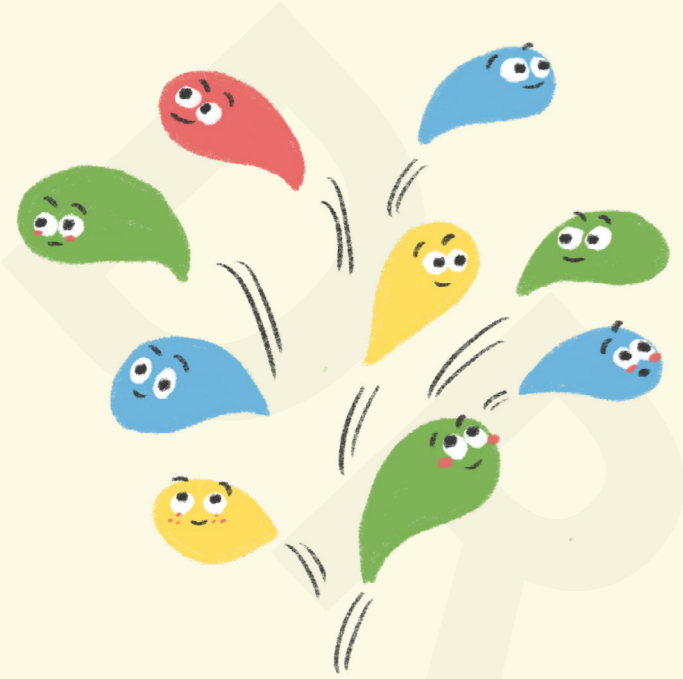
Exclusion incidence for previously care experienced pupil
22/23 = 130 pupils per 1000

In South Ayrshire there are 8 Secondary Schools, 41 Primary Schools, 2 Special Schools and 5 Early Years Centres, although many Primary Schools have Early Years Centres attached. Schools are grouped into eight Clusters, organised by Secondary Schools and including the feeder Primary Schools. We also have a Virtual School for our children and young people with care experience.

Our data shows that following covid, school attendance is still an issue affecting families and touching many services in South Ayrshire. There will be a clear focus on attendance levels across the authority to identify pupils at risk of or currently affected by poor attendance. The priorities, actions and underpinning principles of this plan will demonstrate our commitment to understanding reasons why a pupil might have low levels of attendance and our aim for early offers of support to positively impact school attendance.

Although lower than the national average, we have seen an increase locally in exclusions for pupils who are care experienced in the last year, particularly those who have previous experience of care. In South Ayrshire we are committed to a reduction in exclusions and equity for our care experienced pupils.

Young Carers and Children and Young People with experience of care in South Ayrshire



Care experienced pupils

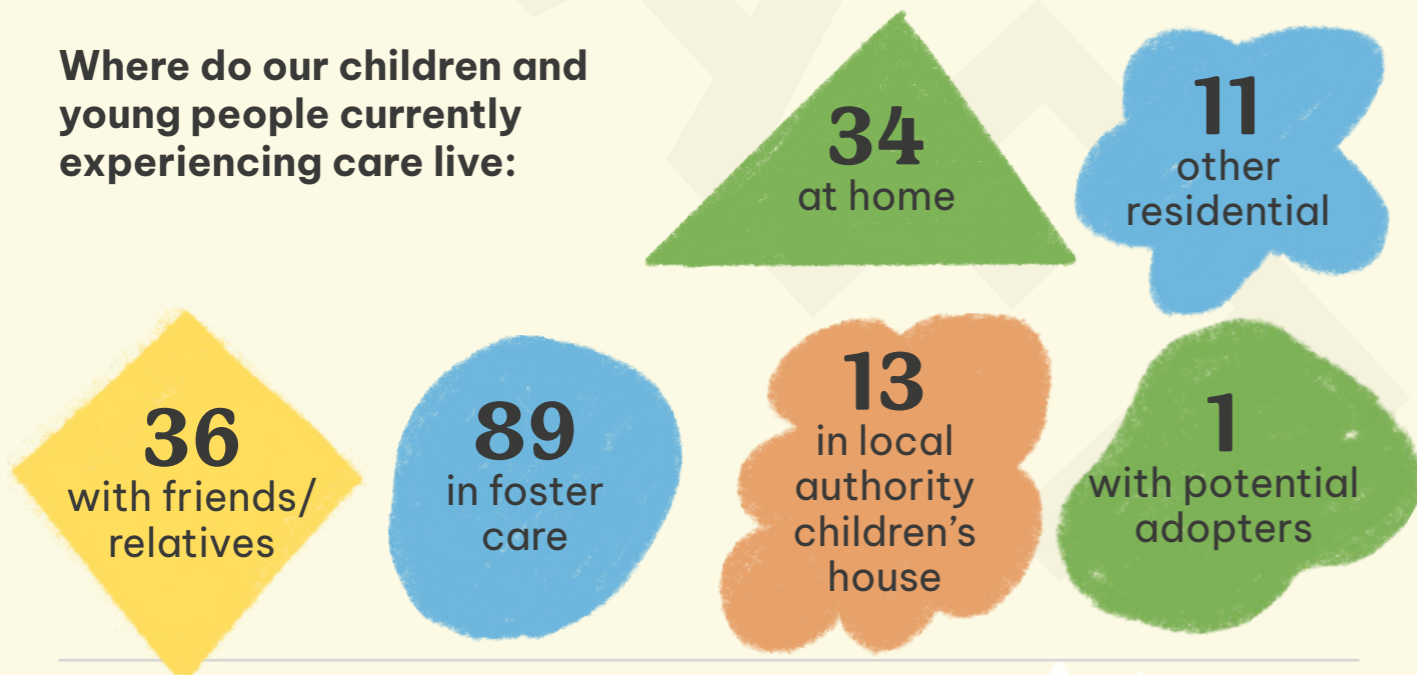
497

(EYC, PS and S)

Currently experiencing care
(at May 23)

187

Where do our children and young people currently experiencing care live:



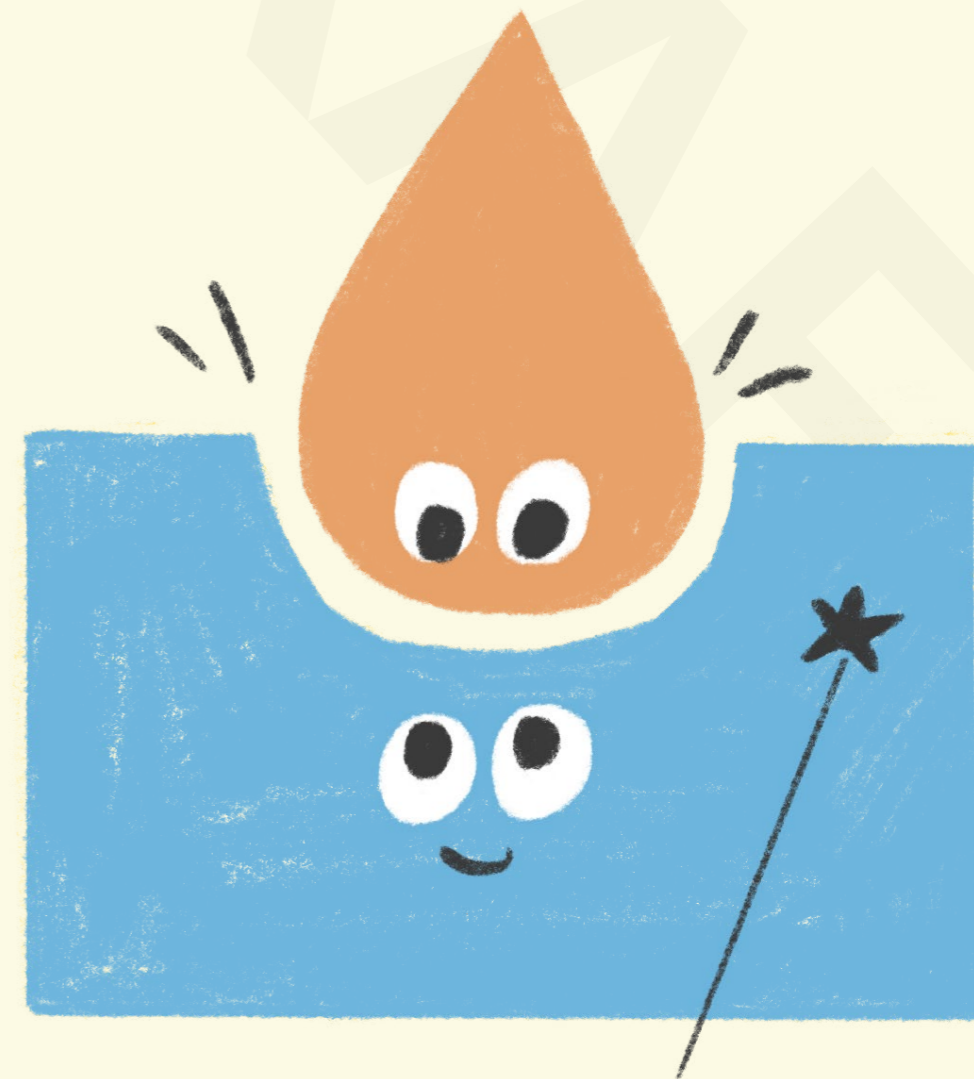
Young carers - A recent survey of S1 to S6 pupils, which had a 60% response rate, revealed 747 young people believe they have caring responsibilities.

747

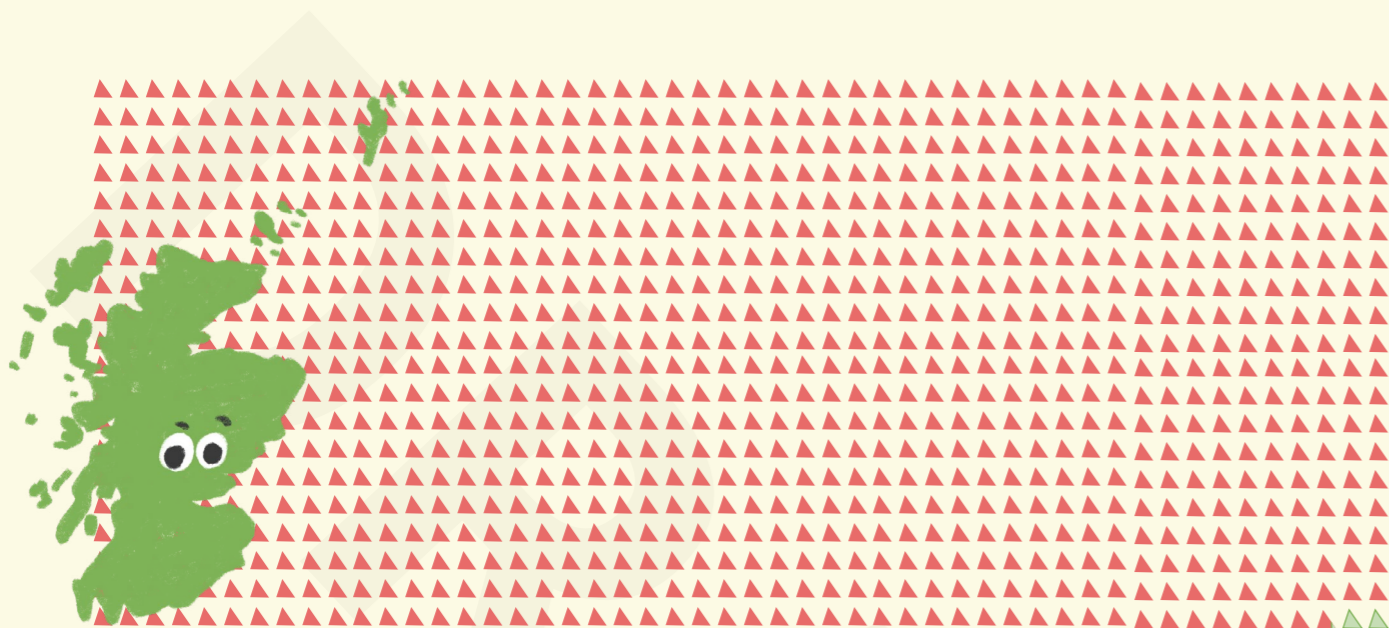
In South Ayrshire we continually strive to be the best Corporate Parents we can be and our improvement plans are set out within the South Ayrshire Corporate Parenting Strategy 2021-2030. Our Champions Board and Virtual School are two examples of successful practice in the authority, focusing on holistic relationships and very much led by the voices of our children and young people with care experience.

We know that care experienced young people need further support to ensure; their voices are listened to, they are involved in decision making about things that affect them, relationships with brothers and sisters or wider family are maintained, transitions are well supported and the stigma of being care experienced is completely broken down. We are fully committed to supporting families to stay together where the children are safe and feel loved.

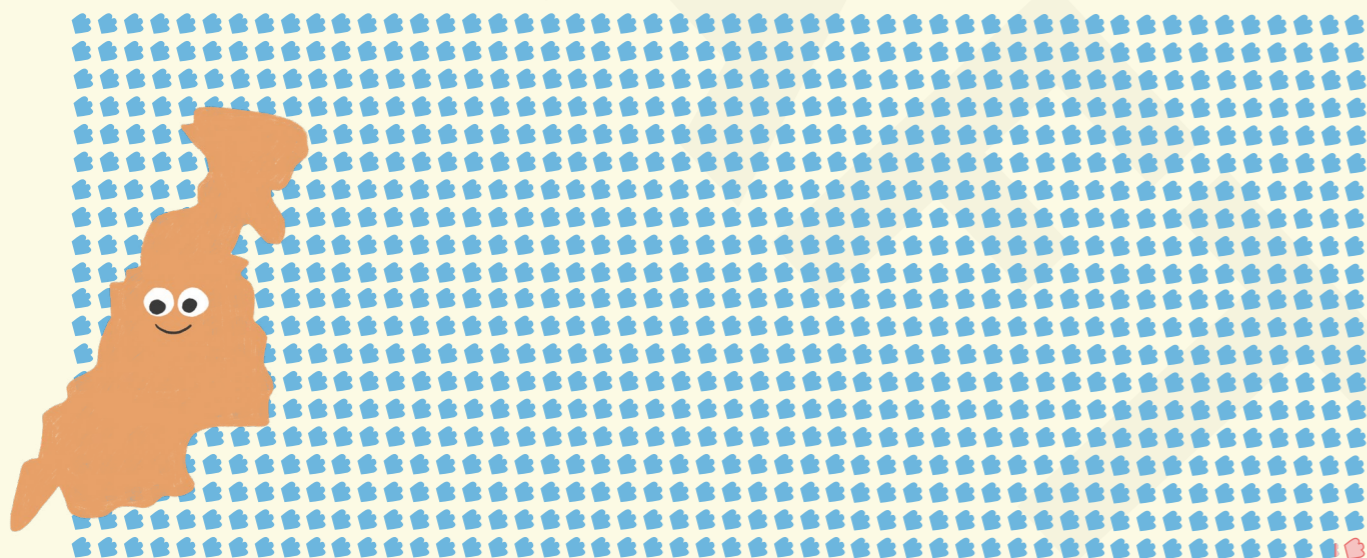
Our Young Carers Strategy 2021-2026 explains what it means to be a young carer and shares plans to raise awareness, recognise and support young carers over the duration of the plan.



Child Protection Registrations



31st July 2022, Scotland's rate of children's names on the Child Protection register per 1000 was 2.2.



South Ayrshire's rate in 2022 is 1.1 (*this is lower than National average but in line with comparative authorities who have adopted the Signs of Safety approach*)

Child protection alerts 21/22:

132

Total number of registrations from initial and pre-birth Case Conferences in South Ayrshire:

34

Total number of Inter-Agency Referral Discussions (young people/families):

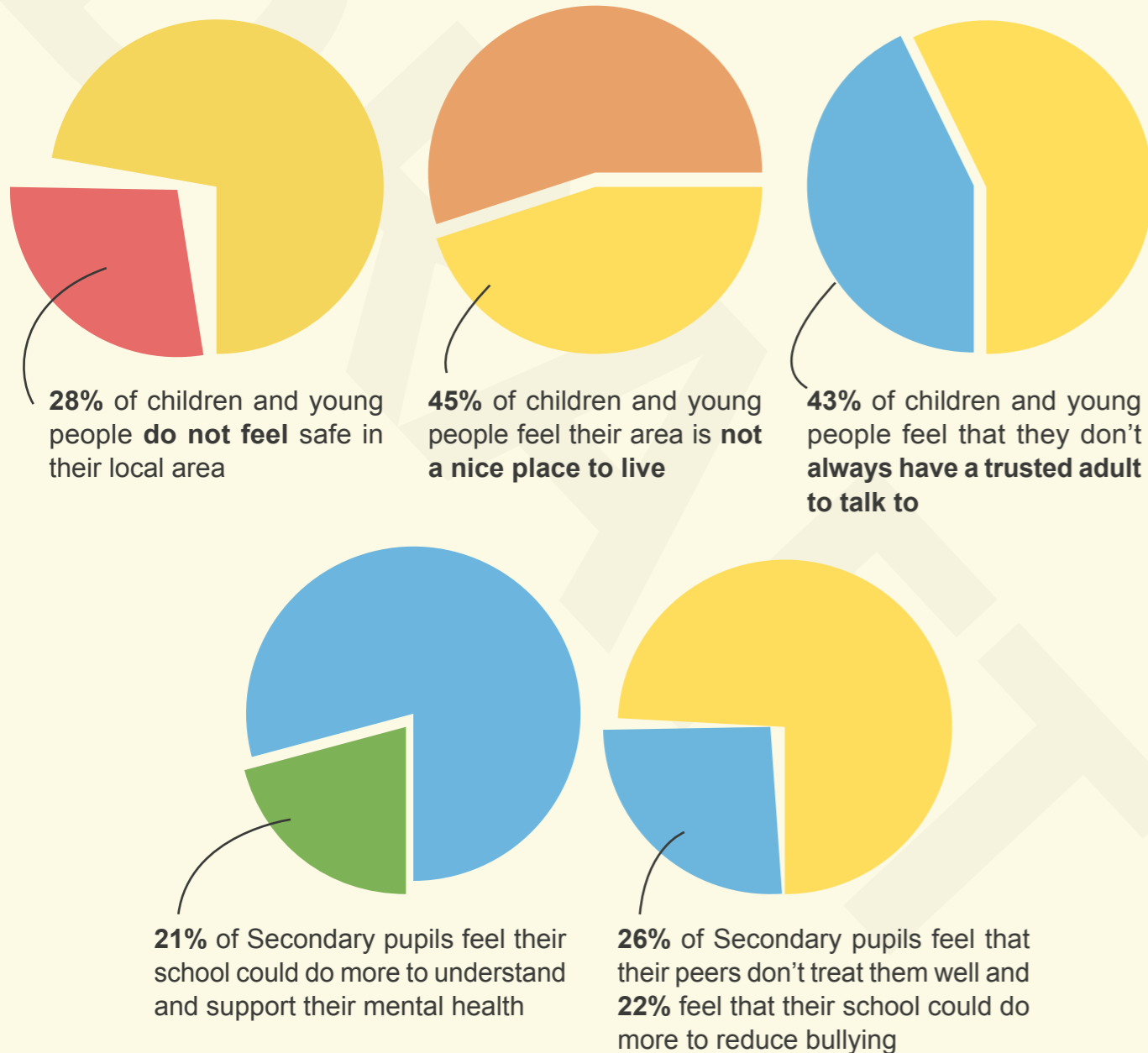
138

When children or young people are not safe at home, child protection procedures are generally applied, and intervention traditionally aims to improve outcomes through focusing on the individual child and their family. Assessment of, and intervention with knowledge of the wider context in which the harm is occurring also needs to be undertaken in order to create safety. In South Ayrshire we are committed to the Signs of Safety approach to child protection practice. Signs of Safety is a relationships and strengths-focussed "risk sensible" approach that aligns with our commitment to keeping families together where it is safe to do so.

The South Ayrshire Child Protection Committee is a strategic partnership with an independent chair, which is accountable to South Ayrshire's Chief's Officers Group. The CPC is responsible for the development, implementation and evaluation of child protection policy and practice across the public, private and third sectors in the South Ayrshire area. Through rigorous quality improvement and self-evaluation, the CPC is committed to continuous improvement.

Wellbeing

Overall the data from our Health and Wellbeing Survey was positive and children in South Ayrshire feel safe, healthy, active, nurtured, achieving, respected, responsible and included. However, we are mindful of the information received from children and young people that indicates room for improvement around their wellbeing.



Our GIRFEC approach in South Ayrshire is child centred which means we focus on each individual child and their particular experiences and strengths. It is from this position that we will consider and identify preventative, early and targeted supports and interventions that will improve wellbeing outcomes.

What does our data tell us?



More children in schools are now identified as having an additional support need. Children with neurodiversity and their families need us to think about how we can provide early support for them via universal services, particularly whilst awaiting diagnosis. **(Included)**



Young Carers, and children and young people who experience the care system continue to need our commitment to change in order to thrive **(The Promise)**

We must address the increase in exclusions for pupils who have care experience but are not currently looked after **(The Promise)**



Families and schools are telling us they need support to help young people return to or stay in school, in particular our pupils who are currently care experienced or have previously experienced care. Our GIRFEC "South Ayrshire Family First" cluster model provides opportunity for whole family support in prevention and early intervention. **(Families)**



An increase in need around speech and language highlights a requirement for a joined up approach. Our teams tell us communication between Early Years settings and Health Visitors could also improve for the benefit of families. **(Included)**



In SAC our children and young people are more likely to present at A&E due to substances than if they lived elsewhere, we must address this. **(Healthy)**



Practitioners tell us they can find it difficult to access the right services at the right time, and families often cannot get help until they are in crisis. **(People)**

South Ayrshire's Strategic Landscape

Our Children's Services Planning in South Ayrshire is led by the Children's Services Planning Partnership. This group includes statutory and non-statutory partners who support children and young people across the local authority. Membership includes Education, the Health and Social Care Partnership, Third Sector partners, NHS Ayrshire and Arran, Corporate Parenting, Police Scotland, Thriving Communities, Fire and Rescue, Young Carers Service and Housing. These agencies and organisations come together to coordinate their services to ensure the best use of resources for the best outcomes for children and young people.




South Ayrshire Children's Services Planning Partnership are proud to work closely and collaboratively with **Third Sector partners** within the CSPP for the best outcomes of our children, young people and families. We aim to continue to strengthen this relationship throughout the duration of this plan and beyond.

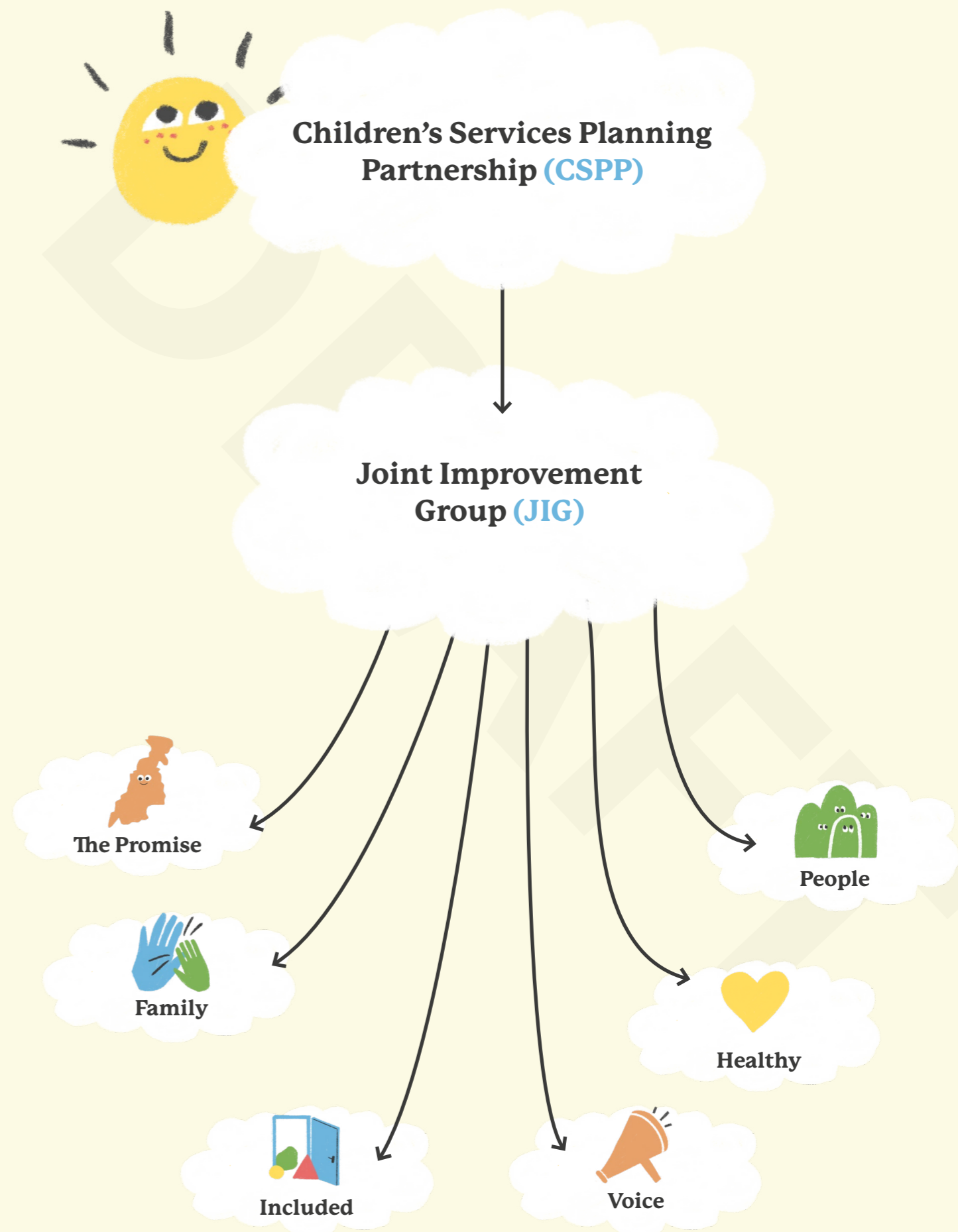
Third Sector organisations locally play a hugely significant role in the CSPP, particularly around prevention and early intervention. Their work both **compliments and extends** this plan's aim to ensure all children in South Ayrshire have what they need to thrive.

In order to achieve the best possible outcomes, our Children and Young People's Services Plan cannot exist in isolation. To achieve our shared vision of collaborative, early and preventative offers of support for our communities it is essential we take a "whole system" approach to development and planning of services.

Some priorities of **South Ayrshire's Local Improvement Plan** mutually reinforce our Children and Young People's Service Plan due to the Local Improvement Plan's ambition to improve wellbeing and outcomes for children and young people. The Local Improvement Plan sets out high-level ambitions for South Ayrshire over ten years and is structured around strategic priority areas for local people. Within the Local Improvement Plan **Keeping The Promise** and a commitment to **Young Carers** are the most relevant priorities to Children's Planning, alongside the key outcomes for these priorities and the plan's emphasis on reducing inequalities locally.

The purpose of the Children's Services Planning Partnership is to:

-  Address the shared priorities by providing strategic direction to planning
-  Bring partners together to communicate and share key developments
-  Develop responses to change in a proactive way



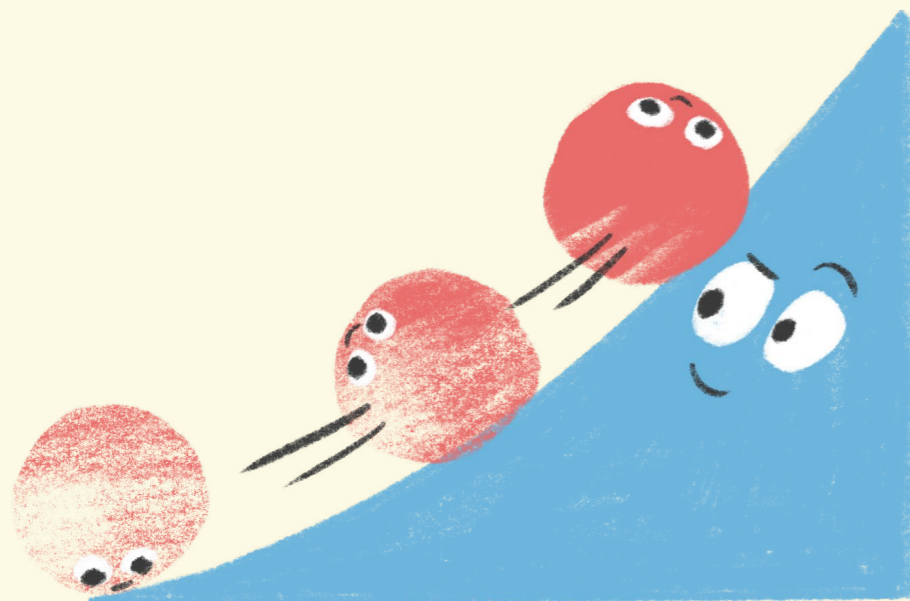
Supporting Families - The Whole Family Wellbeing Fund

It is normal for all parents or carers to need help from their wider family, friends, community and sometimes from children's services. Although families are generally the best source of nurture for their children, extra support should be available, responsive to the needs of the whole family and without stigma.

What are we committed to doing in South Ayrshire?

In South Ayrshire, the following funding and initiatives are in place:

-  £604k per year is allocated to the Children's Services Planning Group for Whole Family Wellbeing Funding.
-  £79k per year is allocated to the Alcohol and Drugs Partnership to support the implementation of the Whole Family Approach.
-  South Ayrshire Council receives £229k per year through the Care Experienced Children and Young People Fund (Pupil Equity Funding) and £229k over two years from the Promise Partnership Fund.
-  South Ayrshire has made a commitment to embed 10 principles of intensive family support across all directorates and commissioned services by 2024 as part of its Parenting Promise 2021-30.
-  Children's Services has existing work in place that we are keen to expand on, such as the Virtual Schools Team who improve outcomes for our children and young people with care experience, and early intervention Social Work teams in schools such as the Belmont Family First service.



South Ayrshire's Whole Family Approach Journey so far...

In November 2022, The South Ayrshire's Children's Services Planning Partnership (SACSPP) agreed to undertake a learning partnership with Horizons Research to support the development of Whole Family Services that align with GIRFEC, The Promise and the Scottish Government's Whole Family Wellbeing funding criteria.

The Learning Review involves three distinct phases:

Phase one: A process evaluation, including mapping, identifying strengths and weaknesses related to Whole Family Approach, creating a new system-wide logic model and change story based on Whole Family Approach ambitions. Capturing ideas and activities with potential to build on.

Phase two: In close collaboration with the Third Sector and through the lens of families, phase two will build on the evidence from phase one and undertake new activities with families. Focusing on evaluation of these activities and assessing how well children's services are achieving local and national outcomes.

Phase three: Summative evaluation to measure the outcomes. This will provide an overview and analysis of the learning and activities which have occurred across this work.

Where are the gaps?

Learning Review feedback and research so far suggests there are gaps in the provision of Whole Family Support in South Ayrshire. We need to address the gaps in order to ensure that families receive the appropriate support they need.

- 1.** More focus, and investment on preventative supports is required
- 2.** Collaboration between agencies can improve to benefit families
- 3.** Creation of meaningful training and resources for practitioners to help them to help families
- 4.** Reducing stigma and fear as barriers for families asking for help
- 5.** Increasing availability of tailored interventions to meet each individual family member's needs



Our Plan's 6 Priorities...

In South Ayrshire, we believe that our communities will be stronger if every child has what they need to thrive.

The following pages will set out what we aim to achieve as South Ayrshire's Children's Services Planning Partnership from 2023 to 2026, giving context to the priorities and outlining the thinking behind each one.

We have structured our priorities around our focus on preventative and early offers of help for each individual family member, to improve outcomes for children and young people.

Although we have included measures, this is an area that will develop further within the period of 2023-2026 and each priority area within the Plan will be accompanied by a detailed GIRFEC Action Plan specific to that priority.

The Promise

Work to Keep the Promise is shaped by three plans. In South Ayrshire we are currently delivering on The Promise Plan 21-24, whilst recognising that Plan 25-27 will come into force during the period of this Children and Young People's Service Plan.

The Promise demands radical redesign of services for children currently experiencing care and those who are care experienced. In South Ayrshire we are committed to review of our systems and culture to ensure children and young people currently experiencing care have nurturing relationships in which they can thrive in order to Keep The Promise.

During the period of this plan, we will continue our work and focus on the five priority areas detailed in South Ayrshire's Parenting Promise 2021-2030. Supported by this Children's and Young People's Services Plan, this thematic priority group will be led by a subgroup of the Children's Services Planning Group.

Areas identified to work together on include:

1. A good childhood - children in the 'care system' feel loved, have their needs met and their rights upheld
2. Whole family support - families look different in every household and all families need support at different times in their lives
3. Planning - equity around experiences and outcomes regardless of location or service
4. Supporting the workforce - supporting the people who directly and indirectly help children and families
5. Building capacity - the structure of the 'care system' should be focussed on the needs of children and young people

Partners within South Ayrshire's Children's Services Planning Partnership recognise the significance of the Independent Care Review and The Promise and remain committed to delivering on it.

We believe our focus on the five foundations of The Promise: Voice, Family, Care, People and Scaffolding, can benefit all our children and young people.

Thematic Group Priority - The Promise



Steered by South Ayrshire's children and young people with care experience, we will ensure they experience nurturing relationships, where they can thrive and meet their full potential.

UNCRC Article 20 - We will help you grow up safe and healthy and we will provide special care if you need it.

We will work together to ensure

1. Our services and Corporate Parents are nurturing, supportive, and provide opportunities for children and young people to express their views.
2. Children and young people with care experience will have access to the support needed to thrive educationally, physically, and emotionally for as long as they need it.
3. South Ayrshire services are shaped by the active participation of our children, young people and families with care experience.
4. Where children are safe at home with their family and feel loved, they will receive all the support required to stay together.

How we will measure our progress

1. Increased number of children remaining at home or residing in kinship care in place of other options such as foster care.
2. Percentage of currently care experienced children who report they feel safer as a result of intervention or support.
3. Children and young people with experience of care will have opportunities to tell those supporting them which areas of their lives and services they receive need to change.
4. Positive impact on rates of exclusions, attendance, attainment and positive destinations for young people with care experience.

*Detailed Actions Found Within Thematic Group Action Plan
GIRFEC Corporate Parenting Action Plan*

Families

GIRFEC in Action in South Ayrshire

GIRFEC services in South Ayrshire involve a wide range of strategic partnerships, Third sector agencies and public authorities who work alongside children, young people and families to promote their wellbeing. Our processes generally work well in South Ayrshire, but we know that parents, carers, young people and practitioners want to easily access support or information about support locally. We have listened and our locality model plans will contribute to addressing this issue.

Alongside local communities, we will design and develop our **Family First** “Team Around the Cluster” model to respond to local need in South Ayrshire. Our aim is to enhance **collaborative early support** across our communities in South Ayrshire and in turn, **improve outcomes** for our children, young people and families.

This test of change, led by Education is based on the aims of Children’s Services Planning...

- 1. Early Intervention & Primary Prevention:** Through locally based multi-agency teams who understand local need, support is offered at the earliest opportunity and in many cases prevents need arising.
- 2. Integration:** Support is coordinated from the point of view and experiences of children, young people and their families. The model brings services together into teams to wrap around our local communities.
- 3. Best Value:** Jointly assessing need ensures the best use of available resources.
- 4. Wellbeing:** All services supporting families, such as those supporting parents, carry out their work in a manner which also safeguards, supports and promotes child wellbeing.






South Ayrshire Family First



Our vision in South Ayrshire puts children, young people and families at the very heart of our decision making.

Our community focused **South Ayrshire Family First model** is built around 8 educational clusters, organised by our 8 Secondary Schools in South Ayrshire including their associated primary schools. A **Family First** ‘support around schools’ approach will bring key partners such as Education, Third Sector, School Nursing, Thriving Communities, Health and Social Care together into teams within their community areas, alongside families to improve outcomes in three key areas:

-  School attendance
-  Supporting pupils who are at risk of exclusion
-  Improving transitions

Aims of our Family First model:

Improve our community leadership - building staff capacity, empower local decision making, deploying resource to those with most need, implementing person centred solutions

Improve outcomes in wellbeing - improved attendance, reduced exclusion, improved engagement of pupils most in need of support



Improving attainment - levels of literacy, levels of numeracy, qualifications at senior phase, more high quality, sustainable, positive destinations

Our 8 “Family First” localities represent our 8 Secondary School Clusters:



Ayr Family First:

Ayr Academy, Annbank Primary, Coylton Primary, Dalmillig Primary, Newton Primary



Carrick Family First:

Carrick Academy, Crosshill Primary, Culzean Primary, Fisherton Primary, Kirkmichael Primary, Maidens Primary, Minishant Primary, Straiton Primary



Kyle Family First:

Kyle Academy, Ayr Grammar Primary, Forehill Primary



Prestwick Family First:

Prestwick Academy, Glenburn Primary, Heathfield Primary, Kingcase Primary, Monkton Primary, Symington Primary



Belmont Family First:

Belmont Academy, Alloway Primary, Braehead Primary, Doonfoot Primary, Holmston Primary, Kincaidston Primary, Southcraig Campus, Tarbolton Primary



Girvan Family First:

Girvan Academy, Ballantrae Primary, Barr Primary, Barrhill Primary, Colmonell Primary, Dailly Primary, Girvan Primary, Invergarven School



Marr Family First:

Marr College, Barassie Primary, Dundonald Primary, Muirhead Primary, Struthers Primary, Troon Primary



Queen Margaret Family First:

Queen Margaret Academy, Sacred Heart Primary, St Cuthberts Primary, St Johns Primary, St Ninians Primary, St Patricks Primary

Our South Ayrshire Family First model will allow the needs of South Ayrshire’s children to be met through a joined-up, collaborative approach to children’s services. Integrative practice within and across agencies is key to locality working, and with this in mind we will use a tiered approach to intervention in order to plan for individual children, young people and families at the earliest opportunity. Putting **Families First** and working alongside local families, our GIRFEC approach will help us to identify the support each child or young person needs to help to improve their wellbeing.

Thematic Group Priority - Families



Through our South Ayrshire Family First model, whole family wellbeing is improved and promoted by enabling families to get the right support early and effectively.

UNCRC Article 13 - *We will help you to have the information that you need to make good decisions.*

UNCRC Article 27 - *We will help you to have what you need to grow up safe & healthy.*

We will work together to ensure:

- 1.** The creation of a GIRFEC “Family First” locality model is implemented in South Ayrshire, promoting preventative and early intervention offers of support specific to each local area’s need.
- 2.** Information to help identify the right support at the right time will be accessible to families and practitioners who know the local area well.
- 3.** Routes to accessing additional, or specialist support will be clear and accessible for families and practitioners in the local area.

How we will measure progress

- 1.** Data will demonstrate Improvements in key outcome areas.
- 2.** Online and offline marketplace events for the whole community including practitioners across sectors increase knowledge of local services.
- 3.** Awareness and use of appropriate online and offline information platforms designed and developed with children, young people and their families.
- 4.** Children, young people and families are aware of and access clear routes to additional, or specialist support.

Detailed Actions Found Within Thematic Group Action Plan

GIRFEC Whole Family Wellbeing Model Action Plan

Voice





Planning and delivering quality local services requires a wide range of different people, agencies and organisations - most importantly people who have used services themselves. The GIRFEC approach is underpinned by the United Nations Convention of the Rights of the Child (UNCRC) and requires us all to put children at the very heart of our day-to-day practice.

“Every child has the right to express their views, feelings, and wishes in all matters affecting them and to have their views considered and taken seriously.”

(UN Convention on the Rights of the Child, Article 12)

It is so important that we listen and respond to the views of the children, young people and families who have experienced our services as they have a unique perspective on how we might change or adapt services to meet the needs of others in South Ayrshire. Their voice must be meaningfully included in the planning of integrated children’s services.

We will create opportunities for participation in all aspects of services and support. People with lived-experience of accessing our local services are our partners in assessment, planning and design of local services. **We can support participation well if we:**

-  Seek views, listen and respond in a meaningful way to ensure what is said is heard, acted on and represented in our planning
-  Understand the ambitions and aspirations of our children, young people and families
-  Adapt our individual approaches to ensure equity and consider how we capture voices that often to unheard
-  Work in collaboration with the Third Sector

We strive to continuously improve our engagement work in South Ayrshire. Since our last Children and Young People’s Service Plan there has been a lot of positive work in this area, but we recognise that we can and should improve. We think creating a Peer Research Network in South Ayrshire is an exciting and sustainable way to involve the wider community into policy and service development across sectors.

Thematic Group Priority - Voice



The views and opinions of children, young people, families and carers will inform future improvements, planning and developments in South Ayrshire.

UNCRC Article 12 - *We will respect your right to express your views, feelings and wishes in all matters affecting you. We will consider your views and take them seriously.*

We will work together to ensure

- 1.** We take a right-based approach to service design and delivery
- 2.** Children, young people, families, carers and practitioners will be consulted, have the opportunity to express views and be supported to meaningfully shape service delivery in their local area.

How we will measure progress

- 1.** Consultation with children, young people and families in identified areas is completed and results inform service design and delivery. Feedback from children, young people and families demonstrates they feel heard.
- 2.** Children, young people and families will have the opportunity to meaningfully participate in improvements within their local area in collaboration with the Third Sector.
- 3.** Our young carers will feel their opinion is valued and making a difference.
- 4.** Children and young people who are currently cared for away from home for example in residential children’s houses, and children involved in child protection feel heard.

*Detailed Actions Found Within Thematic Group Action Plan
GIRFEC Child and Community Voice Action Plan*

Healthy




Health and wellbeing is consistently raised by our children, young people, families and services alike as their highest priority for improvement. Our key focus is to support our children and young people to thrive, achieve the best possible outcomes and improve their lives. To do this we know we need to create a caring culture where emotional wellbeing, mental health and safety is promoted whilst ensuring access to specialist services when needed.

Substance use can affect children and families, through direct harm from a young person's own use or harm from a parent or carer's use. We know that our children and young people in South Ayrshire are disproportionately represented within A&E presentations for substances, and recognise that those young people are at greater risk of developing challenges around addiction as adults if support isn't available.

In **South Ayrshire the Alcohol and Drugs Partnership (ADP)** have begun the process of developing a Whole Family Approach Team alongside those with lived-experience of seeking support for substance use. Early Intervention is not only support at the right time for the individual, it is support offered as close to the realisation that help is required as possible. This work will ensure there is 'no wrong door' for young people seeking support with their own emerging substance use and provide whole family and individual support to young people affected by familial substance use.

Improving health, wellbeing and safety is the core of our plan and the focus of our preventative work. Mental health is so important for our families to be able to build resilience and cope with challenges in life. We need to build on the work of our previous plan, by embedding what we have learned into practice and evaluating the impact of feedback from children and young people.

As a Children's Services Planning Partnership we will improve wellbeing by:

-  Reflecting on feedback from children and young people, for example from the Scottish Government's Core Wellbeing Indicators Survey to consider specific areas for improvement
-  Linking in with our other priority areas such as The Promise to consider specific needs for wellbeing and health for our children and young people with care experience
-  Considering the design and accessibility of preventative, early help and targeted supports in South Ayrshire in collaboration with the Third Sector.

Thematic Group Priority - Healthy



Children and young people's health, wellbeing and safety in their families and communities will be promoted and improved.

UNCRC Article 23 - *We will help you to reach your full potential*

UNCRC Article 24 - *We will help you to grow up safe and healthy*

We will work together to ensure:

- 1.** Supports around health and wellbeing are holistic, considering the whole family with the understanding that children and young people's mental health or substance use can be impacted by that of their parents
- 2.** Services for children and young people are relationship based and tailored to the need of the individual child
- 3.** Preventative offers of support or engagement are created in collaboration with children and young people

How we will measure progress:


- 1.** Children live with adults. We'll see stronger links between child and adult services across sectors, with increased partnership working for the benefit of the whole family
- 2.** We will establish a baseline of young people's mental health and wellbeing in South Ayrshire by which progress can be measured
- 3.** Children and young people will tell us they have access to the right support at the right time to reduce offending and thrive educationally, emotionally, and physically.


*Detailed Actions Found Within Thematic Group Action Plan
GIRFEC Safe and Healthy Action Plan*

Included

Supports for families where a child may have a neurodiversity or an additional support need.

More children in South Ayrshire now have an additional support need or have a neurodiversity concern where a mental health diagnosis is not present. Families have told us they need support whilst the assessment process is ongoing.

 In South Ayrshire 34% of the pupil population from Early Years to S6 are recorded having one or more additional support need, an increase of 8.5% since 2019/2020.

 Practitioners across sectors in South Ayrshire identified challenges around additional support needs as one of the main concerns that families seek support for in South Ayrshire.

In South Ayrshire we are committed to the creation of a neurodevelopmental pathway and to ensure that a neurodevelopmental diagnosis is not a prerequisite to support being offered.

Families have told us that early support should be offered at the point of referral, linked into the needs of the child and as such the pathway would be a part of addressing this issue. We want to develop a system whereby families are able to access tiered support that is timely and proportionate from a multi-agency team. A team that also supports parents and carers to understand and manage their child or children's needs.

Within this priority we recognise the importance of early and effective multi-agency support where a speech and language need is identified. We understand that speech and language skills are essential for our children to become confident individuals, successful learners, effective contributors and responsible citizens. Learning and social skills are developed through a child's ability to communicate meaningfully with those around them, and we know that complex or significant difficulties can become life-long if not addressed.

Thematic Group Priority - Included



Children and young people with additional support needs and their families are well supported at the earliest stage, to achieve their full potential.

UNCRC Article 23 - We will help you to realise your full potential.

UNCRC Article 31 - We will support your social needs.

We will work together to ensure:

- 1.** We provide transitional help to children and families receiving additional and intensive levels of support
- 2.** Early Years Settings and Schools are supported to ensure better outcomes for children and young people with speech and language needs
- 3.** South Ayrshire's children and young people receive appropriate needs-based support whilst they are assessed for neurodevelopmental concerns

How we will measure progress:

- 1.** Monitoring and evaluating the transitions experienced by young people will demonstrate an increase in success
- 2.** Staff across sectors who support children, young people and families with a diagnosed or potential additional support need will tell us they feel increased confidence to support children and increased effectiveness within their multi-agency relationships
- 3.** The creation of a successful pathway for children where there is a neurodiversity concern but no existing mental health diagnosis to ensure the best early help for the child and family
- 4.** Young people and families report that standards are improved, due to robust pathways being in place for children and young people with neurodevelopmental conditions.

*Detailed Actions Found Within Thematic Group Action Plan
GIRFEC Neurodiversity and Additional Support Needs Action Plan*

People

“The workforce needs support, time and care to develop and maintain relationships.

Scotland must hold the hands of those who hold the hand of the child. Scotland must place trust in its workforce to develop and nurture relationships, enable their capacity to care and love and provide support to make this part of daily life.

As well as access to advice and networks, carers must be given time to focus on developing relationships, and to reflect on whether these are delivering what the child needs. The boundaries and barriers that prevent nurturing relationships developing and lasting, such as not allowing friendships between residential workers and children after they have moved on, must be removed.”

The Promise, Plan 21-24

As demanded by The Promise, in South Ayrshire we are committed to the design and delivery of a rights-based, trauma responsive offer of training for our workforce. The workforce in South Ayrshire includes volunteers, carers, and employees across all sectors who support children, young people and families either directly or indirectly.

We need to ensure that our multi-agency workforce is skilled, nurturing and connected to positively impact on the wellbeing of children, young people and families. Our workforce tells us they benefit from opportunities to come together to build strong relationships, networks and to share expertise for the best outcomes of the child.

Our aim is to empower the workforce across sectors through increased knowledge, reflection and connection to deliver the vision of South Ayrshire’s Children’s Services Planning Partnership.

Thematic Group Priority - People



Our GIRFEC training offer to staff in South Ayrshire, allowing them to come together to learn, collaborate and build relationships to achieve the best outcomes for children and young people.

UNCRC Article 3 - *The best interests of the child must be a top priority in all decisions and actions that affect children.*

We will work together to ensure

- 1.** A local multi-agency training and development strategy is created, co-designed by families and practitioners, taking account of the national GIRFEC Refresh and new guidance.
- 2.** Practitioners across all sectors have opportunities to come together to build trusting relationships, reflect, communicate and share their expertise.
- 3.** All services who support children and young people understand their roles and responsibilities around prevention and early identification of need in families, within the GIRFEC approach.
- 4.** Our staff in South Ayrshire understand what support is available to families and where to go to access timely, appropriate and effective help.

How we will measure progress

- 1.** Staff feel connected to the vision of the Children’s Services Planning Partnership
- 2.** Joint workforce GIRFEC development areas are embedded into training
- 3.** There is an increase in multi-agency learning opportunities for the workforce across all sectors
- 4.** Staff across all sectors feel increased confidence in their role supporting children, young people and families

What this plan means for you as a child or young person

In South Ayrshire we know that there are issues or difficulties in life that make it harder for you to reach your potential such as:

- ▲ You or someone in your family might need support with mental health
- Your family might have some difficulties that mean you can't live at home
- ◆ You might have an additional support need that may require you to have extra help to thrive

You might need help at times of big change in life, we call these 'transitions' such as moving from Primary into Secondary school

As a young person you have rights that should be respected. You should expect to receive the support you need to thrive and live a good life. Often, you'll find support from your school but in some circumstances you might need support from other people for example; nurses, support workers or counsellors. In South Ayrshire we are committed to involving you in any decisions that affect your life and understanding how you feel about any support you've been given.

Parent or carer: We know that families are usually the best source of support and nurture for children. At different times in our lives we all need extra help, and many families are currently facing additional pressures such as the cost of living crisis. If you have other difficulties too then it can make things even harder.

Our aim is to ensure that difficulties can be prevented for you or your child before they develop or get worse for you. You and your whole family should be able to get the right support, at the right time, where we can all work together to place your child or children at the heart of any help given.

Practitioner providing support: By continuing to focus on preventative or early whole family supports, we aim to ensure that less children will require care or protection through statutory measures. You will feel skilled, supported and able to provide holistic trauma-sensitive care for families. Our plans will ensure you have the opportunity to connect and reflect on a multi-agency basis, across sectors, to build relationships that will benefit your practice and our families in South Ayrshire.

DRAFT

South Ayrshire Council Equality Impact Assessment Scoping

1. Proposal details

Proposal Title Children and Young People's Services Plan 2023-2026	Lead Officer Gillian Carroll, Lead O for Children's Services Planning and Performance
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2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal?

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire		X
People from different racial groups, ethnic or national origin.		X
Women and/or men (boys and girls)		X
People with disabilities		X
People from particular age groups for example Older people, children and young people		X
Lesbian, gay, bisexual and heterosexual people		X
People who are proposing to undergo, are undergoing or have undergone a process to change sex		X
Pregnant women and new mothers		X
People who are married or in a civil partnership		N/A
People who share a particular religion or belief		X
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		X

3. Do you have evidence or reason to believe that the proposal will support the Council to:

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	Medium
Promote equality of opportunity between particular communities or groups	High
Foster good relations between particular communities or groups	Medium
Promote positive attitudes towards different communities or groups	High
Increase participation of particular communities or groups in public life	High
Improve the health and wellbeing of particular communities or groups	High
Promote the human rights of particular communities or groups	High
Tackle deprivation faced by particular communities or groups	High

4. Summary Assessment

Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals)	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
Rationale for decision: An Equalities Impact Assessment has been carried out on the proposals contained in this report.		

Signed: Gillian Carroll, Lead Officer for Children's Services Planning and Performance	
Date: 5 th September 2023	Copy to equalities@south-ayrshire.gov.uk



South Ayrshire Council
Equality Impact Assessment including Fairer Scotland Duty

Section One: Policy Details*

Name of Policy	Children and Young People's Services Plan 2023-2026
Lead Officer (Name/Position)	Gillian Carroll, Lead Officer Children's Services Planning and Performance, Education Services
Support Team (Names/Positions) including Critical Friend	Lyndsay McRoberts, Director of Education, Education Services Mark Inglis, Head of Children's Health, Care and Justice, Health and Social Care Partnership

*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

What are the main aims of the policy?	<p>The main aims of Children's Services Planning is to integrate our approach to service planning with partners. This is a requirement under the Children and Young People (Scotland) Act 2014.</p> <p>Ongoing work is facilitated through the oversight of the Children's Services Planning Partnership which focuses on our shared priorities in delivering meaningful and sustainable improvements to the lives of all our children, young people and families to ensure that everyone can reach their full potential.</p> <p>This is a refreshed and refocused three-year plan for 2023-2026 concentrating our focus in investing further in what is working in South Ayrshire, as well as tackling persistent issues that partners know exist for our children, young people and their families.</p> <p>The plan continues to work towards moving resources "upstream" for whole families as well as closing the gap between our most deprived and least deprived families and communities, targeting resources to support our most vulnerable children and young people.</p>
What are the intended outcomes of the policy?	<ol style="list-style-type: none"> 1. The Promise - South Ayrshire's children and young people with care experience will have a good loving childhood, where their needs are met and outcomes are improved.

	<ol style="list-style-type: none"> 2. Families - Support is easily accessible through integrated, multi-agency teams who are based in local communities and know it well. Early help for whole families to overcome difficulties and stay together, where children feel loved and are safe. 3. Included - Children, young people and families who have diagnosed or undiagnosed additional support needs feel supported and reach their full potential. 4. Voice - Children and young people feel involved and listened to in decision-making around their wellbeing through continuous engagement. Compassionate, responsive decision-making for children is embedded into all our priorities. 5. Healthy - Reducing harm, promoting health and safety for our children, young people and families. 6. People - A training offer to staff in South Ayrshire, allowing them to come together to learn, collaborate and build relationships for the best outcome of the child.
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Section Two: What are the Likely Impacts of the Policy?

<p>Will the policy impact upon the whole population of South Ayrshire and/or particular groups within the population? (please specify)</p>	<p>The Children and Young People's Services Plan 2023-2026 will impact upon all children in South Ayrshire. However, the Plan will seek to address the needs of particular groups including:</p> <ul style="list-style-type: none"> • Children and young people with current or previous experience of care • Children and young people with additional support needs • Children and young people where a neurodiversity concern is present • Young carers • Children and young people in the most deprived areas in South Ayrshire
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community?

List any likely positive and/or negative impacts.

Protected Characteristics	Positive and/or Negative Impacts
<p>Age: Issues relating to different age groups e.g. older people or children and young people</p>	<p>The Children and Young People’s Services Plan 2023-2026 is inclusive to all children, young people and their families. The 6 priorities and actions plans arising from them will seek to meet the needs of individuals across a range of universal, early intervention and prevention services as well as specialist services regardless of age.</p>
<p>Disability: Issues relating to disabled people</p>	<p>Families priority - has actions relating to ‘building capacity to support emotional health and wellbeing’.</p> <p>Included priority - targeting support to maximise potential of children and young people with a neurodiversity concern, or additional / complex needs.</p> <p>Voice priority - includes Disabled Children.</p>
<p>Gender Reassignment – Trans/Transgender: Issues relating to people who have proposed, started or completed a process to change his or her sex</p>	<p>The Children and Young People’s Services Plan 2023-2026 is inclusive to all children, young people and their families irrespective of gender.</p> <p>Voice Priority - includes LGBTQIA young people.</p>
<p>Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership</p>	<p>The Plan is unlikely to have a disproportionate impact on people based on their marital status.</p>
<p>Pregnancy and Maternity: Issues relating to woman who are pregnant and/or on maternity leave</p>	<p>Healthy Priority aims to:</p> <p>Provide young people with the support and advice they need to ensure they have the skills and confidence at key life stages to assess risk and make appropriate choices.</p> <p>Build capacity to improve the health and wellbeing of all children and young people such as their sexual health.</p> <p>It is important to be sensitive to the protected characteristics in the delivery of action plans.</p>
<p>Race: Issues relating to people from different racial groups,(BME) ethnic minorities, including Gypsy/Travellers</p>	<p>The Plan applies fairly to people of all racial groups. Translations or alternative formats will be provided upon request as per current Council and NHS Policy.</p>

	It is important to be sensitive to the protected characteristics in the delivery of actions plans
Religion or Belief: Issues relating to a person's religion or belief (including non-belief)	<p>South Ayrshire Council is committed to mainstreaming equalities and ensuring sensitivity to the cultural and religious beliefs of people across South Ayrshire.</p> <p>The Plan is fully inclusive to all religions and beliefs (including non-belief).</p> <p>It is important to be sensitive to the protected characteristics in the delivery of action plans.</p>
Sex: Gender identity: Issues specific to women and men/or girls and boys	<p>The actions set out in the Children and Young People's Services Plan will have a positive impact on gender equality in South Ayrshire.</p> <p>The Plan is fully inclusive to all genders.</p>
Sexual Orientation: Issues relating to a person's sexual orientation i.e. LGBT+, heterosexual/straight	<p>The Plan is fully inclusive to all irrespective of their sexual orientation.</p> <p>Voice Priority - includes LGBTQIA young people.</p> <p>It is important to be sensitive to the protected characteristics in the delivery of action plans.</p>

Equality and Diversity Themes Relevant to South Ayrshire Council

Health Issues and impacts affecting people's health	<p>The purpose of the Children and Young People's Services Plan is to ensure a joint up approach to services in relation to the wellbeing of children. This includes physical, mental and emotional health.</p> <p>One of the plan's six priorities, Health, will focus on the promotion of wellbeing and the reduction of health inequalities in South Ayrshire.</p>
Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.	As per guidance, the Children and Young People's Services Plan 2023-2026 is underpinned by the United Nations Convention of the Rights of the Child (UNCRC) and as such

Socio-Economic Disadvantage

Low Income/Income Poverty: Issues: cannot afford to maintain	The Community Planning Partnership in South Ayrshire aim to reduce inequalities, specifically
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<p>regular payments such as bills, food and clothing.</p>	<p>Child Poverty. A Strategy is currently being develop to target this issue.</p> <p>Plan reflects the actions required to comply with the Child Poverty (Scotland) Act 2017 and references links to the Child Poverty Strategy that will be published during the lifespan of this plan.</p>
<p>Low and/or no wealth: Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future</p>	<p>There will be a positive impact for those with low and/or no wealth.</p> <p>Families Priority - reflects the need for development of small grants managed by cluster groups to address need in their area without requirement for funding applications or complex systems.</p>
<p>Material Deprivation: Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies</p>	<p>The Partnership will plan and deliver services in ways which promote equity and where possible challenge the root causes of poverty and deprivation.</p> <p>Families Priority - reflects the need for development of small grants managed by cluster groups to address need in their area without requirement for funding applications or complex systems.</p>
<p>Area Deprivation: Issues: where you live (rural areas), where you work (accessibility of transport)</p>	<p>There will be a positive impact for those who have a low income or are living in income poverty.</p> <p>Rurality is considered within the plan and our intention to progress with locality models will work towards addressing area deprivation.</p>

Section Three: Evidence Used in Developing the Policy

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	<p>The development of the Children and Young People’s Services Plan has involved consultation with a wide range of stakeholders including children, young people, practitioners and partners.</p> <ul style="list-style-type: none"> • Wellbeing Surveys for Primary and Secondary age pupils • Champions Board ongoing consultation of children and young people with care experience • Multi-Agency Children’s Services Planning Workshops • Practitioner Workshops held by Horizons Research • Consultations with families alongside the Third Sector <p>Ongoing commitment to listening to our children and young people as evidenced in Voice Priority going forward.</p>
<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify what research was carried out or data collected, when and how this was done.</p>	<p>The Children and Young People’s Plan 2023-2026 is supported by an analysis of local need and demand that considers the needs of a variety of groups. The Plan was compiled using a range of primary and secondary data sources, and this supported by consultation as detailed above.</p> <p>Data collected via:</p> <ul style="list-style-type: none"> • Multi-Agency Workshops • Information from Agencies • National Statistics • Local Statistics • Publications • Plans and Progress Reports • Strategic Priorities
<p>Partners data and research In assessing the impact(s) set out in Section 2 what evidence has been provided by partners? Please specify partners</p>	<p>Partners included:</p> <ul style="list-style-type: none"> • Third Sector • Health and Social Care Partnership • Corporate Parenting • Housing Services • Education Services • Police Scotland • Fire and Rescue • Public Health Scotland
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding</p>	<p>N/A</p>

of the issues or impacts that need to be explored further?	
--	--

Section Four: Detailed Action Plan to address identified gaps in:
a) evidence and
b) to mitigate negative impacts

No.	Action	Responsible Officer(s)	Timescale
1	N/A		

Note: Please add more rows as required.

Section Five - Performance monitoring and reporting

Considering the policy as a whole, including its equality and diversity implications:

When is the policy intended to come into effect?	October 2023
When will the policy be reviewed?	2026
Which Panel will have oversight of the policy?	South Ayrshire Full Council

Section 6

South Ayrshire Council

Appendix

Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Policy: Children and Young People’s Services Plan 2023-2026

This policy will assist or inhibit the Council’s ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p>Eliminate discrimination The Children and Young People’s Services Plan 2023-2026 has potential to impact on the whole child population and their families in South Ayrshire. In line with our GIRFEC responsibilities, the child is at the centre of an approach which sees the Partnership support the family as early as possible, and focus on prevention and promoting whole family wellbeing.</p>
<p>Advance equality of opportunity The development of 6 priority group action plans arising from the identified priorities will assist the Joint Improvement Group to identify and promote equality of opportunity.</p>
<p>Foster good relations The Children’s Services Planning Partnership in South Ayrshire has a key role in linking the work and plans of our Partners to achieve the best outcomes possible for our children and young people.</p>
<p>Consider Socio-Economic Disadvantage (Fairer Scotland Duty) This duty places a legal responsibility on South Ayrshire Council to actively consider (give due regard) how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making strategic decisions. The duty is set at a strategic level - these are the key, high level decisions that South Ayrshire Council will take.</p>

Summary of Key Action to Mitigate Negative Impacts	
Actions	Timescale
N/A	

<p>Signed:Service Lead</p> <p>Date:</p>
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South Ayrshire Council

**Report by Depute Chief Executive and Director
of Housing, Operations and Development
to Cabinet
of 26 September 2023**

Subject: Annual Assurance Statement – Housing

1. Purpose

- 1.1 The purpose of this report is to provide Members with an update on the Regulatory Framework for Housing and to seek Cabinet approval to submit the Annual Assurance Statement to the Scottish Housing Regulator and publish the statement for tenants and other customers.

2. Recommendation

2.1 It is recommended that the Cabinet:

- 2.1.1 notes the content of the Assurance Action Plan outlined at (Appendix 1) and the overview of operational service delivery outlined at (Appendix 2) and ;**
- 2.1.2 considers and approves the Annual Assurance Statement at (Appendix 3);**
- 2.1.3 approves the submission of the Annual Assurance Statement to the Scottish Housing Regulator by 31 October 2023 and its publication for tenants and other customers; and**
- 2.1.4 notes the requirements of the Regulatory Framework and ongoing work outlined to achieve full compliance in the areas of Equalities and Human Rights as outlined in paragraph 4.1.1**

3. Background

- 3.1 The last Annual Assurance Statement (AAS) was submitted to the Scottish Housing Regulator (SHR) on 4 October 2022 following approval by Cabinet on 27 September 2022.
- 3.2 In February 2019, the SHR published the Regulatory Framework entitled 'Regulation of Social Housing in Scotland' and Annual Assurance Statutory Guidance. The Framework is SHR's statement on Performance of Functions setting out how they will regulate both Registered Social Landlords (RSL's) and the housing and homelessness services provided by Local Authorities. A summary of the key points from the Regulatory Framework is included at Appendix 4.

- 3.3 SHR monitor, assess, report and intervene (as appropriate) in matters relating to performance of housing activities, and how services are delivered to tenants, people who are homeless, Gypsy/Travellers who use official sites provided by landlords and factored owners for both local authorities and Registered Social Landlords. In July 2023, SHR wrote to all Local Authorities and Registered Social Landlords about what should be considered when completing and submitting their AAS. This included ongoing reference to assurances around an effective approach to collection of equalities information and considerations on how a human rights approach can be adopted into our work. In addition, SHR are also looking for a clear statement in the AAS on the Council's compliance with relevant obligations in relation to tenant and resident safety, in particular, compliance with relevant safety requirements across the areas of gas safety, electrical safety, water safety, fire safety, asbestos, damp and mould and lift safety.
- 3.4 When considering each of the Charter outcomes, landlords may decide that improvement action is required to meet an outcome and must consider the materiality of the issue. Website links to the Scottish Social Housing Charter, the Regulatory Framework and Annual Assurance Statement statutory guidance are included in the background papers section of the report.
- 3.5 The Regulator uses the approved Assurance Statement, along with the Annual Return on the Charter (ARC) to consider and determine its' level of engagement with landlords. Within the 2022 AAS, the Council reported full compliance with all requirements and outcomes, with the exception of full compliance with certification of electrical safety and also noted that work had started to review the published equalities guidance and future processes for collection of equalities information.
- 3.6 In the published 2022/23 Engagement Plan for South Ayrshire Council, SHR confirmed that engagement would take place with the Council about its services for people who are homeless. On 22 November 2022, Officers met with SHR representatives to discuss aspects of homelessness services and to respond to questions from the Regulator. Information and responses were provided at this meeting and to a follow up information request from SHR in January 2023 as part of their Homeless Risk Assessment process. This was acknowledged by SHR who confirmed it would feed into the homelessness risk assessment process. No further engagement was undertaken by SHR. SHR published the 2023/24 Engagement Plans for all landlords on 31 March 2023. In the 2023/24 published plan for South Ayrshire Council, SHR has stated that it will again engage with the Council about its' services for people who are homeless. The Council will be required to meet SHR's request for any information and make SHR aware of any emerging issues preventing it from fulfilling its statutory duty to provide temporary accommodation when it should and comply with the Unsuitable Accommodation Order. The website link to the 2023/24 Engagement Plan is included in the background papers section of this report.
- 3.7 South Ayrshire Council's 2022/23 ARC was submitted to SHR on 30 May 2023. The return provided details of the Council's performance across the range of indicators within the 16 Charter Outcomes. Prior to submission of the ARC, a Microsoft Teams Meeting was held on 26 May 2023 which was open to all Elected Members, tenant representatives and interested tenants. At this session each of the indicators were discussed, information was provided on levels of performance and explanations were given for any variances in performance compared to 2021/22. For reference by Members, a website link to the 2022/23 SHR Landlord Report for South Ayrshire

Council, which was published on 31 August 2023, is also included in the background papers section of this report.

- 3.8 As outlined in previous reports, within the Council's governance arrangements and in the Housing Service, there are existing measures and processes to manage, scrutinise and report performance. These provide assurances and evidence that the Council is complying with the charter outcomes. The measures and arrangements outlined in the Assurance Action Plan at Appendix 1 support the Council's approach to scrutiny and offer evidence and assurance on compliance with the charter outcomes and regulatory requirements. Prior to the submission of the 2019/20 ARC, Internal Audit conducted an audit of selected housing indicators and concluded that reasonable assurance could be taken from the controls in place and the supporting evidence available. As part of the 2021/22 Audit Plan, Internal Audit conducted an audit of the AAS and their report in July 2021 concluded that the findings from the audit demonstrated '*Substantial Assurance - A sound system of governance, risk management and control exists, with internal controls operating effectively and being consistently applied to support the achievement of objectives in the area audited.*' There were no recommendations from that audit. Future audits will be included in the annual risk based internal audit plan, on a three yearly basis from 2024/25.

4. Proposals

- 4.1 Using available guidance and taking account of the guidance entitled 'Collecting Equality Information: National Guidance for Scottish Social Landlords' (revised June 2022) and the Self Assurance Toolkit (updated June 2023), each of the regulatory requirements have been considered. It has been determined that the Council is complying with relevant obligations in relation to tenant and resident safety and with all regulatory requirements and outcomes, apart from full compliance in the areas of collection of equalities information and the adoption of a human rights approach in our work.

- 4.1.1 **Equalities and Human Rights** - processes remain in place to implement an effective approach to the collection of equalities information and to consider how a human rights approach can be adopted. Elements of equalities data are currently gathered and there are established processes and demonstrable good practice in place to support the Council's current approach to equalities and human rights. However, the collection of equalities data is being further developed as part of the introduction of 'Housing Online' within our NEC Housing software system. This online functionality will allow housing applicants, homeless people, tenants, and other customers to update equalities data. The scope of data collection, the most effective ways to gather this information and the controls needed have been considered. This will be introduced as part of the implementation of 'Housing Online' module, and the approach will take account of all relevant advice and support from Information Governance and Housing Policy & Strategy.

In terms of the Council's approach to Human Rights, work already takes place across a range of activities including:- ensuring that accommodation is provided to homeless households when needed, joint work takes place with Health and Social Care to ensure that care experienced young people are appropriately accommodated and supported, standards of council owned accommodation are maintained and the Council is working to the standards outlined in the Scottish Housing Quality Standard, housing

support services are provided to homeless households and council tenants to help sustain tenancies, there is a dedicated travelling persons site to meet the needs of Gypsy/Travellers in the council area and the Council delivers adaptations to properties to make them more accessible for households with disabilities. In addition, the Council has established a Trauma Informed Approach and work is taking place on an ongoing basis to raise awareness across services. SHR are again asking landlords to confirm that they are considering how to adopt a human rights approach into their work. Work will continue over the next year to further develop the processes and systems to collect equalities information and to outline the Council's approach in relation to human rights.

- 4.2 The Assurance Action Plan outlined in Appendix 1, includes details of assurance and evidence available. There are no material issues identified relating to compliance in other areas of activity. All housing activities are being managed in accordance with relevant legislation and arrangements are in place to monitor service delivery and track performance. An overview of operational service delivery, details relating to key activities including levels of performance and an update on activities relating to tenant and resident safety are outlined at Appendix 2. Should any issues emerge which are deemed material and notifiable to SHR, these will be brought to Cabinet's attention.
- 4.3 Members are asked to consider the Assurance Action Plan outlined in Appendix 1 and the Overview of Operational Service Delivery outlined at Appendix 2, and approve the submission of the Annual Assurance Statement contained at Appendix 3 to the Scottish Housing Regulator and agree to publish this statement to tenants and other customers.

5. Legal and Procurement Implications

- 5.1 There are no legal implications arising from this report.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 Not applicable.

7. Human Resources Implications

- 7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

- 8.1.1 There are no risks associated with adopting the recommendations. The operational activities and activities relating to tenant and resident safety outlined in Appendix 2, continue to be managed effectively within the service.
- 8.1.2 Risks relating to the Scottish Housing Quality Standard, gas safety, fire safety and electrical safety are included and monitored within the Housing, Operations and Development Directorate Risk Register.

8.2 ***Risk Implications of Rejecting the Recommendations***

8.2.1 The risks associated with rejecting the recommendations are that the Council would fail to submit the Annual Assurance Statement to Scottish Housing Regulator by 31 October 2023, and it would fail to meet its' requirements in terms of the Regulatory Framework.

8.2.2 Rejecting the recommendations would impact on the reputation of the Council.

9. **Equalities**

9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as Appendix 5.

10. **Sustainable Development Implications**

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme, strategy, or document otherwise described which could be considered to constitute a plan, programme, policy, or strategy.

11. **Options Appraisal**

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. **Link to Council Plan**

12.1 The matters referred to in this report contribute to Priority 2 of the Council Plan: Live, Work, Learn.

13. **Results of Consultation**

13.1 There has been consultation with tenant representatives and interested tenants, this took place via a Microsoft Teams Meeting on 13 September 2023. The results from the 2022/23 SHR Landlord Report published on 31 August 2023, were discussed.

13.2 Updates were provided on current service delivery and the operational challenges being faced by the Housing Service. An update was also provided on the progress to date to develop 'Housing Online' which will allow tenants and housing applicants to update their own records, which will include equalities data.

13.3 Tenants were also briefed on the content of the draft Assurance Action Plan, the Overview of Service Delivery and the latest performance information.

13.4 Tenants acknowledged the levels of performance, and the comparisons in relation to the Scottish average. Specific reference was made to the high levels of performance in rent arrears management, which was regarded by tenants as a challenging area of activity, taking account of the current cost of living pressures.

Tenants also noted that although the Council's average relet time was slightly longer than the Scottish average, they felt it was worthy to note that the Council completes repair work in empty properties to the recognised and approved relet standard, with less reliance on ingoing tenant repairs after new tenancies have started. Overall tenant feedback was positive, acknowledging the high levels of reported satisfaction received from the last comprehensive tenants survey. Tenants felt this was testament to the service provided by the Council as landlord. In conclusion, tenants commented on the level of regulation and scrutiny in the housing sector and noted the range and volume of work undertaken to the deliver the housing service and meet the regulatory reporting requirements.

- 13.5 Consultation has taken place with Councillor Martin Kilbride, Portfolio Holder for Buildings, Housing and Environment, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Depute Chief Executive and Director of Housing, Operations and Development will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Submit the Annual Assurance Statement to Scottish Housing Regulator	31 October 2023	Service Lead – Housing Services
Publish the approved Annual Assurance Statement on Council website for tenants and other customers	31 October 2023	Service Lead – Housing Services

Background Papers **Report to Cabinet of 27 September 2022 – Annual Assurance Statement – Housing**

Scottish Housing Regulator – Engagement Plan from 31 March 2023 to 31 March 2024

2022/23 Landlord Report – Scottish Housing Regulator – published 31 August 2023 - South Ayrshire Council | Scottish Housing Regulator

Scottish Housing Regulator – Regulatory Framework

Scottish Housing Regulator - Annual Assurance Statement

Scottish Social Housing Charter - November 2022

[The Scottish Federation of Housing Associations – Social Landlord Self -Assurance – Updated June 2023](#)

The Scottish Federation of Housing Associations Limited National Guidance on Collecting Equality Data (revised June 2022 - Update to Equalities Guidance and FAQs

Person to Contact

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Email michael.alexander@south-ayrshire.gov.uk**

Date: 14 September 2023

Appendix 1 – Assurance Action Plan

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Assurance and Notification					
AN1	Prepare an Annual Assurance Statement in accordance with the Scottish Housing Regulator (SHR) published guidance.	Service Lead – Housing Services	31 October 2023	Ongoing	Report and Annual Assurance Statement to be considered by Cabinet on 26 September 2023.
	Submit approved Annual Assurance Statement to the Scottish Housing Regulator between April and the end of October each year	Service Lead – Housing Services	31 October 2023		Report and Annual Assurance Statement to be considered by Cabinet on 26 September 2023.
	Make the Annual Assurance Statement available to tenants and other service users.	Service Lead – Housing Services Policy Officer - (Tenant Participation)	31 October 2023		Consultation on the Assurance Action Plan and draft Annual Assurance Statement was undertaken with Tenant Representatives and Interested Tenants via a Microsoft Teams meeting held on 13 September 2023. Tenant Representatives and Interested Tenants reviewed the information, along with the details provided by the Service Lead – Housing Services, on current service delivery, operational challenges and performance in key operational activities. An overview of the performance position as reported in the 2022/23 Landlord Report published by SHR on 31 August 2023 was also provided. Comments and feedback from tenants has been outlined in the covering report. Once approved, the Annual Assurance Statement will be published on the Council website and Housing Services Facebook.

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Assurance and Notification					
AN2	Notify SHR during the year of any material changes to the assurance in its Annual Assurance Statement.	Service Lead – Housing Services			There were no required notifications to SHR during the 2022/23 reporting year. Notifications will be made to Scottish Housing Regulator as and when required
AN3	Each landlord must have assurance and evidence that it is meeting all of its legal obligations associated with housing and homelessness services, equality and human rights, and tenant and resident safety.	Service Lead – Housing Services Co-ordinator – Housing Policy & Strategy	Ongoing	Evidence is collated on an ongoing basis	Assurance and evidence includes:- <ul style="list-style-type: none"> • Housing Management Policies and Procedures • Homelessness Procedures • Scottish Government National Homelessness Statistics • Annual Return on the Charter to SHR and supporting evidence • Internal Housing Performance Reports on a range of housing activities and indicators i.e. rent arrears management, void management, repairs, anti-social behaviour complaints, tenant and resident safety compliance, etc. • Benchmarking Data and Reports • Comprehensive Tenants Survey was undertaken during January/February 2023 • Customer Satisfaction Tracker Surveys • Evidence of consultation with tenants on rent setting process • Management Sample Checking and Case Audits • Staff Supervision and Performance Development Reviews (PDR's)

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Assurance and Notification					
					<ul style="list-style-type: none"> • Internal Audit Reports • Internal Audit Report on AAS and compliance with Regulatory Framework – July 2021 • External Audit Reports • Care Inspectorate Reports • Reports to Council, Cabinet, Audit and Governance Panel and Service and Performance Panel • Minutes of Performance Accountability Meetings • Tenant Newsletters • Health & Safety Policies and Procedures • Cyclical Health and Safety Audits and Fire Risk Assessments for designated properties • Compliance Records for Gas Safety • Fire and Carbon Monoxide Detector Compliance Certification • Fixed Electrical Testing Compliance Certification
AN4	Notify SHR of any tenant and resident safety matters which have been reported to, or are being investigated by the Health and Safety Executive, or reports from regulatory or statutory authorities, or insurance providers, relating to safety concerns.	Service Lead – Housing Services Service Lead – Risk & Safety			<p>The Council's Risk and Safety Team provide advice and guidance on health and safety related issues and link directly with the Health and Safety Executive on any relevant matters.</p> <p>Corporate Health and Safety Policies are in place and are published and accessible to all staff via the CORE - Council's Intranet system.</p>

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Assurance and Notification					
					<p>A cyclical inspection process is in place for conducting Health and Safety Audits and Fire Risk Assessments on Council owned assets, including:- Sheltered Housing Units, Hostels and Office accommodation.</p> <p>A Departmental Risk Register is maintained and updated to track management action, mitigations and progress of actions for any identified risks.</p> <p>An established programme is in operation for annual gas safety checks for all housing stock with gas appliances.</p> <p>An established programme of safety and compliance checks are in place for Electrical Installation Condition Reports (EICR's), and Fire and Carbon Monoxide Detector Standards. Other programmes of work and measured term contracts exist to manage aspects of tenants residents safety including water safety, lift safety, asbestos management and damp and mould.</p>
AN5	Each landlord must make its Engagement Plan easily available and accessible to its tenants and service users, including online.	Service Lead – Housing Services	April 2023	Completed	<p>The last published Engagement Plan is available on the SAC website within the Housing Performance section.</p> <p>An article is also included in the Annual Performance Report providing background</p>

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Assurance and Notification					
					to the new Regulatory Framework and the Engagement Plan.

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Scottish Social Housing Charter Performance					
CH1	Submit an Annual Return on the Charter (ARC) to SHR each year in accordance with our published guidance.	Service Lead – Housing Services	31 May 2023	Completed	<p>The Annual Return on the Charter for 2022/23 was submitted to Scottish Housing Regulator on 30 May 2023 to meet deadline date of 31 May 2023 as set out in the Regulatory Framework.</p> <p>Local Government Benchmark Indicators and Key Performance indicators are reported to the Council's Service and Partnerships Performance Panel.</p>
CH2	<p>Each landlord must involve tenants, and where relevant, other service users, in the preparation and scrutiny of performance information. It must:</p> <ul style="list-style-type: none"> • agree its approach with tenants • ensure that it is effective and meaningful – that the chosen approach gives tenants a real and demonstrable say in the assessment of performance • publicise the approach to tenants • ensure that it can be verified and be able to show the agreed approach to involving tenants has happened • involve other service users in an appropriate way, having asked and 	Service Lead – Housing Services	31 October 2022	Completed	<p>Prior to submitting the Annual Return on the Charter for 2022/23, the content of the proposed submission to SHR was presented and shared with Tenant Representatives, Interested Tenants and Elected Members via a Microsoft Teams meeting held on 26 May 2023. Data from the previous year is included in the presentation to show comparisons, variances in performance are discussed and explanations are provided by Officers to Tenant Representatives and Elected Members.</p> <p>Following publication of the 2021/22 ARC Results and SHR Landlord Report, work was undertaken in consultation with tenant representatives on the production of the 2021/22 Annual Performance</p>

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Scottish Social Housing Charter Performance					
	had regard to their needs and wishes.				<p>Report. This was published in October 2022. Work is underway to work with tenant representatives on the production of the 2022/23 Performance Report and this will be published in October 2023.</p> <p>The inclusion of the 'You Said/We Did' section in the Annual Performance report, includes feedback from tenants which has influenced changes to practice, procedure or led to service delivery enhancements.</p>
CH3	Each landlord must report its performance in achieving or progressing towards the Charter outcomes and standards to its tenants and other service users no later than 31 October each year. It must agree the format of performance reporting with tenants, ensuring that it is accessible for tenants and other service users, with plain and jargon-free language.	Service Lead – Housing Services	31 October 2023	Ongoing	<p>Each year Council Officers work with a group of interested tenants to agree the design, content and format of the annual performance report. Work is underway to work with Tenant Representatives and Interested tenants to develop the 2022/23 Performance Report.</p> <p>Any feedback received from tenants is considered and used to inform future editions of the performance report.</p> <p>The approach used is outlined in the annual performance report published annually.</p> <p>A copy of the Annual Performance Report is issued to all tenants who</p>

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Scottish Social Housing Charter Performance					
					<p>have registered to receive a copy. This is promoted through the tracker surveys that are issued to encourage take up from interested tenants. In addition, a copy of the report is made available on the Council's website and Housing Services Facebook.</p> <p>Copies of the Annual Performance Report are also available on request and are available from Housing Teams and Libraries.</p>
CH4	<p>When reporting its performance to tenants and other service users each landlord must:</p> <ul style="list-style-type: none"> • provide them with an assessment of performance in delivering each of the Charter outcomes and standards which are relevant to the landlord • include relevant comparisons – these should include comparisons with previous years, with other landlords and with national performance • set out how and when the landlord intends to address areas for improvement 	<p>Service Lead – Housing Services</p> <p>Policy Officer - (Tenant Participation)</p>	31 October 2023	Ongoing	<p>The content of the Annual Performance Report is agreed with tenant representatives. Tenant Representatives/Interested Tenants provide their own Foreword to the report each year.</p> <p>The report contains key performance information relating to the Charter Outcomes. The Council's performance in the year is outlined and comparisons with the previous year and the Scottish average are included.</p> <p>The Annual Performance Report outlines the key priorities for the coming year and provides an update on achievements.</p>

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Scottish Social Housing Charter Performance					
	<ul style="list-style-type: none"> give tenants and other service users a way to feed back their views on the style and form of the reporting. 				<p>In agreement with tenant representatives, a section 'You Said/We Did' is included in the Annual Performance Report. This includes details of feedback received which has led to changes in practice or procedures to improve service delivery.</p> <p>Tenants are given opportunities to make comments and suggestions for improvement and feedback is invited from tenants.</p>
CH5	Each landlord must make the SHR report on its performance easily available to its tenants, including online.	Service Lead – Housing Services Policy Officer - (Tenant Participation)	31 October 2023	Ongoing	<p>The Annual Performance Report includes details of SHR and includes website links to access further information.</p> <p>The website link to the SHR Landlord Report is published on the Council's website and Housing Services Facebook.</p>

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Tenant and Service User Redress					
TS1	Each landlord must make information on reporting significant performance failures, including SHR leaflet, available to its tenants.	Service Lead – Housing Services Policy Officer - (Tenant Participation)		Complete	Information on reporting significant performance failures has been included in Tenants Newsletters, the Annual Performance Report, SAC Website and Housing Services Facebook page. Leaflets are available from Housing Teams.
TS2	Provide tenants and other service users with the information they need to exercise their right to complain and seek redress, and respond to tenants within the timescales outlined in its service standards, in accordance with guidance from the Scottish Public Services Ombudsman (SPSO).	Service Lead – Housing Services		Complete	The Council operates a corporate complaints handling procedure ' <i>Listening to You</i> '. This procedure operates in accordance with the guidance and timescales from the Scottish Public Services Ombudsman (SPSO). The procedure is widely publicised via the Council website. Leaflets and Posters are also available across all Council establishments.
TS3	Each landlord must ensure it has effective arrangements to learn from complaints and from other tenant and service user feedback, in accordance with SPSO guidance	Service Lead – Housing Services		Ongoing action – complaint outcomes are reviewed on an ongoing basis.	Complaint handling is monitored and discussed at quarterly performance accountability meetings held by the Service Lead – Housing Services. Complaints are reviewed, outcomes are considered and any learning identified is discussed. As part of the Complaint Management process, Investigating Officers must identify any learning from complaints,

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Tenant and Service User Redress					
					<p>and record if this has led to changes in policy, practice or procedure. This is part of the process when closing a complaint.</p> <p>Complaint Management performance is also reported to and scrutinised by the Council's Service and Partnerships Performance Panel.</p>

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Whistleblowing					
WB1	Each landlord must have effective arrangements and a policy for whistleblowing by staff which it makes easily available and which it promotes.	Chief HR Advisor		Complete	A corporate 'Whistleblowing – Policy and Procedure for Reporting Concerns at Work' is in place. This is available to access by all staff via the Council's intranet.

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Equality and Human Rights					
EH1	Each landlord must have assurance and evidence that it considers equality and human rights issues properly when making all of its decisions, in the design and review of internal and external policies, and in its day-to-day service delivery.	Service Lead – Housing Services Co-ordinator – Housing Policy & Strategy		Complete	All Housing Strategies and Policies include a section on Equalities and have been impact assessed. All reports to Council, Cabinet and other Panels include a requirement for Equalities implications to be considered and outlined in the report. An Equalities Impact Scoping Assessment is carried out, and where required, an Equalities Impact Assessment will be included as part of the report. Arrangements are in place to ensure that translation services are accessed where required for tenants and other customers. Applications, correspondence, tenancy agreements

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Equality and Human Rights					
					<p>etc. are made available in other languages or formats for minority groups or on request.</p> <p>Loop systems are available in council offices to assist hearing impaired customers.</p> <p>The Council continues to be actively involved in supporting Resettlement Schemes and works closely with CoSLA and the Home Office. To date the Council has been involved in the Afghan Relocation Scheme, the Syrian Vulnerable Persons Relocation Scheme and the Super Sponsor Scheme and Homes for Ukraine. Housing Support Services, Translation Services, and multi-agency working have been delivered to meet the needs of households resettling and to support their integration in communities across South Ayrshire. All returns have been completed and submitted in accordance with the requirements of the schemes.</p>
EH2	To comply with these duties, landlords must collect data relating to each of the protected characteristics for their existing tenants, new tenants, people on waiting lists, Local authorities must also collect data on	Service Lead – Housing Services Co-ordinator – Housing Policy & Strategy	June 2024	Ongoing	Arrangements are in place to collect elements of equalities data and this is recorded, where provided by tenants, homeless households, gypsy/travellers and other customers.

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Equality and Human Rights					
	protected characteristics for people who apply to them as homeless. Landlords who provide gypsy/traveller sites must collect data on protected characteristics for these service users.				Tenant Participation events and meetings are always held in accessible venues and locations to ensure that no barriers exist for tenants and other customers.
	<p>Action:- Collection of Equalities Data</p> <p>Work is continuing to develop systems and approaches for the collection of equalities data. This is part of the implementation of the 'Housing Online' module within our NEC Housing software system. This online functionality will allow housing applicants, homeless people, tenants and other customers to update equalities data. Progress on implementation has been delayed due to a requirement for a wider software upgrade, however, the scope of data collection, the most effective ways to gather this information and the controls needed have been considered and will be embedded in this system when introduced. In taking forward the approach, advice and support will be provided from Information Governance and Housing Policy & Strategy.</p>	<p>Service Lead – Housing Services Co-ordinator – Housing Policy & Strategy</p> <p>Co-ordinator (Housing)</p> <p>Co-ordinator (Registration, Records and Information)</p>	June 2024	Ongoing	<p>A range of existing processes are in place to gather elements of equalities data and there are established processes and demonstrable good practice in place to support the Council's approach to equalities.</p> <p>Consideration will be given to any changes to existing policies, procedures or practice. Consultation will take place with tenant representatives on any proposed changes.</p>

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Equality and Human Rights					
	<p>Action:- Human Rights The Council is continuing to develop its approach in relation to human rights, taking account of available guidance and the 'Housing and Human Rights Framework' published by the Chartered Institute of Housing'</p>	<p>Service Lead – Housing Services Co-ordinator – Housing Policy & Strategy</p> <p>Co-ordinator (Housing)</p>			<p>In terms of the Council's approach to Human Rights, work already takes place across a range of activities including:- ensuring that accommodation is provided to homeless households when needed, joint work takes place with Health and Social Care to ensure that care experienced young people are appropriately accommodated and supported, standards of council owned accommodation are maintained and the Council is working to the standards contained within the Scottish Housing Quality Standard, housing support services are provided to homeless households and council tenants to help sustain tenancies, there is a dedicated travelling persons site to meet the needs of Gypsy/Travellers within the council area and the Council delivers adaptations to properties to make them more accessible for households with disabilities. In addition, the Council has established a Trauma Informed Approach and work is taking place on an ongoing basis to raise awareness across services.</p> <p>SHR are again asking landlords to confirm that they are considering how to adopt a human rights approach into their work. Work will continue over the</p>

Task Ref	Requirement	Responsible Officer(s)	Timescale	Status	Comments/Evidence
Equality and Human Rights					
					<p>next year to further develop the processes and systems to collect equalities information and to outline the Council's approach in relation to human rights.</p> <p>Consideration will be given to any changes to existing policies, procedures or practice. Consultation will take place with tenant representatives on proposed changes</p>

Summary of Assurances and Evidence that the Council is Complying with the Charter Outcomes

Within the Council's governance arrangements and within the Housing Service, there are a range of measures and processes in place to manage, scrutinise and report performance, providing assurances and evidence that the Council is complying with the Charter outcomes. These include:-

These include:

- Annual Charter Return to SHR – supported by performance management reports and back up evidence for each of the indicators and outcomes;
- Housing Management and Homelessness Policies and Procedures;
- Scottish Government National Homelessness Statistics;
- Internal Housing Performance Reports covering keys housing management activities and ARC indicators;
- Benchmarking Data and Reports provided through the Council's membership of the Scottish Housing Network;
- Comprehensive Tenants Survey which is undertaken every 3 years – last completed January/February 2023;
- Customer Satisfaction Tracker Surveys which are analysed and reported to tenant representatives at Scrutiny and Performance Groups;
- Evidence of consultation with tenants on previous rent setting;
- Rent Setting Consultation to inform Council decision on Rent Setting and Considerations around setting the Housing Revenue Account – Revenue and Capital Budgets
- Management sample checking and case audits, undertaken within the operational teams;
- Staff Supervision and Performance Development Reviews (PDR's);
- Internal Audit Reports on elements of housing activity
- Cyclical Internal Audit Report on the Scottish Housing Regulator – Annual Assurance Statement Regulatory Framework – last audited July 2021. Future audits will be included in the annual risk based internal audit plan, on a three yearly basis from 2024/25.
- External Audit Reports on elements of activity relating to the Housing Revenue Account;
- Care Inspectorate Reports for the Council's registered housing support services - Sheltered Housing and Hostels/Supported Accommodation units for homeless households;
- Minutes of Quarterly Performance Accountability Meetings conducted by the Service Lead – Housing Services, with each of the operational housing teams, these meetings focus on performance against the charter indicators/outcomes Corporate Health and Safety Policies and Procedures;
- Compliance Records for Gas Safety;
- LD2 Fire Safety Compliance and Fixed Electrical Testing Certification
- Cyclical Health and Safety Audits and Fire Risk Assessments for sheltered housing units and hostels/supported accommodation units; and
- Publicising information and details of performance in Tenants Newsletters, Annual Performance Report, Council website and the Housing Services Facebook.

In addition to the arrangements and processes outlined above, there are arrangements in place for formal reporting of performance to the Council and scrutiny activity is undertaken by Panels. This includes:-

- Reports to the Cabinet on 'Budget Management – Revenue Budgetary Control – outturn statements for the Housing Revenue Account';
- Reports to the Cabinet on the Housing Capital Programme providing updates on progress, performance and levels of expenditure in relation to capital investment from the Housing Revenue Account;
- Reports to Audit and Governance Panel on progress against audit action plans;
- Reports to the Service and Partnerships Performance Panel – Complaints Scrutiny Update; and
- Reports to the Service and Partnerships Performance Panel on Local Government Benchmarking Indicators and other key performance indicators relating to Housing.

Tenant Participation is well established within the Council and is embedded in how we conduct business. Tenant representatives are actively involved in shaping how services are delivered and have a developing and increasing role in undertaking scrutiny activity. This includes:

- Reviewing the Annual return on the Charter prior to it being submitted to SHR;
- Scrutiny and Performance meetings with tenants focussing on key housing management activities and homelessness, scrutinising customer feedback and reported levels of satisfaction from trackers surveys;
- Reviewing the Charter data and agreeing the design, content and format of the annual performance report published annually for tenants and other customers;
- Reviewing the 'You Said/We Did' information confirming the areas where customer feedback has influenced changes to practice, procedure or led to enhancements in service delivery;
- Tenant representatives completing 'Stepping Up to Scrutiny' training;
- Wider tenant participation activity where tenants are consulted on proposed changes to policies and procedures and the review of the Housing Revenue Account Business Plan. As part of the review of the Housing Revenue Account Business Plan, tenants are consulted on the proposals/options for future rent setting and are given the opportunity to identify their priorities for investment of uncommitted resources.

Overview of Operational Service Delivery – Key Activities

There are no material issues relating to compliance for operational service delivery or relevant obligations relating to tenant and resident safety. This overview provides narrative relating to key operational activities, outlining any relevant performance information, satisfaction levels and details of any current operational challenges.

All housing activities are being managed in accordance with relevant legislation and arrangements in place to monitor service delivery and track performance.

1. Key Housing Management Activities

1.1. Rent Arrears and Collection of Rental Income – In 2022/23, this has remained a challenging activity, 99.5% of rental income was collected by the Council compared to the Scottish average of 99.0% and gross rent arrears stood at 4.32% of rent due, up from 3.92% in 201/22. Historically, the Council has performed well in this area. From recent 2022/23 benchmarking information published by Scotland's Housing Network, the Council was the best performing Local Authority in terms of overall arrears at 4.32% of rent due for the reporting year.

There were no evictions carried out by the Council in 2022/23 relating to rent arrears. Although arrears levels have risen, trends continue to follow similar patterns to previous years and the current bad debt provision within the Housing Revenue Account is sufficient. Officers are continuing to make contact and engage with tenants to provide ongoing advice and support to those households who are experiencing hardship. As an alternative to using legal action for recovery, every effort is being made to secure repayment arrangements and actively apply for Alternative Payment Arrangements (APA's) for housing costs to be paid direct to the Council from the Department of Works and Pensions for households in receipt of Universal Credit.

1.2. Scottish Housing Quality Standard - In 2022/23 92.2% of the Council's housing stock met the Scottish Housing Quality Standard (SHQS) compared to the Scottish average of 79.0%. This was an improvement on the compliance rate of 86.5% in 2021/22. 5.5% of the stock was classified as being in 'exemption or abeyance,' this consists of properties where work is deemed too costly to meet the standard, properties that earmarked for disposal by the Council or where the Council is unable to undertake the required work due to minority ownership within mixed tenure blocks or where the tenant has refused planned improvement work due to personal or medical reasons, or properties where access has not been provided to carry out required compliance work. The remaining 2.3% of properties failed SHQS, mainly due to current energy performance standards or elements of disrepair. Compliance works and programmes for other external works including roofing and render upgrades, external wall insulation and window replacement are progressing in 2023/24 and will continue to contribute to meeting SHQS.

- 1.3. Average relet times for empty houses** – in 2022/23 a total of 692 properties were relet and the average relet time was 58 days, this was up on the 540 properties relet and the average relet time of 41.9 days in 2021/22. The Scottish average in 2022/23 was 55.6 days.

On reviewing voids performance, the Council has had to deal with an increased number of tenancy terminations in the 2022/23 reporting year and the associated void processes have placed increased pressures on the housing management teams and the Property Maintenance Service. Contributing factors to the increased average relet time are:- the poorer condition of properties received following termination and the need for an increased volume of repairs to bring properties up to the agreed relet standard, issues and delays negotiating with utility providers to resolve power supply and meter issues to allow essential safety and compliance work to be completed and to ensure power is restored or available for new tenants before relet, managing the increased number of offers and refusals relating to vacant properties, and the time taken to prepare and set up properties for households being assisted and accommodated by the Council through the Ukrainian Support Scheme. In 2022/23, the Council let 42 properties to Ukrainian households.

Although the Council's average relet time has increased in 2022/23, the Council has successfully relet 20 longer-term void properties in the reporting year.

In addition to the 692 properties relet by the Council, there was an additional 86 new lets (new build and buy back) properties let by the Council, taking the overall number of lets to 778.

Revised operating arrangements have been reintroduced with Property Maintenance to prioritise repairs in empty houses for those that have been accepted by or offered to homeless households. Although this is allowing the Council to prioritise secure permanent accommodation for homeless households to reduce overall pressure on temporary accommodation, it is a factor affecting overall void periods and relet times. In the first quarter of 2023/24 (1 April – 30 June 2023), the Council relet 194 properties and the average relet time was 51.2 days. This continues to be an area of focussed activity with ongoing work underway by Housing Services and Property Maintenance to improve relet times.

- 1.4. Homeless Applications and Provision of Temporary Accommodation** – The Council continues to fulfil its' legal duties to homeless households, dealing with homeless presentations and providing temporary accommodation where required. There continues to be sustained pressure on available temporary accommodation. To ensure that the Council fulfils its duty to accommodate people who are homeless, since October 2022 to date, there has been an ongoing regular reliance on the use of hotel accommodation for short term periods, until other accommodation options become available within the Council's pool of temporary accommodation. In the 2022/23 reporting year, 874 homeless applications were made to the Council and 414 (53.2%) of the overall 778 lets were made to homeless households.

In the first reporting quarter of 2023/24 (1 April – 30 June 2023), 257 homeless applications were made to the Council. As at the end of June 2023, the Housing Options Team were dealing with 466 open homeless cases. In this reporting quarter, a total of 205 lets were made by the Council, 96 (46.8%) of lets were made to homeless households.

Previous engagement has taken place with SHR regarding homeless applications, homeless assessment decisions and outcomes. The information and feedback provided by the Council was used to inform SHR's homeless risk assessment process.

- 1.5. Management of Anti-Social Behaviour Complaints** - In 2022/23, 491 cases of anti-social behaviour were reported, this was an increase on the 318 cases reported in 2021/22. Despite the increase in the number of cases, 438 of the 491 cases were resolved in the 2022/23 reporting year – equating to 89.2%, compared to the Scottish average of 94.2%. Although the percentage of cases resolved in the reporting year is down on the 94.6% in 2021/22, the 53 cases which were open as at 31 March 2023, were active cases under investigation or being monitored, and all were within the timescales of locally agreed targets.

In the first quarter of 2023/24 (1 April – 30 June 2023), 143 cases of anti-social behaviour were reported to the Council. 90 cases were closed in this period and all cases closed were within locally agreed targets.

- 1.6. Responsive Repairs** - In the 2022/23 reporting year:-

- 15,312 emergency repairs were completed, and the average time taken was 2.6 hours, compared to the Scottish average of 4.2 hours. Although there was an increase in the overall number of repairs in 2022/23, this was an improvement on the 2021/22 performance when 13,510 emergency repairs were completed, and the average time taken was 2.7 hours.
- 15,748 non-emergency repairs were completed, and the average time taken was 7.1 working days, compared to the Scottish average of 8.7 days. Again, although there was an increase in the overall number of repairs in 2022/23, this was an improvement on the 2021/22 performance when 14,744 non-emergency repairs were completed, and the average time taken was 8.06 working days.

In the first reporting quarter (1 April – 30 June 2023), 3055 emergency repairs were completed and the average time taken was 2.51 hours. 3389 non-emergency repairs were completed and the average time taken was 6.73 working days.

2. Tenant and Resident Safety

In SHR's letter dated 3 July 2023 to all Social Landlords, they are asking landlords to confirm whether they meet all duties in relation to tenant and resident safety. The

following narrative provides an update and current position in relation to each of the following areas:

- 2.1. Gas Safety Compliance** – In the reporting year (2022/23), the Council achieved full compliance with its statutory duty to complete gas safety checks in properties with gas appliances.

For the first reporting quarter of 2023/23 (1 April – 30 June 2023), 2065 gas safety checks have been completed and there have been no instances where the gas safety check has exceeded the anniversary date of the last safety check. The Council has established procedures and processes in place to manage gas safety and this activity is closely managed and reference to the status of mitigations is available through the Housing, Operations and Development Directorate Risk Register.

- 2.2. Electrical Safety - Electrical Installation Condition Reports (EICR's)** – this requirement is for electrical safety inspections and certification to be carried out on a cyclical basis at intervals of no more than 5 years, and it forms part of the assessment criteria within the Scottish Housing Quality Standard. In 2022/23 the Council achieved a compliance rate of 99.2%, and appropriate follow up action was being progressed to manage outstanding cases.

In 2023/24, the Council continues to make excellent progress in this area, an agreed programme of work is established with Property Maintenance and tenants are contacted by the Council to agree arrangements and access for safety checks to be undertaken. As at 30 June 2023, of the Council's lettable housing stock of 8068 properties, 7998 (99.1%) of properties have a valid EICR in place and are compliant with the standard. Established procedures and processes are in place to manage instances of no access and Officers are continuing to contact households. This is an ongoing rolling activity and where required consideration will be given to using the provisions of the tenancy agreement to gain entry to properties to complete this essential work.

- 2.3. Water Safety** – The Council has an established risk and safety standard on Legionella. Established procedures and processes are in place to undertake regular temperature checks across sheltered housing unit communal areas and the Council's supported accommodation units for homeless households. As part of the void house repairs process, a checklist is in place to record all necessary checks and certification on completion prior to relet. As part of the new tenancy sign up process, new tenants are provided with details on how to minimise the risk of legionella within their home. Guidance is also published periodically to existing tenants via the Tenants Newsletter and Housing Services Facebook.

- 2.4. Fire Safety (Fire and Carbon Monoxide Detector Standard)** – Similarly this element is now part of the assessment criteria within the Scottish Housing Quality Standard. In 2022/23, the Council achieved full compliance with this standard for lettable properties.

The Council continues to achieve excellent progress in this area. As at 30 June 2023, 99.7% of the Council's housing stock is meeting the fire and carbon monoxide detector standard. The 26 properties not recorded as meeting the standard were empty properties and were undergoing repair work prior to relet. The standard will be met prior to the property being let.

- 2.5. Asbestos Management** – The Council has an established risk and safety standard for managing asbestos. Asbestos survey reports are recorded for properties in the NEC Housing System. Prior to any refurbishment or major repair work being undertaken, asbestos surveys are checked or undertaken to ensure that all necessary safeguards are in place prior to work commencing. If asbestos containing materials are present in a property, the appropriate notification and advice is issued to new and existing tenants to advise that areas must not be disturbed. Property Maintenance staff are fully trained on Asbestos Awareness and safety instruction booklets have been updated with details of asbestos awareness information.
- 2.6. Damp and Mould** – Established procedures and processes are in place for dealing with reports of damp or mould. These procedures were updated to take account of the good practice contained in the published document entitled '*Putting Safety First – a briefing note on damp and mould for social housing practitioners*'. All reports of damp and mould received from tenants are surveyed by an Industry Qualified Surveyor and any necessary action is taken in accordance with recommendations made. Information for tenants on identifying and preventing dampness and mould has been publicised in the Tenants Newsletter and Housing Services Facebook.
- 2.7. Lift Safety** – The Council has a contract in place to undertake monthly servicing and maintenance of all through floor passenger lifts within domestic housing developments.

3. Tenant Satisfaction

During January /February 2023, a comprehensive tenants survey was undertaken on the Council's behalf by Research Resource. The survey involved 801 face-to-face interviews with an interviewer led questionnaire, spread across each area of the Council's housing stock to ensure coverage of all stock types. From the 801 interviews, the survey results for the key reported indicators were as follows:-

- **Overall Service** - 92.1% of tenants said they were very or fairly satisfied with the overall service provided by the Council as their landlord, compared to the Scottish average of 86.7%.
- **Keeping Tenants Informed** - 95.5% of tenants felt the Council, as their landlord, was good at keeping them informed about its services and outcomes, compared to the Scottish average of 89.7%.

- ***Opportunities to Participate*** - 95.6% of tenants were satisfied with the opportunities to participate in the Council's decision making, compared to the Scottish average of 85.9%.



Annual Assurance Statement

Using available guidance and taking account of the guidance entitled 'Collecting Equality Information: National Guidance for Scottish Social Landlords' (revised June 2022) and the Self Assurance Toolkit (updated June 2023), each of the regulatory requirements have been considered. It has been determined that the Council is complying with relevant obligations in relation to tenant and resident safety and with all regulatory requirements and outcomes, apart from full compliance in the areas of collection of equalities information and the adoption of a human rights approach in our work.

Equalities and Human Rights - processes remain in place to implement an effective approach to the collection of equalities information and to consider how a human rights approach can be adopted. Elements of equalities data are currently gathered and there are established processes and demonstrable good practice in place to support the Council's current approach to equalities and human rights. However, the collection of equalities data is being further developed as part of the introduction of 'Housing Online' within our NEC Housing software system. This online functionality will allow housing applicants, homeless people, tenants, and other customers to update equalities data. The scope of data collection, the most effective ways to gather this information and the controls needed have been considered. This will be introduced as part of the implementation of 'Housing Online' module, and the approach will take account of all relevant advice and support from Information Governance and Housing Policy & Strategy.

In terms of the Council's approach to Human Rights, work already takes place across a range of activities including:- ensuring that accommodation is provided to homeless households when needed, joint work takes place with Health and Social Care to ensure that care experienced young people are appropriately accommodated and supported, standards of council owned accommodation are maintained and the Council is working to the standards outlined in the Scottish Housing Quality Standard, housing support services are provided to homeless households and council tenants to help sustain tenancies, there is a dedicated travelling persons site to meet the needs of Gypsy/Travellers in the council area and the Council delivers adaptations to properties to make them more accessible for households with disabilities. In addition, the Council has established a Trauma Informed Approach and work is taking place on an ongoing basis to raise awareness across services.

Work will continue over the next year to further develop the processes and systems to collect equalities information and to outline the Council's approach in relation to human rights.

The Cabinet of 26 September 2023 has seen and considered the appropriate evidence to support the level of assurance against each of the requirements.

Councillor Martin Dowe
Leader of the Council and Portfolio Holder for Corporate and Strategic

Councillor Martin Kilbride
Portfolio Holder for Buildings, Housing and Environment

Summary of Key Information Relating to the Scottish Housing Regulator Regulatory Framework

The Regulatory Framework entitled 'Regulation of Social Housing in Scotland', is SHR's statement on Performance of Functions setting out how they will regulate both Registered Social Landlords (RSL) and the housing and homelessness services provided by local authorities.

For both local authorities and RSLs, Scottish Housing Regulator (SHR) monitor, assess, report and intervene (as appropriate) in matters relating to performance of housing activities, and how services are delivered to tenants, people who are homeless, Gypsy/Travellers who use official sites provided by landlords and factored owners.

Within the Framework, SHR state that their regulation is proportionate, consistent, accountable, transparent and targeted only where needed.

SHR's approach to regulation includes the following:

- 1. Landlord Self-Assurance** – The landlord is responsible for delivering good outcomes for tenants and other customers. Landlords need to be self-aware, open and honest regarding performance and be committed to making improvements. SHR expect landlords to assure themselves that they are meeting the regulatory requirements and all landlords must prepare and publish an Annual Assurance Statement confirming to tenants and SHR that regulatory requirements are being met. SHR requires that the assurance statement for local authorities is approved by the appropriate committee (in this case, Cabinet), and signed by the Chair before submission.
- 2. Empowering Tenants, People who are Homeless and Other Service Users** – As a landlord it is important that tenants and other service users are involved in the scrutiny of performance and discussions around how rents are set and how rental income is used.
- 3. Risk-Based Regulation** – SHR assess risk in landlords to determine what assurances they need and what landlords may need to do to improve. The main risks considered by SHR are: - poor outcomes for tenants, people who are homeless and other service users and poor quality of tenant's homes and investment failures. As part of the new Regulatory Framework, SHR publishes an Engagement Plan for each landlord, this outlines the information they require from the landlord, what the landlord needs to do and how and why SHR will engage with the landlord. For local authorities, SHR work through the risk assessment process with their partner scrutiny bodies to consider the full range of scrutiny activity for each local authority.
- 4. SHR's Work** –there are 4 broad ways in which SHR carries out their work with local authorities, these are:
 - (i) gathering and publishing data in ways that tenants and others can use;

- (ii) getting assurance from landlords;
- (iii) taking action where they need to; and
- (iv) carrying out thematic work to look in depth at specific areas of landlords' work.

5. Equality and Human Rights – SHR promote equality and human rights. All landlords must ensure that they fully comply with their responsibilities under equalities and human rights legislation. SHR monitor, assess and report on landlords work in this area. New Guidance for Social Landlords was published in August 2021 and revised in June 2022. The Chartered Institute of Housing have also published a report entitled 'Walking the Talk' and a document entitled 'Housing and Human Rights Framework' providing a summary of the right to adequate housing and human rights issues for landlords in Scotland.

[walking-the-talk-report.pdf \(cih.org\)](#)

[housing-and-human-rights-framework.pdf \(cih.org\)](#)

6. Annual Assurance Statement - Within this AAS, Landlords are being asked to clearly identify any non-compliance with regulatory requirements.

When considering each of the Charter outcomes, a landlord may decide that improvement action is required to meet an outcome and must consider the materiality of the issue. The factors to consider when determining materiality are:

- whether the issue seriously affects the interests and safety of service users;
- whether the issue threatens the stability, efficient running or viability of service delivery arrangements; and
- whether the issue could bring the landlord into disrepute, or raise public or stakeholder concern about the organisation or the social housing sector.

Where the failure is determined to be minor and does not affect a significant number of service users, it can be considered not to be material, and does not need to be acknowledged and referenced in the Assurance Statement. However, where a failure is considered to be material, the landlord is required to acknowledge this specifically, listing the outcomes it is failing to achieve, and providing details of action being taken to address the problem. Website links to the Scottish Social Housing Charter and statutory guidance published by SHR on the Regulatory Framework and Annual Assurance Statements are included in the background papers section of the report for reference by Members.

The Regulator will use the approved Assurance Statement, along with the Annual Return on the Charter to consider and determine its engagement with landlords. This will be confirmed through in the Engagement Plan published by SHR.

Chapter 3 of the Regulatory Framework outlines the Regulatory Requirements that must be met by all Landlords. These include:

- Assurance and Notification;
- Scottish Social Housing Charter Performance;
- Tenant and Service Users Redress;

- Whistleblowing; and
- Equality and Human Rights.

The Scottish Federation of Housing Associations (SFHA) developed a Self-Assurance Toolkit in conjunction with the SHR, the Glasgow and West of Scotland Forum of Housing Associations (GWSF) and the Association of Local Authority Chief Housing Officers (ALACHO). This toolkit was updated in June 2023 and is intended to support landlords' approach to self-assurance. It focusses on the question's organisations should be asking themselves to gain a level of assurance that compliance is being achieved.

Updated August 2023

**South Ayrshire Council
Equality Impact Assessment
Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. FSD Guidance for Public Bodies in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	Annual Assurance Statement - Housing
Lead Officer (Name/Position/Email)	Michael Alexander - Service Lead – Housing Services michael.alexander@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	-	-
Disability	-	-
Gender Reassignment (Trans/Transgender Identity)	-	-
Marriage or Civil Partnership	-	-
Pregnancy and Maternity	-	-
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	-	-
Religion or Belief (including lack of belief)	-	-

Sex – (issues specific to women & men or girls & boys)	-	-
Sexual Orientation – person’s sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	-	-
Thematic Groups: Health, Human Rights & Children’s Rights	-	-

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	-	-
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	-	-
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	-	-
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	-	-
Socio-economic Background – social class i.e. parent’s education, employment and income	-	-

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low

Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

5. Summary Assessment

<p>Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)</p>	<p>— YES <input type="checkbox"/></p> <p>NO <input type="checkbox"/></p>
<p>Rationale for decision:</p> <p>An Equality Impact Assessment is not required on this occasion. This report is seeking Cabinet approval to authorise the submission of the Annual Assurance Statement to Scottish Housing Regulator, taking account of the assurances outlined against each of the requirements outlined in the Assurance Action Plan.</p>	
<p>Signed :Michael Alexander.....Service Lead – Housing Services</p> <p>Date:September 2023.....</p>	

South Ayrshire Council

**Report by Depute Chief Executive and Director
of Housing, Operations and Development
to Cabinet
of 26 September 2023**

Subject: Vacant Educational Premises in Maybole

1. Purpose

- 1.1 The purpose of this report is to recommend to Cabinet future uses or disposals of Council properties in Maybole.

2. Recommendation

2.1 It is recommended that the Cabinet:

- 2.1.1 grants authority to the Depute Chief Executive and Director of Housing, Operations and Development to market St Cuthberts Primary site for sale, [Appendix 1](#);**
- 2.1.2 approves a strategic review of Facilities Management to meet the future needs of the service; and**
- 2.1.3 approves that Professional Design Services undertake a design, technical and financial analysis for Cairn Primary School.**

3. Background

- 3.1 Cabinet of 29 August 2023 requested a report be submitted to the next Cabinet on 26 September 2023, with a business case for Facilities Management's potential use of the site at St Cuthbert's Primary School and a feasibility study for social housing on the site of Cairn Primary School, Maybole.
- 3.2 Facilities Management are responsible for the production and delivery of approximately 1.39 million meals annually through Catering Services.
- 3.3 There has been a significant increase in the number of meals produced by Catering Services over the last four years given the Scottish Government commitment to universal free school meal (UFSM) expansion, resulting in an additional 300,000 meals per year.
- 3.4 Legislatively, there have been a number of changes following the introduction of the Nutritional Requirements for Food and Drink in Schools (Scotland) Regulations 2020 and Natasha's Law 2021. Further legislative changes are on the horizon in

the form of the Good Food Nation Act and the review and update of Setting the Table guidance for early years centres.

- 3.5 Kitchens are increasingly under pressure due to the significant increase in modified diet applications to cater for children with allergies, or medically adapted diet requests. There are currently 800 known modifications across the estate, with further applications being received each week.
- 3.6 Scottish Government are committed to UFSM, with a planned further expansion to P6 & P7 in 2026 and future plans to expand universal provision to include breakfasts for all children. Given the current school estate building and fabric constraints, a number of schools are not conducive to further expansion in order to support the continued roll out of UFSM.
- 3.7 Facilities Management are undertaking a service review where strategic requirements will be identified This will shape the service to meet all current and future legislative requirements, increasing demand for additional meals, and cater for allergies, or medically adapted diet requests.
- 3.8 Professional Design Services has undertaken a feasibility for the site at Cairn Primary for social housing to identify the number and types of dwellings that would be achievable, as shown in [Appendix 2](#).
- 3.9 This initial study will now follow due process and undergo a proper design, technical and financial analysis to establish if the site is viable and affordable.

4. Proposals

- 4.1 It is proposed that the Cabinet declares the former St Cuthbert's Primary School surplus and is marketed on the open market for sale. Further work has reinforced the complexity of consideration for food preparation and demand and St Cuthbert's Primary School is no longer viable in terms of the longer term strategy of food provision within Educational establishments.
- 4.2 It is proposed that Facilities Management complete a strategic review of requirements to meet the current and future needs of the Council bringing a future paper to Cabinet with outcomes and proposals. The kitchen at Cairn Primary will be required until a long term solution has been established for food provision within Education establishments. It is requested that the Cairn kitchen transfers from Education to Facilities Management effective from 1 November 2023.
- 4.3 It is proposed that Professional Design Services undertake a design, technical and financial analysis for Cairn Primary School site to establish if it is viable and affordable for social housing.

5. Legal and Procurement Implications

- 5.1 The recommendations in this report are consistent with legal requirements. Legal advice and support will be provided as required. Title reports will be required for all disposals including any potential Community Asset Transfer. In addition, there are a number of reports which would require to be obtained in connection with the disposal of any of these properties. All potential disposals will require to be in accordance with all legislation, statutory guidance and Council policy requirements. In the event of any transfer of a property between the General Services Account and HRA, legal advice will also be provided on the required consultation process.

6. Financial Implications

6.1 It is anticipated that the sale of St Cuthberts Primary School will provide a capital receipt for the Council.

6.2 Financial implications will be considered should the former Cairn Primary School be recommended for transfer to the HRA for development of the site for Council Housing.

7. Human Resources Implications

7.1 Not Applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 Title checks have not been carried out by the Legal and Licensing Service at this time, as required by the Council's Policy for the Acquisition and Disposal of Land and Buildings. There is therefore a risk in adopting the recommendations that there could be unusual title conditions or weaknesses/flaws in titles or boundary issues, which become apparent at a later stage and could prevent or delay a disposal.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 There is a risk that rejecting these recommendations are that the Council would potentially miss out on, a capital receipt at St Cuthberts Primary School.

9. Equalities

9.1 The proposals in this report have been assessed through an Equalities Impact Assessment. A copy of the Equalities Scoping Assessment is attached as [Appendix 3](#).

10. Sustainable Development Implications

10.1 **Considering Strategic Environmental Assessment (SEA)** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Priority One, Spaces and Places.

13/

13. Results of Consultation

- 13.1 There has been no public consultation on the contents of this report.
- 13.2 Consultation has taken place with Councillor Martin Kilbride, Portfolio Holder for Buildings, Housing and the Environment, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Depute Chief Executive and Director of Housing, Operations and Development will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Market the St Cuthberts Primary School site	30 November 2023	Service Lead – Asset Management and Community Asset Transfer
Complete design, technical and financial analysis for a feasibility study on the Cairn Primary Site	28 February 2024	Service Lead – Housing Services
Complete Strategic Review of Facilities Management	30 April 2024	Service Lead Facilities Management

Background Papers **Report to Cabinet on 29 August 2023 - [Vacant Educational Premises in Maybole and Maybole Swimming Pool](#)**

Person to Contact **Kenneth Dalrymple, Assistant Director - Housing and Operations
County Buildings
Phone 01292 612041
E-mail Kenneth.Dalrymple@south-ayrshire.gov.uk**

Date: 14 September 2023



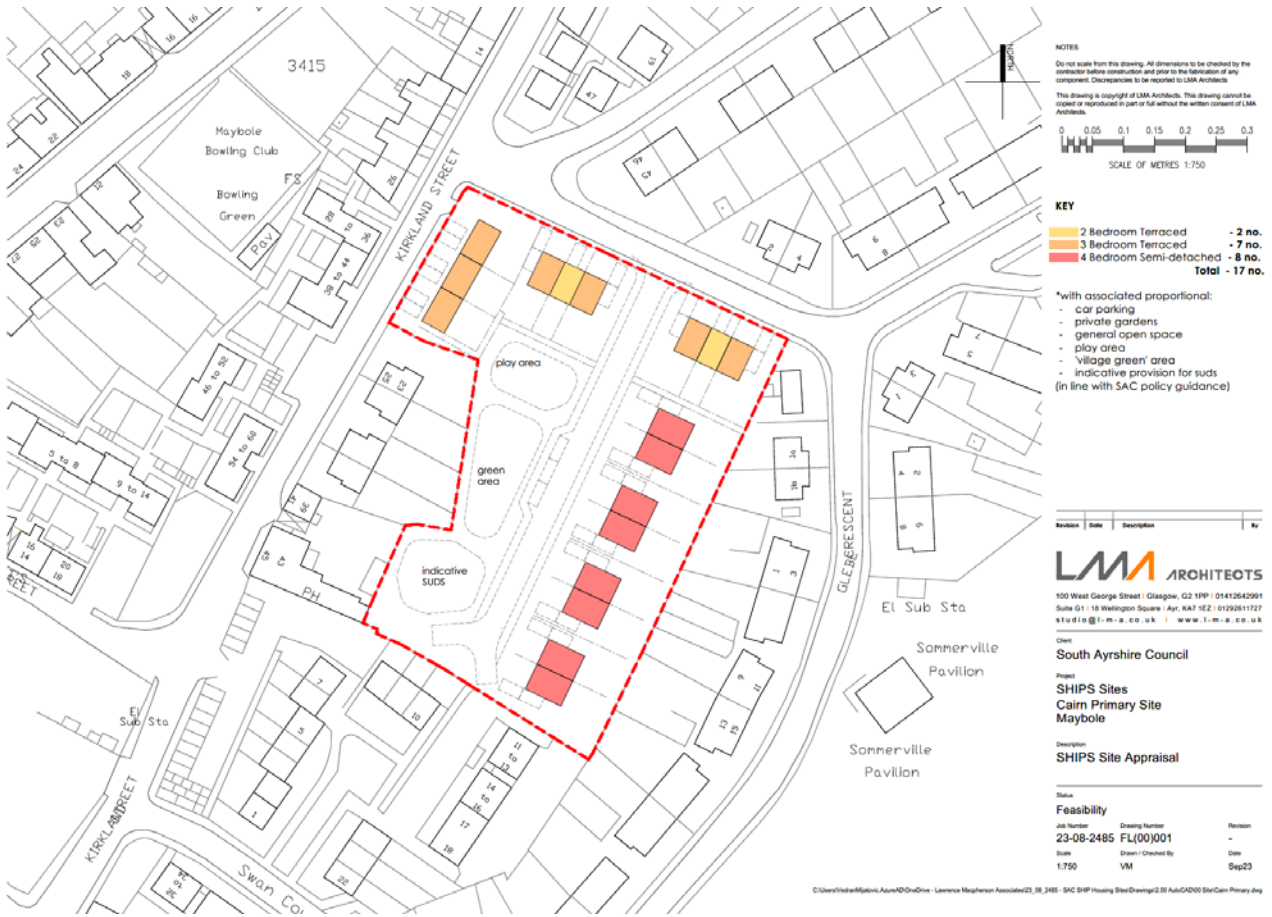
St Cuthbert's Primary School, Maybole.

Scale 1:1000



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Appendix 2



**South Ayrshire Council
Equality Impact Assessment
Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	
Lead Officer (Name/Position/Email)	

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	No	No
Disability	No	No
Gender Reassignment (Trans/Transgender Identity)	No	No
Marriage or Civil Partnership	No	No
Pregnancy and Maternity	No	No
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	No	No
Religion or Belief (including lack of belief)	No	No
Sex – (issues specific to women & men or girls & boys)	No	No
Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	No	No
Thematic Groups: Health, Human Rights & Children's Rights	No	No

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	-	-
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	-	-
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	-	-
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	-	-
Socio-economic Background – social class i.e. parent’s education, employment and income	-	-

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	N/A
Advance equality of opportunity between people who share a protected characteristic and those who do not	N/A
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	N/A
Increase participation of particular communities or groups in public life	N/A
Improve the health and wellbeing of particular communities or groups	N/A
Promote the human rights of particular communities or groups	N/A
Tackle deprivation faced by particular communities or groups	N/A

5. Summary Assessment

Is a full Equality Impact Assessment required?	YES <input type="checkbox"/>
--	------------------------------

(A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)	NO <input checked="" type="checkbox"/>
Rationale for decision: The proposal does not have a significant negative or positive impact on any particular group	
Signed : Kenneth Dalrymple - Assistant Director Housing & Operations Date: 08 September 2023	

South Ayrshire Council

**Report by Head of Finance, ICT and Procurement
to Cabinet
of 26 September 2023**

**Subject: Budget Management – Revenue Budgetary Control
2023/24 – Position at 31 July 2023**

1. Purpose

- 1.1 The purpose of this report is to present Members with a financial overview of the General Services revenue account, Housing Revenue Account and Common Good Accounts for 2023/24 as at 31 July 2023.

2. Recommendation

2.1 It is recommended that the Cabinet:

- 2.1.1 notes the revised Directorate budgets following the budget movements outlined in 3.3 and 3.4 below;**
- 2.1.2 approves the budget transfers as outlined in the Directorate financial performance reports at Appendix 1 and summarised in 4.1.6 below;**
- 2.1.3 approves the requested earmarking of resources to be carried forward to 2024/25 as summarised in 4.1.7;**
- 2.1.4 notes the projected in year over-spend of £3.287m after earmarking;**
- 2.1.5 requires Directors/ Assistant Directors and Heads of Service to take steps to ensure that Directorate/ Services are not overspent against budget by 31 March 2024 as per section 5.3 of the Financial Regulations; and**
- 2.1.6 notes that proposed actions to address the overspend will be included in the next Budget Management Report due to be considered at November Cabinet.**

3. Background

- 3.1 The budget management report contains overview information including the impact of Covid-19 for the following:
- 3.1.1 General Services Revenue - Appendix 1a to f (*pages 1 to 18*);
- 3.1.2 Housing Revenue Account - Appendix 1g (*page 19*); and

3.1.3 Common Good Funds - Appendix 1h (page 20).

- 3.2 Members approved the Council's revenue budget for 2023/24 on 1 March 2023, with total planned expenditure of £329.938m. The approved 2023/24 budget included Aggregate External Finance (AEF) due from Scottish Government of £256.598m net Council tax income of £67.220m and £6.120m use of reserves resulting in total planned income of £329.938m.
- 3.3 Directorate planned spending has been adjusted to incorporate several adjustments which required to be actioned following budget approval in March 2023:
- 3.3.1 allocation of a £5.339m payroll management target held within the Miscellaneous Services Account approved as part of the 2023/24 budget in March 2023;
 - 3.3.2 allocations of £0.350m of fees and charges for the 5% increase approved as part of the 2023/24 budget;
 - 3.3.3 earmarking of £8.954m (inclusive of Covid-19 earmarking) brought forward from 2022/23 approved by Cabinet on 20 June 2023;
 - 3.3.4 additional notifications of funding from the Scottish Government (not included in the March 2023 budget) for:
 - (i) £1.470m for Discretionary Housing Payments;
 - (ii) £3.337m for the impact of the increased 2023/24 Teachers pay award;
 - (iii) £0.731m for Criminal Justice Social Work Specific grant top up;
 - (iv) a reduction of £0.062m in funding in the 2023 Finance Order relating to HSCP services; and
 - (v) £0.043m of minor increases in relation to other funding allocations contained in the local government finance settlement, as provided in the 2023 Finance Order.
 - 3.3.5 Specific grant income of £14.990m has been re-allocated to offset directorate expenditure (inclusive of the additional £0.731m for Criminal Justice Specific grant top up); and
 - 3.3.6 other budget transfers between Directorates actioned in line with Financial Regulations rules on budget transfers.
- 3.4 In addition to the extra pay funding provided by the Scottish Government for Teachers, a further notional allocation of £3.306m has been notified to the Council, via Cosla, for the latest 2023/24 increased pay offer for non-teaching staff. Although the latest offer has been rejected by trade unions, Directorate spending plans have been updated to incorporate this funding pending the outcome of the negotiations.
- 3.5 Table 1 below summarises the revised 2023/24 General Services budget at 31 July 2023 inclusive of the budget adjustments outlined in 3.3 and 3.4 above.

Table 1 – Budget movement

<i>Directorate/ Account</i>	<i>Original Budget</i>	<i>Budget adjustment (per 3.3 & 3.4)</i>	<i>Revised</i>
	£m	£m	£m
CEX	21.508	2.064	23.572
Education	137.836	(8.869)	128.967
Housing, Operations and Development	45.720	1.519	47.239
Strategic Change and Communities	18.714	3.061	21.775
HSC	96.349	(0.880)	95.469
Misc Services Account	9.811	5.695	15.506
Total Expenditure	329.938	2.590	332.528
General Revenue Grant	(194.627)	(7.899)	(202.526)
NDRI	(47.708)	-	(47.708)
Specific Grant	(14.263)	14.263	-
Council Tax	(67.220)	-	(67.220)
Use of reserves b/fwd	(6.120)	(8.954)	(15.074)
Total Income	(329.938)	(2.590)	(332.528)
Net Expenditure	-	-	-

- 3.6 In relation to the Health and Social Care Partnership (HSCP). Table 1 above shows the adjusted 2023/24 budget delegated from the Council to be overseen by the Integration Joint Board (IJB). In addition to this £95.509m a further £8.300m has been allocated via the NHS to the South Ayrshire HSCP from the Scottish Government for Council specific services and is included within Resource Transfer income in Appendix 1b. Appendix 1b provides an overview statement of the current financial budget and projected out-turn position for the Council element for 2023/24.
- 3.7 As outlined in the draft Annual Accounts 2022/23, the unaudited General Services surplus at 31 March 2023 was £47.744m and of this, £40.302m was set aside or earmarked for specific purposes, leaving an uncommitted balance of £7.442m. Excluding HSCP, which now holds its own reserves. This equates to 3.19% of future planned expenditure.
- 3.8 Members approved the Housing Revenue Account budget for 2023/24 on 1 March 2023, with total planned expenditure of £33.614m being met from rents and other income. Since the approval of the 2023/24 budget various budget transfers have been actioned in accordance with Financial Regulations resulting a revised total planned spend of £33.523m. The unaudited Housing Revenue Account surplus at 31 March 2023 was £3.279m.
- 3.9 Members approved the Common Good revenue and capital budgets for 2023/24 on 1 March 2023. The combined unaudited Common Good revenue surplus as at 31 March 2023 for all Common Good Funds was £0.216m.

- 3.10 At this stage it is assumed that payroll budgets will be on-line at the year end with any increased cost resulting from an improved pay offer being met by additional funding provided by the Scottish Government. Initial estimates indicate that for every 1% increase in the pay uplift, above the current budgeted amount, will equate to a £2.0m increase in cost (inclusive of HSCP uplifts).

4. Proposals

4.1 **Overview of Directorate/ Accounts' position as at 31 July 2023**

- 4.1.1 Appendix 1a to e to this report provides financial performance information in the form of a report for each Directorate/ account for the period to 31 July 2023. The Council's overall General Services revenue position at Period 4, excluding HSCP, is projected to be an in year over-spend of £2.156m prior to earmarking (£3.287m over-spend after earmarking).
- 4.1.2 Table 2 below provides a summarised position on a Directorate/ account basis and provides the overall projected position before and after requested earmarking.

Table 2 – Projected under/(over) spend

<i>Directorate/ Account</i>	<i>Projected under/ (over) spend £m (i)</i>	<i>Earmarking approved/ requested £m</i>	<i>Revised under/ (over) spend £m (iv)</i>
Chief Executive	0.563	-	0.563
Education	0.095	(1.131)	(1.036)
Housing, Operations and /Development	(0.942)	-	(0.942)
Strategic Change and Communities	(0.147)	-	(0.147)
Miscellaneous Services Account	(1.725)	-	(1.725)
Total Net expenditure	(2.156)	(1.131)	(3.287)
Council Tax income (see 4.1.4 below)	-	-	-
Net in year projected surplus	(2.156)	(1.131)	(3.287)

- 4.1.3 Table 2, above, indicates an overall over-spend for the year (excluding HSCP) of £0.286m, prior to requested earmarking of £1.131m. All Directors, Assistant Directors and Heads of Service have been contacted to confirm their duty in terms of Section 5.3 of the Councils Financial Regulations which states, per the extract below:

'It is the responsibility of the Chief Executive, Directors, Heads of Service and Assistant Directors concerned to ensure that items of expenditure in the revenue estimates of his/ her 4/ services are not overspent, and that the income and expenditure of his/ her Directorate/ services conform to the requirements of these regulations.'

It is expected that Service managers will now limit spend wherever possible in order to bring the projections back on-line with budget. Service proposals to address the overspend position in each directorate will be

brought forward as part of the next Budget Management report due to be considered at Cabinet in November 2023.

- 4.1.4 **Council Tax Income** – A review of the current collection rates indicates they are on target to meet income expectations.
- 4.1.5 **Health and Social Care Partnership** – details of the projected out-turn information can be found within the Financial Monitoring report that will be presented to the Integration Joint Board (IJB) meeting in October. Appendix 1b indicates a projected in year underspend of £1.613m for 2023/24.
- 4.1.6 **Budget Transfers** - Members are asked to consider and approve the budget transfer requests for each Directorate as outlined in Appendix 1a to 1f summarised in total in table 3 below (by Directorate).

Table 3 – Budget Transfers

<i>Directorate/ Account</i>	<i>Dr £m</i>	<i>Cr £m</i>	<i>Appendix ref:</i>
HOD	5.630	5.630	1d –page11
Total	5.630	5.630	

- 4.1.7 **Earmarking** - Members are asked to consider and approve the new earmarking request to be carried forward to 2024/25 for each Directorate as outlined in Appendix 1a to 1e summarised in total in the table below (by Directorate)..

Table 4 – New Period 4 Earmarking

<i>Directorate/ Account</i>	<i>Normal £m</i>	<i>Appendix ref:</i>
Education	1.131	1c – page 6
Total	1.131	

- 4.1.8 At this stage the earmarking requested relates to Pupil Equity Funding (PEF) of £1.131m which requires to be carried forward to follow the academic school year rather than the financial year. There is therefore no scope to reduce the level of earmarking for PEF.

4.2 **General Services – Summary of Current Financial Revenue Position**

- 4.2.1 The unaudited 2022/23 Annual Accounts showed an accumulated surplus at 31 March 2023 of £47.744m and of this, £40.302m was set aside or earmarked for specific purposes leaving an uncommitted balance of £5.903m for General Services. Appendix 2 provides detail of the amounts set aside from the accumulated sum together with the impact of the current year directorate net year-end over-spend projections of £3.287m (after earmarking) outlined in Table 2 at 4.1.3 above

- 4.2.2 Table 5 below indicates that a year-end £4.155m uncommitted general services surplus is currently projected at 31 March 2024. This equates to 1.8 per cent of estimated future planned spend (excluding HSCP). This is below the lower end of the 2 to 4 per cent required by Council policy for uncommitted general reserves and therefore the action outlined in 4.1.3 above is required to address this situation.

Table 5 – General Services accumulated surplus

	£m
Unaudited opening surplus	47.744
Commitments (per Appendix 2)	(40.302)
Uncommitted surplus brought forward	7.442
Directorate 2023/24 projections (per table 2 above)	(3.287)
Projected accumulated surplus	4.155

- 4.2.3 During 2022/23 an inflation reserves of £2.500m was established within committed reserve to mitigate any temporary inflation risk occurring during 2023/24. Consideration is currently being given as to whether a draw down from this reserve is required to meet some of the inflationary being encountered at present. Any potential request will be brought forward as part of the next Budget Management Report at November Cabinet.
- 4.2.4 Utilisation of this inflation reserve will ensure the Council stays within the 2 to 4 percent general uncommitted reserve policy requirement.

4.3 **Housing Revenue Account Balance**

- 4.3.1 **Summary of Current Financial Position** – as outlined in Appendix 1e the current projected ‘in year’ overspend as at 31 March 2024 is £0.983m. When the in-year overspend is added to the current uncommitted surplus, identified in Table 4 of Appendix 1g, this results in an overall revised projected uncommitted surplus of £0.0.083m for the HRA.

4.4 **Common Good Funds**

- 4.4.1 **Summary of Current Financial Position** – the current projected accumulated revenue surplus for each individual fund is outlined in Appendix 1h. Overall, at 31 March 2024, a combined projected accumulated revenue surplus of £0.216 is anticipated together with a projected combined capital reserve of £0.596m.
- 4.4.2 As part of the 2023/24 budget for Common Good, Council requested that a report be brought forward to cabinet to address the deteriorating financial position for the Common Good Funds. Work in relation to this is ongoing with a report due to be brought forward for consideration in the short term.

5. **Legal and Procurement Implications**

- 5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 An accumulated uncommitted surplus of £4.155m is currently projected for General Services, excluding HSCP.

6.2 A £0.083m accumulated uncommitted surplus is projected for the Housing Revenue Account and a combined £0.216m accumulated surplus is currently projected for the Common Good Funds.

7. Human Resources Implications

7.1 There are no specific human resource implications arising directly from this report. Any indirect implications are being managed on an operational basis by the Service Directorates.

8. Risk

Risk Implications of Adopting the Recommendations

8.1.1 There are no risks associated with adopting the recommendations.

Risk Implications of Rejecting the Recommendations

8.2.1 There are no risks associated with rejecting the recommendations.

9. Equalities

9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as Appendix 3.

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Commitment 1 of the Council Plan: Fair and Effective Leadership/ Leadership that promotes fairness.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with Councillor Ian Davis, Portfolio Holder for Finance, Human Resources and ICT, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking

14.1 If the recommendations above are approved by Members, the Head of Finance, ICT and Procurement will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
Action the budget transfers in the financial ledger as outlined in the Directorate financial performance reports at Appendix 1 and summarised in 4.1.6	13 October 2023	Head of Finance, ICT and Procurement
Record for future reporting purposes the requested earmarking for carry forward of resources to 2024/25 as outlined in 4.1.7	13 October 2023	Head of Finance, ICT and Procurement

Background Papers **Report to South Ayrshire Council of 1 March 2023 - [Revenue Estimates 2023/24, Capital Estimates 2023/24 to 2034/35 and Carbon Budget 2023/24](#)**

Report to South Ayrshire Council of 1 March 2023 – [Rent Setting and Housing Revenue Account \(HRA\) – Revenue Budget 2023/24 and Capital Budget 2023/24 to 2027/28](#)

[Scottish Government Finance Circular 3/2023](#)

Person to Contact **Tim Baulk, Head of Finance, ICT and Procurement
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone 01292 612612
E-mail tim.baulk@south-ayrshire.gov.uk**

Date: 18 September 2023

Budget Management Report to 31 July 2023 (Period 4)

Appendix 1

Ref.	Directorate/ Account	Pages
1a	Chief Executive's Strategic Office	1 to 3
1b	Health & Social Care	4
1c	Education	5 to 7
1d	Housing, Operations and Development	8 to 13
1e	Strategic Change and Communities	14 to 16
1f	Miscellaneous Services Account	17 to 18
1g	Housing Revenue Account	19 to 21
1h	Common Good Funds	22 to 23

This appendix outlines the **key financial issues** for each directorate or account (Tables 1 to 3), together with **other financial information** (Tables 4 to 8).

Chief Executive's

Table 1 - Objective Analysis

Actual Expenditure to 31 July £'000	Service	Full Year Budget 2023/24 £'000	Projected Actual to 31 March £'000	Projected Variance favourable /(adverse) £'000
129	Chief Executive & Support	445	445	0
	Finance and ICT Services:			
35	Head of Finance & ICT Services	(214)	(214)	0
602	Corporate Finance and Accounting	2,149	2,144	5
2,614	Revenues and Benefits	6,870	6,870	0
1,716	Information and Communication Technology	5,349	4,788	561
183	Procurement	788	788	
5,150	Total Finance and ICT Services	14,942	14,376	566
	Regulatory Services			
35	Head of Regulatory Services	(82)	(82)	0
51	Civil Contingencies & Business Continuity	78	78	0
654	Democratic Governance Services	2,552	2,560	(8)
135	Insurance, Risk & Safety Management	580	580	0
238	Legal & Licensing Services	904	904	0
441	Trading Standards & Environmental Health	1,919	1,914	5
1,554	Total Regulatory Services	5,951	5,954	(3)
577	Human Resources	1,883	1,883	0
90	Internal Audit	351	351	0
7,500	Total Chief Executive's Office	23,572	23,009	563

Table 2 - Subjective Analysis

Actual Expenditure to 31 July £'000	Account	Full Year Budget 2023/24 £'000	Projected Actual to 31 March £'000	Projected Variance favourable /(adverse) £'000
5,283	Employee costs	20,047	20,047	0
27	Property costs	210	199	11
1,116	Supplies and services costs	2,247	1,836	411
23	Transport costs	98	86	12
154	Administrative costs	502	464	38
119	Third party payments	1,459	1,303	156
9,007	Transfer payments	26,921	26,921	0
0	Financing costs	12	12	0
15,729	Gross expenditure	51,496	50,868	628
(8,229)	Gross income	(27,924)	(27,859)	(65)
7,500	Net expenditure	23,572	23,009	563

Table 3 - Analysis of Significant Variances

Projected Variance favourable /(adverse) £'000	Chief Executive & Support
0	Chief Executive & Support - no material variance to report at this stage
0	Total projected variance

Projected Variance favourable /(adverse) £'000	Finance and ICT Services
5	Corporate Finance and Accounting - projected full-year underspend of £0.005m within a variety of small spend areas cross the service.
561	ICT - projected full-year underspends of £0.310m on software maintenance contracts, £0.045m projected underspend on hardware maintenance contracts and £0.156m on other agency payments for the Oracle Fusion call off support contract. It is not anticipated that these underspends will continue in to future years.
566	Total projected variance

Projected Variance favourable /(adverse) £'000	Regulatory Services
(8)	Democratic Governance Services - Projected under recovery in income in relation to Marriage fees (£0.029m) within Registration and Printing recovery of charges (£0.065m). The majority of this under recover of income in offset by a series of small projected underspends across various areas of the service resulting in an net projected overspend of £0.008 for the services.
5	Trading Standards and Environmental Health - a full year net underspend of £0.005m is currently projected across a variety of areas of the service.
(3)	Total projected variance

Table 4 - Budget Transfer Requests

Budget Transfer Requests:	DR £'000
Total	0

No budget transfer requests were identified at period 4.

Table 5 - Earmarking Requests

Total
Comments: No earmarking requests were identified at period 4.

Table 6 - Efficiency Savings

Efficiency savings:	Targeted £'000	Anticipated shortfall £'000
Reduction in property costs following move of Archive Service to new build facility	49	0
Removal of vacant Archive post	11	0
Removal of vacant Information Governance post	26	0
Removal of vacant Print room post	3	0
Removal of vacant Messenger post	12	0
Review Members support team	28	0
Reduction in Registration overtime budget	7	0
Reduction in Council Officer overtime budget	5	0
Reduction in various Members Support Administration budgets	2	0
Reduction in Civic catering budget	3	0
Reduction in various Committee Support Admin budgets	3	0
Introduction of an Employee Benefit Framework Scheme	70	0
Review Applications Support team structure	28	0
Review Assets & Compliance team structure	13	0
Removal of vacant System Assistant post	34	0
Removal of various ICT hardware/software contract costs	48	0
Cease meeting medical referee costs - taxi/private hire	2	0
Reduce transport cost budget	3	0
Removal of vacant Authorised Officer post	43	0
Realign income budget based on current recovery rates and maximise various income recovery through advertising	14	0
Increase pest control fees to – Fumigations £120, Rats/Mice/Insects (domestic £81/commercial £140), Wasps: £52,	2	0
Reduce various Admin and Supplies and Services budgets	15	0
Realign income budget based on current recovery rates	6	0
Removal of vacant Procurement Information Assistant post	30	0
Introduce Early payment discount scheme via third-party supplier	30	0
Removal of vacant Web and Social Media Analyst post	28	0
Total	515	0
Comments:		

Table 7 - Payroll Management

Payroll Management:	Targeted £'000	Achieved at period 4 £'000
Payroll Management - Corporate target	610	203
Total	610	203
Comments:		
The Directorate's payroll management target is currently projected to be fully achieved at the end of the financial year.		

Table 8 - Grant Income

New Grants Received:		
Amount		
0		
Comments:		
Additional amounts notified during the financial year, not included in the original budget.		

Social Care

Table 1 - Objective Analysis

Actual Expenditure to 31 July £'000	Service	Full Year Budget 2023/24 £'000	Projected Actual to 31 March £'000	Projected Variance favourable /(adverse) £'000
	Community Care Services :			
14,055	Older People	55,316	54,477	839
1,230	Physical Disabilities	4,586	4,519	67
15,284	Total Community Care Services	59,902	58,996	906
5,971	Children's Services	24,283	23,867	416
(16)	Justice Services	33	15	18
5,956	Total Children and Justice Services	24,316	23,882	434
2,494	Learning Disabilities	26,154	26,255	(101)
1,317	Mental Health	4,250	3,985	265
413	Addiction	778	778	0
4,224	Total Mental Health Services	31,182	31,018	164
927	Directorate Services	5,037	4,946	91
382	Other Services	897	879	18
0	Vacancy management	(2,388)	(2,388)	0
1,309	Total Support Services	3,546	3,437	109
145	Integrated Care Fund/Delayed Discharges	404	404	0
0	Additonal Funding Repayment	0	0	0
102	Items Funded from Reserves	276	276	0
(5,097)	Interagency payments with Health	(19,698)	(19,698)	0
41	Covid-19 Costs	700	700	0
21,861	Social Care Sub-total	100,628	99,015	1,613

Earmarking requests

0

Health & Social Care Partnership - the above table provides an overview statement of the financial budget and projected out-turn position for the Council element of the Integration Joint Board (IJB) for 2023/24 as at 31 July (Period 4).

The table above includes £3.155m of Earmarking ; £0.546m of Funds Committed for Improvement and £4.000m to create a new Improvement and Innovation Fund requested in the Medium Term Financial Forecast. The purpose being to set aside a speciifc sum from current uncomitted reserves to be used to improve services and ensure future financial stability.

Period 4 will be presented to the IJB October's meeting.

Education Directorate

Table 1 - Objective Analysis

Actual Expenditure to 31 July £'000	Service	Full Year Budget 2023/24 £'000	Projected Full Year Actual to 31 March £'000	Projected FY Variance favourable /(adverse) £'000
79	Directorate	(2,574)	(2,574)	0
5,468	Education - Early Years	11,058	11,058	0
14,186	Education - Learning and Teaching Primary	40,667	40,067	600
14,834	Education - Learning and Teaching Secondary	41,992	42,518	(526)
4,910	Education - Learning and Teaching Additional Support	16,433	16,412	21
7,828	Education Support Services	21,391	21,391	0
47,305	Total Education Directorate	128,967	128,872	95

Table 2 - Subjective Analysis

Actual Expenditure to 31 July £'000	Account	Full Year Budget 2023/24 £'000	Projected Full Year Actual to 31 March £'000	Projected FY Variance favourable /(adverse) £'000
35,048	Employee costs	109,507	109,387	120
7,102	Property costs	25,224	25,224	0
652	Supplies and services costs	1,713	1,713	0
2,243	Transport costs	4,712	4,737	(25)
899	Administrative costs	933	933	0
1,968	Third party payments	5,762	5,762	0
297	Transfer payments	405	405	0
0	Financing costs	0	0	0
48,209	Gross expenditure	148,256	148,161	95
(904)	Gross income	(19,289)	(19,289)	0
47,305	Net expenditure	128,967	128,872	95

Table 3 - Analysis of Significant Variances

Projected FY Variance favourable / (adverse) £'000	Education
95	<p>Pupil Equity Funding - underspent by £1.131m. This Scottish Government funding relates to the academic year (August 2023 - August 2024) and has permissible carry forward. Members are requested to earmark this underspend to be utilised in 2024/25 (refer to Table 5 below).</p> <p>Ukraine Education - projected to be £0.228m overspent, within teaching staff. South Ayrshire Council received government funding during 2022/23 to provide childcare and educational support to Ukrainian children and young people aged 2 to 18 who have entered the UK via the Homes for Ukraine Scheme. However, the UKG has advised that there will be no education tariff funding for 2023/24 – either for new arrivals or for guest Year 2.</p> <p>Teaching Costs - projected overspend of £0.783m to maintain teacher numbers as at September 2022 census data (1164). The Cabinet Secretary's statement to Parliament on 7 February 2023, stated that the current level of teachers and support staff must be maintained. It has also been set out to each local authority the implications for local government finance settlement for 2023-24 - approximately £4m LGFS (of which £1m has been with-held) is dependant on maintaining teacher numbers. In the event of these requirements not being met, the Scottish Government will recover or withhold relevant monies allocated to individual authorities for these purposes.</p> <p>Due to the number of probationers (particularly fully funded SG probationers) which we received additional funding for, being significantly higher in 2022/23, than those allocated this academic year, an additional 23 teachers have been employed to ensure SAC total teacher census is maintained, at an additional cost of £0.783m.</p> <p>Pupil Transport - projected overspend of £0.025m, primarily within ASN framework contracts.</p>

Table 4 - Budget Transfer Requests

Budget Transfer Requests:	DR £'000	CR £'000
N/A		
Total	0	0

Table 5 - Earmarking Requests

Earmarking requests:	Objective/ Subjective	Amount £'000
Pupil Equity Fund	Various/Employee Costs	1,131
Total		1,131
Comments: Explanatory narrative		

Table 6 - Efficiency Savings

Efficiency savings:	Target £'000	Anticipated shortfall £'000
Remove Scholar subscription resource	21	0
Remove subjects Networks Principal Teachers allocated funding	25	0
Reduce central Newly Qualified Teachers budget	42	0
10% reduction in Devolved School Management budget	110	0
Removal of Home Link Team	195	0
10% reduction in Continuing Professional Development budget	12	0
Expand use of technology to allow the removal of the transport consortia budget	20	0
Reduce clothing grant eligibility criteria to Scottish Government level	170	0
Total	595	0
Comments: No anticipated shortfalls.		

Table 7 - Payroll Management

Payroll Management:	Target £'000	Achieved at period 4 £'000	Remaining to be achieved
Payroll Management - Corporate target	3,023	900	2,123
Total	3,023	900	2,123
Comments: Further analysis will be carried out and reported at Period 6, due to September school census, SG probationer allocations and current budget profiling issues within Oracle Fusion.			

Table 8 - Grant Income

New Grants Received:		
Amount £'000	Grant name/ body	Grant purpose
10	Edina Trust	Science Resources
41	Ayrshire Chamber of Commerce	Developing Young Workforce
4	Erra Foundation	Clarke Prize
1	Taylor Wimpey	Contribution to Outdoor Music
141	Scottish Government	Mental Health & Wellbeing
76	Scottish Government	Care Experienced Children & Young People
273		
Comments: Additional amounts notified during the financial year, not included in original budget.		

Housing Operations & Development

Table 1 - Objective Analysis

Actual Expenditure to 31 July £'000	Service	Full Year Budget 2023/24 £'000	Projected Actual to 31 March £'000	Projected Variance favourable /(adverse) £'000
3,907	Directorate	8,978	9,300	(322)
420	Directorate	552	902	(350)
3,487	Ayrshire Roads Alliance/SPT	8,426	8,398	28
3,635	Planning & Development	6,109	5,924	185
1,571	Asset Management and Community Asset Transfer	5,459	5,454	5
1,823	Planning and Building Standards	1,299	1,044	255
241	Professional Design Services	(649)	(574)	(75)
0	Special Property Projects	0	0	0
11,930	Housing & Operations	32,152	32,957	(805)
3,455	Facilities Management	11,106	11,869	(763)
1,354	Housing Services	3,067	3,109	(42)
5,686	Neighbourhood Services	17,864	17,864	0
1,435	Property Maintenance	115	115	0
19,472	Total Housing Operations & Development	47,239	48,181	(942)

Table 2 - Subjective Analysis

Actual Expenditure to 31 July £'000	Account	Full Year Budget 2023/24 £'000	Projected Actual to 31 March £'000	Projected Variance favourable /(adverse) £'000
10,309	Employee costs	37,259	37,639	(380)
3,222	Property costs	5,826	6,111	(285)
6,281	Supplies and services costs	10,542	10,801	(259)
2,047	Transport costs	5,665	5,665	0
127	Administrative costs	503	503	0
6,277	Third party payments	18,608	18,700	(92)
0	Transfer payments	0	0	0
0	Financing costs	90	90	0
28,263	Gross expenditure	78,493	79,509	(1,016)
(8,791)	Gross income	(31,254)	(31,328)	74
19,472	Net expenditure	47,239	48,181	(942)

Table 3 - Analysis of Significant Variances

Projected Variance favourable /(adverse) £'000	Directorate
(350)	<p>Directorate - projected overspend of £0.350m as a result of ;</p> <p>Employee Costs - projected overspend of £0.264m as a result of the increased payroll turnover target for the Directorate in 2023/24 being unachievable due to the current level of vacancies and the significant number of front line posts across HOD services which require to be filled to continue to deliver key services</p> <p>Income - projected under-recovery of £0.086m in fees & charges as a result of the increased Corporate savings allocation being unachievable</p>
(350)	Total projected variance

Projected Variance favourable /(adverse) £'000	Ayrshire Roads Alliance/SPT
28	Ayrshire Roads Alliance/SPT - no material variance to report
28	Total projected variance
Projected Variance favourable /(adverse) £'000	Asset Management & Community Asset Transfer
5	<p>Asset Management & CAT - projected underspend of £0.005m as a result of;</p> <p>Employee costs - projected underspend of £0.100m as a result of current vacancies</p> <p>Property costs - projected overspend of £0.145m within the Central Repairs Account (CRA) based on the level of repairs currently required to Council buildings. The approved savings for 2023/24 of £0.300m are proving extremely challenging to achieve however Management are currently reviewing all repairs and options to minimise costs. It is anticipated that the approved savings target of £0.200m as part of Transforming the Estate will be over-achieved by £0.150m mainly as a result of NDR savings achieved of £0.200m and the potential savings arising from the Report to Cabinet of 29 August - Vacant Educational Premises of £0.150m.</p> <p>Income - projected under-achievement of £0.100m in relation to property rental income based on current levels of income</p>
5	Total projected variance

Projected Variance favourable /(adverse) £'000	Planning & Building Standards
255	<p>Planning & Building Standards - projected underspend of £0.255m as a result of ;</p> <p>Employee costs - projected underspend of £0.145m due to current vacancies within Building Standards</p> <p>Supplies & Services costs - projected overspend of £0.087m due to increased legal and consultancy costs involved in preparation for three windfarm appeals going to Public Local Inquiry under Section 36 of the Electricity Act</p> <p>Third Party Payments - Projected overspend of £0.065m in relation to Agency staff payments made to cover part year vacancies within Building Standards. Members are requested to approve a Budget Transfer Request (see Table 4 below) to transfer employee costs underspends of £0.065m noted above to fund the employment of temporary agency staff required to manage the increased level of building warrant applications</p> <p>Income - projected over-recovery of £0.261m due to the fees in relation to the windfarm applications. Members are requested to approve a BTR request (see Table 4 below) to transfer income over recovery of £0.085m to fund the increased legal and consultancy costs required in the processing of these windfarm applications</p>
255	

Projected Variance favourable /(adverse) £'000	Professional Design Services
(75)	<p>Professional Design Services - projected overspend of £0.075m as a result of;</p> <p>Employee costs - projected underspend of £0.025m as a result of current vacancies</p> <p>Income - projected under-recovery of £0.100m in fees rechargeable to the capital programme mainly as a result of the increased number of larger capital projects delivered through Hub South West</p>
(75)	Total projected variance

Projected Variance favourable /(adverse) £'000	Special Property Projects
0	Special Property Projects - No material variance to report.
0	Total projected variance
Projected Variance favourable /(adverse) £'000	Facilities Management
(763)	<p>Facilities Management - projected overspend of £0.763m as a result of;</p> <p>Employee costs - projected overspend of £0.387m as a result of the delay in implementing the approved savings from the introduction of zonal cleaning in schools (£0.320m). Management have been focusing over the short term on other service priorities ie the opening of the new Maybole Campus and are currently reviewing options for rolling out these changes over the longer term. In addition, there is an overspend due to cover of sickness absence through overtime and temporary staff (£0.067m).</p> <p>Income - projected under-recovery of £0.376m in school meal income. There is projected under-recovery of school meal income of £0.237m which is similar to the previous financial year, under-achievement of the approved saving in relation to the increased meal uptake in academies of £0.102m and under-achievement of the approved saving in relation to the price increase of teachers meals of £0.037m as this has resulted in a decrease in demand</p>
(763)	Total projected variance
Projected Variance favourable /(adverse) £'000	Housing Services
(42)	<p>Housing Services - projected overspend of £0.042m as a result of;</p> <p>Property Costs - projected overspend of £0.290m. This relates to increased responsive repairs costs (£0.260m), and unlets (£0.030m), both as a result of the increased demand for temporary homeless accommodation. This is offset by the corresponding over-recovery of income noted below.</p> <p>Supplies & Services Costs - projected overspend of £0.172m. This relates to increased furniture costs as a result of the increased demand for temporary homeless accommodation. This is offset by the corresponding over-recovery of income noted below.</p> <p>Third Party Payments - projected overspend of £0.055m. This is due to the increased use of bed & breakfast properties (£0.005m) as a result of the increased demand for temporary homeless accommodation and an overspend in relation to payments to service providers (£0.050m) as a result of a reduction in the Scottish Government funding. This is offset by the corresponding over-recovery of income noted below. There is also a projected underspend of £0.005m in payments to other Council services.</p> <p>Income - projected over recovery of £0.475m. This relates to an increased number of temporary accommodation units being utilised from the HRA stock which has been necessary to meet increased demand for homeless accommodation.</p> <p>Members are requested to approve a Budget Transfer Request (Table 4 below) to use the over-recovery of income to fund the related increased property costs, supplies and services, and third party costs noted above due to the increased demand for temporary homeless accommodation.</p>
(42)	Total projected variance

Projected Variance favourable /(adverse) £'000	Neighbourhood Services		
0	<p>Neighbourhood Services - projected online as a result of;</p> <p>Employee costs - projected overspend of £0.317m as a result of the TUPE transfer of staff as part of the agreed buyout of Heathfield Waste Recycling Centre (£0.380m overspend) partly offset by part year vacancies. Members are requested to approve a permanent budget transfer from Third Party Payments underspend to fund these posts (see Table 4 below)</p> <p>Supplies & Services costs - projected overspend of £0.261m due to the increased cost of the following : street cleaning services (£0.074m), disposal charges for food waste (£0.053m), the cost of subcontractors for weedspraying and litter picking on roads and highways (£0.043m), protective clothing (£0.045m), software licences (£0.028m) and annual membership fees & subscriptions costs (£0.018m)</p> <p>Transport costs - projected overspend of £0.300m mainly due to increased costs of tractor, tipper and hooklift hires (£0.180m), along with increased costs of repairs and maintenance (£0.090m) and fuel (£0.030m) for refuse vehicles</p> <p>Third Party payments - projected underspend of £0.754m within waste recycling due to the CA site management fee (£0.488m) no longer required following the acquisition of HWRC and a reduction in tonnages following the introduction of a booking system at the civic amenity sites (£0.081m) along with a reduction in internal grounds maintenance recharges (£0.185m)</p> <p>Financing costs - projected underspend of £0.090m due to cremators equipment now fully depreciated</p> <p>Income - projected over-recovery of £0.034m mainly due to the negotiation of new income generating contracts for the uplift of some waste materials</p>		
0	Total projected variance		
Projected Variance favourable /(adverse) £'000	Property Maintenance		
0	<p>Property Maintenance Service - projected online as a result of;</p> <p>Employee Costs - projected underspend of £1.185m. This is due to a high level of current vacancies within the service.</p> <p>Supplies & Services - projected overspend of £4.153m. This is due to increased cost of materials and an increased use of sub contractors, which is mainly related to the high level of current vacancies and the current level of jobs</p> <p>Third Party Payments - projected overspend of £0.475m due to increased spend on Agency payments, which is related to the high level of current vacancies.</p> <p>Income - projected over-recovery of £3.443m based on the current level of jobs being carried out mainly for Housing tenants</p> <p>Members are requested to approve a Budget Transfer Request (Table 4 below) to use the underspend in employee costs and the over-recovery of income to fund the related increased supplies and services and third party payments noted above.</p>		
0	Total projected variance		
Table 4 - Budget Transfer Requests			
Budget Transfer Requests:			
		DR £'000	CR £'000
1	Planning & Building Standards		
	Supplies & Services - consultancy and legal fees	85	
	Income - windfarm applications		85
	Third Party Payments - Agency payments	65	
	Employee costs - vacancies		65
	Being temporary increased income utilised to fund the related cost of the applications		
2	Neighbourhood Services		
	Employee costs - TUPE Transfers	380	
	Third party Payments - CA Site Mgmt		380

	Being permanent budget transfer as a result of the purchase and operation of the waste recycling centre at Heathfield		
3	Housing - Property Costs	290	
	Housing - Supplies & Services Costs	172	
	Housing - Third party payments	10	
	Housing - Income		472
	Being transfer of homelessness rent income over-recovery to fund related increased expenditure		
4	Property Maintenance Services - Employee Costs		1,185
	Property Maintenance Services - Supplies & Services	4,153	
	Property Maintenance Services - Third Party Payments	475	
	Property Maintenance Services - Income Costs		3,443
	Being transfer of underspend in employee costs and income over-recovery to fund the related increased sub-contractor and agency costs		
Total		5,630	5,630

Table 6 - Efficiency Savings

	Targeted £'000	Anticipated shortfall £'000
Transforming the Estate Review - rationalise council assets and remove various property	200	0
Reduce the Central Repairs Account budget	300	145
Removal of free school meals for supervising of pupils teaching staff in Primary and Secondary Schools	30	0
Increase school meal price for Teaching staff by £1 plus VAT	37	37
Reduce costs resulting from the transfer of Straiton Community Centre to the Community Association in March 2023.	18	0
Closure of County Buildings canteen on a permanent basis and replace with vending	16	0
Reduced office cleaning from 5 days to 3 days except for toilet and kitchen areas	71	71
Reduction in the cleaning service applied to schools to a zoned cleaning operation	249	249
Increase school meal prices by 20p to £2.35 and £2.45 in Primary and Secondary	70	0
Increase paid meal uptake in academies by 4% through marketing and pupil survey	102	102
Realign Planning & Building Warrant income budget based on current recovery rates	40	0
Reduce various Planning and Building Standards admin budgets	6	0
Removal of various General Services transport budgets	3	0
Reduction in budget for overtime - anti social behaviour	1	0
Increase income target from homeless rents based on current recovery levels	85	0
HWRC Heathfield - generate an income from commercial and industrial customers.	38	0
Commercial Waste – 5% Price Increase	60	0
Bereavement – 5% Price Increases	107	0
Redesign of Winter Service through route optimisation	100	0
Digitalisation of Traffic Regulation Order and Temporary Traffic Regulation Order process	5	0
Implementation of Karbon tech gully monitoring	50	0
ARA Service redesign and transformation	200	0
Move all permit processing onto a digital platform	5	0
10% increase on ARA permit charges (road opening permits, scaffolding permits, traffic	10	0
10% increase on ARA Road Construction Consent inspection fees	10	0
5% increase on ARA harbour dues (visiting boats, landing charges, fishing boats and	10	0
Fees & Charges	86	86
Total	1,909	690
Comments:		

Table 7 - Payroll Management

Payroll Management:	Targeted £'000	Achieved at period 4 £'000	Remaining to be achieved £'000
Payroll Management - Corporate target	1,203	284	919
Payroll Management - Directorate target	0	0	0
Total	1,203	284	919
It is anticipated that payroll turnover will be under-achieved by £0.264m as a result of reduced level of vacancies across the Directorate and the high number of front-line posts across the Services which require to be filled to continue to deliver key services			

Table 8 - Grant Income

New Grants Received:		
Amount £'000	Grant name/ body	Grant purpose
0		
Comments:		
The above grants which have been received during the financial year were not part of the approved Directorate budget.		

Strategic Change and Communities Directorate

Table 1 - Objective Analysis

Actual Expenditure to 31 July £'000	Service	Full Year Budget 2023/24 £'000	Projected Full Year Actual to 31 March £'000	Projected FY Variance favourable /(adverse) £'000
(897)	Directorate	674	424	250
	Communities			
215	Thriving Communities	5,845	5,895	(50)
2,974	Economy and Regeneration	1,940	2,027	(87)
1,213	Destination South Ayrshire	8,431	8,525	(94)
4,402	Total Communities	16,216	16,447	(231)
	Strategic Change			
193	Perf. Policy and Community Planning	1,495	1,661	(166)
786	Organisational Development & Customer Services	3,390	3,390	0
979	Total Strategic Change	4,885	5,051	(166)
4,484	Total Strategic Change & Communities Directorate	21,775	21,922	(147)

Table 2 - Subjective Analysis

Actual Expenditure to 31 July £'000	Account	Full Year Budget 2023/24 £'000	Projected Full Year Actual to 31 March £'000	Projected FY Variance favourable /(adverse) £'000
5,781	Employee costs	20,816	20,678	138
658	Property costs	2,542	2,542	0
3,970	Supplies and services costs	1,601	1,626	(25)
112	Transport costs	636	636	0
122	Administrative costs	474	640	(166)
(355)	Third party payments	3,107	3,107	0
4	Transfer payments	10	10	0
0	Financing costs	0	0	0
10,292	Gross expenditure	29,186	29,239	(53)
(5,808)	Gross income	(7,411)	(7,317)	(94)
4,484	Net expenditure	21,775	21,922	(147)

Table 3 - Analysis of Significant Variances

Projected FY Variance favourable /(adverse) £'000	Directorate
250	Service - projected over-recovery in payroll management target of £0.250m, primarily due delays in filling vacancies.

Projected FY Variance favourable /(adverse) £'000	Communities
(50)	<p>Thriving Communities - projected underspend in Employability & Skills of £0.200m. This is due to employee costs, which meet the terms and conditions of the grant criteria, being utilised against SG No-one Left Behind (NOLB) funding.</p> <p>Modern Apprentices - projected overspend of £0.250m. The COVID pandemic and restrictions had an impact on Modern Apprentices completing their apprenticeship and qualifications within the 12 months. To ensure they were given the same opportunities as previous MAs, contracts were extended to allow them to gain the relevant experience and complete their qualification. This has had an impact on the MA budget, as well as an increase in MA salaries and Training Provider costs. The £0.050m approved saving (refer to Table 6) is included within this projection.</p>
(87)	<p>Economy & Regeneration - projected overspend of £0.025m due to the late approval and payment of Advanced Digital Visualisation Suite equipment costs rendering the subsequent claim late and ineligible for ERDF grant funding.</p> <p>Ayrshire Growth Deal - projected overspend of £0.062m as a result of unbudgeted post diverted on to other duties and no longer recoverable from AGD (refer to Table 6 below).</p>
(94)	<p>Destination South Ayrshire - projected £0.094m shortfall in income, primarily due to approved increases to income targets (refer to Table 6 below).</p>

Projected FY Variance favourable /(adverse) £'000	Strategic Change
(166)	Strategic Change - projected overspend of £0.166m due to short term unachievable savings targets (refer to Table 6 below).

Table 4 - Budget Transfer Requests

Budget Transfer Requests:		DR £'000	CR £'000
N/A			
Total		0	0

Table 5 - Earmarking Requests

Earmarking requests:	Objective/ Subjective	Amount £'000
Total		0
Comments: Explanatory narrative		

Table 6 - Efficiency Savings

Efficiency savings:	Target £'000	Anticipated shortfall £'000
Review of current Access to Leisure Scheme and consideration of future	100	0
Partial Year 1 reduction in Quay Zone Access to Leisure financial support following	20	0
Removal of core budget for Marr Educational Resource Centre	28	0
Removal of Ayr Bids legacy budget	20	0
Increase in income target for gymnastics programme	15	0
Remove Customer Services administration and supplies and services budgets	5	0
Close building formerly used for Customer Services following co-locating in Thriving	13	0
Remove various Admin and Supplies & Services budgets in Economy and	15	0
Economy and Regeneration team service review	200	0

Reduction in grant funding to businesses	32	0
Organisational Development and Strategic Change teams service review	100	0
Introduce a Strategic Change team savings target	200	166
Increase recharge of staffing costs to capital and Ayrshire Growth Deal projects	120	62
Reduce various admin, supplies and services, property cost budgets across Thriving	14	0
Thriving Communities service review	300	0
Removal of the budget for participatory budgeting	14	0
Reduction in the budget for Performing Rights Society	3	0
Reduction in the budget for sessional staffing for CLD	6	0
Increase in fees for Dolphin House	20	0
Removal of budget for Positive Attitudes to Alcohol	3	0
Reduce Modern Apprenticeship budget	50	50
Removal of post that supports Social Enterprises	55	0
Reduce budget for Duke of Edinburgh	5	0
Removal of supplies and services legacy budget in Community Services and Facilities	3	0
Reduction in the budget for grants to voluntary organisations	7	0
Reduction in third party payments to other agencies	10	0
Community Halls review - net cost reduction	27	0
Increase all applicable fees and charges by 5%	183	94
Total	1,568	372

Comments:

Anticipated shortfalls in approved efficiencies have been included in the projections above.

Table 7 - Payroll Management

Payroll Management:	Target £'000	Achieved at period 4 £'000	Remaining to be achieved
Payroll Management - Corporate target	503	290	213
Total	503	290	213

Comments:

Currently projected to be £0.250m over-recovered.

Table 8 - Grant Income

New Grants Received:		
Amount £'000	Grant name/ body	Grant purpose
2	Cycling Scotland	Girvan Festival of Cycling
506	European Social Fund	ESF Management, Pipeline, Poverty & Social Inclusion
1	Wellness Wednesday	HSCP
17	Museums Galleries Scotland	Henry Moore Museum
253	NCCBC / HES / NHLF / Sustrans	Maybole Town Centre Regeneration
28	Scottish Enterprise	Modern Apprentice Grant
48	Scottish Government	Ukraine Temporary Accommodation
255	Scottish Government	CCLD
367	Scottish Government	No-one Left Behind
189	Sport Scotland	Active Schools / Community Sports Hub
4	Sport Scotland	Comm Cycling Fund
40	Sport Scotland	Active Communities
51	Sport Scotland	Closing the Gap
9	Visit Scotland	Year of stories / events
51	Scottish Government	AGD Community Wealth Building Team Salary costs and small business grants
42	Scottish Government	Advanced Manufacturing Challenge Fund Supply Chain Programme Salary and expenses costs
1,863		

Comments:

Additional amounts notified during the financial year, not included in original budget.

Miscellaneous Services

Table 1 - Objective Analysis

Actual Expenditure to 31 July £'000	Service	Full Year Budget 2023/24 £'000	Projected Actual to 31 March £'000	Projected Variance favourable /(adverse) £'000
3,134	Miscellaneous Services	15,506	17,231	(1,725)
3,134	Total Miscellaneous Services	15,506	17,231	(1,725)

Table 2 - Subjective Analysis

Actual Expenditure to 31 July £'000	Account	Full Year Budget 2023/24 £'000	Projected Actual to 31 March £'000	Projected Variance favourable /(adverse) £'000
0	Debt management charges	14,826	16,553	(1,727)
0	Investment income	(965)	(1,544)	579
0	Recharges to other services	(1,688)	(1,688)	0
0	Contributions to/(from) funds	(2,576)	(2,576)	0
286	Requisitions and other initiatives	859	859	0
299	Employee provision	706	706	0
(121)	Fees and subscriptions	452	452	0
2,663	Other payments	6,000	6,577	(577)
7	Covid-19 Mobilisation Costs	0	0	0
0	PPP flexibility statutory adjustment	(2,077)	(2,077)	0
3,134	Gross expenditure	15,537	17,262	(1,725)
0	Gross income	(31)	(31)	0
3,134	Net expenditure	15,506	17,231	(1,725)

Table 3 - Analysis of Significant Variances

Projected Variance favourable /(adverse) £'000	Miscellaneous Services
(1,727)	Debt management charges - budget comprises £6.271m for loan principal repayments, £8.371m for interest charges and £0.184m for loans fund expenses, all based on significant levels of planned capital expenditure during the financial year. A full-year projected overspend of £1.727m is due to an increase in the Bank of England base rate and its consequential impact on external borrowing rates available to the Council. This position will be monitored closely during the remainder of the year and appropriate action will be taken to try to reduce the projected overspend.
579	Investment income - a full year projected over-recovery of £0.579m, again due to sustained increase in interest rates.
(577)	Other payments - A projected full year overspend of £0.275m is currently projected for General Services energy costs across Council services, which is being reported collectively within Miscellaneous Services. Energy costs remain a challenging area for local authorities and this position will continue to be monitored closely during the remainder of the financial year. A projected full year overspend of £0.302m relates to unachievable efficiency targets; refer to Table 6 (Efficiency Savings) below.
(1,725)	Total projected variance

Table 4 - Budget Transfer Requests

Budget Transfer Requests:		DR £'000
Total		0

Table 5 - Earmarking Requests

Description	Service/ Account
Total	
Comments: No earmarking requests identified in the current reporting period.	

Table 6 - Efficiency Savings

Efficiency savings:	Targeted £'000	Anticipated shortfall £'000
Procurement (prior year saving): work remains ongoing to identify relevant contracts to which savings target can be applied.	177	77
Purchase of additional leave: target to be allocated across services	200	50
Additional AVCs: on-cost savings	48	0
Future Operating Model: target to be allocated across services	175	175
Total	600	302
Comments: Work remains ongoing to identify permanent procurement efficiencies, with a shortfall of £0.077m currently projected. Fewer employees have purchased additional leave due to the impact of home-working arrangements. Consequently, a shortfall of £0.050m is currently projected. Pressures on service budgets has made it difficult to allocate Future Operating Model savings across directorates, as underspends arising from new ways of working have been utilised to offset overspends due to inflationary pressures and contractual increases. A shortfall of £0.175m is currently projected although a fresh review of options will be undertaken.		

Table 7 - Payroll Management

Payroll Management:	Targeted £'000	Achieved at period 4 £'000
	0	0
Total	0	0
Comments: No payroll management target allocation made to Miscellaneous Services for 2023/24.		

Table 8 - Grant Income

New Grants Received:		
Amount £'000	Grant name/ body	Grant purpose
0		
Comments: Additional amounts notified during the financial year, not included in original budget.		

Housing Revenue Account

Table 1 - Objective Analysis

Actual Expenditure to 31 July £'000	Service	Full Year Budget 2023/24 £'000	Projected Actual to 31 March £'000	Projected Variance favourable /(adverse) £'000
(4,573)	Housing Revenue Account	0	983	(983)
(4,573)		0	983	(983)

Table 2 - Subjective Analysis

Actual Expenditure to 31 July £'000	Service	Full Year Budget 2023/24 £'000	Projected Actual to 31 March £'000	Projected Variance favourable /(adverse) £'000
1,334	Employee costs	5,231	5,031	200
4,817	Property costs	12,823	14,908	(2,085)
147	Supplies and services costs	327	317	10
135	Transport costs	70	50	20
75	Administrative costs	1,339	1,092	247
66	Support services costs	1,801	1,761	40
0	Third party payments	29	17	12
40	Transfer payments	115	115	0
0	Financing costs	4,278	4,689	(411)
3,149	CFCR	7,510	7,510	0
9,763	Gross expenditure	33,523	35,490	(1,967)
(14,336)	Income	(33,523)	(34,507)	984
(4,573)	Net expenditure	0	983	(983)

Table 3 - Financial Variance Analysis

Projected Variance favourable /(adverse) £'000	Housing Revenue Account
200	Employee costs - projected underspend of £0.200m due to current vacancies.
(2,085)	Property Costs - projected overspend of £2.085m. This is mainly due to; Repairs costs are projected to overspend by £1.800m due to current economic conditions where labour, materials and sub-contractor costs have all increased significantly. Additionally there has been an increased level of Unlet costs due to a higher than anticipated turnover of properties of £0.200m. There is also a projected overspend of £0.085 in gas & electricity costs due to price increases.
10	Supplies & Services - projected underspend of £0.010m. This is due to an underspend in removal and storage costs.
20	Transport Costs - projected underspend of £0.020m due to a reduction in travel
247	Administrative costs - projected underspend of £0.247m. There are underspends on Telecomms charges (£0.020m), photocopying (£0.015m), subscriptions (£0.010m), as well as less Feasibility & Design Costs for capital projects being charged to revenue (£0.092m). There is also a projected underspend of £0.110m in bad debts based on the current level of arrears of council house rental income.
40	Support service costs - projected underspend of £0.040m, due to less staff overheads being charged from other services.
12	Third Party Payments and Transfer Payments - projected underspend of £0.012m. This relates to an underspend of £0.012m in charges received from other Council services.

(411)	Financing costs - projected net overspend of £0.411m comprising: - Principal, Interest payments and expenses - projected overspend of £0.685m on principal, interest and expenses, which relates to the timing of loan payments and an increase in interest rates of temporary loan debt. - Interest income on revenue balances - £0.274m over recovery as a result of the Loans Fund exceeding the originally estimated rate of interest on investments.
0	CFCR - projected online
984	Income - projected over recovery of £0.984m in rental income. A review of the HRA Business Plan rental units and new build profile will be carried out to determine if the budget requires to be realigned and a corresponding increase made to CFCR which will lead to reduced borrowing costs
(983)	Total projected variance
Comments:	

Table 4 - Accumulated Surplus

Accumulated Surplus	£'000	Amount £'000
HRA accumulated surplus as at 1 April 2023	3,279	
Current year projected surplus	(983)	
Minimum working balance	(2,000)	
Projected surplus for the year ended 31 March 2024		296
Current commitments:		
Capital:		
Revenue:		
Transformation within Housing - support costs		(44)
Costs associated with Home Loss Payments at Riverside High Flats and provision for Disturbance Allowance approved by Leadership Panel 26 November 2019		(169)
2020/21 CFCR underspend to be used for repairs costs in 23/24 (£1m used 2023/24)		0
Total current commitments		(213)
Projected uncommitted surplus as at 31 March 2024		83
Comments:		
Uncommitted Surplus		
- Tenant Priorities - South Ayrshire Council (Special) of 20 January 2021 approved that tenant priorities for investment of any identified uncommitted reserves within the HRA be incorporated in future reports to Cabinet.		

Table 5 - Rent Arrears

	As at 31 July 2022	As at 31 July 2023	Movement
Rent Arrears			
Current Tenants – Mainstream	1,181	1,174	-1%
Current Tenants – Homeless	56	36	-36%
Former Tenants – Mainstream	536	694	29%
Former Tenants – Homeless	280	353	26%
Total	2,053	2,257	10%
Comments:			

Performance in this area was strong when benchmarked against other Scottish Local Authorities for 2021/22. Rent arrears is an area of focused activity with a dedicated team managing rent accounts and supporting tenants in arrears. Following Covid-19, the Council took the decision to suspend recovery action for the initial three-month period from 1 April – 30 June 2020, and the Council has provided support to affected tenants via funding from the Tenant Hardship Grant. Officers are maintaining contact with tenants to provide ongoing advice and support to those who are experiencing hardship. Every effort is being made to maximise personal contact with tenants and to secure repayment arrangements as an alternative to formal recovery action, taking account of the temporary legislative changes introduced by the Scottish Government to provide additional protection to tenants. This temporary legislation restricts formal recovery action in some instances, placing additional duties on the team and extending the recovery process. Consequently, the level of outstanding debt has increased while support and advice is being provided to help tenants reach a repayment plan, resulting in debts being higher on accounts for longer periods of time and reducing at a slower rate.

The current increase in rent arrears has been factored into the Bad Debt Provision out-turn figure noted above in Table 3.

Table 6 - Budget Transfer Requests

		DR	CR
		£'000	£'000
1	Description		
Total		0	0

Common Good Funds

Table 1 - Objective Analysis

Actual Net Expenditure/ (Income) to 31 July £'000	Common Good Fund	Full Year Budget 2023/24 £'000	Projected Full Year Actual to 31 March 2024 £'000	Projected Full Year Variance favourable /(adverse) £'000
106	Ayr Common Good Fund	0	0	0
(6)	Prestwick Common Good Fund	0	0	0
0	Troon Common Good Fund	0	0	0
0	Maybole Common Good Fund	0	0	0
6	Girvan Common Good Fund	0	0	0
106		0	0	0

Table 3 - Financial Variance Analysis

Projected Full Year Variance favourable /(adverse) £'000	Common Good Fund
0	Ayr Common Good Fund: This fund is currently projected in be in line with budget, as a result of restricted spend on repairs and maintenance, the cost of which has increased significantly in recent years. It is expected that some properties will require repairs during the course of the year and as a consequence this budget will continue to be closely monitored.
0	Total projected variance

Table 4 - Accumulated Revenue Reserves

Common Good Fund	Reserves as at 31 March 2023 £'000	Reserves as at 31 July 2023 £'000	Projected Reserves as at 31 March 2024 £'000
Ayr Common Good Fund	(65)	(171)	(65)
Prestwick Common Good Fund	234	240	234
Troon Common Good Fund	36	36	36
Maybole Common Good Fund	2	2	2
Girvan Common Good Fund	9	3	9
Total	216	110	216

Comments:

Work is ongoing to assess the impact of repairs and maintenance costs on Ayr Common Good Fund revenue reserve, alongside a review of Common Good properties and an assessment of income generation opportunities. A report will be brought before Members in due course outlining options.

Table 5 - Accumulated Capital Reserves

Common Good Fund	Reserves as at 31 March 2023 £'000	Reserves as at 31 July 2023 £'000	Projected Reserves as at 31 March 2024 £'000
Ayr Common Good Fund	701	701	561
Prestwick Common Good Fund	35	35	35
Total	736	736	596
Comments: Approximately £0.150m is expected to be incurred during 2023/24 on the conclusion of an approved external fabric project at Rozelle House.			

**Summary of Current General Services Financial Position
as at 31 July 2023**

	<i>£m</i>	<i>£m</i>
1) Accumulated surplus brought forward from 2022/23		47.744
Funds set aside for specific purposes		
2023/24 budget contribution	1.120	
Affordable homes	1.182	
Workforce change fund	5.931	
Efficiency and Improvement fund	1.278	
Local election fund	0.028	
Invest in South Ayrshire	0.200	
Community Halls Fund	0.573	
Ayrshire Growth Deal	0.195	
Civil Contingency (3 Ayrshire reserve commitment)	0.097	
Supported Employment/ESF funding	0.469	
Corporate Support Capacity issues	0.506	
Levelling Up - additional capacity funding to be drawn only if required	0.125	
Golf Strategy - to address initial priority and health and safety issues	0.455	
Station Hotel – encapsulation costs	0.500	
Ash Tree Die back	0.543	
Additional public holiday (Coronation)	0.083	
PPP Reserve commitment to 2023/24 to 2026/27 budgets	14.000	

	<i>£m</i>	<i>£m</i>
Inflation reserve	2.500	
Council Covid-19 earmarking	5.912	
General Service earmarking	4.604	40.302
Uncommitted Council surplus brought forward as at 31 March 2023		7.442
2) Movement in 2023/24		
i) Directorate budget projections:		
Service projections (per Appendix 1)	(2.156)	
Period 3 earmarking requests (subject to LP approval)	(1.131)	(3.287)
Projected uncommitted reserves at 31 March 2024		4.155

**South Ayrshire Council
Equality Impact Assessment
Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	Budget Management – Revenue Budgetary Control 2023/24 – Position at 31 July 2023
Lead Officer (Name/Position/Email)	Tim Baulk, Head of Finance, ICT and Procurement – tim.baulk@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	-	-
Disability	-	-
Gender Reassignment (Trans/Transgender Identity)	-	-
Marriage or Civil Partnership	-	-
Pregnancy and Maternity	-	-
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	-	-
Religion or Belief (including lack of belief)	-	-
Sex – (issues specific to women & men or girls & boys)	-	-

Community or Groups of People	Negative Impacts	Positive impacts
Sexual Orientation – person’s sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	-	-
Thematic Groups: Health, Human Rights & Children’s Rights	-	-

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	-	-
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	-	-
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	-	-
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	-	-
Socio-economic Background – social class i.e. parent’s education, employment and income	-	-

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

South Ayrshire Council

**Report by Head of Finance, ICT and Procurement
to Cabinet
of 26 September 2023**

**Subject: Treasury Management and Investment Strategy Quarter
1 Update Report 2023/24**

1. Purpose

- 1.1 The purpose of this report is to provide Members with an update on the 2023/24 treasury prudential indicators for the period April-June 2023 (Quarter 1) and provide an update on the latest wider economic position.

2. Recommendation

- 2.1 It is recommended that the Cabinet approves the Quarter 1 Update Report.**

3. Background

- 3.1 CIPFA published revised Treasury Management and Prudential Codes in December 2021 which stated that revisions contained in the Codes needed to be included in the reporting framework from the 2023/24 financial year.

- 3.2 The Council's Treasury Management and Investment Strategy for 2023/24, approved by Council in March 2023, contained the requirements of the updated codes. For reporting purposes, the Strategy incorporated the intention to introduce two further quarterly update Treasury Management and Investment Strategy reports in addition to the current mid-year and out-turn reports.

- 3.3 Specifically, the Chief Finance Officer (CFO) is required to establish procedures to monitor and report performance against all forward-looking prudential indicators at least quarterly. Per the Prudential code 2021:

'monitoring of prudential indicators, including forecast debt and investments, is not required to be taken to Full Council and should be reported as part of the authority's integrated, capital and Balance Sheet monitoring'

- 3.4 The Council will report these two additional quarterly update reports to the Audit and Governance Panel and thereafter to Cabinet. This report fulfils the additional reporting requirements of the 2021 Treasury Management and Prudential codes.

- 3.5 The Council operates a balanced budget, which broadly means cash raised during the year will meet its cash expenditure. Part of the treasury management operations ensure this cash flow is adequately planned to meet expenditure commitments but also to invest surplus monies in low-risk counterparties (organisations with which

the Council has a financial relationship in terms of borrowings or investments), providing adequate liquidity initially before considering optimising investment return.

3.6 The second main function of the treasury management service is the funding of the Council's capital plans. These capital plans provide a guide to the borrowing need of the Council, essentially the longer-term cash flow planning to ensure the Council can meet its capital spending operations. This management of longer-term cash will involve arranging long or short-term loans or using longer term cash flow surpluses. In addition, in certain interest rate environments debt previously drawn may be restructured to meet Council risk or cost objectives.

3.7 The Audit and Governance Panel of 6 September 2023 considered the Quarter 1 Update Report and agreed that it be remitted to the Cabinet for approval.

4. Proposals

4.1 This Quarter 1 report has been prepared in compliance with CIPFA's Code of Practice on Treasury Management and provides an update on Economic activity and Interest rates in [Appendix 1](#) and Prudential and Treasury Indicators in [Appendix 2](#).

4.2 The Cabinet is requested to approve the contents of this report.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 General Services

6.1.1 **Interest on Revenue Balances** - the Council budgeted for investment income of £0.965m in 2023/24, based on an estimate of the average revenue balances held during the year. Budgeted at achieving an assumed interest rate return of 2.50% on these balances.

At June 2023 (Qtr1) the full year budgeted income is projected at £1.544m, a surplus of £0.579m. This surplus has arisen due to a higher than projected increase in interest rates, therefore for a similar investment a greater return is being achieved.

6.1.2 **Capital Financing Costs** - the budget for loan charges in 2023/24 is £14.826m, comprising £6.271m for loan principal, £8.371m for interest costs and £0.184m for loans fund expenses.

The current projection for loans charges to the General Fund is an overspend of £1.752m in interest and expenses. This has again arisen due to higher than projected interest rates and a subsequent reprofiling of external borrowing. This reprofiling will take advantage of lower interest rates in the earlier part of the year against projected increase in interest rates in the latter half of the year. This projected overspend will be monitored as the year progresses and borrowing will only be taken if required.

6.2 **Housing Revenue Account (HRA)**

- 6.2.1 **Interest on Revenue Balances** - the HRA budgeted for investment income of £0.200m in 2023/24, based on an estimate of the average revenue balances held during the year. Budgeted at achieving an assumed interest rate return of 2.50% on these balances.

At June 2023 (Qtr1) the full year estimate for investment income earned is £0.343m resulting in a surplus of £0.143m. Similar to General Services, a higher than anticipated interest rate has resulting in an over achievement of returns on investments..

- 6.2.2 **Capital Financing Costs** - the budget for HRA loan charges in 2023/24 is £4.463m, comprising £1.674m for loan principal, £2.729m for interest costs and £0.060m for loans fund expenses.

The current projection for HRA loan charges is an overspend of £0.544m in interest and expenses. This overspend is again similar to the explanation for General Services overspend i.e. that higher than budgeted interest rates are being encountered.

7. **Human Resources Implications**

- 7.1 Not applicable.

8. **Risk**

8.1 ***Risk Implications of Adopting the Recommendations***

- 8.1.1 There are no risks associated with adopting the recommendations.

8.2 ***Risk Implications of Rejecting the Recommendations***

- 8.2.1 Should the recommendations be rejected, then the Council will not be in compliance with the CIPFA Code of Practice on Treasury Management.

9. **Equalities**

- 9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as [Appendix 3](#).

10. **Sustainable Development Implications**

- 10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Priority 4 of the Council Plan: Efficient and effective enabling services.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with Councillor Ian Davis, Portfolio Holder for Finance, Human Resources and ICT, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking

14.1 If the recommendations above are approved by Members, the Head of Finance, ICT and Procurement will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
No further action required	Not applicable	Not applicable

Background Papers CIPFA Code of Practice for Treasury Management in the Public Services

Report to South Ayrshire Council of 1 March 2023 –[Treasury Management and Investment Strategy 2023/24](#)

Report to Audit and Governance Panel of 6 September 2023 -
[Treasury Management and Investment Strategy Quarter 1 Update Report 2023/24](#)

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Date: 14 September 2023

1. Economic Activity

The first quarter of 2023/24 saw:

- A 0.2% month on month (m/m) rise in real GDP in April, partly due to fewer strikes;
- CPI inflation falling from 10.1% to 8.7% in April, before remaining at 8.7% in May.
- Core CPI inflation rise in both April and May, reaching a new 31-year high of 7.1%;
- A tighter labour market in April, as the 3myy growth of average earnings rose from 6.1% to 6.5%;
- Interest rates rise by a further 75bps over the quarter, taking Bank Rate from 4.25% to 5.00%;
- 10-year gilt yields nearing the “mini-Budget” peaks, as inflation surprised to the upside.

The economy has weathered the drag from higher inflation better than was widely expected. The 0.2% m/m rise in real GDP in April, following March’s 0.3% m/m contraction will further raise hopes that the economy will escape a recession this year. Some of the strength in April was due to fewer strikes by train workers and teachers in that month. Moreover, some of the falls in activity in other areas in April were probably temporary too. Strikes by junior doctors and civil servants contributed to the fall in health output (0.9% m/m) and the meagre 0.1% m/m increase in public administration.

The recent resilience of the economy has been due to a confluence of factors including the continued rebound in activity after the pandemic, households spending some of their pandemic savings, and the tight labour market and government handouts both supporting household incomes. That said, as government support fades, real household incomes are unlikely to grow rapidly. Furthermore, higher interest rates will mean GDP is likely to contract later this year. Our central assumption is that inflation will drop to the 2.0% target only if the Bank triggers a recession by raising rates from 5.00% now to at least 5.5% and keeps rates there until at least mid-2024. Our colleagues at Capital Economics estimate that around 60% of the drag on real activity from the rise in rates has yet to materialise, and the drag on the quarterly rate of real GDP growth over the next year may be about 0.2ppts bigger than over the past year.

The labour market became tighter over the quarter and wage growth reaccelerated. Labour demand was stronger than the consensus had expected. The three-month change in employment rose from +182,000 in March to +250,000 in April. Meanwhile, labour supply continued to recover as the size of the labour force grew by 303,000 in the three months to April. That was supported by a further 140,000 decline in inactivity as people returned to work from retirement and caring responsibilities (while inactivity due to long-term sick continued to rise). But it was not enough to offset the big rise in employment, which meant the unemployment rate fell from 3.9% to 3.8%

The tighter labour market supported wage growth in April, although the 9.7% rise in the National Living Wage on 1st April (compared to the 6.6% increase in April last year) probably had a lot to do with it too. The 3myy rate of average earnings growth reaccelerated from 6.1% to 6.5% (consensus 6.1%) and UK wage growth remains much faster than in the US and the Euro-zone. In addition, regular private sector wage growth increased from 7.1% 3myy to 7.6%, which left it well above the Bank’s forecast for it to fall below 7.0%. Overall, the loosening in the labour market appears to have stalled in April and regular private sector wage growth was well above the Bank’s forecast.

CPI inflation stayed at 8.7% in May (consensus 8.4%) and, perhaps more worryingly, core CPI inflation rose again, from 6.8% to a new 31-year high of 7.1%. The rise in core inflation built on the leap from 6.2% in March to 6.8% and means it is accelerating in the

UK while it is slowing in the US and the Euro-zone (both fell to 5.3%). A further decline in fuel inflation, from -8.9% to -13.1%, and the second fall in food inflation in as many months, from 19.3% to 18.7%, explained why overall CPI inflation didn't rise. And the scheduled fall in the average annual utility price from £2,500 to £2,074 on 1st July means overall CPI inflation will probably ease in the coming months. But the problem is that the recent surge in core inflation and the reacceleration in wage growth shows that domestic inflationary pressures are still strengthening.

This suggests the Bank may have more work to do than the Fed (Federal Reserve) or ECB (European Central Bank). This came through most in the MPC's decision to step up the pace of hiking from the 25bps at the previous two meetings. The 7-2 vote, with only two members voting to leave rates unchanged at 4.50%, revealed support for stepping up the fight against high inflation.

That said, the Bank has not committed to raising rates again or suggested that 50bps rises are now the norm. What it did say was that "the scale of the recent upside surprises in official estimates of wage growth and services CPI inflation suggested a 0.5 percentage point increase in interest rates was required at this particular meeting". Moreover, the Committee did not strengthen its forward guidance that any further rate hikes would be conditional on the data. However, it looks highly probable, given the ongoing strength of inflation and employment data, that the Bank will need to raise rates to at least 5.5% and to keep rates at their peak until the mid-point of 2024. We still think it is only a matter of time before the rise in rates weakens the economy sufficiently to push it into recession. That is why instead of rising to between 6.00%-6.25%, as is currently priced in by markets, we think rates are more likely to peak between 5.50-6.00%. Our forecast is also for rates to be cut in the second half of 2024, and we expect rates to then fall further than markets are pricing in.

Growing evidence that UK price pressures are becoming increasingly domestically generated has driven up market interest rate expectations and at one point pushed the 10-year gilt yield up to 4.49% in late June, very close to its peak seen after the "mini-budget". Yields have since fallen slightly back to 4.38%. But growing expectations that rates in the UK will remain higher for longer than in the US mean they are still more than 70 bps above US yields. While higher interest rates are priced into the markets, the likely dent to the real economy from the high level of interest rates is not. That's why we think there is scope for market rate expectations to fall back in 2024 and why we expect the 10-year PWLB Certainty Rate to drop back from c5.20% to 5.00% by the end of this year and to 4.20% by the end of 2024.

The pound strengthened from \$1.24 at the start of April to a one-year high at \$1.26 in early May, which was partly due to the risks from the global banking issues being seen as a bigger problem for the US than the UK. The pound then fell back to \$1.23 at the end of May, before rising again to \$1.28 in the middle of June as the strong core CPI inflation data released in June suggested the Bank of England was going to have to raise rates more than the Fed or ECB in order to tame domestic inflation. However, sterling's strong run may falter because more hikes in the near term to combat high inflation are likely to weaken growth (and, hopefully, at some point inflation too) to such a degree that the policy rate will probably be brought back down, potentially quite quickly, as the economic cycle trends downwards decisively. This suggests that additional rate hikes are unlikely to do much to boost the pound.

In early April, investors turned more optimistic about global GDP (Gross Domestic Product) growth, pushing up UK equity prices. But this period of optimism appears to have been short-lived. The FTSE 100 has fallen by 4.8% since 21st April, from around 7,914 to 7,553, reversing part of the 7.9% rise since 17th March. Despite the recent resilience of economic activity, expectations for equity earnings have become a bit more downbeat. Nonetheless, further down the track, more rate cuts than markets anticipate should help the FTSE 100 rally.

MPC meetings 11th May and 22nd June 2023

- On 11th May, the Bank of England’s Monetary Policy Committee (MPC) increased Bank Rate by 25 basis points to 4.50%, and on 22nd June moved rates up a further 50 basis points to 5.00%. Both increases reflected a split vote – seven members voting for an increase and two for none.
- Nonetheless, with UK inflation significantly higher than in other G7 countries, the MPC will have a difficult task in convincing investors that they will be able to dampen inflation pressures anytime soon. Talk of the Bank’s inflation models being “broken” is perhaps another reason why gilt investors are demanding a premium relative to US and Euro-zone bonds, for example.
- Of course, what happens outside of the UK is also critical to movement in gilt yields. The US FOMC has already hiked short-term rates to a range of 5.00%-5.25%, but a further increase is pencilled in for July, whilst the ECB looks likely to raise its Deposit rate at least once more to a peak of 3.75%, with upside risk of higher to come.

2. Interest rate forecasts

The Council has appointed Link Group as its treasury advisors and part of their service is to assist the Council to formulate a view on interest rates. The PWLB rate forecasts below are based on the Certainty Rate (the standard rate minus 20 bps) which has been accessible to most authorities since 1st November 2012.

The latest forecast, made on 26th June, sets out a view that both short and long-dated interest rates will be elevated for some little while, as the Bank of England seeks to squeeze inflation out of the economy, against a backdrop of a stubbornly robust economy and a tight labour market.

You will note that our forecasts have steadily increased during the quarter as the data continued to spring upside surprises, and the Bank of England continued to under-estimate how prevalent inflation is, and how tight the labour market is. The Government has also noted that despite immigration increasing markedly, high levels of ill-health amongst the workforce has led to wage demands remaining strong until such time as there is a loosening in demand for business services.

Our current and previous PWLB rate forecasts below are based on the Certainty Rate.

Link Group Interest Rate View	26.06.23												
	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
BANK RATE	5.00	5.50	5.50	5.50	5.25	4.75	4.25	3.75	3.25	2.75	2.75	2.50	2.50
3 month ave earnings	5.30	5.60	5.50	5.30	5.00	4.50	4.00	3.50	3.00	2.70	2.60	2.50	2.50
6 month ave earnings	5.80	5.90	5.70	5.50	5.10	4.60	4.00	3.50	3.00	2.70	2.60	2.60	2.60
12 month ave earnings	6.30	6.20	6.00	5.70	5.30	4.80	4.10	3.60	3.10	2.80	2.70	2.70	2.70
5 yr PWLB	5.50	5.60	5.30	5.10	4.80	4.50	4.20	3.90	3.60	3.40	3.30	3.30	3.20
10 yr PWLB	5.10	5.20	5.00	4.90	4.70	4.40	4.20	3.90	3.70	3.50	3.50	3.50	3.40
25 yr PWLB	5.30	5.40	5.20	5.10	4.90	4.70	4.50	4.20	4.00	3.90	3.80	3.80	3.70
50 yr PWLB	5.00	5.10	5.00	4.90	4.70	4.50	4.30	4.00	3.80	3.60	3.60	3.50	3.50

1. Future path of Bank Rate

Our central forecast for interest rates was previously updated on 25th May and reflected a view that the MPC would be keen to further demonstrate its anti-inflation credentials by delivering a succession of rate increases. This has happened to a degree, especially as it moved to a more aggressive 0.5% hike in June but, with inflation remaining elevated, we anticipate that Bank Rate will need to increase to at least 5.5%, if not higher, to sufficiently slow the UK economy and loosen the labour market.

- Moreover, we also still anticipate the Bank of England will be keen to loosen monetary policy when the worst of the inflationary pressures are behind us – but timing on this will remain one of fine judgment: cut too soon, and inflationary pressures may well build up further; cut too late and any downturn or recession may be prolonged. Our current judgment is that rates will have to increase and stay at their peak until the second quarter of 2024 as a minimum.
- In the upcoming months, our forecasts will be guided not only by economic data releases and clarifications from the MPC over its monetary policies and the Government over its fiscal policies, but also international factors such as policy development in the US and Europe, the provision of fresh support packages to support the faltering recovery in China as well as the on-going conflict between Russia and Ukraine and whether there are any further implications for Russia itself following the recent aborted mutiny by the Wagner group.
- On the positive side, consumers are still estimated to be sitting on excess savings left over from the pandemic, which could cushion some of the impact of the above challenges and may be the reason why the economy is performing somewhat better at this stage of the economic cycle than may have been expected. However, most of those excess savings are held by more affluent people whereas lower income families already spend nearly all their income on essentials such as food, energy and rent/mortgage payments.

PWLB Rates

- Gilt yield curve movements have shifted upwards, especially at the shorter end of the yield curve since our previous forecast but remain relatively volatile. PWLB 5 to 50 years Certainty Rates are, generally, in the range of 4.90% to 5.60%.
- We view the markets as having built in, already, nearly all the effects on gilt yields of the likely increases in Bank Rate and the elevated inflation outlook.

The balance of risks to the UK economy:

- The overall balance of risks to economic growth in the UK is to the downside.

Downside risks to current forecasts for UK gilt yields and PWLB rates include:

- Labour and supply shortages prove more enduring and disruptive and depress economic activity (accepting that in the near-term this is also an upside risk to inflation and, thus, the rising gilt yields we have seen of late).
- The Bank of England increases Bank Rate too fast and too far over the coming months, and subsequently brings about a deeper and longer UK recession than we currently anticipate.
- UK / EU trade arrangements – if there was a major impact on trade flows and financial services due to complications or lack of co-operation in sorting out significant remaining issues.
- Geopolitical risks, for example in Ukraine/Russia, China/Taiwan/US, Iran, North Korea and Middle Eastern countries, which could lead to increasing safe-haven flows.
- A broadening of banking sector fragilities, which have been successfully addressed in the near-term by central banks and the market generally, but which may require

further intervention if short-term interest rates stay elevated for longer than is anticipated.

Upside risks to current forecasts for UK gilt yields and PWLB rates:

- Despite the recent tightening by 0.5%, the Bank of England proves too timid in its pace and strength of increases in Bank Rate and, therefore, allows inflationary pressures to remain elevated for a longer period within the UK economy, which then necessitates Bank Rate staying higher for longer than we currently project.
- The pound weakens because of a lack of confidence in the UK Government's fiscal policies, resulting in investors pricing in a risk premium for holding UK sovereign debt.
- Longer-term US treasury yields rise strongly if inflation remains more stubborn than the market currently anticipates, pulling gilt yields up higher consequently.
- Projected gilt issuance, inclusive of natural maturities and QT, could be too much for the markets to comfortably digest without higher yields compensating.

1.1 *The Council's Capital Expenditure and Prudential Indicators*

- (1) The following section provides the information relating to the 2023/24 capital position and prudential indicators.
- The Council's capital expenditure plans.
 - How these plans are being financed.
 - The impact of the capital expenditure plans on the prudential indicators and the underlying need to borrow.
 - Compliance with the limits in place for borrowing activity.
- (2) The tables below draw together the main movement in terms of the capital expenditure plans compared to the original plan, highlighting the original supported and unsupported elements of the capital programme, and the expected financing arrangements for capital expenditure. The borrowing element of Table 1 for both General Services and HRA below revises the underlying indebtedness of the Council by way of the Capital Financing Requirement (CFR).

Table 1

	<i>2023/24 Original Estimate £'000</i>	<i>2023/24 Latest Estimate £'000</i>
Prudential Indicator – General Services		
Capital Expenditure	99,145	99,661
General Services - Financed By		
General and Specific Grant	13,358	14,746
Capital Receipts/Other	31,380	27,062
Borrowing	54,407	57,853
	99,145	99,661

Prudential Indicator – HRA		
Capital Expenditure	75,740	76,808
HRA - Financed By		
CFR, Draw on surplus	14,559	14,015
Other Receipts/ Grants	7,510	8,460
Borrowing	53,671	54,333
	75,740	76,808

*Note reason for additional cost of borrowing is predominately due to a reprofiling of Scottish Government grant for the Ayrshire Growth Deal projects. These projects are monitored closely within the capital programme and reported on monthly basis to Scottish Government. Any changes to this profiling will be reported as part of capital quarterly monitoring.

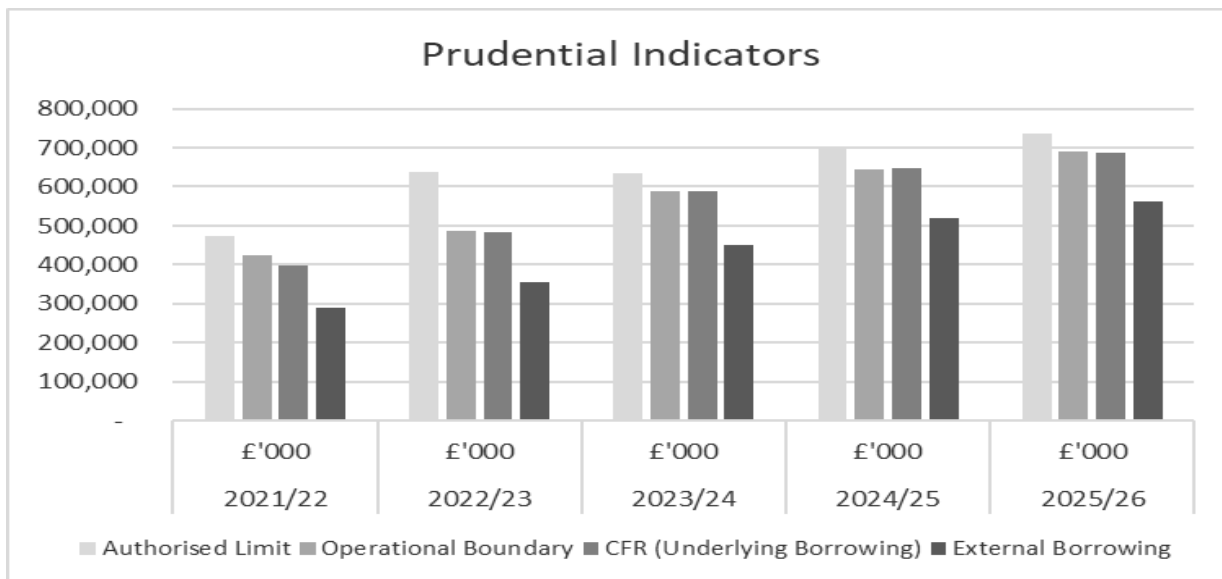
1.2 **Capital Financing Requirement, Debt Position and Operational Boundary Indicators**

(1) Table 2 shows the CFR, which is the underlying need to incur borrowing for a capital purpose.

Table 2

<i>Prudential Indicator – CFR</i>	<i>2023/24 Original Estimate £'000</i>	<i>2023/24 Updated Estimate £'000</i>
Capital Financing Requirement – GS	455,043	457,064
Capital Financing Requirement – HRA	129,426	129,935
Total Capital Financing Requirement	584,469	586,998

(2) **Prudential Indicators Chart**



The chart shown at (2) above shows estimated key prudential indicators in bar chart format:

- External Borrowing** – shows significant increase in the next two years as the Council utilises borrowing to fund capital investment
- Capital Financing Requirement** – shows increases in CFR in line with external debt. The Council ended 2022/23 in an under borrowed position (CFR compared with external debt) of £37.274m. The current strategy will be to reflect an under-borrowed position in the short/medium term as reflected in the chart.
- Operational Boundary** – this indicator is higher than external debt and CFR as it includes provision for other long term financing liabilities such as PPP and Finance leases, and short term cash flow variations.

4. **Authorised Limit** – the limit which cannot be exceeded in terms of the Council’s debt position. This indicator is higher than the operational limit as provision is made for other cash flow variation and potential borrowing in advance.

Table 3

<i>Prudential Indicators – Debt</i>	<i>2023/24 Original £'000</i>	<i>2023/24 Updated £'000</i>
Authorised Limit	641,000	633,500
Operational Limit	590,000	590,000
External Debt	435,660	450,660

1.3 Liability Benchmark

- (1) A third and new prudential indicator for 2023/24 is the Liability Benchmark (LB). The Authority is required to estimate and measure the LB for the forthcoming financial year and the following two financial years, as a minimum.

CIPFA notes in the 2021 TM Code: “The liability benchmark should be analysed as part of the annual treasury management strategy, and any substantial mismatches between actual loan debt outstanding and the liability benchmark should be explained. Any years where actual loans are less than the benchmark indicate a future borrowing requirement; any years where actual loans outstanding exceed the benchmark represent an overborrowed position, which will result in excess cash requiring investment (unless any currently unknown future borrowing plans increase the benchmark loan debt requirement). The treasury strategy should explain how the treasury risks inherent in these mismatched positions will be managed.”

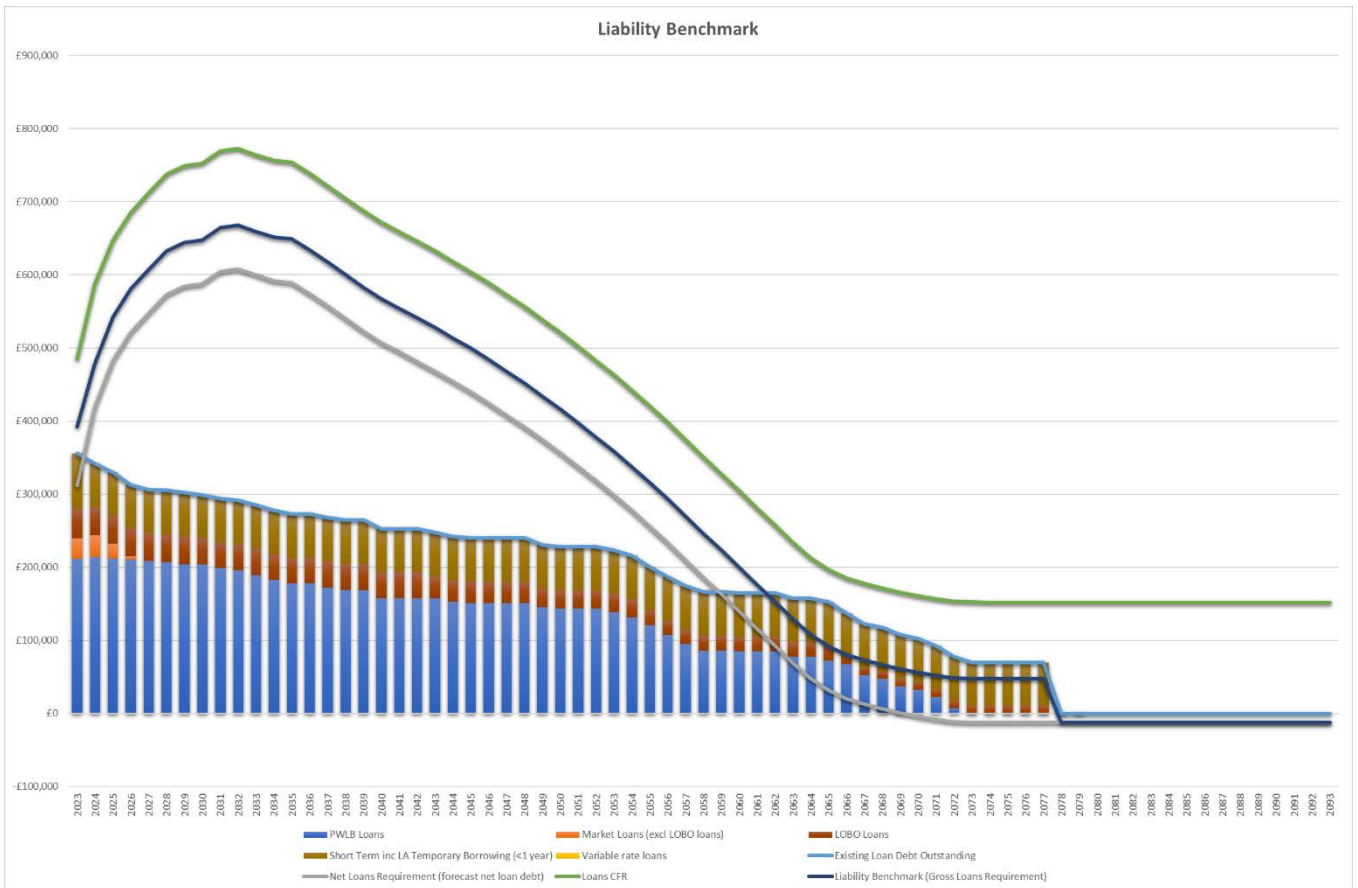
- (2) There are four components to the Liability Benchmark:
1. **Existing loan debt outstanding:** the Authority’s existing loans that are still outstanding in future years.
 2. **Loans CFR:** this is calculated in accordance with the loans CFR definition in the Prudential Code and projected into the future based on approved prudential borrowing and planned Loans Fund advances/Loans Fund principal repayments. (Note only approved prudential borrowing is included).
 3. **Net loans requirement:** this will show the Authority’s gross loan debt less treasury management investments at the last financial year-end, projected into the future and based on its approved prudential borrowing, planned Loans Fund principal repayments and any other major cash flows forecast.
 4. **Liability benchmark (or gross loans requirement):** this equals net loans requirement plus short-term liquidity allowance.
- (3) The graph below shows each of the 4 components, Existing Loan Debt Outstanding as shown in the bar chart of graph with overarching pale blue line, Loans CFR as shown by the green line, Net loans requirement as shown in the grey line and finally the liability benchmark as shown in the dark blue line.

This liability benchmark indicator is relevant for all authorities, including those with a net cash surplus. For such authorities, it becomes a measure of the forecast net

investment requirement and guides the appropriate size and maturity of investments needed.

Any years where actual loans are less than the benchmark indicate a future borrowing requirement. Any years where actual loans outstanding exceed the benchmark represent an overborrowed position, which will result in excess cash requiring investment.

From chart below you can see SAC loans are less than the benchmark for at least the next 40 years which as stated indicates a future borrowing requirement. This is in line with SAC future capital plans and to replace existing borrowing which is due to mature in the coming years.



South Ayrshire Council Equality Impact Assessment Scoping Template

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	Treasury Management and Investment Strategy Quarter 1 2023-24
Lead Officer (Name/Position/Email)	Kate Copland, Senior Finance Officer Treasury/ Capital – kate.copland@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	-	-
Disability	-	-
Gender Reassignment (Trans/Transgender Identity)	-	-
Marriage or Civil Partnership	-	-
Pregnancy and Maternity	-	-
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	-	-
Religion or Belief (including lack of belief)	-	-
Sex – (issues specific to women & men or girls & boys)	-	-

Community or Groups of People	Negative Impacts	Positive impacts
Sexual Orientation – person’s sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	-	-
Thematic Groups: Health, Human Rights & Children’s Rights	-	-

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	-	-
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	-	-
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	-	-
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	-	-
Socio-economic Background – social class i.e. parent’s education, employment and income	-	-

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)	YES NO
Rationale for decision: The strategy outlines the approach to be taken in managing the Council's cash flow and capital funding arrangements and is a mechanism for ensuring that budget targets are achieved: a full EQIA is, therefore, not required	
Signed : Tim Baulk	Head of Service
Date: 14 September 2023	

South Ayrshire Council

**Report by Head of Legal and Regulatory Services
to Cabinet
of 26 September 2023**

Subject: Strategic Risk Management

1. Purpose

1.1 The purpose of this report is to update Cabinet on the reviewed Strategic Risk Register (Appendix 1) in line with the agreed reporting framework.

2. Recommendation

2.1 It is recommended that the Cabinet:

2.1.1 considers the reviewed Strategic Risk Register (Appendix 1) updated by Chief Officers; and

2.1.2 notes the 14 key risks and endorses the work currently being undertaken or proposed by risk owners to mitigate these risks.

3. Background

3.1 The Strategic Risk Register is reported in accordance with the framework within the Corporate Risk Management Strategy.

3.2 The Strategic Risk Register was last reported to the Audit and Governance Panel of 6 September 2023 for scrutiny and the content was approved by Members. Councillor McGinley commended the report but observed that the scrutiny process could be enhanced at future Panels by the presence of those risk owners identified as having the responsibility to manage each of the Strategic Risks. He also requested consideration to presenting risks in order of rating, to allow greater focus on those of most significance to the organisation.

3.3 Risk Management is also undertaken at Directorate level and within the Health and Social Care Partnership.

4. Proposals

4.1 The Strategic Risk Register has been reviewed by Chief Officers / Risk Owners and updates provided on progress against implementation of proposed risk mitigations. Risks are referenced against the themes of Governance, Protection and Resources. 14 Strategic Risks are managed and these are listed as follows:

	Risk	Theme
1.	Decision Making and Governance	Governance
2.	External Factors including Contingency Planning	Governance
3.	Strategic Planning	Governance
4.	Integrity	Governance
5.	Internal Audit Actions	Governance
6.	Child and Adult Protection	Protection
7.	Public/ Employee Protection	Protection
8.	Sustainable Development and Climate Change	Protection
9.	Financial Inclusion	Protection
10.	Ash Tree Die Back	Protection
11.	Financial Constraints	Resources
12.	Employee Absence	Resources
13.	ICT – Digital Resilience, Protection and Capability	Resources
14.	Management of Assets	Resources

- 4.2 Full detail of strategic risk management arrangements is provided within the register (Appendix 1). Ownership is assigned to ensure there is clear accountability and responsibility in terms of risk management. The cause, potential effect, risk score and current mitigations are also recorded.
- 4.3 Unless considered ‘ongoing’ throughout the life of the risk register, proposed risk mitigations have a target completion date and their progress is outlined by use of a percentage completion bar in the report. A status icon is also included which indicates whether or not the specific initiative is on target.
- 4.4 Members are requested to note that the Health and Social Care Partnership (HSCP) provide information on the risk management of Child and Adult Protection within the Council’s Strategic Risk Register. HSCP also develop and report on wider Partnership risk issues within their own bespoke Strategic Risk Register which is provided for scrutiny to the HSCP Performance and Audit Panel. A link to the HSCP’s risk register is provided on pages 7 and 8 of Appendix 1.
- 4.5 The removal of the former ‘Workforce Planning ‘ risk was requested following the approval and implementation of the South Ayrshire Council Workforce Plan 2022-2025. The Corporate Leadership Team agreed to ensure a consistent workforce planning approach across all Services and the workforce planning template is also embedded within Service Plans. Any residual workforce planning risks identified within specific Service areas are noted and managed within Directorate Risk Registers.
- 4.6 It has also been considered appropriate by the Head of Finance, ICT and Procurement to increase the risk rating as reflected within the Financial Constraints Risk 11 (page 13) which is acknowledged to be caused by UK and Scottish

Government reductions in funding over a number of years and the impact of inflation on the Council cost base.

4.7 Members are requested to note that Chief Officers regularly consider new or emerging risks and there is a process whereby significant operational risks, managed at directorate level, can be elevated to strategic level as required.

4.8 It is proposed that Cabinet considers the strategic risk management arrangements outlined within this report and be assured that there is a robust system in place for identifying and managing those threats which could have a significant impact on the successful delivery of the Council's objectives.

5. Legal and Procurement Implications

5.1 The recommendations in this report are consistent with legal requirements.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 There are no cost implications associated with the recommendations in this report.

7. Human Resources Implications

7.1 There are no human resource implications associated with the recommendations in this report.

8. Risk

8.1 Risk Implications of Adopting the Recommendations

8.1.1 Risks have been identified and assessed in line with the Council's Risk Management process. This report seeks to confirm that risk mitigation at Strategic level is ongoing and risks are being managed at a tolerable level.

8.2 Risk Implications of Rejecting the Recommendations

8.2.1 Rejecting the recommendations may give rise to external criticism, breach of statute or legal challenge.

9. Equalities

9.1 The proposals in this report allow scrutiny of performance. The report does not involve proposals for policies, strategies, procedures, processes, financial decisions and activities (including service delivery), both new and at review, that affect the Council's communities and employees, therefore an equality impact assessment is not required.

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to the delivery of all Council strategic objectives.

13. Results of Consultation

13.1 Consultation has taken place with Councillor Martin Dowey, Portfolio Holder for Corporate and Strategic, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking

14.1 If the recommendations above are approved by Members, the Head of Legal and Regulatory Services will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Leadership Panel in the 'Council and Leadership Panel Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Adopt recommended approach to Strategic Risk Management	30 September 2023	Service Lead – Risk and Safety















Background Papers **Report to Audit and Governance Panel of 6 September 2023 – [Strategic Risk Management](#)**

Person to Contact **Carol Boyd – Service Lead – Risk and Safety**
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Date: 14 September 2023

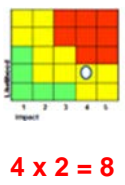



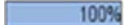
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South Ayrshire Council has identified the following risks of strategic significance in line with the themes of Governance, Protection and Resources.

Risk Themes and Title		
Governance	Protection	Resources
1. Decision Making and Governance 	6. Adult and Child Protection 	11. Financial Constraints 
2. External Factors including Contingency Planning 	7. Public and Employee Protection 	12. Employee Absence 
3. Strategic Planning 	8. Sustainable Development and Climate Change 	13. ICT – Digital Resilience, Protection & Capability 
4. Integrity 	9. Financial Inclusion 	14. Management of Assets 
5. Internal Audit Actions 	10. Grounds Maintenance - Ash Tree Die Back 	
<p>Input is provided by Risk Owners identified at Strategic level to ensure clear responsibility in terms of their management. Detail is provided on risk mitigations – both current and proposed. Target dates are recorded in respect of the achievement of the proposed mitigations, unless agreed as ‘ongoing’. The successful mitigation of these risks will support the delivery of the Council Plan.</p>		

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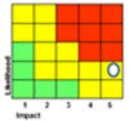
Risk 1	Risk Title – Decision Making and Governance				Risk Theme - Governance	
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Accountable – ELT Responsible - CLT Risk Owner – Head of Legal and Regulatory Services	1. There is a risk that key decisions are taken on behalf of the Council which may contradict agreed Council Plan objectives or increase risk exposure to the organisation.	Updates to Government legislation and advice. Changes to political structure. Levels of scrutiny on information made available or provided.	Lack of compliance. Failure to meet statutory requirements. Poor best value audit. Financial Impact Reputational damage.		1. Members are supported by a range of training programmes to ensure effective Panel participation and good decision making. 2. Service Leads ensure there is full consultation with PFH's on Panel reports. 3. Webcasting/live broadcasting solution that allows both hybrid meetings and public access live and fully operational. External public website now has an area dedicated to this where meetings can be live streamed, the future meeting schedule is visible and recordings of the meeting archive can be viewed. 4. Reports outline key headings on legal, procurement, financial, HR, risk, equalities and sustainable development implications of decision making. 5. The new Council Plan is complete and approved, as are the associated Service Plans across all Directorates. (Cross reference - Risk 3 - Strategic Planning).	
Proposed Mitigations (with dates)					Status	Progress Bar
1. Members are supported to deliver good decision making through training and briefings. The Service Lead – Democratic Governance – has reviewed arrangements for briefings for Member and Committee Services in discussion with the Leader. Induction training and bespoke Panel training sessions took place in May/June 2022. Specific recommendations were made for one-to-one meetings with Members to assess training needs and produce an individualised plan. These take place by request from Members utilising the Improvement Service's Political Skills Self- Assessment tool and this allows Members to consider particular areas that they would benefit from training on. There are now also 3 clear strands utilised to keep Members informed and engaged. There are two types of briefing – written notes and video updates which can be accessed when convenient. In addition, structured training continues for provision of key skills to meet statutory requirements. This work in mitigation of the risk is classified as ongoing. Separately, ICT are developing an online mechanism to accurately record member participation. (Sept 2023)						 Increased from 90%
2. The new Council Plan is complete and approved. (Cross reference - Risk 3 - Strategic Planning), as are the individual Service Plans. Governance is included, and the enhanced requirement for performance measures and targets underpins this.						 Increased from 0%



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Risk 2 **Risk Title – External Factors including Contingency Planning** **Risk Theme - Governance**

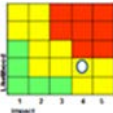



Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations
Accountable – ELT Responsible - CLT Risk Owner – Head of Legal and Regulatory Services	There is a risk that a range of external factors out with the Council's control such as pandemic, Brexit, Ukraine, cost of living crisis, inflation, industrial action, disruptive weather or other, may adversely impact on ability to fulfil Council objectives and deliver critical services.	Adverse incidents or Civil Emergencies. Factors imposed upon the Council such as legislative change, Government policy change, cost-of-living crisis, implications of Brexit, Ukraine, political change nationally or locally. Unanticipated updates to Government legislation and advice.	Requirement to re-allocate resources, failure to deliver services to an acceptable level or drive desired improvements. Restrictions on budget, reputational damage.	 <p style="color: red; font-weight: bold;">6 x 2 = 12</p>	<ol style="list-style-type: none"> 1. Continued Horizon scanning to anticipate and respond to risks – four main civil contingencies risks identified for Ayrshire. 2. Watching brief and continual discussion on funding requirements for any unanticipated emergencies. 3. Dissemination of information to Officers and Members around CoSLA and Chartered Institute of Public Finance and Accounting (CIPFA) briefings. 4. The Ayrshire Civil Contingencies Team (ACCT) supports the Ayrshire Local Resilience Partnership (ALRP). The structure of the Practitioner and Strategic ALRP was refined to respond more efficiently to Ayrshire Risks. Chief Executive attends Strategic ALRP. 5. The level of interaction between Health / Councils and partners has increased and allows for more efficient collaboration in emergency planning. The HSCP Risk and Resilience Forum is well established. 6. 24/7 on call service in place via Civil Contingencies to respond to, and assist in coordinating a Council emergency response to major incidents. 7. Staffing and resourcing arrangements are in place to support those individuals and families arriving in South Ayrshire from Ukraine. A more formal team structure, including a manager, in place for 12 months from May 2023. 8. <i>Cross reference to mitigations at Risk 9 – Financial Inclusion.</i>

Proposed Mitigations (with dates)	Status	Progress Bar
1. Practitioner Ayrshire Local Resilience Partnership (ALRP) and Strategic Ayrshire Local Resilience Partnership meet with required frequency to co-ordinate individual responses from all agencies to major incidents or adverse events. Ayrshire wide Tactical Groups are established where circumstances dictate, recently including a specific focus on contingency arrangements and additional actions deemed necessary to manage increasing numbers of refugees from Ukraine. Additionally, the Ayrshire ALRP identifies and manages 4 concurrent civil contingencies risks to support an Ayrshire response. These are 1. Pandemic or Emerging Infectious Diseases, 2. Marauding Terrorist Attack, 3. Disruptive Weather and 4. National Electricity Transmission System (NETS) Failure (Power Resilience/Black Start) (ongoing)		<i>Ongoing</i>
2. Risk and Safety Team and the Ayrshire Civil Contingencies Team continue to support SAC civil contingency and business continuity arrangements. SAC Civil Contingencies Response Plan is updated for 2023 and Council Incident Officer training has been rolled out to key Chief Officers, operational Service Leads and Coordinators. Council Managers undertake a rolling review of Service Business Continuity Plans on a 6 monthly basis. Civil Contingencies exercises to test plans continue to be developed and rolled out (ongoing).		<i>Ongoing</i>

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Risk 3		Risk Title – Strategic Planning			Risk Theme - Governance	
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Accountable – ELT Responsible - CLT Risk Owner – Service Lead – Policy and Performance	1. There is a risk that the Council fails to fulfil agreed strategic objectives in light of the cost-of-living crisis, staffing, budgetary or external pressures and therefore current service, financial and resource planning is not aligned. 2. There is an associated risk that corporate and service targets and performance measures may be adversely impacted.	Recent pressures may have contributed to delays in Corporate and Directorate Planning processes.	Failure to deliver on Corporate and Directorate Plans or achieve priority outcomes. Failure to meet expectations of the public, partners, service users, local businesses. Reputational damage	 4 x 2 = 8	1.Existing Council Plan with clearly defined priorities is in place. 2.Plans have been developed by each Council Service Lead to take account of future operational delivery models. These include workforce planning considerations. 3.Delivering Good Governance framework and reporting in place. 4. Robust financial governance, linked to the Council Plan and priorities, is in place. 5.The Future Operating Model has been implemented and the Council is now operating its new ways of working.	
Proposed Mitigations (with dates)					Status	Progress Bar
1. The new Council Plan is complete and approved, as are the individual Service Plans. Governance is included and underpinned by the enhanced requirement for performance measures and targets. Actions will be reported to the Service and Partnerships Panel over 2023/24 as part of the Council Plan 23-28 Performance Management Framework; and performance against the Council Plan will also be the subject of an annual report to Council. (Dec 2023 and June 2024)						 New
2. Quarterly budget monitoring continues and is reported by Financial Services in order to measure impact. (ongoing)						Ongoing

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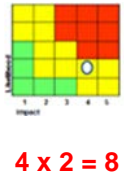


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Risk 4

Risk Title – Integrity

Risk Theme - Governance

Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Accountable – ELT Responsible - CLT Risk Owner – Head of Legal and Regulatory Services	1. There is a risk that the integrity of the Council is breached through a range of failures such as Information / Asset Security, Cyber Crime, non-compliance with the General Data Protection Regulations (GDPR), CCTV Governance, Procurement Fraud, Contractual Failures, Vetting or Financial Irregularities. 2. There is a risk of failure to maintain sources of assurance and levels of scrutiny.	Existing Council Policy or systems may be ineffective or inconsistently implemented. Lack of ownership, training or communication. Difficulty to respond timeously to FOI and GDPR requests. Additional levels of Cybercrime and Fraud because of external global events.	Reputational damage, financial loss, fines, prosecution, civil liability.		1. Current policies / encryption / firewalls, specifically mandatory online Data Protection training, robust processes for reporting and dealing with data breaches. 2. Adherence to the Records Management Plan that has been agreed with the Keeper and is being implemented. 3. Standing Orders relating to Contracts and to Meetings, Scheme of Delegation, Financial Regulations, Council Procurement Policy. 4. SAC Code of Conduct, range of HR, H&S, Fleet policies, employee vetting processes. 5. Fraud Officers, Fidelity Guarantee Insurance Policy and National Fraud Initiative. 6. Internal Audit activity. 7. Establishment of Integrity Group / management of Integrity Group Risks. 8. Additional Communications with Staff and Public with advice re Cyber Crime and Fraud. 9. CCTV governance is set out in established policy. Duty Holders in relevant premises are responsible for compliance with GDPR as it relates to CCTV.	
Proposed Mitigations (with dates)					Status	Progress Bar
1. The actions referred to above are progressed by an Integrity Group, which monitors existing risks and identifies any new and emerging risks for SAC. The Group monitors and develops appropriate mitigations. The Chief Executive chairs the group and officers responsible for each key heading report on the risks. Various Service Leads attend and report on their operational areas as they relate to integrity. (ongoing).						<i>Ongoing</i>
2. The reporting process of the risks from Integrity Group to Members has been reviewed. Reporting mechanisms include regular briefings from relevant Chief Officers or Service Leads on pertinent integrity matters to assist in Member awareness and further support good decision making. This is considered to be an ongoing mitigation through the life of the integrity group. (ongoing)						<i>Ongoing</i>

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Risk 5		Risk Title – Internal Audit Actions			Risk Theme - Governance	
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Accountable – ELT Responsible - CLT Risk Owner – Chief Internal Auditor and Service Leads	<p>There is a risk that actions identified by Internal Audit are not progressed within agreed timeframes and improvements to the control environment not achieved.</p> <p>The position at 02/08/23 was as follows;</p> <p>a/ 6 overdue actions.</p> <p>b/. 23 actions due for completion in next 6 months – (cross ref App 2 Q3 IA Progress Report).</p> <p>c/. Extension to due date requested for 1 action.</p>	<p>Staffing resources</p> <p>Delays in implementation of corporate systems eg. oracle fusion</p>	<p>Service Governance arrangements are compromised.</p> <p>Depending on the significance of the outstanding action the Council may be exposed to risks relating to statutory compliance, public or employee safety, financial loss, reputational damage, legal challenge.</p>	<p>3 x 2 = 6</p>	<p>1 The Audit Plan is formulated on an annual basis. There is also a mid-year review and approval is sought from Audit and Governance Panel for any changes.</p> <p>2. Follow up Audits are undertaken for all 'red' reports as well as a sample of 'amber' reports, where resources permit.</p> <p>3. Internal Audit 'test' 100% completion feedback from Services to ensure it is evidence based.</p> <p>4. The Chief Internal Auditor is able to grant 2 extensions to due dates for actions.</p> <p>5. Progress against actions is included in Internal Audit update reports the Audit and Governance Panel.</p>	
Proposed Mitigations (with dates)					Status	Progress Bar
1. Service Leads are required to attend Audit and Governance Panel to explain any 'red' reports, any overdue or outstanding actions from these and further explanation of requests for more than 2 extensions to due dates. They may be required to bring a formal report to Panel if deemed appropriate. (Ongoing)						<i>Ongoing</i>
2. Service Leads are required to record and monitor progress on Internal Audit reports within the relevant risk register. They are requested to ensure that they maintain and are able to retrieve information gathered to provide assurance that actions are fully complete. (Ongoing).						<i>Ongoing</i>

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Risk 6

Risk Title - Adult and Child Protection

Risk Theme – Protection

Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations
<p>Accountable – ELT</p> <p>Responsible - CLT</p> <p>Risk Owner – Director of Health and Social Care and Chief Social Work Officer (CSWO).</p>	<p>1. There are increased levels of hidden harm in our community as a result of Covid and reduced community presence of services at the time.</p> <p>2. There is a risk of failure to provide adequate protection and the necessary level of support to vulnerable adults and children.</p> <p>3. There are additional risks facing the HSCP and these are being managed, monitored and reviewed via the HSCP Strategic Risk Register which is reported and scrutinised at the HSCP Performance and Audit Panel.</p>	<p>Legacy from COVID-19</p> <p>More complex family and adult needs</p>	<p>Potential harm to clients and vulnerable service users.</p> <p>Potential for litigation, financial loss or reputational damage.</p>	<p>5 x 2 = 10</p>	<p>1. There are quarterly Chief Officer Group (COG) meetings to monitor the impact of Covid or other external factors on public protection matters.</p> <p>2. There are quarterly Public Protection subgroups (Child Protection; Adult Protection; Violence Against Women/Criminal Justice and Alcohol and Drugs Partnership) reporting into COG that are monitoring the operational context and responding in a coordinated way to issues.</p> <p>3. HSCP Directorate Management Team meets regularly to provide leadership and oversight.</p> <p>4. Established governance in place via Clinical and Care Governance, Social Work Governance and Adult Governance Groups.</p> <p>5. APC and CPC meet regularly and review business plans</p> <p>6. Multi Agency Public Protection Arrangements (MAPPAs) including Management Oversight Group and Strategic Oversight Group) are in place and report quarterly to COG.</p> <p>7. The Community Services Oversight Group supports in house and commissioned services and provides assurance on a range of issues to key local and national stakeholders.</p> <p>8. Initial Referral Data (IRD) activity is now audited to provide scrutiny and assurance in relation to this key activity. There are now annual Child Protection 'Trend Analysis' produced for the CPC and COG to reflect on the changing culture in South Ayrshire towards Child Protection and to invite scrutiny of annual data.</p> <p>9. Adult Support Protection Lead Officer engages first line managers in developing our response to vulnerable adults</p> <p>10. CSWO engages with operational staff in relation to complex cases in both adult and children's services where there are complex risk factors</p> <p>11. Care First implemented across all children and adult social work teams.</p> <p>12. CPC/APC subgroup structure now established and the Policy and Performance Subgroup is leading this review work and reports progress at each meeting</p> <p>13. Governance on new policy and procedure is via CPC/APC through to COG.</p> <p>14. Development of Practice Standards in Social Work is in progress to support the policy framework.</p> <p>15. The quality assurance framework is operational providing triangulated information to the Community Services Oversight Group from a range of sources in order to ensure minimum standards are met across all commissioned services.</p> <p>16. HSCP strategic and operational risk registers are complete and approved by HSCP Performance and Audit Committee.</p>

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Risk 6	Risk Title - Adult and Child Protection (Continued)	Risk Theme – Protection	
Proposed Mitigations (with dates)		Status	Progress Bar
1. Learning reviews have been completed in relation to the ADP, Public Protection and Adult Social Work services. A thematic summary has been developed as part of the improvement plan which has identified new mitigations. These will be presented to COG in September. Progress will be updated to 100% at that point. (September 2023)			 <i>Increased from 80%</i>
2. The ADP is developing a framework in relation to risk around drug related deaths. A thematic summary has been developed as part of the improvement plan which has identified new mitigations. These will be presented to COG in September. Progress will be updated to 100% at that point. (September 2023)			 <i>No change</i>
3. This relates to the implementation of the transformational work within Children and Families which has been supported by the Council. The Belmont Family First model is embedded and further support to cluster secondaries is available through the Small Steps to Wellbeing Initiative. Signs of safety is embedded into Children and Families practice.			 <i>Increased from 85%</i>
4. The Adult Protection Self Evaluation Improvement Plan has been reviewed regularly along with the impact of actions implemented in response to the Adult Support and Protection Inspection (Oct-Dec 2021). The implementation of the new structure in relation to the sub committees of our Adult Protection Committee sees the regular review of the improvement plan arising for the ASP, Evaluation and Improvement Group.			 <i>Increased from 50%</i>
5. A new structure within Adult Services aims to improve professional leadership and oversight, including for ASP. Team Around the Locality Model has been established and majority of posts to support the new structure have been recruited. Pilot work is taken place within the Troon Locality to establish front doors that will promote preventative and early intervention work building on the strength of our community resources and partnership and ensure that robust systems are in place in cases that require intensive / statutory involvement. The model has been aligned with the locality planning model being progressed by SAC and Community Planning Partners New staffing structure will be fully in place by September. (September 2023)			 <i>Increased for 30%</i>
<p>Further explanation on progress to date in terms of implementation of the above mitigations can be found by cross-referencing to the HSCP Strategic Risk Register .</p> <p>Additional information is also provided within this document on a range of other risks being managed by the Partnership including; Climate Change & Sustainability, Communication and Reputation, External Factors including Contingency Planning, Financial Position, Good Governance, Strategic Planning and Business Resilience, ICT, Population, Premises, Provider Organisations, Service Quality, Workforce Protection and Workforce Capacity and Capability</p>			

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Risk 7

Risk Title - Public and Employee Protection

Risk Theme – Protection

Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations		
Accountable – ELT Responsible - CLT Risk Owners – Service Lead – Risk and Safety and Service Lead – Asset Management	<p>1. There is a risk of failure to provide the agreed standards of protection to the Public and Council Employees in line Health and Safety Executive and Scottish Fire and Rescue Service legislation and guidance.</p> <p>2. There is a risk that health & safety risk assessments in some areas may not currently identify adequate mitigations to safeguard employees / service users from hazards such as Violence and Aggression.</p> <p>3. There is a risk that proposals by Scottish Fire and Rescue Service to reduce response to fire alarms will impact people safety and property protection.</p>	<p>Staffing resourcing pressures.</p> <p>Budget constraints across Services.</p> <p>Ambiguity around responsibilities or inconsistent application of policy</p>	<p>Accident, incident, injury or ill health to employees /service users.</p> <p>Prosecution and Civil litigation. Damage to Council's reputation.</p> <p>Financial impact of claims, increased premiums or fines.</p>	<p>5 x 2 = 10</p>	<p>1. Existing H&S Policies and procedures. Sample H&S Risk Assessments developed for Service use. H&S Guidance prepared and issued. Range of resources, information, links and training on H&S CORE page and Learn Pro platform.</p> <p>2. Central H&S team undertake H&S Audits and Fire Risk Assessments (FRA) over a 1,2 and 3-year rolling programme. Risk Assessment self-evaluation process rolled out.</p> <p>3. The PDR process allows for identification of key H&S training requirements for all Council employees.</p> <p>4. Risk Assessment Training & Support, plus Council Standard and a range of courses on Management of Actual or Potential Aggression, Dealing with Difficult Behaviour, De-escalation etc.</p> <p>5. V&A measures across services including a range of security systems, Campus Police Officers, '2 to attend' protocols, panic buttons in offices, modifications to office design.</p> <p>6. Review of causes of 'Unwanted Fire Alarm Signals' (UFAS) complete – processes in place to tackle via FRA programme.</p> <p>7. Revised guidance has been issued along with new online training modules to reflect the changes implemented by SFRS on 1 July 2023.</p>		
Proposed Mitigations (with dates)						Status	Progress Bar
1. Review and refresh a range of health and safety policies, guidance, sample risk assessments and work procedures. Development of new online health and safety training modules for managers / employees. (December 2023)							<div style="border: 1px solid black; width: 50px; height: 15px; background-color: #4a7ebb; margin: 0 auto;"></div> <p style="text-align: center; margin: 0;">40%</p> <p style="text-align: center; color: red; font-size: small;">Increased from 30%</p>
2. Asset Management team continue to review and action, based on risk priority, compliance and/or property related issues raised through Fire Risk Assessments, Health and Safety Audits and Vacant Property Inspections. (ongoing).							Ongoing
3. All duty holders / building managers monitoring and updating outstanding H&S actions via Pentana (ongoing)							Ongoing
4. Utilise self-evaluation method to ensure all Services have identified significant hazards and fully developed their H&S risk assessments – (Internal Audit Action). (ongoing)							Ongoing
5. In light of revised SFRS protocols Asset Management team are rolling out bespoke fire panel training to all Council Duty Holders. (Sept 2023)							<div style="border: 1px solid black; width: 50px; height: 15px; background-color: #4a7ebb; margin: 0 auto;"></div> <p style="text-align: center; margin: 0;">35%</p> <p style="text-align: center; color: red; font-size: small;">Increased from 30%</p>

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Risk 8		Risk Title - Sustainable Development and Climate Change			Risk Theme - Protection	
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Accountable – ELT Responsible - CLT Risk Owner/s; Service Leads – Policy and Performance, Asset Management (buildings) and Neighbourhood Services (for Fleet)	There is a risk of failure to meet climate change duties, reduce emissions and support the community to adapt and mitigate risks in relation to climate change. Risk of failure to ensure a just transition and a green recovery.	Services do not necessarily recognise the role they need to play, lack of input and accountability by services leaving key areas inadequately addressed. Decisions and infrastructure while meeting short term goals are currently not fit for the future. Actions in place are currently not fully coordinated across services.	Reduction in emissions not achieved to 1.5 degrees scenario therefore accelerating the pace of climate change. United Nations Sustainable Development Goals not adequately addressed. South Ayrshire may not be resilient. Effect may be further detriment to those already disadvantaged, increasing inequalities and exacerbating deprivation. Communities may be unprepared for a low carbon future.	<p style="color: red; font-weight: bold;">4 x 2 = 8</p>	1. Council approved Sustainable Development and Climate Change Strategy 2. Baseline data on Sustainable Development and Climate Change now assembled to allow future progress to be measured. 3. Proposals endorsed by the MOWG agreed at Cabinet and assigned for implementation. 4. Carbon budgeting in place.	
Proposed Mitigations (with dates)					Status	Progress Bar
1. Fully implement Climate Change Strategy (target date 2024, at which point strategy will be reviewed). Mid-term review to be adopted to ensure delivery of strategy outcomes in a changed landscape with increased national targets and new duties. (revised to Dec 2023).						 No change
2. Review the means of ‘cross cutting’ the Strategy by embedding within Council policy making, as well as service planning. This is now going forward as part of the integrated impact assessment led by Performance, Policy and Community Planning. (revised to Sept 2023).						 No change
3. Investigation of scope 3 accounting methodologies for Council procurement emissions to develop existing carbon budgeting process. A final decision on this has been deferred pending the outcome of national research which may influence the course of action. (December 2023)						 No change
4. A Net Zero Estate Strategy review was completed in November 2021. Following this a Net Zero Board group was established in 2022 to drive forward this agenda. The Board has 6 workstreams and progress is being made in all areas. (March 2024)						 Increased from 40%
5. Adopt fleet decarbonisation strategy in line with targets and duties alongside ULEV (Ultra Low Emission Vehicles) infrastructure for both fleet and public charging. A progress report on the South Ayrshire Council Fleet Strategy 2021-26 was submitted to the Service and Partnerships Performance Panel (SPPP) on 18 April 2023 outlining some of the challenges and proposing that officers review the transition for small vehicles to an electric fleet and submit a future paper to Cabinet as well as providing annual updates on progress to the SPPP. (date TBC)						 No change
6. Assess the Council against Scotland’s Adaptation Capability Framework and set out priority actions. Action complete and assessment included in refreshed Strategy. (May 2023)						 Increased from 30%
7. Adopt a green recovery communications plan and climate literacy training plan. Action complete and assessment included in refreshed Strategy. (May 2023)						 Increased from 50%

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Risk 9		Risk Title – Financial Inclusion			Risk Theme – Protection	
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Accountable – ELT Responsible - CLT Risk Owner - Assistant Director of Strategic Change and Communities	There is a significant risk that the cost-of-living crisis, rising inflation and the current economic climate is having a detrimental impact on the local community, both public and employees.	Rising energy and food costs. Economic uncertainty. War in Ukraine.	Specific low-income groups are hardest hit. Current crisis is bringing unaccustomed hardships to groups who have previously managed financially. Impact on lowest paid Council staff.	<p style="color: red; font-weight: bold;">4 x 3 = 12</p>	<p>Measures in place at National level; Withdrawal of the National Insurance increase.</p> <p>Measures in place at Scottish Government level; Increasing the Scottish Child Payment to £25 per week from 14 November 2022 Winter Heating Payments. Rent Freeze Bill - 'Protecting Tenants during Cost-of-Living Crisis Bill' temporary powers to protect tenants and landlords. Bridging Payments. Best Start Grants. 'One stop shop' website to help those struggling financially. National media campaign. Funding for Scottish Welfare Fund (Crisis Grants & Community Care Grants) and Discretionary Housing Payments</p> <p>Measures in place at local level; The Community Planning Partnership has a Financial Inclusion Strategic Delivery Group (SDP) who provide direction, identify any gaps in support and direct resources to areas of most need and demand. They consider themes linked to food, energy, money and community wellbeing.</p> <p>A range of Council services provide support to people most affected by the cost of living crisis. These include Thriving Communities, Housing Services, the Information and Advice Hub and Revenues and Benefits. Cabinet approved a report on 23 May 2023 Financial Inclusion - Cost of Living Crisis which outlined trends identified and the provision of current help available across all Council Services to support residents. There was also a Cabinet paper in January Food Pantries and then again in May Food Pantries that provided information on the food pantries and projects that SAC has funded.</p> <p>A Member Officer Working Group for the Cost-of-Living Crisis has been established to consider the activities being undertaken by the Council to mitigate the impact of the cost-of-living crisis</p>	
Proposed Mitigations (with dates)					Status	Progress Bar
On 23 May 2023, Cabinet approved the development of a Strategy and Action Plan to address the agenda on Financial Inclusion - Cost of Living Crisis. This work is aligned to the Member / Officer Working Group and will report back to Cabinet following recess. (September 2023)						

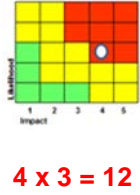
SOUTH AYRSHIRE COUNCIL - STRATEGIC RISK REGISTER (draft 1st August 2023) Appendix 1



Risk 10		Risk Title - Ash Tree Dieback		Risk Theme - Protection	
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations
<p>Accountable – ELT</p> <p>Responsible- CLT</p> <p>Risk Owner – Assistant Director - Housing and Operations</p>	<p>There is a risk of injury / damage to SAC residents and infrastructure as a result of Ash Dieback – a disease proliferating through SAC woodland. Disease has been identified and is spreading.</p>	<p>Principle cause is the spread of Ash Dieback throughout South Ayrshire /Scotland.</p> <p>Neighbourhood Services is currently not resourced to manage the extent of Ash Die Back.</p>	<p>Potential for fatality / injury to residents / employees.</p> <p>Potential for damage to property, listed structures, headstones, power / phone lines.</p> <p>Potential of falling Ash trees/limbs on roads/pavements/ footpaths within public open space and schools and associated obstruction to roads.</p> <p>Increased liability to Council in respect of above potential incidents.</p> <p>Financial pressure in terms of significant increased expenditure to mitigate risk including costs for replanting, cost of recruiting skilled operatives. Availability of skilled operatives likely to be restricted by market demand - this is a national problem.</p> <p>Potential for increased flooding risks for changes in waterways eg. banking failures due to tree failure.</p> <p>Loss of Ecosystems- air quality, biodiversity loss, increases in noise levels adjacent to roads, loss of visual screens.</p> <p>Increased liability and insurance premiums for residents due to property risks.</p> <p>Risk to European protected species (roosts/ food source). Loss of biodiversity of species dependant on Ash.</p>	<p>5 x 2 = 10</p>	<p>1.Survey of trees within lands managed by Neighbourhood Services has commenced.</p> <p>2.Communication with ARA has taken place and regular meetings have been set up.</p> <p>3.An Ash Dieback Plan has been developed and approved by Cabinet.</p>
Proposed Mitigations (with dates)				Status	Progress Bar
<p>1.Ash Dieback plan is currently being developed which includes an inspection programme which will roll forward to highlight any ongoing deterioration. It will also contain proposed cost information for full implementation. Plan is complete and approved.</p>					<p>100%</p> <p><i>Increased from 90%</i></p>
<p>2. SAC is collaborating with recognised arboricultural bodies on managing this disease. A communication plan is being developed to reflect the SAC Ash Dieback plan. Proposed text is with the Tree Council and the Forestry Commission for review and will form the basis of standard text to be used by a number of authorities. (December 2023).</p>					<p>60%</p> <p><i>Increased from 50%</i></p>

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Risk 11		Risk Title – Financial Constraints			Risk Theme – Resources	
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Accountable – ELT Responsible - CLT Risk Owner – Head of Finance, ICT and Procurement	1. There is a risk that current, planned or expected levels of service cannot be delivered.	UK and Scottish Government reductions in funding over a number of years. Impact of inflation on Council cost base.	Failure to deliver key services or meet change in service demands.	 4 x 3 = 12	1. Annual 2023/24 budget prepared and approved in March 2023. 2. Maintain pressure on Scottish Government to agree settlements which reflect Local Authority needs through participation in CoSLA groups. 3. A ten year Long Term Financial Outlook and three-year Medium Term Financial Plan approved by Leadership Panel in October 2021. 4. Updated Medium Term Financial Plan approved by Cabinet in November 2022 5. Annual Treasury Management Strategy prepared and approved by Council March 2023. Details credit and counterparty risk. 6. Treasury Management Practices (TMP's) updated annually to reflect Treasury risk such as credit and counterparty risk management, liquidity risk management, interest rate risk management and exchange rate risk management. 7. £2.5m Inflation reserve established in February 2023 to mitigate inflationary impact during 2023-24	
Proposed Mitigations (with dates)					Status	Progress Bar
1. Lobby Scottish Government through discussions via CoSLA, Directors of Finance and Solace to ensure required funding continues to be made available to Local Government (ongoing).						 Increased from 75%
2. Rolling annual update of three-year Medium Term Financial Plan to be implemented (next update due October 2023)						 Increased from 50%
3. Bi-annual update of ten-year Long Term Financial Outlook to be implemented (next update due October 2023)						 Increased from 0%
4. Assess the impact/outcomes from the new deal between Local Government and the Scottish Government signed in June 2023 (Verity House Agreement) and the associated new Fiscal Framework is being developed. (March 2024).						 New

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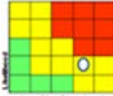


Risk 12		Risk Title – Employee Absence			Risk Theme - Resources	
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Accountable – ELT Responsible - CLT Risk Owner – Chief HR Adviser	1. There is a risk that employee absence levels fall below the standards which can be sustained by the organisation. 2. There is a risk that the cost of staff absence significantly increases the financial risk and budgetary constraints already impacting on the achievement of Council objectives. In 2020/21 – for LGE - the direct 'cost of absence' was £3,851,547 (50% more than 2019/20 when the cost of absence was £2,550,800. In 2021/22 – for Teachers - the direct 'cost of absence' was £1,224,774 (71% more than 2020/21 when absence cost was £714,310) 3. There is a risk that the impact of employee absence creates an unsustainable burden and significant extra pressure on colleagues at all levels who are required to assume additional workloads as a result. 4. There is a risk that employee absence has an adverse effect on workforce planning arrangements.	Key reasons reported for employee absence; Psychological Musculoskeletal Cardiovascular Respiratory Gastrointestinal Impact of employee 'culture' Further statistical information via report to S&P Employee Absence 2021/2022	Additional risk to Service Users, gaps in Service delivery, slippage on achievement of targets. Additional cost of temporary, agency, supply staff or other additional unbudgeted spend. Adverse impact on health of 'attending' employees.	 3 x 3 = 9	1. Maximising Attendance Framework 2. Occupational Health Support 3. Counselling Services including Cognitive Behavioural Therapies 4. Physiotherapy Services 5. Employee Self-Referral Options to 'Access to Work' – fully funded initiative for non-medical intervention, support & sign posting. 6. Range of flexible working and family friendly HR policies. 7. Access for managers and employees to Mentally Healthy Workplace training online.	
Proposed Mitigations (with dates)					Status	Progress Bar
1. Review of maximising attendance framework and related policies in conjunction with Service leads and TU colleagues. Roll out mandatory training for managers in managing absence. (March 2024).						 No change
2. Cross reference to work activity progressing via other services; Trauma Informed Officer rolling out Mental Health First Aid training and linked initiatives, re-introduction of Employee Lifestyle Screening via Risk and Safety, Workforce Planning Strategy with managers' toolkit should support employee experience. (March 2024).						 Increased from 20%
3. HR, in conjunction with Trauma Informed Officer, developing a Staff Wellbeing Strategy. (March 2024)						 No change

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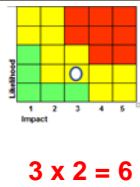





Risk 13		Risk Title – ICT Digital Resilience, Protection and Capability			Risk Theme - Resources	
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Accountable – ELT Responsible - CLT Risk Owner/s – Service Leads - ICT	There is a risk that major or widespread ICT failure will adversely affect delivery of Council services. ICT failure risks include non-compliance, failure of business systems, cyber-attack, and failure of ICT equipment.	Lack of corporate ICT planning in a robust and consistent manner. Cyber intrusion. Outdated / obsolete equipment and systems. The Business Continuity Plans of some Services may lack effective arrangements for ICT loss.	Inability to provide key services and recover quickly. Reputational damage, financial loss, litigation.	 4 x 2 = 8	1. Resilient infrastructure in place with dual data centres, duplicated network communication paths, internet links, and server hardware. 2. External contracts established with service providers for technical support and expertise across critical technologies. 3. Existing Disaster Recovery Plan (DRP) in place for critical systems. SAC Data Centre’s services will be migrated to cloud data centres, with the first phase completed in April 2023. 4. A bespoke ICT Risk Register in place, which is subject to review as part of standard operating practice. 5. The Integrity Group meets regularly to consider cyber security issues and develop further mitigations as required. 6. Compliance standards established as part of technology and process governance framework. 7. Service BC plans include some level of ‘manual work around’ for resilience in respect of ICT failure. Updates to all BC plans are requested on a 6 monthly basis.	
Proposed Mitigations (with dates)					Status	Progress Bar
1. Live services being moved to McCall’s Avenue Data Centre, which has enterprise facilities management services, with County Buildings being used for resilience purposes. Work is 98% in terms of live services being moved from County Buildings to McCall’s Avenue, with low volume items remaining which have longer term timelines. (December 2023)						 <i>Increased from 95% to 98%</i>
2. Works are underway to migrate services to a Cloud Data Centre with phase 1 completed in April 2023. Planning works for phase 2 have commenced and migration is scheduled to be completed by December 2023.						 <i>Increased from 70%</i>
3. PSN accreditation now achieved for entire Council network. Egress Defend and Protect now fully operational. ICT will now continue to work with a Cyber Security partner to assess and improve the overall security of the Council’s ICT infrastructure as new threats and technologies emerge. (ongoing)						<i>Ongoing</i>
4. In light of services migrating to a cloud data centre, work is required with all services to redefine the ICT element of their Business Continuity Plans. Engagement from ICT will take place to define priority applications which align to future plans for application rationalisation/replacement based on off-premises data centre provision. (timescale TBC).						 <i>New</i>
5. ICT Asset Management function established to ensure currency of technology assets is maintained. Additional capacity created. Rolling replacement plans are now in place for technology towers.						 <i>Increased from 95%</i>

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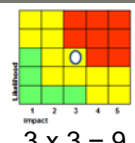



Risk 14		Risk Title – Management of Assets			Risk Theme – Resources		
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations		
Accountable – ELT Responsible - CLT Risk Owner – Service Leads – Asset Management and Professional Design Services	1. Delivery of the agenda linked to Transforming the Estate may be impacted by a range of factors which could delay any resulting financial gains. 2. There is a risk of delay to projects within the General Services capital programme due to inflation of construction costs which could impact on deliverability of the programme.	Decisions re asset rationalisation, delays on asset disposal, staff placing logistics. Inflation Cost of Living Crisis	Impact on efficient recovery of Council services. Failure to deliver Asset Management Plan. Project delay or additional costs. Adverse incidents and compliance failure. Damage to Council's reputation.		1. The Transforming the Estate project is underway and has superseded the former Asset Management Plan. 2. Professional Design Services continue to monitor construction costs and contractor's ability to progress and deliver works.		
Proposed Mitigations (with dates)						Status	Progress Bar
1. The Asset Management Plan (AMP) has now been superseded by the 'Transforming Our Estate' Project. The proposed approach to the rationalisation of Council assets was approved by Cabinet on 23 May 2023. It has been agreed to note the strategic recommendations following conclusion of an external consultant's review and undertake further work to review the proposals for each asset type and validate cashable benefits and costs for the Council. Progress is being made on the delivery of an outline work plan and a report outlining the achievements will be taken to Cabinet in June 2024.							
2. There was a new Capital Plan approved by Council on the 1 st March, 2023, covering the twelve financial years 2023/24 through to 2034/35. Quarterly Capital Monitoring Reports will be presented to Cabinet (August & October 2023, February & June 2024), and will include any issues required to be highlighted and any adjustments to be requested.							Ongoing

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Guidance - Recording Risks

Risk No. x		Risk Title - xxxxx		Risk Theme – Resources / Protection / Governance		
Ownership	Potential Risk	Cause	Potential Effect	Risk Score	Current Mitigations	
Who is accountable and responsible for managing the risk?	What could go wrong? S	What may have caused this risk? A	Possible outcomes or adverse effects? M	 P	What is already in place to manage the risk? L E	
Proposed Mitigations (with dates)					Status	Progress Bar
1. What is planned to mitigate the risk further? (and when it is due to be completed) <enter date>						<div style="border: 1px solid black; padding: 2px; display: inline-block;">33%</div> <i>Increased from...?</i>

A status icon (Figure 3) is displayed along with a calculation from Risk Owners on percentage completion of the mitigating actions. This information is closely scrutinised by Chief Officers via CLT and Elected Members through the Audit and Governance Panel and Cabinet and this assists in determining decisions on reducing or increasing risk ratings utilising the matrix at Figure 1.

New risk identification is considered against a broad range of risk types and these are represented at Figure 2.

Risk types are cross-cutting and not considered in isolation.






Further explanation of SAC Council Risk Management Methodology is available within the Corporate Risk Management Strategy [RM Strategy](#)

Fig 1

Risk Themes			
Governance	Protection	Resources	
Risk Rating			
Impact		Likelihood	
x			
1	Minor	1	Unlikely
2	Moderate	2	Possible
3	Major	3	Likely
4	Critical	4	Very Likely
5	Catastrophic	5	Almost Certain

Fig 2



Fig 3	Status
	Completed
	On Target
	Not on target – some concerns
	Not on target – major concerns
	Not yet started

South Ayrshire Council

Report by Director of Health and Social Care
to Cabinet
of 26 September 2023

**Subject: Unannounced Inspection of Cunningham Place
Children's House**

1. Purpose

1.1 This report is to inform the Cabinet that there was an unannounced inspection by the Care Inspectorate on Cunningham Place, one of South Ayrshire's Children's Houses. This inspection was carried out by one inspector from the Care Inspectorate with in-person visits taking place and feedback provided on 9 June 2023.

2. Recommendation

2.1 It is recommended that the Cabinet:

2.1.1 acknowledges the Care Inspectorate's unannounced inspection of Cunningham Place Children's House and the grading of being Adequate;

2.1.2 reflects upon the key messages from the Inspection report; and

2.1.3 acknowledges the Health and Social Care Partnership's Improvement plan and be assured of the ongoing improvement work being undertaken.

3. Background

3.1 The Care Inspectorate undertook an unannounced Inspection of Cunningham Place Children's House in June 2023. They spoke with five young people using the service and one family member; they also spoke with staff, management, and the Senior Management Team and representatives from social services and advocacy services. To inform the inspection further, they reviewed survey responses received from staff and external professionals, observed practice and daily life in the House, through being present within the House, and reviewed key documents.

3.2 The overall inspection assessed the House against the quality indicator; ***'How well do we support children and young people's rights and wellbeing?'*** The House's care against this indicator was ***Adequate***.

4/

4. Proposals

4.1 The Cabinet is required to consider the key messages and areas for improvement noted by the Care Inspectorate.

4.1.1 Young people had individualised support, including access to activities.

4.1.2 Young people were supported with their rights, having access to advocacy services.

4.1.3 Staff were good at developing meaningful relationships with young people.

4.1.4 Admissions and matching processes were not in place and required improvement.

4.1.5 Care plans and risk assessments should be in place for all young people. They should clearly detail the young person's needs, how they will be met, and use up-to-date knowledge, theory, and research.

4.1.6 Staff training and formal support, including supervision and debriefs, required improvement.

4.1.7 The management team and staff showed commitment to the welfare of young people.

4.2 Overall the Inspectors said:

4.2.1 Young people were supported with their rights, and their advocacy worker was a regular visitor to the service. Young people's identity was supported, including religious, cultural, and dietary needs. We heard that the young people enjoyed the food cooked by the chef and had the opportunity to make specific requests.

4.2.2 Young people received individually tailored support to maximise attainment, this included school and work experience placements.

4.2.3 Young people's physical health was supported, with young people having access to gym memberships, and mental health, with one young person being supported to keep their pet dog.

4.2.4 New experiences were also prioritised, including facilitating trips to Blackpool.

4.2.5 Connections to people important to young people were prioritised, where possible, to promote young people's sense of identity.

4.2.6 Prior to young people moving to Cunningham Place, 'consideration meetings' were held, however there were no formal admission or matching processes in place. This meant there was limited planning around young people moving, staffing ratios, staff training, young people's views, how care would be delivered and how risks would be managed (see area for improvement 1).

- 4.2.7 Risk assessments and care plans for young people who had recently moved to Cunningham Place were not in place (see area for improvement 2).
- 4.2.8 Where risk assessments were in place, the strategies to support the young people were unclear, for example when to use restrictive practices. Care planning documents should be SMART (specific, measurable, achievable, relevant and timebound), reflect young people's needs, and how staff will support these needs to be met, by using up-to-date knowledge, theory, and research.
- 4.2.9 The inspectors were pleased to hear that the service plans to improve the quality of risk assessments, care plans and strategies used to support young people, and look forward to seeing the impact of this at future inspections.
- 4.2.10 Staff spoke highly of the level of support they received. We heard that there were daily handover processes in place, including weekly team meetings, development days, some peer support and that management were available and supportive.
- 4.2.11 The Inspectors heard that though staffing at times was difficult due to absences, minimum staffing requirements remained in place to mitigate the impact of the quality of care to young people. They heard that absences had impacted on formal supervision and debriefs taking place and that the service is closely monitoring staffing levels and plans to improve the staffing needs assessment as part of their service action plan.
- 4.2.12 Inspectors heard that formal supervision and debriefs would increase in frequency. But that knowledge and understanding of child protection varied across the team. Access to specialist training including trauma and adult safeguarding also required some improving. However, there was a refresher mandatory child protection training programme was underway for all staff, and that a training plan would be developed to identify specialist training required.
- 4.2.13 The inspectors saw staff build caring relationships with young people and they heard about some staff keeping in touch with young people after they had moved on and the importance of long-term meaningful relationships. There was an emphasis on continuing care, with one young person moving to live in the adjoining flat.
- 4.2.14 Family and stakeholders felt that there had been improvements in communication, and that staff genuinely cared for the young people.
- 4.3 Areas for improvement (copy Improvement Action Plan attached as [Appendix 1](#)):
 - 4.3.1 In order to ensure that young people have the service that is right for them, the provider should ensure that decisions about admissions are fully informed by a robust, clearly evidenced assessment and matching process.
 - 4.3.2 In order that young people have the best possible outcomes and experiences, the provider should ensure that the service develops high-quality, effective plans and risk assessments.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 Not applicable.

7. Human Resources Implications

7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 Rejecting the recommendations will have a negative impact on the achievement of the following strategic outcomes within the Service and Improvement Plan for the Health and Social Care Partnership. Namely; ***'Improving outcomes for care experienced children and care leavers'*** and ***'building communities in which people feel safe and are safe'*** and ***'being evidence-informed and driven by continuous performance improvement'***.

9. Equalities

9.1 The proposals in this report allow scrutiny of performance. The report does not involve proposals for policies, strategies, procedures, processes, financial decisions and activities (including service delivery), both new and at review, that affect the Council's communities and employees, therefore an equality impact assessment is not required.

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** – This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

- 12.1 The matters referred to in this report contribute to Priority 2 and 3 of the Children's Services Plan 2020-23 '**Tackling inequalities**' and '**Love and support for our Care Experienced Young People and Young Carers**', as well as '**Health and Care systems that meet people's needs**' and '**Improving outcomes for care experienced children and care leavers**'.

13. Results of Consultation

- 13.1 There has been no public consultation on the contents of this report.
- 13.2 Consultation has taken place with Councillor Lee Lyons, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Director of Health and Social Care will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
To implement the identified improvements required in the Care Inspectorate's report and the associated Action Plan	1 July 2024	Head of Children's Health, Care and Justice

Background Papers **None**

Person to Contact **Mark Inglis, Head of Children's Health, Care and Justice**
Elgin House, Ailsa Hospital, Dalmellington Road, Ayr
Phone 01292 294308
E-mail Mark.Inglis@south-ayrshire.gov.uk

Date: 14 September 2023

CUNNINGHAME PLACE IMPROVEMENT ACTION PLAN

Area for Improvement	Desired Outcome	Actions	Responsible for Action Plan and Target Completion Date – who and when
Risk Assessments	<p>To make sure that our young people are fully supported in ways that they respond well to and best meet their needs.</p> <p>-For the staff team to be fully aware and prepared for all situations.</p>	<p>To ensure that high-quality, effective risk assessments are in place, this will include individualised strategies and will be condensed and relevant to current issues and concerns.</p>	<p>Lead Professionals and residential staff</p> <p>For all C&YP in residential houses to have a new format Risk Assessment completed by 31/08/2023</p>
Considerations and Admissions Meetings	<p>To ensure considerations meeting are taking place to explore all areas of considerations in relation to outcomes for all C&YP who would be involved in potential transitions</p>	<p>In the meetings which do take place, all areas of risk, needs of all C&YP, desired outcomes and all areas of contention must be explored, supported and planned for as best we can.</p>	<p>Team Leaders, House Managers, Service Manager, relevant lead professionals</p> <p>Considerations Meetings, scheduled for every Friday if required and ongoing</p>
Restrictive practices	<p>For the staff team to be aware of the expectations and their responsibilities in emergency situations.</p> <p>-To ensure that all staff are appropriately trained.</p>	<p>A restrictive practices policy will be written, it will be made clear that, although the staff are trained in restrictive practices, they will only be used in circumstances where there is a threat to life or where staff or young people are significant risk of endangerment</p>	<p>Managerial Team to complete policy</p> <p>All staff to be trained and cognisant of policy implementation.</p> <p>Completion by January 2024</p>

Area for Improvement	Desired Outcome	Actions	Responsible for Action Plan and Target Completion Date – who and when
Care Plan	<p>For young people to be able to have their voices heard and be involved and in control of their plans.</p> <p>-To make sure that care plans are SMART and in line with the guidance from the Care Inspectorate.</p>	<p>A new action plan format will be devised for the residential houses which will be SMART (specific, measurable, achievable, realistic and timebound). This will be child-led, a plan will be devised around the child, incorporating the health and social care standards.</p>	<p>Managerial Team to complete policy</p> <p>Completion date January 2024</p>
Supervision	<p>For all staff to be fully supported and provided with the appropriate support and guidance.</p> <p>-To ensure that unforeseen circumstances do not impact on access to formal supervision.</p>	<p>A supervision plan will be drawn up to ensure that all members of staff are receiving formal supervision, a contingency plan will be devised to ensure that the plan is adhered to despite absences of manager or senior staff.</p>	<p>Managerial Team will compile supervision scheduling plan and implement the new Supervision policy, as per SAC processes and protocols</p> <p>Completed by October 2023</p>
Debriefs	<p>For all staff to be offered debriefs for any incident that involves either a child or young person who stays in the children's house</p>	<p>Core child protection training will be brought up to date as a matter of urgency and in addition staff will be expected to attend Child Protection level 2 training.</p>	<p>All Staff to be trained in relevant Child Protection procedures, either as new employees or existing employees completing refresher courses</p> <p>By January 2024</p>
Child Protection	<p>To ensure that staff are trained in line with the expectations of their role.</p> <p>-To make sure that staff are able to identify issues, respond</p>	<p>Core child protection training will be brought up to date as a matter of urgency and in addition staff will be expected to attend Child Protection level 2 training.</p>	<p>All Staff to be trained in relevant Child Protection procedures, either as new employees or existing employees completing refresher courses</p>

Area for Improvement	Desired Outcome	Actions	Responsible for Action Plan and Target Completion Date – who and when
	appropriately and know how to record and report child protection concerns.		By January 2024
Adult Protection	<p>To make sure that staff are appropriately trained to deal with all ages that may use our service. (Our registration will soon be increased to 26 years)</p> <p>-To make sure that staff are aware of how to respond appropriately to concerns for family members of our young people.</p>	Adult support and protection training will be added to all training plans.	<p>All senior staff and managers to be trained in all aspects of ASP. This would ensure trained staff was on shift. All remaining staff to be trained.</p> <p>Senior Staff and Managers by January 2024</p> <p>All remaining staff to be trained by August 2024</p>
Training	<p>To make sure that staff have been trained appropriately in line with their role and with the standards expected in the sector.</p> <p>-To provide the best outcomes for the young people, making sure that they have access to staff that are able to support them and respond to them appropriately and effectively.</p>	A training needs analysis will be completed, and a training plan will be devised.	<p>Training Plan to be completed by Managerial Team</p> <p>Plan to be completed by January 2024</p>

South Ayrshire Council

**Report by Director of Strategic Change and Communities
to Cabinet
of 26 September 2023**

Subject: Integrated Impact Assessment

1. Purpose

1.1 The purpose of this report is to seek Cabinet approval to pilot the new Integrated Impact Assessment (IIA) within the Strategic Change and Communities Directorate.

2. Recommendation

2.1 It is recommended that the Cabinet:

2.1.1 approves the cross cutting thematic areas identified in [Appendix 1](#); and

2.1.2 agrees that the new IIA will be initially piloted within the Strategic Change and Communities Directorate with a view to full roll-out across the Council during 2024.

3. Background

3.1 The Public Sector Equality Duty (PSED) (or general duty) in the Equality Act 2010 came into force in April 2011. This requires that public sector bodies, in the exercise of their functions, have 'due regard' to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.
2. Advance equality of opportunity between those who share a protected characteristic and those who do not; and
3. Foster good relations between those who share a protected characteristic and those who do not.

3.2 Under the Fairer Scotland Duty, we must also give due regard to reducing socio-economic disadvantage such as low/ no wealth, low income, area deprivation and material deprivation. [Equalities Impact Assessments](#) (or scoping papers) that incorporate the Fairer Scotland Duty are the Council's current method of meeting these duties and are required to be carried out at the beginning of any new policy or strategy development or decision making process that may negatively impact on protected groups.

- 3.3 The Council Plan 2023-28 recognises that local authorities operate in a complex legislative and policy environment that can unintentionally lead to silo working and inefficient use of resources.
- 3.4 The plan proposes development of a new IIA to increase opportunities for effective collaboration and ensure key strategic priorities are always part of our decision-making process. The additional areas to be assessed are:
- Our ageing population;
 - Children’s rights;
 - Sustainability, climate change and biodiversity;
 - Trauma;
 - The Promise;
 - Rurality; and
 - Human Rights.
- 3.5 Alongside meeting our statutory obligations, assessing our strategic decisions in this way will allow us to critically assess whether a ‘policy’ has wider impacts beyond its intended outcomes and if it impacts differentially on different groups in our communities. It also ensures that decision makers are supported to consider the strategic context in which we operate at an early stage of a proposal, avoiding wasted effort and increasing opportunities for collaboration and efficient service delivery.
- 3.6 The IIA has been developed by a multi-service, short-life working group who have provided the supporting guidance. The group included:
- Senior Policy Officer for Equalities and Community Planning;
 - Education Officer;
 - Corporate Parenting Lead Officer;
 - Trauma Informed Practice Officer;
 - HSCP Planning and Performance; and
 - Coordinator for Sustainability.
- 3.7 The proposed IIA was referenced by Audit Scotland in the Council’s recent thematic audit on leadership, noting its role in meeting our Best Value obligations relating to reducing inequalities and tackling climate change.

4. Proposals

- 4.1 Much like the existing EQIA, the proposed IIA will ask decision makers assess for positive and negative impacts providing justification for the impact rating and providing information on any mitigations required for negative impacts.
- 4.2 Information is gathered using a drop-down menu style excel spreadsheet with guidance notes built in to support completion. Further support and advice is available to colleagues from the Equalities team. A copy of the draft master document is available for Members to access [here](#) (Members only).

- 4.3 As the IIA is completed, a summary document (attached as [Appendix 1](#)) is generated, offering a clear visual overview of the positive and negative impacts of the assessed policy and any mitigations required. Impacts are displayed using a RAG status. It is proposed that the IIA Summary documents are attached to Council decision making reports as an appendix, replacing the existing Equalities Impact Assessment.
- 4.4 This format will also allow improved data collection and analysis of our impact in reducing inequalities and tackling climate change. Data and accompanying commentary from the assessments will be reported to the Service and Partnerships Performance Panel and the Council Leadership Team twice a year for scrutiny. This is in addition to using the data to complete our bi-annual Mainstreaming Equalities Report and our Climate Change reporting.
- 4.5 If Members agree the suggested format, it is proposed that the new IIA is rolled out to a small group of Service Leads within the Strategic Change and Communities Directorate for testing and evaluation before being rolled out to the wider Council by the end of 2024.
- 4.6 Training materials are currently under development to support services and Members to start using and scrutinising the new IIA.

5. Legal and Procurement Implications

- 5.1 The recommendations in this report are consistent with legal requirements.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 Not applicable

7. Human Resources Implications

- 7.1 Not applicable

8. Risk

8.1 Risk Implications of Adopting the Recommendations

- 8.1.1 There are no risks associated with adopting the recommendations.

8.2 Risk Implications of Rejecting the Recommendations

- 8.2.1 The risks associated with rejecting the recommendations are that the Council fail to measure its impact against inequalities in line with Best Value.

9. Equalities

- 9.1 This report is proposing an improved impact assessment process.

10. Sustainable Development Implications

10.1 **Considering Strategic Environmental Assessment (SEA)** - this report is proposing an improved impact assessment process

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 As noted below:

Priority	Outcomes	Indicate each outcome that applies
Spaces and Places	Moving around and the environment.	Yes
	Play, Sport and Recreation	Yes
Live, Work, Learn	Education and lifelong learning	Yes
	Work and economy	Yes
	Housing	Yes
Civic and Community Pride	Pride in South Ayrshire	Yes
	Community Engagement	Yes
Support Services	Efficient and effective enabling services	Yes

13. Results of Consultation

13.1 Consultation has taken place with Councillor Martin Dowey , Portfolio Holder for Corporate, and Councillor Lee Lyons, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

14.1 If the recommendations above are approved by Members, the Director of Strategic Change and Communities will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Rollout new IIA to service leads in the Strategic Change and Communities Directorate	31 March 2024	Service Lead – Policy, Performance and Community Planning
Rollout new IIA to wider Council	31 December 2024	Service Lead – Policy, Performance and Community Planning

Background Papers [South Ayrshire Council Plan 2023-2028](#)

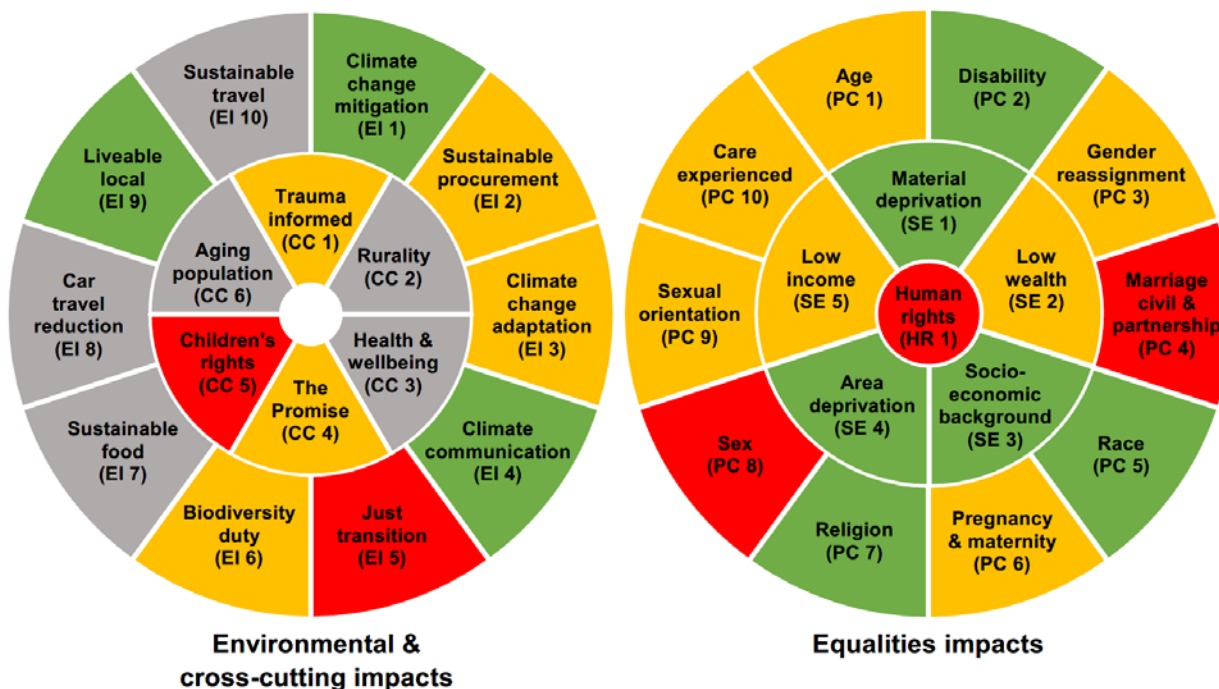
Report to Audit and Governance Panel of 28 June 2023 - [Best Value Thematic Work in South Ayrshire Council 2022/23](#)

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Date: 18 September 2023

Integrated Impact Assessment Summary Report

Title of proposal: [proposal title]
 Date of completion: [date]
 Completed by: [name, job title, service]



Reserved space for key to RAG colours (rough size) - particularly if 'Cross-Cut' impacts requires 5-point colour scale (also need to experiment with all RAG hues for accessibility / printing to greyscale).

EQUALITIES (impact on socio-economic inequality)		Mitigating Actions Required (re negative impacts - red / amber status)
SE 1	Material Deprivation	[actions feed through from form - need to decide max char limit]
SE 2	Low and/or no wealth	
SE 3	Socio-Economic Background	
SE 4	Area Deprivation	
SE 5	Low Income/Income Poverty	
EQUALITIES (impact on human rights)		Mitigating Actions Required (re negative impacts - red / amber status)
HR 1	Human Rights	

South Ayrshire Council

**Report by Depute Chief Executive and Director
of Housing, Operations and Development
to Council
of 26 September 2023**

Subject: Proposed Ward Capital Projects – Update 2023 to 2025

1. Purpose

- 1.1 The purpose of this report is to provide an update on implementation of capital projects approved by Council at its meeting of 29 June 2023 and to recommend further capital projects for initiation and implementation during 2023/24. The report also provides an update on arrangements for considering potential capital investment programmes related to Ayr esplanade and Ayr town centre in the period 2024-27.

2. Recommendation

2.1 It is recommended that the Cabinet:

- 2.1.1 notes the progress made with the capital investment projects identified in Appendix 1;
- 2.1.2 agrees that a report will be brought back to Council in March 2024 identifying a comprehensive programme of further capital investment projects for implementation during the financial period 2024 to 2027;
- 2.1.3 agrees the capital investment projects identified in Appendix 2 for initiation during the financial year 2023-24; and
- 2.1.4 notes the intention to prepare a Draft Ayr Esplanade Improvement Strategy and a Draft Ayr Town Centre Development Strategy that will provide the basis for a coherent package of capital investment projects in each of these locations. The Draft Ayr Esplanade Improvement Strategy will be recommended to the Cabinet meeting of 28 November 2023 for approval as a basis for public engagement and a Draft Ayr Town Centre Development Strategy will be recommended to the Cabinet meeting of 29 October 2024 for approval as a basis for public engagement.

3. Background

- 3.1 At its meeting on 1 March 2023, the Council approved the General Services Revenue Budget 2023-24 and the Capital Investment Programme 2023-24 to 2034-

35. Contained in the Capital Investment Programme 2023-24 to 2034-35 was funding for Place Plans; Place Planning and Community Led Projects; Place Planning and Ayr Ward West/Ayr Town Centre Projects; Girvan Regeneration Projects; and Promenade and Shorefront Enhancement Schemes.

- 3.2 At its meeting on 25 April 2023 Cabinet approved a process for identifying potential capital investment projects. This involved a review of Local Place Plans, Ward meetings with Elected Members and consideration by the Capital Asset Management Group (CAMG). The outcome of this work was the identification of potential projects. The projects were initially screened to establish if they were viable and if they were viable a view was taken on their expected timescales for implementation. This resulted in all these projects being assigned a colour category based on their deliverability: Red (unviable), Amber (complex requiring further work or consideration) or Green (viable and can be commenced in the current financial year 2023-24).
- 3.3 At its meeting on 29 June 2023 Council agreed 73 capital investment projects (categorised as green) due for commencement in 2023/24. These projects and a brief update on their progress is provided in Appendix 1.
- 3.4 Since Council approval of the 73 green projects, the remaining 186 amber projects have undergone further investigation and consideration by CAMG,

4. Proposals

- 4.1 Appendix 2 provides a list of the green projects approved by Council on 29 June 2023 along with a brief update and a review of colour categorisation if the project's deliverability has moved. It can be seen that 52 of the 73 projects remain on track for implementation during 2023/24. 12 of the projects have now been defined as amber mostly due to complexities in project delivery being identified. Unfortunately, for the reason given in the update, 7 projects can no longer be taken forward at this time through Ward Capital spend though other options are being considered for some of these projects.
- 4.2 The projects in Appendix 2 provide a significant work programme across many Council services. Whilst progress has been good, it is clear that there are considerable complexities to delivering this programme. The focus of work programmes since June 2023 has been on implementing the already approved projects for 2023/24. However, the remaining 186 amber projects have also been further investigated and, taking into account resources and work programme capacities, a further 14 projects are proposed for approval for commencement in the financial period 2023-24. The list of 14 further projects is set out in Appendix 2. It is recommended that work continues to progress the remaining 172 potential projects and that a report on the potential of these projects be provided to Cabinet in March 2024.
- 4.3 In assessing potential capital improvement projects on Ayr Esplanade, as part of both the Ward Capital budget and the Ayr Promenade budget, it has become clear that taking these projects forward would benefit from having a strategy that will provide a cohesive package of place making improvements to improve the overall esplanade area. Furthermore, the majority of this area is on land defined as Common Good, Previous legal research in relation to the St Germain-en-Laye gardens and bandstand concluded that the Council's Title to these two sites derives from the original Crown Charter establishing the Royal Burgh and they are thus determinably inalienable Common Good. This means that land cannot have its use

changed, sold or leased without court order. The same position is likely for the entire Common Good area of Ayr esplanade. Short term leases may not require Sheriff approval. There are a number of complex legal considerations that are relevant when considering proposals that relate to Common Good land. Advice on how the Council should approach development proposals or uses on Common Good land highlights the importance of undertaking community consultation on emerging proposals with a clear statement on how the improvement proposals provide for an improved position for communities enjoying Common Good assets. As part of the overall strategy, advice will be sought on whether any aspects or proposals could be considered to constitute a disposal or change of use of Common Good. In such circumstances, consultation requirements under section 104 of the Community Empowerment (Scotland) Act 2015 would need to be followed. A summary of the potential legal requirements and processes where aspects of the strategy will involve a disposal or change of use of Common Good is provided in paragraph 5.1.

4.4 Although it is not thought that the emerging improvements along the Ayr Esplanade represent development or change of use a significant improvement to the area is being proposed and it is considered that the consultation on these proposals will be assisted by an Ayr Esplanade Improvement Strategy. It is intended that a draft strategy will be presented to Cabinet in November 2023 as a basis for public consultation. Many of the proposals could be viewed as maintenance or renewal. As such it is not considered that these improvements require to be delayed pending the conclusion of the finalised Strategy and as such they could commence in 2024/25.

4.5 There are also a number of capital investment projects proposed for Ayr town centre, including significant improvement proposals for Burns Statue Square. A report to Special Council of 15 September 2023 on Ayr Station Hotel, noted that it would be beneficial for any decision to demolish the southern wing of Ayr Station Hotel to be taken within the context of a development strategy for the area. Given the significant capital projects in Ayr town centre and issues regarding the future of the Ayr Station Hotel, the Council has commissioned consultants (Ironsides Farrar) to develop a potential development strategy for the town centre with a focus on this southern gateway area of the town centre. The development strategy will be helpful in the Council obtaining any potential external grant funding to undertake environmental improvements or other development works in Ayr town centre and in the southern gateway location. It is expected that the draft development strategy will be complete for recommending to the Cabinet meeting on 29 October 2024. A key recommendation of this report will be the seeking of agreement to undertake a public consultation on the draft development strategy.

5. Legal and Procurement Implications

5.1 Legal advice will be provided as required on the capital improvement projects. In the event that a project involves a disposal or change of use of Common Good, the following provides a summary for members of the legal processes which will require to be satisfied. Under Section 104 of the Community Empowerment (Scotland) Act 2015 the Council, before making a decision to dispose or change the use of these areas, must:

- Publish details of the proposed disposal or change of use;
- Notify (a) any community council whose area includes all or part of the areas (taking account of the burgh council boundaries) and (b) any community body known by it to have an interest in the areas; and

- Invite representations in respect of the proposals;

and the Council must have regard to any representations made about the proposals in deciding whether to proceed.

5.2 If the areas are inalienable Common Good, under Section 75 of the Local Government (Scotland) Act 1973 the Council is also required to obtain authority from the Sheriff Court for any proposed appropriation or disposal of the areas.

5.3 Furthermore, under section 15(4) of the Local Government etc. (Scotland) Act 1994, in administering common good property, a Council shall have regard to the interests of the inhabitants of the former burgh area to which the common good related prior to 16th May 1975.

5.4 It should be noted that if any development relates to land which is open space and used for public recreation, there may be a requirement under Sections 24(2A) & 27(2A) of the Town and Country Planning Act 1959 that the Council must also:

- Publish a notice of any proposed appropriation or disposal in a newspaper circulating in the area for at least 2 consecutive weeks; and
- Consider any objections made in response before deciding whether to proceed.

6. Financial Implications

6.1 The Capital Investment Programme Expenditure in relation to community projects 2023/24 to 2034/35 as approved by the Council on 1 March 2023 is set out below. Within the overall approved budget, the Council, at its meeting on 29 June 2023, approved £3,045,000 in relation to community projects:

3	Communities Investment	2023/24 £	2024/25 £	2025/26 £	2026/27 £
i)	Girvan Regeneration Projects	1,500,000	1,500,000	-	-
l)	Place Plans	700,000	-	-	-
m)	Place Planning and Community Led Projects	1,750,000	1,750,000	1,750,000	1,750,000
n)	Place Planning and Ayr Ward West/Ayr Town Centre Projects	1,000,000	1,000,000	1,000,000	1,000,000
o)	Promenade and Shorefront Enhancement Scheme	850,000	500,000	500,000	500,000

7. Human Resources Implications

7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with agreeing to the above recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 There is a risk if the above recommendations are rejected that the Council will not be able to either complete the capital investment in improvements in our communities or if further projects are taken forward that this delays the delivery of already approved projects. There is a risk that if the projects in the Ayr Esplanade area are not set within a strategy as the basis for consultation that this could bring about challenges regarding works affecting the Common Good. There is also the risk that this could lead to incremental, incoherent placemaking. There is a risk that if the projects in Ayr town centre are not set in a development strategy that this could lead to incremental, incoherent placemaking.

9. Equalities

9.1 The proposals in this report have been assessed through an Equality Impact Assessment including Fairer Scotland Duty and is attached as Appendix 3.

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** – This proposal does not propose or seek approval for a plan policy, programme, strategy, or document otherwise described which could be considered to constitute a plan, programme, policy or strategy. The strategies noted in relation to Ayr Esplanade and Ayr town centre will be subject of an SEA.

11. Options Appraisal

11.1 The various proposals that communities and Ward Members put forward for consideration can be found here. A thorough and detailed assessment of every proposal presented ensured that all options were fully appraised

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Priority 1: Spaces and Places; and Priority 3: Civic and Community Pride of the Council Plan.

12.2 In terms of Priority 1: Spaces and Places, Outcome 1: Moving around and the environment and Outcome 2, Play Sport, and Recreation, are supported by the proposals set out in this report.

12.3 In terms of Priority 3: Civic and Community Pride, Outcome 1: Pride in South Ayrshire and Outcome 2: Community Engagement, are supported by the proposals as set out in this report.

13. Results of Consultation

- 13.1 Consultation has taken place with Councillor Martin Dowey, Portfolio Holder for Corporate and Strategic, Councillor Ian Davis, Portfolio Holder for Finance, Human Resources and ICT, and Councillor Martin Kilbride, Portfolio Holder for Buildings, Housing and Environment, and the contents of this report reflect any feedback received.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Depute Chief Executive and Director of Housing, Operations and Development will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
Commencement of Green status Capital projects	31 March 2024	Assistant Director – Housing and Operations/Assistant Director – Planning and Development
Submission of full programme of Capital improvement projects for Cabinet approval	31 March 2024	Assistant Director – Housing and Operations/ Assistant Director – Planning and Development
Submission of Draft Ayr Esplanade Placemaking Improvement Strategy to Cabinet	28 November 2023	Assistant Director – Planning and Development
Submission of Draft Ayr Town Centre Development Strategy	29 October 2024	Assistant Director - Communities





Background Papers Report to Leadership Panel of 16 March 2021 – [Ayr Esplanade](#)






Report to Leadership Panel of 15 June 2021 – [Ayr Esplanade](#)




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Date: 18 September 2023

No	Investment in Priority Improvement	Reference	Contribution from £1m Per Ward Fund (£)	Total Project Value (£)	Match Funding (£)	Source of Match Funding	Link to Council Plan	Support Community Wealth Bung ¹	Portfolio Holder	Timescale	Status	Details
2	Traditional community notice boards to promote events and activities in the town centre	Troon Together Community Action Plan 2019	5,000	5,000	TBC	TBC	Spaces and Places Moving around and the environment; and Play Sport and Recreation Civic and Community Pride Pride in South Ayrshire; and Community Engagement.	Land and Assets Plural Ownership	Councillors Martin Kilbride Alec Clark Brian Connolly Brian Connolly Ian Davis	23/24		The introduction of traditional notice boards to display both information of forthcoming events, community and Council news and display advertisements.
20	BBQ area on promenade.	Troon Together Community Action Plan 2019	10,000	10,000	TBC	TBC	Spaces and Places Moving around and the environment; and Play Sport and Recreation.	Land and Assets Plural Ownership Fair Work	Councillors Martin Kilbride Alec Clark Brian Connolly Bob Pollock	23/24		Neighbourhood Services to advance locations
1	Newton Multi Use Games Area (MUGA)	Newton Tenants and Residents Association Request	150,000	150,000	No	N/A	Spaces and Places Play, Sport and Recreation	Land and Assets	Councillors Martin Kilbride Alec Clark Brian Connolly	23/24		PDS confirmed design. To discuss proposals with members before commencement of works.
9	Natural Space Seating for the elderly; and More dog bins.	Annbank Place Planning Priorities for Actiony Engagement Outcomes June 2022	5,000	5,000	TBC	TBC	Spaces and Places Moving around and the environment; and Play, Sport and Recreation. Civic and Community Pride Pride in South Ayrshire.	Land	Councillors Martin Kilbride Alec Clark Brian Connolly	23/24		Neighbourhood Services to advance locations

No	Investment in Priority Improvement	Reference	Contribution from £1m Per Ward Fund (£)	Total Project Value (£)	Match Funding (£)	Source of Match Funding	Link to Council Plan	Support Community Wealth Bung ¹	Portfolio Holder	Timescale	Status	Details
16	Streets and Spaces Barnweil monument should be repaired and access allowed inside; and Noticeboard featuring history of the area.	Craigie Place Planning Priorities for Action Engagement Outcomes June 2022	TBC	TBC	TBC		Spaces and Places Play, Sport and Recreation. Civic and Community Pride Pride in South Ayrshire	Land and Assets	Councillors Martin Kilbride Alec Clark Brian Connolly Bob Pollock	24/25		Asset Management instructing a fresh condition survey as the last was undertaken in 2019 to identify potential feasible works and priorities for action.
24	Natural Space Benches in woods; and More Bins	Dundonald Place Planning Priorities for Action Engagement Outcomes June 2022	5,000	5,000	TBC	TBC	Spaces and Places Moving Around and the Environment Civic and Community Pride Pride in South Ayrshire	Land and Assets	Councillors Martin Kilbride Alec Clark Brian Connolly	23/24		Neighbourhood Services to advance bench locations only – no additional bins.
25	Install decorative lighting at Dunure Castle.	Dunure Community Action Plan 2019-2024	40,000	40,000	TBC	TBC	Spaces and Places Moving around and the environment; and Play, Sport and Recreation.	Land and Assets	Councillors Martin Kilbride Alec Clark Bob Pollock Brian Connolly	23/24		Updated costing for lighting being sought.
27	Improve access from the Harbour to Kennedy Park and the Castle with a new viewpoint bridge.	Dunure Community Action Plan 2019-2024	150,000	150,000	TBC	TBC	Spaces and Places Moving around and the environment; and Play, Sport and Recreation.	Land and Assets	Councillors Martin Kilbride Alec Clark Bob Pollock Brian Connolly	23/24		ARA finalising design
39	New Multi Use Games Area (MUGA) for Coyllton	Ward Members	150,000	150,000	N/A	N/A	Spaces and Places Moving around and the environment; and Play, Sport and Recreation. Civic and Community Pride	Land and Assets Plural Ownership	Councillors Martin Kilbride Alec Clark Bob Pollock Brian Connolly	23/24		Neighbourhood Services to advance location.

No	Investment in Priority Improvement	Reference	Contribution from £1m Per Ward Fund (£)	Total Project Value (£)	Match Funding (£)	Source of Match Funding	Link to Council Plan	Support Community Wealth Bung ¹	Portfolio Holder	Timescale	Status	Details
							Pride in South Ayrshire					
6	Walking Trail – Information boards	Community Led Tourism Action Plan – Girvan April 2022	6,000	11,000	5,000	Carrick Futures £4,500 Girvan Town Team £500	Spaces and Places Moving Around and the Environment; and Play, Sport and Recreation. Civic and Community Pride Pride in South Ayrshire; and Community Engagement	Land and Assets Plural Ownership Fair Work	Councillors Martin Kilbride Alec Clark Brian Connolly	2023/2024		Information boards to be advanced by Destination South Ayrshire
26	Natural Space Seating near the bridge would be good	Colmonell Place Plan June 2022	1,000	1,000	TBC	TBC	Spaces and Places Moving around and the environment; and Play, Sport and Recreation Civic and Community Pride Pride in South Ayrshire; and Community Engagement	Land and Assets	Councillors Martin Kilbride Alec Clark Brian Connolly	TBC		Neighbourhood Services to advance location.
42	Lion of Carrick Statue Proposal	North Carrick Community Benefit Company (NCCBC)	100,000	100,000	TBC	TBC	Spaces and Places Moving around and the environment. Civic and Community Pride Pride in South Ayrshire; and Community Engagement	Land and Assets	Councillors Martin Kilbride Alec Clark Bob Pollock Brian Connolly	23/24		DSA to Transfer money to NCCBC – complete. If NCCBC can't generate funds money to be returned.

No	Investment in Priority Improvement	Reference	Contribution from £1m Per Ward Fund (£)	Total Project Value (£)	Match Funding (£)	Source of Match Funding	Link to Council Plan	Support Community Wealth Bung ¹	Portfolio Holder	Timescale	Status	Details
44	Community Garden Installation of benches and an interpretation Lectern at the sculpture	Colmonell Place Plan June 2022	1,000	1,000	TBC	TBC	Spaces and Places Moving around and the environment; and Play, Sport and Recreation Civic and Community Pride Pride in South Ayrshire; and Community Engagement	Land and Assets	Councillors Martin Kilbride Alec Clark Brian Connolly	TBC		Neighbourhood Services to confirm location
45	School Car Park formation of a new car park at the rear of Daily Primary School	Ward Members	55,000	155,000	100,000	Capital Programme	Spaces and Places Moving around and the environment; and Play, Sport and Recreation.	Land and Assets Plural Ownership	Councillors Martin Kilbride Alec Clark Bob Pollock Brian Connolly	23/24		ARA to design carpark and complete

Proposed Ward Capital Projects 2023 to 2027

Ward / Project Ref.	Project Description	Project Approved By	Cost Centre	Job Code	Job No. Allocated	Service	Amount Approved £	Girvan Regeneration Projects £	Place Plans £	Planning and Community Led Projects £	Place Planning and Ayr Ward West/Ayr Town Centre Projects £	Promenade and Shorefront Enhancement Scheme £	Match Funding £	Current Status
Troon														
1.	Civic Spaces Around the Walker Hall, Troon (Power Source)	SAC 29/06/2023	010000	004100	G24310	Asset Management	5,000			5,000				The introduction of a power source on the seaward facing end of the Walker Hall for future outdoor events can be delivered within financial year 2023/24. Site Visited. Depending on loading. Should be able to be accommodated from Walker Hall Switchgear
	Troon Town Centre Recycling Bins	SAC 29/06/2023	010000	004100	G24311	Neighbourhood Services	TBC			TBC				Original quote for works is £520k. Alternative prices are now being obtained
3.	Walker Hall - Outdoor Stage or Bandstand	SAC 29/06/2023	010000	004100	G24312	PDS	TBC			TBC				Feedback awaited from Paul Scully following Troon Together group meeting on 7 Sept. This will determine location and scope to allow design to be progressed.
4.	Troon New Play Areas Within Communities - Various Locations	SAC 29/06/2023	010000	004100	G24313	Neighbourhood Services	50,000			50,000				Provision of goal posts and repairs to the volleyball posts and nets on Barassie shore and investment in play areas in Adams Gate, Hosiery Park and Burns Road. Currently awaiting costs.
5.	Refurbishment Works to Hosiery Park Pavilion	SAC 29/06/2023	010000	004100	G24314	Neighbourhood Services	80,000			80,000				4 options have been costed and now agreed with Ward Members this will be progressed via a capital works bid 24/25.
6.	Resurfacing of Troon Esplanade With Red Tarmacadam	SAC 29/06/2023	010000	004100	G24315	ARA	80,000			40,000		40,000		Now included within ARA programme of works.
							215,000	0	0	175,000	0	40,000	0	
Prestwick														
1.	Reconfiguration of Adamton Road North Near to the Former St. Ninians Primary School	SAC 29/06/2023	010000	004100	G24316	ARA	15,000			15,000				Now included within ARA programme of works. Price updated to £15k to reflect detailed estimate
2.	Illumination of Salt Pan Buildings at Prestwick St. Nicholas Golf Club	SAC 29/06/2023	010000	004100	G24317	Asset Management	TBC			TBC				Solar lighting may not have the visual impact required, lighting specification may need reviewed. Further discussion required with golf club.
3.	Installation of Power Supply to the Former Lido Swimming Pool	SAC 29/06/2023	010000	004100	G24318	Asset Management	40,000			40,000				Lido is within SEPA Floodrisk Area. Further dialogue required on options/requirements
4.	Upgrade the Surface of the Car Park Area to the North of the Kidz Play Facility	SAC 29/06/2023	010000	004100	G24319	ARA	135,000			135,000				Further diligence required to satisfy Common Good and planning status
5.	Installation of a 'World Destination' Sign on Prestwick Promenade	SAC 29/06/2023	010000	004100	G24320	Neighbourhood Services	TBC			TBC				Awaiting feedback from Ward Councillors
6.	Provision of Two New Steel Park Benches at the New Prestwick Promenade Play Park Area	SAC 29/06/2023	010000	004100	G24321	Neighbourhood Services	2,000			2,000				Ordered, awaiting delivery.
7.	Provision of Four New Steel Picnic Tables on Prestwick Promenade	SAC 29/06/2023	010000	004100	G24322	Neighbourhood Services	6,000			6,000				Ordered, awaiting delivery.
8.	Prestwick Promenade Surfacing Works With Red Tarmacadam to Upgrade and Reconfigure	SAC 29/06/2023	010000	004100	G24323	ARA	200,000			100,000		100,000		Work commencing October 23

Ward / Project Ref.	Project Description	Project Approved By	Cost Centre	Job Code	Job No. Allocated	Service	Amount Approved £	Girvan Regeneration Projects £	Place Plans £	Planning and Community Led Projects £	Place Planning and Ayr Ward West/Ayr Town Centre Projects £	Promenade and Shorefront Enhancement Scheme £	Match Funding £	Current Status
							398,000	0	0	298,000	0	100,000	0	
Ayr North														
1.	Provision of Benches Along Newton Shore Promenade	SAC 29/06/2023	010000	004100	G24324	Neighbourhood Services	TBC			TBC				Now included within ARA programme of works. Neighbourhood Services have placed the order for benches.
2.	Heathfield & Northfield - Playing Field Area Upgrade	SAC 29/06/2023	010000	004100	G24325	Neighbourhood Services	TBC			TBC				Awaiting feedback from Ward Members following discussion with Community Council
3.	More Trees Planted in the Kings Park Open Grass Area	SAC 29/06/2023	010000	004100	G24326	Neighbourhood Services	TBC							Site is not held in SAC account - will not be progressed
4.	Upgrade the Footpath at the Newton Shore Promenade with Red Tarmacadam	SAC 29/06/2023	010000	004100	G24327	ARA	100,000			50,000		50,000		Now included within ARA programme of works. Works started.
5.	Provision of a Bike Shelter at the Lochside Community Centre	SAC 29/06/2023	010000	004100	G24328	ARA	TBC			TBC				Now included within ARA programme of works.
6.	Upgrade On-street Parking Provision at Lochside Community Centre	SAC 29/06/2023	010000	004100	G24329	ARA	15,000			15,000				Now included within ARA programme of works.
7.	Upgrade of the Council Owned Area at Dalmling Shops on Westwood Avenue	SAC 29/06/2023	010000	004100	G24330	Neighbourhood Services	25,000			25,000				Works underway
8.	Upgrade of the Former Play Park Area at the Junction of Westwood Avenue and Dalmling Drive	SAC 29/06/2023	010000	004100	G24331	Neighbourhood Services	3,000			3,000				Works underway
9.	Upgrading of the Carriageway of Newton Shore Promenade	SAC 29/06/2023	010000	004100	G24332	ARA	400,000			290,000		100,000	10,000	Now included within ARA programme of works. Cost updated to reflect detailed cost estimate
							543,000	0	0	383,000	0	150,000	10,000	
Ayr East														
No projects have been allocated presently.														
Ayr West														
1.	Burns Statue Square Public Realm Upgrades	SAC 29/06/2023	010000	004100	G24333	George Hunter / ARA	TBC			TBC				Final design details are to be completed as part of Ayr Development Strategy, but this project may commence within financial year 2023/2024.
2.	Footbridge Over the Slipway	SAC 29/06/2023	010000	004100	G24334	ARA	140,000			70,000		70,000		ARA now instructed to proceed with works and site start date tbc in the next few weeks. Fortnightly progress meetings arranged including cost assessment.
3.	Loudon Hall Investment in New Lighting Installations	SAC 29/06/2023	010000	004100	G24335	Asset Management	17,000			17,000				Actual cost is 17K for both part. Instruction to commence works issued.

Ward / Project Ref.	Project Description	Project Approved By	Cost Centre	Job Code	Job No. Allocated	Service	Amount Approved £	Girvan Regeneration Projects £	Place Plans £	Planning and Community Led Projects £	Place Planning and Ayr Ward West/Ayr Town Centre Projects £	Promenade and Shorefront Enhancement Scheme £	Match Funding £	Current Status
4.	Town Hall Gardens	SAC 29/06/2023	010000	004100	G24336	PDS/Asset Management	TBC							PDS now progressing design options for review by neighbourhood services.
5.	Grain Exchange External Area. Remove the Bus Stop and Public Art adjacent to the Grain Exchange to provide an event space.	SAC 29/06/2023	010000	004100	G24337	ARA/Destination South Ayrshire	TBC							Subject to discussions with Strathclyde Partnership for Transport (SPT) and bus operating companies.
6.	Ayr Promenade Boating Pond	SAC 29/06/2023	010000	004100	G24338	PDS/Property Maintenance	TBC							Investigations confirmed former use as paddling pond unviable. Future consideration to be given to alternative uses of the site as part of Ayr Esplanade Strategy
7.	Resurfacing of Ayr Promenade With Red Tarmacadam & Upgrade Blackburn Carpark	SAC 29/06/2023	010000	004100	G24339	ARA	245,000			100,000		100,000	45,000	£45,000 match funding to come from additional funding awarded to ARA for Roads Maintenance Therefore net cost will be £200,000.
8.	Motorhome Parking at Old Slipway	SAC 29/06/2023	010000	004100	G24340	ARA	TBC							Preparatory arrangements and infrastructure requirements will be put in place within financial year 2023/24 to allow the facility to be available for motorhomes for the 2024 summer season.
9.	Introduce an Honest Men and Bonnie Lassies Walk of Fame at Burns Statue Square	SAC 29/06/2023	010000	004100	G24341	Destination South Ayrshire	TBC			TBC				Inception work delayed due to work by DSA associated with Air Show.
10.	illumination of the Auld and New Bridges, Ayr	SAC 29/06/2023	010000	004100	G24342	ARA	101,000			101,000				Lighting options and heritage methodology required for planning application process being progressed by ARA
11.	Miller Road Ayr Lighting Column Decorative Lighting	SAC 29/06/2023	010000	004100	G24343	ARA	6,000			6,000				Options being considered by ARA
12.	Multi-Media Modern Signage - Various Locations	SAC 29/06/2023	010000	004100	G24344	Destination South Ayrshire	TBC			TBC				Options being explored but feasibility work being undertaken in first instance. With the securing of necessary consents and permissions new digital signage. This proposals likely to commence 24/25.
13.	Road Upgrade Works to All Main Arterial Routes into Ayr	SAC 29/06/2023	010000	004100	G24345	ARA	405,000			405,000		TBC		Craigie Road; Dalmillington Road; Holmston Road; Maybole Road; Whitletts Road; Doonholm Road. Works commencing October 2023. Costing to be established at point of commencement.
							914,000	0	107,000	592,000	0	170,000	45,000	

Ward / Project Ref.	Project Description	Project Approved By	Cost Centre	Job Code	Job No. Allocated	Service	Amount Approved £
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Girvan Regeneration Projects £	Place Plans £	Planning and Community Led Projects £	Place Planning and Ayr Ward West/Ayr Town Centre Projects £	Promenade and Shorefront Enhancement Scheme £	Match Funding £	Current Status
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Kyle

1.	Annbank Park - Benches, Picnic Tables & Upgraded Footpath	SAC 29/06/2023	010000	004100	G24346	Neighbourhood Services/ARA	5,000
2.	Construction of New Footpath on the Southern Edge Collenan Reservoir	SAC 29/06/2023	010000	004100	G24347	ARA	22,000
3.	New Outdoor Adult Gym Equipment in Mossblown	SAC 29/06/2023	010000	004100	G24348	Neighbourhood Services	TBC
4.	Investment in an Upgraded Location for the War Memorial Mossblown	SAC 29/06/2023	010000	004100	G24349	Professional Design Services	TBC
5.	Installation of New Benches Within Symington - Various Locations	SAC 29/06/2023	010000	004100	G24350	Neighbourhood Services	TBC
6.	Symington Park - Outdoor Adult Gym Equipment and New Benches	SAC 29/06/2023	010000	004100	G24351	Neighbourhood Services	TBC
7.	Community Cinema at Carvick Webster Memorial Hall Monkton	SAC 29/06/2023	010000	004100	G24352	Destination South Ayrshire	40,000
8.	4 Tier Planters for Monkton	SAC 29/06/2023	010000	004100	G24353	Neighbourhood Services	TBC
9.	Formal Road Access & Parking Provision at Dundonald Field	SAC 29/06/2023	010000	004100	G24354	ARA	20,000
10.	Road and Footpath Upgrades at Dundonald Mossblown Symington & Loans	SAC 29/06/2023	010000	004100	G24355	ARA	99,000
							186,000

						5,000	Awaiting confirmation from Ward Members of footpath locations
						22,000	Project has been designed and costed and can commence immediately if approved.
						TBC	Project already completed outwith Ward funded projects
						TBC	Fiona Ross to email Ward Members confirming agreed location
						TBC	Awaiting feedback from Ward Members following discussion with Community Council
						TBC	Awaiting feedback from Ward Members following discussion with Community Council
						40,000	Specification of equipment being established.
						TBC	Planters ordered and will be installed in Spring 2024
						20,000	ARA in process of design prior to public consultation.
						99,000	Now included within ARA programme of works. Cost updated to reflect detailed estimate
						0	0
						186,000	0
						0	0

Maybole North Carrick & Coylton

1.	Streets & Spaces - Tree Planting Various Locations	SAC 29/06/2023	010000	004100	G24356	Neighbourhood Services	TBC
2.	Moving Around - New Seating to Park, Coylton	SAC 29/06/2023	010000	004100	G24357	Neighbourhood Services	TBC
3.	Minishant - Installation of New Benches	SAC 29/06/2023	010000	004100	G24358	Neighbourhood Services	TBC
4.	Support Overall Cost of New Replacement Windows for Straiton Community Hall	SAC 29/06/2023	010000	004100	G24359	Assets & Estates	10,000
5.	New Curtains with Maybole Coat-of-Arms for Maybole Town Hall Stage Area and completion of other ancillary works within the Town Hall.	SAC 29/06/2023	010000	004100	G24360	Destination South Ayrshire	50,000
6.	Provision of a New Safety Boat for Dunure Harbour	SAC 29/06/2023	010000	004100	G24361		51,000
7.	Construction of New Permanent Car Park Adjacent to Miller Park Play Area, Maybole	SAC 29/06/2023	010000	004100	G24362	ARA	65,000
8.	Roads and Footpath Upgrades - Maybole & Dunure	SAC 29/06/2023	010000	004100	G24363	ARA	96,000
							272,000

						TBC	Will not be progressed as trees do comprise Capital spend
						TBC	Coylton Place Planning - Locations to being confirmed with Community Council
						TBC	Locations being confirmed with community and NCCBT
						10,000	Building confirmed as not being in Council ownership so can not use capital to fund project.
						50,000	Works do not comprise Capital spend but alternative options are being considered.
						51,000	In progress
						65,000	Now included in ARA programme of works
						96,000	Now included within ARA programme of works. Cost updated to reflect detailed estimate
						0	0
						272,000	0
						0	0

Girvan and South Carrick

1.	Upgrades to the Former Bingo Hall Site in Dalrymple Street	SAC 29/06/2023	010000	004100	G24364	PDS	160,000
2.	Stumpy Tower Corner - Public Realm Upgrades	SAC 29/06/2023	010000	004100	G24365	PDS	400,000
3.	Upgrade the Use of the Boating Pond Girvan	SAC 29/06/2023	010000	004100	G24366	ARA	175,000

						160,000	Preferred option 5 updated to refelect changes to ground surfacing and gates at the entrance
						400,000	Proposals prepared by ARPL will now be progressed. Liaison with the local community will be required
							ARA finalising design.
							175,000

Ward / Project Ref.	Project Description	Project Approved By	Cost Centre	Job Code	Job No. Allocated	Service	Amount Approved £	Girvan Regeneration Projects £	Place Plans £	Planning and Community Led Projects £	Place Planning and Ayr Ward West/Ayr Town Centre Projects £	Promenade and Shorefront Enhancement Scheme £	Match Funding £	Current Status
4.	New Merchant Navy and Seafarers' Memorial at Girvan Harbour	SAC 29/06/2023	010000	004100	G24367	Neighbourhood Services/Destination South Ayrshire/ARA	15,000		15,000					Complete
5.	Installation of New Height Restriction Barrier to the South of the Harbour Master's Office Girvan (to manage access to car parking to the rear of the Quay Zone.)	SAC 29/06/2023	010000	004100	G24368	ARA	TBC					TBC		Alternative less visually intrusive measures being considered as part of wider placemaking.
	Upgrade the Memorial Fountain at Girvan Harbour and the McCubbin Fountain at Church Square Girvan	SAC 29/06/2023	010000	004100	G24369	PDS/Economy & Regeneration	TBC					TBC		Awaiting confirmation on scope of work and project requirements.
7.	Instal a New Power Source in the Promenade Performance Area	SAC 29/06/2023	010000	004100	G24904	Assets & Estates	40,000					40,000		Order placed with Scottish Power
8.	Introduction of New Public Toilet Facility Near to the Boating Pond Girvan	SAC 29/06/2023	010000	004100	G24370	PDS/Economy & Regeneration	TBC							JC+P approached to carry out feasibility options and initial costing exercise. Complex business case to be complete meaning timescales more likely 24/26.
9.	Upgrade the Bird Aviary in the Knockcushan Street Community Gardens	SAC 29/06/2023	010000	004100	G24371	PDS	TBC	TBC						Management arrangement of bird relocation to be confirmed before upgrade can commence.
10.	Promenade Shelter - Upgrade and Reconfigure the Shelter Girvan	SAC 29/06/2023	010000	004100	G24372	Assets & Estates/Neighbourhood Services	TBC					TBC		Design options being progressed
11.	Provision of Two New Flag Poles at Girvan Harbour	SAC 29/06/2023	010000	004100	G24373	ARA	TBC					TBC		Two flag poles, to fly the Union Flag and the Saltire Flag, to be positioned in Knockcushan Street at a yet to be agreed location.
12.	Girvan Rose Garden - Investment in Upgrades to the Shelter and Garden Pathways	SAC 29/06/2023	010000	004100	G24374	PDS/Economy & Regeneration	TBC	TBC						Confirmation on scope of work and project requirements requested to commence design.
13.	New Deer Proof Fence at Bynehill Cemetery, Girvan	SAC 29/06/2023	010000	004100	G24375	PDS	TBC			TBC				Proposals for replacement fence underway for review with Fiona Ross. Works will then proceed to QQ.
14.	Upgrade to Exterior Facades of Buildings in Dalrymple Street, Knockcushan Street and Hamilton Street	SAC 29/06/2023	010000	004100	G24376	PDS	TBC	TBC						Buildings in private ownership so cannot commit capital spend. Alternative funding options being explored.
15.	Upgrades to Ardstinchar Bridge	SAC 29/06/2023	010000	004100	G24377	ARA	40,000			40,000				Project to be completed within financial year 2023/24
16.	New Seating Along the River Stinchar Walk	SAC 29/06/2023	010000	004100	G24378	Neighbourhood Services	TBC			TBC				Ward Members have supplied contact details so that we can confirm locations
17.	Pinwherry & Pinmore - Create a New Footpath to Access Field	SAC 29/06/2023	010000	004100	G24379	ARA	TBC			TBC				Locations to be confirmed with Community Council
							830,000	560,000	15,000	40,000	0	215,000	0	

South Ayrshire Council
Equality Impact Assessment including Fairer Scotland Duty

Section One: Policy Details*

Name of Policy	Proposed Ward Capital Projects Update 2023 to 2025
Lead Officer (Name/Position)	Mike Newall Depute Chief Executive and Director of Housing, Operations and Development mike.newall@south-ayrshire.gov.uk
Support Team (Names/Positions) including Critical Friend	Macy Biggar Community Planning and Equalities Assistant Susan McCardie Community Planning Lead Officer

*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

What are the main aims of the policy?	Proposed improvement projects identified through Place Plans are implemented throughout the Council area and funded through the Capital Ward budgets as approved by Council on 1 March 2023.
What are the intended outcomes of the policy?	<ul style="list-style-type: none"> • To confirm place improvement projects in each Ward from completed Place Plans. • To share finalised project list for each ward with Community Councils to provide them with details of the proposals for their information. • Attract more tourists to South Ayrshire • Residents will be proud to be part of South Ayrshire

Section Two: What are the Likely Impacts of the Policy?

Will the policy impact upon the whole population of South Ayrshire and/or particular groups within the population? (please specify)	The Policy will impact areas of South Ayrshire which are associated with Capital Projects that support Place Plans and Community Led projects in each ward for; Ayr Town Centre projects; for Girvan Town Centre Regeneration Projects and for the Promenade and Shorefront enhancements.
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community?

List any likely positive and/or negative impacts.

Protected Characteristics	Positive and/or Negative Impacts
Age: Issues relating to different age groups e.g. older people or children and young people	Positive: New arrangements would be fully inclusive to all age groups.
Disability: Issues relating to disabled people	Positive: New arrangements would be fully inclusive to people with disabilities
Gender Reassignment – Trans/Transgender: Issues relating to people who have proposed, started or completed a process to change his or her sex	Positive: New arrangements would be inclusive to all irrespective of a person’s gender.
Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership	Positive: New arrangements would be inclusive to all irrespective of a person’s marital/civil partnership status.
Pregnancy and Maternity: Issues relating to woman who are pregnant and/or on maternity leave	Positive: New arrangements would be fully inclusive to this group.
Race: Issues relating to people from different racial groups,(BME) ethnic minorities, including Gypsy/Travellers	Positive: New arrangements would apply equally to Individuals of all racial groups
Religion or Belief: Issues relating to a person’s religion or belief (including non-belief)	Positive: New arrangements would be fully inclusive to all religions and beliefs (including non-belief).
Sex: Issues specific to women and men/or girls and boys	Positive: new arrangements would have a positive impact on both men and women.
Sexual Orientation: Issues relating to a person’s sexual orientation i.e. LGBT+, heterosexual/straight	Positive: New arrangements would be fully inclusive to all irrespective of a person’s sexual orientation.

Equality and Diversity Themes Relevant to South Ayrshire Council	Positive and/or Negative Impacts
Health Issues and impacts affecting people's health	Positive: Place Plans will ensure a better understanding of our population and places and allow development of plans to positively impact on health.
Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.	Positive: A human rights approach will underpin both the formal engagement and consultation process, and any subsequent implementation of new governance arrangements.

Socio-Economic Disadvantage	Positive and/or Negative Impacts
Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing.	Positive: Place Plans and Community Led Projects will allow the Council to focus on where the need is greatest to support low income/income poverty.
Low and/or no wealth: Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	Positive: Place Plans and Community Led Projects will allow the Council to focus on where the need is greatest to support low and/or no wealth.
Material Deprivation: Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	Positive: Place Plans and Community Led Projects will allow the Council to focus on where the need is greatest to support material deprivation.
Area Deprivation: Issues: where you live (rural areas), where you work (accessibility of transport)	Positive: Place Plans and Community Led Projects will allow the Council to focus on where the need is greatest to support area deprivation.

Section Three: Evidence Used in Developing the Policy

<p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p>	<p>At Council meeting on 1st March 2023, the Council approved the General Services Revenue Budget 2023-2024 and the Capital Investment Programme 2023-24 to 2034-2035.</p> <p>Extensive consultation has taken place as part of the Place Planning process, for place-based strategies, budget survey and accessible Ayr. Further information can be found on our consultation web page.</p> <p>Consultation has taken place with all Elected Members as part of the review of proposed improvement projects in each of the Council's Wards as identified through Place Plans.</p>
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<p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify what research was carried out or data collected, when and how this was done.</p>	Data was taken from Place Plans published in 2019, 2021 and 2022 from across South Ayrshire. The data confirmed the priority actions South Ayrshire communities said they wanted to see delivered. In addition to this, road safety data from Ayrshire Roads Alliance and Transport Scotland and traffic speed data from Police Scotland were also considered as part of the priority project considerations.
<p>Partners data and research In assessing the impact(s) set out in Section 2 what evidence has been provided by partners? Please specify partners</p>	Ayrshire Roads Alliance, Police Scotland, North Carrick Community Benefit Company, Dynamic Dunure, Go Girvan, Girvan Attractions, the Quay Zone in Girvan, Prestwick Civic Pride Partnership, Community Councils, Newton Green Tenants and Residents Association, SUSTRANS, Transport Scotland and Local Elected Members.
<p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	Further reviews of proposed Place Plan actions for each of our communities will be completed to identify potential capital projects that support the strategic objectives and outcomes of the Council, but also have no risk of any future revenue burdens.

Section Four: Detailed Action Plan to address identified gaps in:

- a) evidence and
- b) to mitigate negative impacts

No.	Action	Responsible Officer(s)	Timescale
1	Completion of approved Ward Capital Projects.	Mike Newall, Chris Cox, Kenny Dalrymple and Kevin Braidwood	By 31 March 2025

Note: Please add more rows as required.

Section Five - Performance monitoring and reporting

Considering the policy as a whole, including its equality and diversity implications:

When is the policy intended to come into effect?	Works are already being implemented.
When will the policy be reviewed?	March 2024
Which Panel will have oversight of the policy?	Full Council


Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Policy: Approval Process and Governance Arrangements for Ward Capital Projects.

This policy will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p>Eliminate discrimination</p> <p>Neither assist nor inhibit.</p>
<p>Advance equality of opportunity</p> <p>This will look to advance opportunities through improvement of our places.</p>
<p>Foster good relations</p> <p>This will continue to foster good relations by developing meaningful communication and engagement with local communities to identify their needs and views.</p>
<p>Consider Socio-Economic Disadvantage (Fairer Scotland Duty)</p> <p>The Approval Process and Governance Arrangements for Ward Capital Projects will pay due regard to the Fairer Scotland Duty.</p>

Summary of Key Action to Mitigate Negative Impacts	
Actions	Timescale
None	N/A

Signed: 

Date: 14 September 2023