

South Ayrshire Equality Outcomes 2025-2029



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COUNCIL
Comhairle Siorrachd Àir a Deas
Making a Difference Every Day

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Introduction

We have developed our equality outcomes based on our Council Plan – priorities which have been influenced by Place and Wellbeing Outcomes which are a joint initiative between Public Health Scotland and the Improvement Service. This initiative is aimed at recognising the important effect our places have on the wellbeing of our communities and environment. As highlighted in our [Council Plan](#), we have drawn on the principles recommended by the Christie Commission for the future of public services, therefore our priorities are:

- Preventative in nature;
- Drive collaboration between services and partners; and
- Require the participation and meaningful involvement of those with local lived knowledge of their community.



Priority One
Spaces and Places

Priority Two
Live, Work, Learn

Priority Three
Civic and Community Pride

We would not be able to achieve successful outcomes for our communities without the support of our enabling services. While rarely involved in frontline service delivery, it is critical that these services continue to run efficiently and effectively to allow our outcomes and priorities to be achieved. There is also a fourth priority area to reflect the progress of these services supporting our Council Plan.

Efficient and Effective Enabling Services

Legal Context

Alongside our priorities, our Council Plan highlights cross-cutting strategic themes that will be considered in all our decision making ensuring that collaboration is embedded in our everyday practice to reduce inequalities and improve outcomes for our staff and communities in South Ayrshire. This consideration will take place as part of our newly implemented Integrated Impact Assessment which focuses on the following areas:

- Whether we are meeting the **legal requirements** in terms of **Public Sector Equality Duty, Human Rights and Fairer Scotland Duty**;
- Whether we are meeting the **legal requirements** of assessing whether there is an impact on children's rights **United Nations Convention on the Rights of the Child (UNCRC)**;
- Whether there is an impact on **sustainability, climate change and biodiversity**;
- South Ayrshire has the oldest demographic profile in Scotland therefore any planning needs to take cognisance of any **potential impact on older people**;
- Are we having an impact on the **health and wellbeing** of our communities;
- How the proposal will support our **rural communities**;
- Recognising the impact that trauma can have on people's lives and our steps to becoming a **trauma-informed** organisation; and
- Our commitment to **The Promise** that care experienced children and young people will grow up loved, safe and respected.



Public Sector Equality Duty	Fairer Scotland Duty	United Nations Convention on the Rights of the Child (UNCRC)
<p>General Duties to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. • Advance equality of opportunity between people who share a protected characteristic and those who do not; and • Foster good relations between people who share a protected characteristic and those who do not. <p>Specific Duties are to:</p> <ul style="list-style-type: none"> • Report progress on mainstreaming the general duty; • Publish equality outcomes and report progress; • Equality impact assess new or revised policies and practices; • Gather, use and publish employee information; • Publish gender pay gap information; • Publish an equal pay statement; and • Consider award criteria and contract conditions in relation to public procurement. 	<p>What likely impact will this proposal have on people experiencing different kinds of social disadvantage i.e.:</p> <p>Low Income/Income Poverty cannot afford to maintain regular payments such as bills, food, clothing.</p> <p>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.</p> <p>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.</p> <p>Area Deprivation where you live (rural areas), where you work (accessibility of transport).</p> <p>Socio-economic Background social class i.e. parent's education, employment and income.</p>	<p>The Child Rights and Wellbeing Impact Assessment (CRWIA) is a policy development/improvement tool used to:</p> <p>identify, research, analyse and record the impact of proposed laws, policies, budget decisions, programmes and services on children's human rights and wellbeing.</p>

What are Equality Outcomes?

National guidance on setting Equality Outcomes notes that these should be proportionate and relevant to the functions and strategic priorities of the organisations setting them, and that they may include both short term and long-term benefits for people with protected characteristics.

From the outset of the development process, the following definition was applied to ensure consistency and rigour.

Outcomes are not what we do, but the beneficial change or effect which results from what we do. These changes may be for individuals, groups, families, organisations or communities.

Specifically, an Equality Outcome should achieve one or more of the following:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations.



Equality Outcomes have been developed on the basis that they are short to medium term (1 to 4 years) and link with longer term national outcomes.

It should be noted that a number of these Equality Outcomes will link with existing policies and strategies to support the mainstreaming of equalities considerations into our day-to-day business. We also wish to ensure a focused effort on areas for improvement, specifically to improve equality and reduce inequalities.

For the previous four years (2021-2024), we used shared outcomes across Ayrshire (with South Ayrshire sub-outcomes) which were agreed through the Ayrshire Equality Partnership. Going forward to 2025-2029, we have now developed a set of outcomes specific to South Ayrshire.

Our equality outcomes will provide a focus for continuing action over the next four years where we can help support and improve services for our communities and workforces by ensuring that our equality outcomes are reflective of the diverse and changing needs of our South Ayrshire population and the services delivered by both the Council and Health and Social Care Partnership. Our equality outcomes will aim to make a difference for our communities and workforces who share protected characteristics to improve their life chances by aligning with:

- The priorities of South Ayrshire Council and South Ayrshire Health and Social Care Partnership - [SAC Council Plan \(2023-2028\)](#) & [HSCP Integration Joint Board Strategic Plan \(2021-2031\)](#);
- Areas of work where links can be made to further ensure equalities are embedded into the work we do; and
- Work going on outwith the council which may influence what we want to do.

Central to our core values is a commitment to combating all forms of discrimination and promoting equality of opportunity.

SOUTH AYRSHIRE COUNCIL

Our Purpose:

To Serve South Ayrshire

Our Vision:

To Make a Difference Every Day

Our Values:

- Respectful
- Positive
- Supportive
- Proud
- Ambitious



SOUTH AYRSHIRE HEALTH AND SOCIAL CARE PARTNERSHIP

Our Vision:

Empowering communities to start well, live well and age well.

Our Values:

Our values are the qualities we expect from all employees and services we contract:

We will be:

- Empowering
- Compassionate
- Respectful
- Open

We will demonstrate:

- Equality
- Integrity
- Ambition



south ayrshire
health & social care
partnership

OUR PLEDGE

We will prevent discrimination against our customers, service users and employees as set out under the [Equality Act 2010](#).

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

As part of our commitment to The Promise, we have adopted **Care Experienced** as an additional protected characteristic specific to South Ayrshire Council and South Ayrshire Health and Social Care Partnership which is reflected in our Integrated Impact Assessment.

Development Process

Evidence And Data Review

To inform the development of our new outcomes we have used a variety of data sources including:

- Census data;
- Workforce Planning Data; and
- Findings from Engagement and Consultation.

A summary of the key findings from across all the data sources has found that:

CENSUS DATA:

Age	South Ayrshire overall population is expected to decrease by 6.5% by 2043. The over 75s population is expected to increase by 65% . Life expectancy: Male 81.1 years Life expectancy: Female 84.4 years
Disability	Around 1 in 4 people in South Ayrshire state their day-to-day activities are limited a lot or a little. Mental health conditions have increased by 6.8% since the previous census
Gender Re-Assignment	Less than 1% of over 16s said they had a trans status or history.
Marriage / Civil Partnership	In the 2022 Census, almost half of the population of South Ayrshire (aged 16 years and over) were married or in a registered civil partnership. This is higher than the Scotland rate.
Pregnancy and Maternity	Since 2011, the birth rate in South Ayrshire has fallen by 24%. Around 1 in 3 babies are born to mothers aged 30-34 years.
Race	South Ayrshire's ethnic minority community of approximately 4.9% of the population. This is a 1.45% increase from the Census in 2011.
Religion and Belief	In the Census 2022, over half of South Ayrshire residents (56.6%) said they had no religion or did not state a category. The highest percentage of residents said their religion was Church of Scotland (29.1%).

Sex	The proportion of females to males remains relatively unchanged from the previous census. Females = 52.1% Males = 47.9%
Sexual Orientation	89% of South Ayrshire population (aged over 16 years) classed themselves as heterosexual/ straight.
Care Experienced	1% of South Ayrshire population are looked-after children. There are more males than females. 1 in 5 are aged under 5 years. 5% are from a minor ethnicity group and 13% are disabled. 18% of 'children looked after' have had more than one placement in the last year.

More detailed information on the key findings from the Census can be found in **appendix 1**.

WORKFORCE PLANNING DATA

Council Employees

This data is based on the position of the Council as at 31 December 2024 with a total headcount of 6125 (including Education Authority Workforce). The following analysis is based on the Council workforce profile on that date. Analysis of this data shows no significant changes to the composition of the workforce as follows:

- Our workforce remains predominantly female (75%). Women also make up the majority of part-time workers.
- The majority of employees are White and Scottish (81%) which reflects the population of the local area.
- 27% of our workforce are in the 51-60 age category.
- 16% of employees are aged 30 or under.
- 11% of employees stated that they have a disability.
- 77% of employees identified as heterosexual/straight, with 2% identifying as either gay, lesbian, bisexual or other.
- Due to inaccuracies in reporting, statistics on the number of employees stating they identify or have identified as transgender have not been provided.



CONSULTATION AND ENGAGEMENT PROCESS:

During January and February 2025, engagement was carried out both online and in-person to allow us to: gain a better insight in relation to key concerns and issues, obtain feedback on a number of proposed outcomes based on data research and allow the opportunity to influence what our final set out of outcomes would be. As the voice of lived experience is particularly important, the consultation has been shared with several groups including:

- South Ayrshire Youth Council;
- South Ayrshire Community Planning Participation and Engagement Group;
- South Ayrshire Health and Social Care Partnership Champions Boards;
- South Ayrshire 1000 online citizen’s panel; and
- Locality Planning Partnerships;

Feedback from both the survey and engagement show support for the new outcomes being proposed as follows:

ONLINE SURVEY																	
Total number of online responses received: 113																	
<p>Priority One: Our staff with protected characteristics have safe and supportive work environments to thrive, and the Council and Health and Social Care Partnership are seen as employers of choice.</p> <table border="1"> <tr><th>Response</th><th>Percentage</th></tr> <tr><td>Agree</td><td>73%</td></tr> <tr><td>Disagree</td><td>10%</td></tr> <tr><td>Other</td><td>17%</td></tr> </table>	Response	Percentage	Agree	73%	Disagree	10%	Other	17%	<p>Priority Two: There will be a better understanding and intolerance of discrimination and violence against people with protected characteristics across our communities, workforce and schools.</p> <table border="1"> <tr><th>Response</th><th>Percentage</th></tr> <tr><td>Agree</td><td>74%</td></tr> <tr><td>Disagree</td><td>12%</td></tr> <tr><td>Other</td><td>14%</td></tr> </table>	Response	Percentage	Agree	74%	Disagree	12%	Other	14%
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<p>Priority Three: We will increase the number of training and employment opportunities for people with protected characteristics from our local communities.</p> <table border="1"> <tr><th>Response</th><th>Percentage</th></tr> <tr><td>Agree</td><td>65%</td></tr> <tr><td>Disagree</td><td>20%</td></tr> <tr><td>Other</td><td>15%</td></tr> </table>	Response	Percentage	Agree	65%	Disagree	20%	Other	15%	<p>Priority Four: Our communities will have the opportunity to shape services and influence policy and practice by ensuring that we listen to the voice of lived experience and people with protected characteristics.</p> <table border="1"> <tr><th>Response</th><th>Percentage</th></tr> <tr><td>Agree</td><td>71%</td></tr> <tr><td>Disagree</td><td>14%</td></tr> <tr><td>Other</td><td>15%</td></tr> </table>	Response	Percentage	Agree	71%	Disagree	14%	Other	15%
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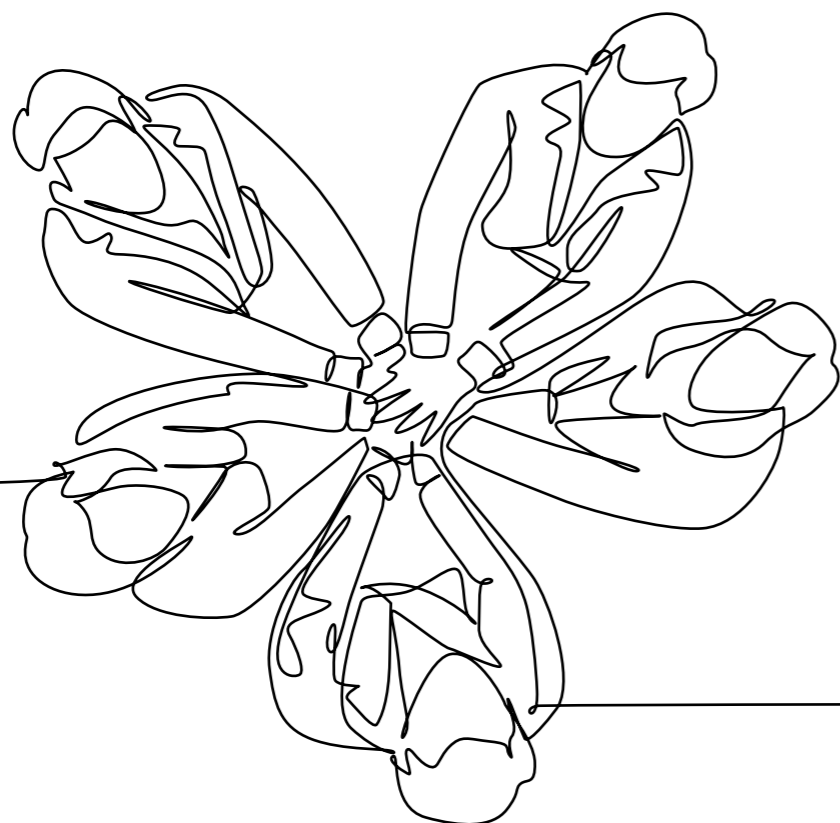
LIVED EXPERIENCE ENGAGEMENT	
Group	Feedback Received
South Ayrshire Youth Council	South Ayrshire Youth Council agreed the outcomes and understood what they stood for. They all gave an online thumbs up. They also felt that it would be very helpful to have them support with aspects of the action plan. They felt strongly that challenging prejudice was all about educating people from an early age. They also felt strongly that young people from minority/ protected characteristics groups should be an integral part of the action plan if that’s possible.

More detailed information on the consultation findings including key themes coming out of the feedback can be found [here](#).

Final Outcomes for 2025-2029

Our new set of Equality Outcomes that we will progress over the next four years are:

EQUALITY OUTCOME:	PRIORITY FOCUS:
1. Our staff with protected characteristics have safe and supportive work environments to thrive, and the Council is seen as an employer of choice.	We want to ensure that our staff are working in an environment where they feel they belong, and we want to ensure they have a fair and inclusive place of work.
2. There will be a better understanding and intolerance of discrimination and violence against people with protected characteristics across our communities, workforce and schools.	In South Ayrshire we want people to experience safe and inclusive communities, workplaces and schools.
3. We will increase the number of training and employment opportunities for people with protected characteristics from our local communities.	We want to support people in South Ayrshire to fulfil their potential by removing barriers to training and employment opportunities
4. Our communities will have the opportunity to shape services and influence policy and practice by ensuring that we listen to the voice of lived experience and people with protected characteristics.	We want to ensure that everyone has the opportunity to influence and contribute to what happens in their local area, feedback from people with lived experienced and protected characteristics provides us with valuable knowledge to allow us to shape services.



Reporting and Monitoring

Our equality outcomes will be monitored on a bi-annual basis through our Equality Outcomes Mainstreaming Report – this will include an interim progress update which will be published in 2027 with an opportunity to review actions and progress updates and identify areas for further improvement.

Detailed supporting actions plans have been developed for our equality outcomes:

EQUALITY OUTCOMES ACTION PLAN 2025-2029

OUTCOME 1		
Our staff with protected characteristics have safe and supportive work environments to thrive, and the Council is seen as an employer of choice.		
Why have we prioritised this outcome?		
We want to ensure that our staff are working in an environment where they feel they belong, and we want to ensure they have a fair and inclusive place of work		
Which general duty does this outcome meet?	Eliminate Discrimination	✓
	Advance equality of opportunity	✓
	Foster good relations	✓
ACTIONS		
1.1	Develop a corporate training calendar providing opportunities for staff and elected members to raise awareness and understanding of equality and diversity.	
1.2	Develop a staff wellbeing strategy.	
1.3	Review policies and procedures as required in line with legislation changes and ensure that updates incorporate feedback from staff experience.	

OUTCOME 2		
<p>There will be a better understanding and intolerance of discrimination and violence against people with protected characteristics across our communities, workforce and schools.</p>		
<p>Why have we prioritised this outcome?</p> <p>In South Ayrshire we want people to experience safe and inclusive communities, workplaces and schools.</p>		
<p>Which general duty does this outcome meet?</p>	<p>Eliminate Discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>✓</p> <p>✓</p> <p>✓</p>
ACTIONS		
2.1	Develop a corporate training calendar providing opportunities for staff and elected members including Licensing Board members to raise awareness and understanding of equality and diversity.	
2.2	With the Ayrshire Equality Partnership, we will collaborate to deliver events to raise both staff and community awareness of equality and diversity.	
2.3	Through working with both our Youth Council and Racial Literacy Group, we will continue to build resources and supports to enhance and develop understanding within our schools.	
2.4	Through working with our Licensing Forum and Taxi and Private Hire Forum, and the Reducing Violence Joint Action Group, we will continue to support licensing policies and conditions to enhance safety in communities.	



OUTCOME 3		
<p>We will increase the number of training and employment opportunities for people with protected characteristics from our local communities.</p>		
<p>Why have we prioritised this outcome?</p> <p>We want to support people in South Ayrshire to fulfil their potential by removing barriers to training and employment opportunities.</p> <p>South Ayrshire’s Local Employability Partnership (LEP) is fully committed to improving volunteering, training and employment opportunities for young people and adults and lead the planning, decision-making and implementation of volunteering and employability provision across South Ayrshire to ensure individual needs and labour market demands are met.</p>		
<p>Which general duty does this outcome meet?</p>	<p>Eliminate Discrimination</p> <p>Advance equality of opportunity</p> <p>Foster good relations</p>	<p>✓</p> <p>✓</p> <p>✓</p>
ACTIONS		
3.1	Support young people leaving school to progress to a positive destination (Measure: School Leaver Destination Report)	
3.2	Continue to monitor the number of 16–19-year-olds participating in education, training or employment (Measure: SDS/SG National Participation Measure)	
3.3	Offer Modern Apprenticeship opportunities to young people aged 16 to 19, or up to 29years for people who are care experienced (Measure: number of people participating in modern apprenticeships)	



OUTCOME 4		
Our communities will have the opportunity to shape services and influence policy and practice by ensuring that we listen to the voice of lived experience and people with protected characteristics.		
Why have we prioritised this outcome?		
We want to ensure that everyone has the opportunity to influence and contribute to what happens in their local area. Feedback from people with lived experience & protected characteristics provides us with valuable knowledge to allow us to shape services.		
Which general duty does this outcome meet?	Eliminate Discrimination Advance equality of opportunity Foster good relations	✓ ✓ ✓
ACTIONS		
4.1	Develop a Community Engagement checklist to support Council Services to strengthen engagement and participation processes.	
4.2	Provide additional opportunities for engagement through the Community Planning Participation and Engagement Group.	
4.3	SAHSCP will enhance opportunities for people with lived experience and protected characteristics to influence decision-making, by strengthening engagement and consultation through Champions Boards, Locality Planning Partnerships, and our Strategic Planning Advisory Group.	
4.4	Continue to participate in relevant public consultation processes, for new licensing policies and amendments to existing policies, including the Licensing Board’s Statement of Licensing Policy when it requires to be renewed in 2027.	



Appendix 1

South Ayrshire: Equalities Profile

South Ayrshire has a population of 111,520 (Census 2022). This is a decrease of 1.1% since the previous Census in 2011.

There are 9 protected characteristics, however SAC has adopted Care Experienced as an additional protected characteristic specific to South Ayrshire as a commitment to ‘The Promise’ (this has been incorporated into the Integrated Impact Assessment) and is included within this equalities data.

Age different age groups e.g. older people or children and young people.	Disability People with disabilities/long term conditions.	Gender re-assignment The process of transitioning from one sex to another.
Marriage or civil partnership People who are married or in a civil partnership.	Pregnancy and Maternity Women who are pregnant and/or on maternity leave.	Race People from different racial backgrounds and minority ethnic communities, including Gypsy/Travellers.
Religion and belief A person’s religion or belief (including non-belief)	Sex Women and men, girls or boys.	Sexual orientation Lesbian, gay, bisexual, heterosexual/straight

Care experienced
‘Care Experienced’ refers to anyone who is currently in care, or anyone who is from a looked after background or who has been in care at any stage in their life, no matter how short, including adopted children who were previously looked-after by a local authority (Scottish Funding Council 2018).

Age

- South Ayrshire has an ageing population and has one of the highest populations of over 75s in Scotland.
- South Ayrshire population is expected to **fall** by **6.5%** by 2043. (Scotland rate +2.5%)
- Over 65s rate is expected to **increase** by **27.4%**
- Over 75s rate is expected to **increase** by **65.0%**
- Between 2011 and 2022 Census, there has been a 1.1% reduction in the population of South Ayrshire.
- All age groups have seen a reduction apart from the over 65s/over 75s.

Age groups	2011 Census	2022 Census	Percentage Change
0-15 Years	18,380	16,978	-7.6%
16-24 Years	11,334	9,421	-16.9%
25-44 Years	25,286	22,873	-9.5%
45-64 Years	24,260	29,545	-2.5%
Over 65's	24,260	29,545	21.8%
Over 75's	11,223	13,786	22.8%

Dependency Ratio

Dependency ratio is the population of children (aged 0 to 15) and older people (aged 65 and over) expressed as a percentage of people aged 16 to 64.

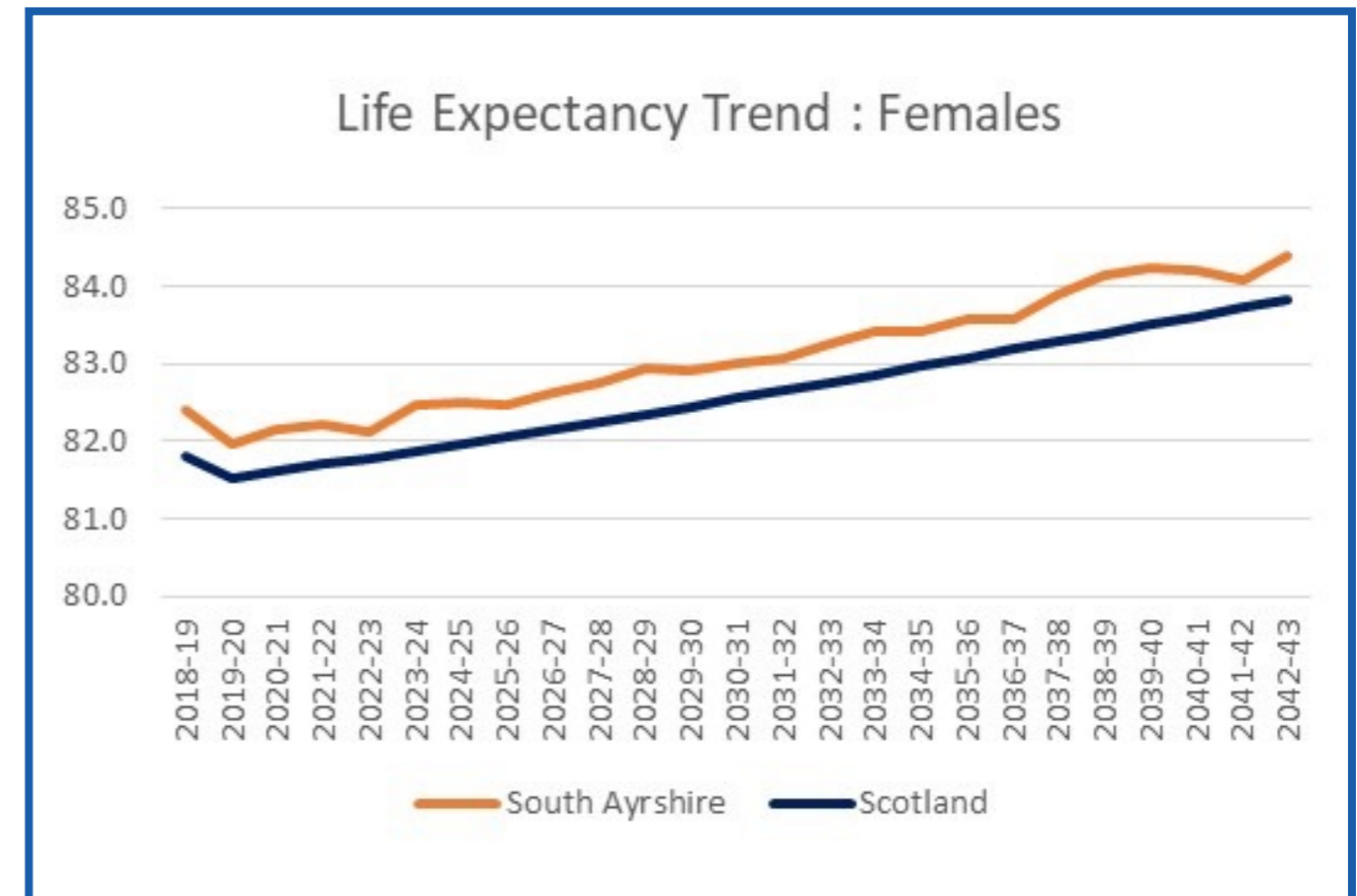
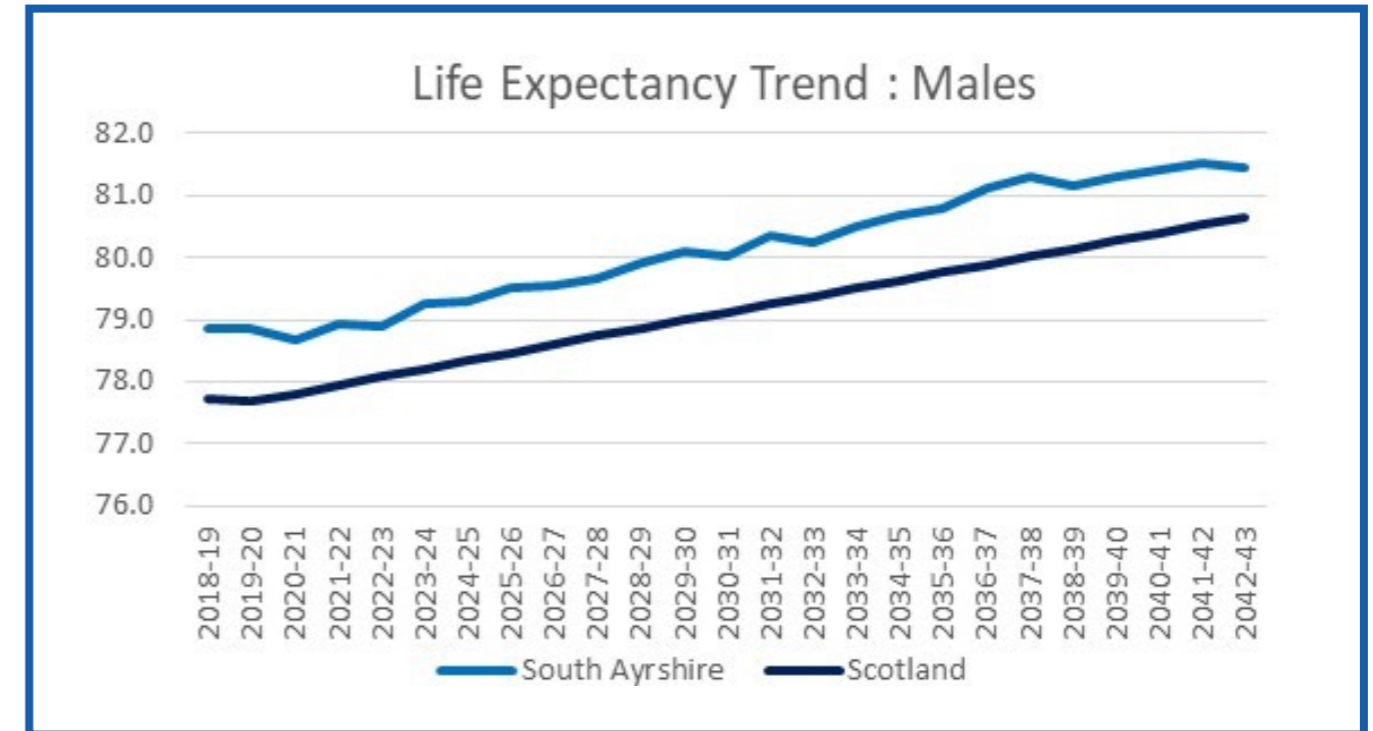
- South Ayrshire has one of the highest dependency ratios for Scotland at 70.78% compared to Scotland figure of 56.81% (2021 figures).
- If you look at projected population figures for 2043, South Ayrshire rate will increase to 92.3%

Based on population projections provided by NRS Scotland, the dependency ratio has been calculated from 2018 to 2043 for South Ayrshire and compared with Scotland's rate.

The dependency ratio in South Ayrshire is expected to increase by 34% over this time period from 68.7% to 92.3%. The Scotland rate is expected to increase by 18%.

Life Expectancy

- Male life expectancy is expected to be 81.4 years (Scotland 80.6 years)
- Female life expectancy is expected to be 84.4 years (Scotland 83.8 years)



South Ayrshire’s population of 111,520 consists of:-

Age Group	Populations	Female	Male
0-15 years	16,980 - 15.2%	8,275 - 7.4%	8,705 - 7.8%
16-24 years	9,425 - 8.5%	4,525 - 4.1%	4,900 - 4.4%
25-44 years	22,875 - 20.5%	11,900 - 10.7%	10,975 - 9.8%
45 -64 years	32,690 - 29.3%	17,195 - 15.4%	15,495 - 13.9%
65-74 years	15,760 - 14.1%	8,240 - 7.4%	7,520 - 6.7%
75+ years	13,790 - 12.4%	7,925 - 7.1%	5,865 - 5.3%
Total	111,520 - 100%	58,060 - 52.1%	53,460 - 47.9%

The proportion of South Ayrshire’s children aged 0-15 years, 15.2%, and of working age adults aged 16-64years, 58.3%, are both below the Scottish proportions of 16.4% and 63.6% respectively. Hence, South Ayrshire’s proportion of elderly people aged 65 and over, 26.5% , is higher than Scotland’s 20%.

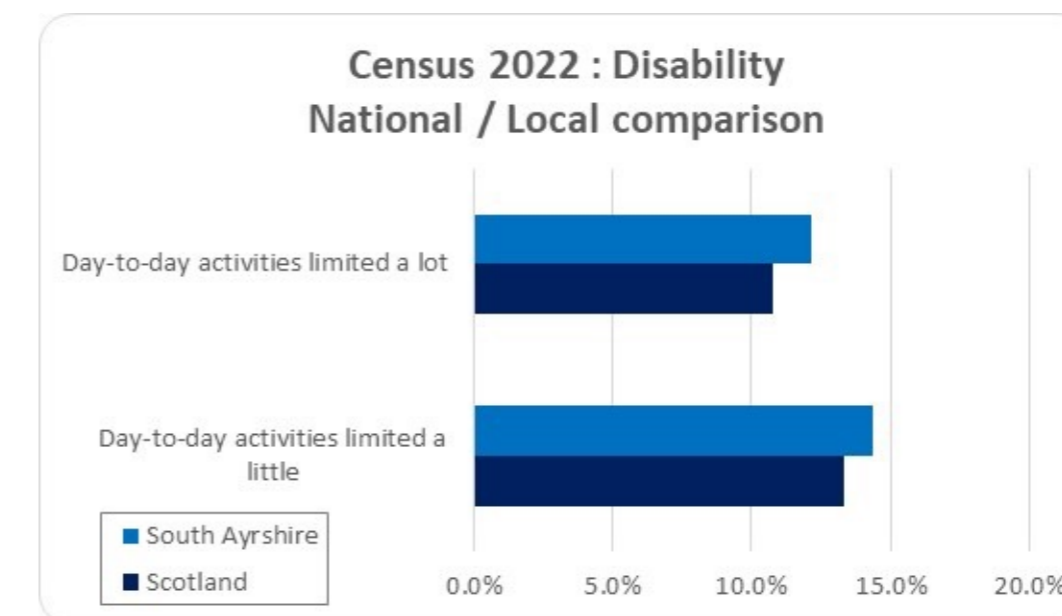
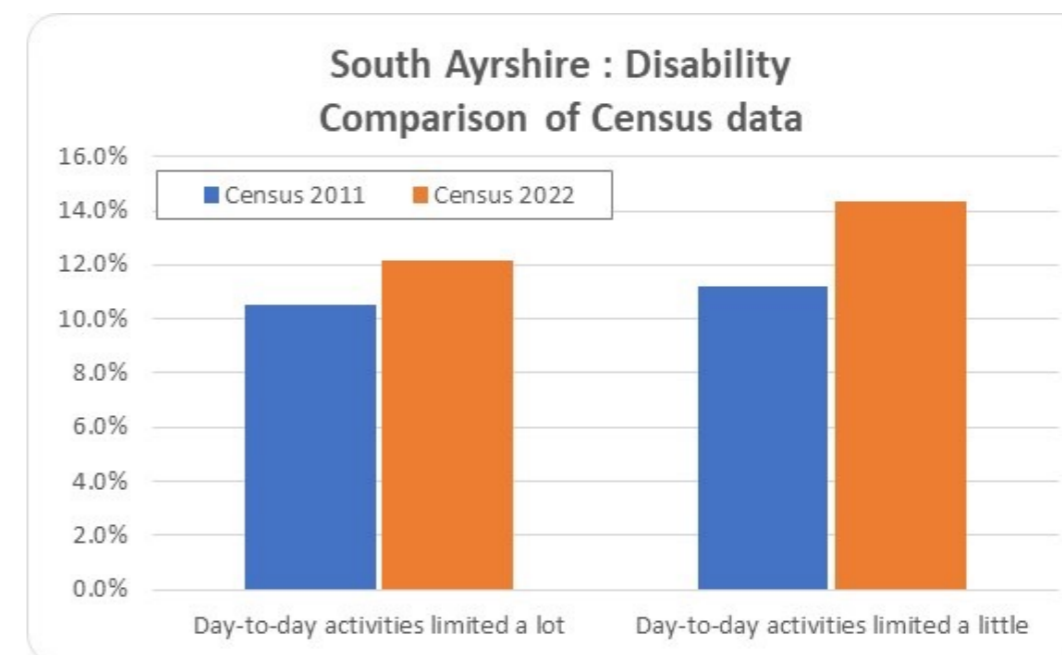
South Ayrshire’s basic dependency ratio (ie. the ratio of combined numbers of children aged 0-15 years and those aged 65 and over), per 100 working-age population is 72 compared to Scotland’s basic dependency ratio of 57.

South Ayrshire’s population is projected to decrease further with a 5.7% decrease from 111,520 in 2022 to 105,191 by 2043, in contrast to a 2.5% increase across Scotland. The projected change in South Ayrshire’s population is not evenly distributed between the different age groups. The children and working age populations are projected to decrease by 14.1% and 15.8% respectively, while the pensionable age group will increase by 21.5%. The resultant dependency ratio will increase to 92.

Disability/Long Term Conditions

Around 1 in 4 people in South Ayrshire state their day to day activities are limited a lot or a little.

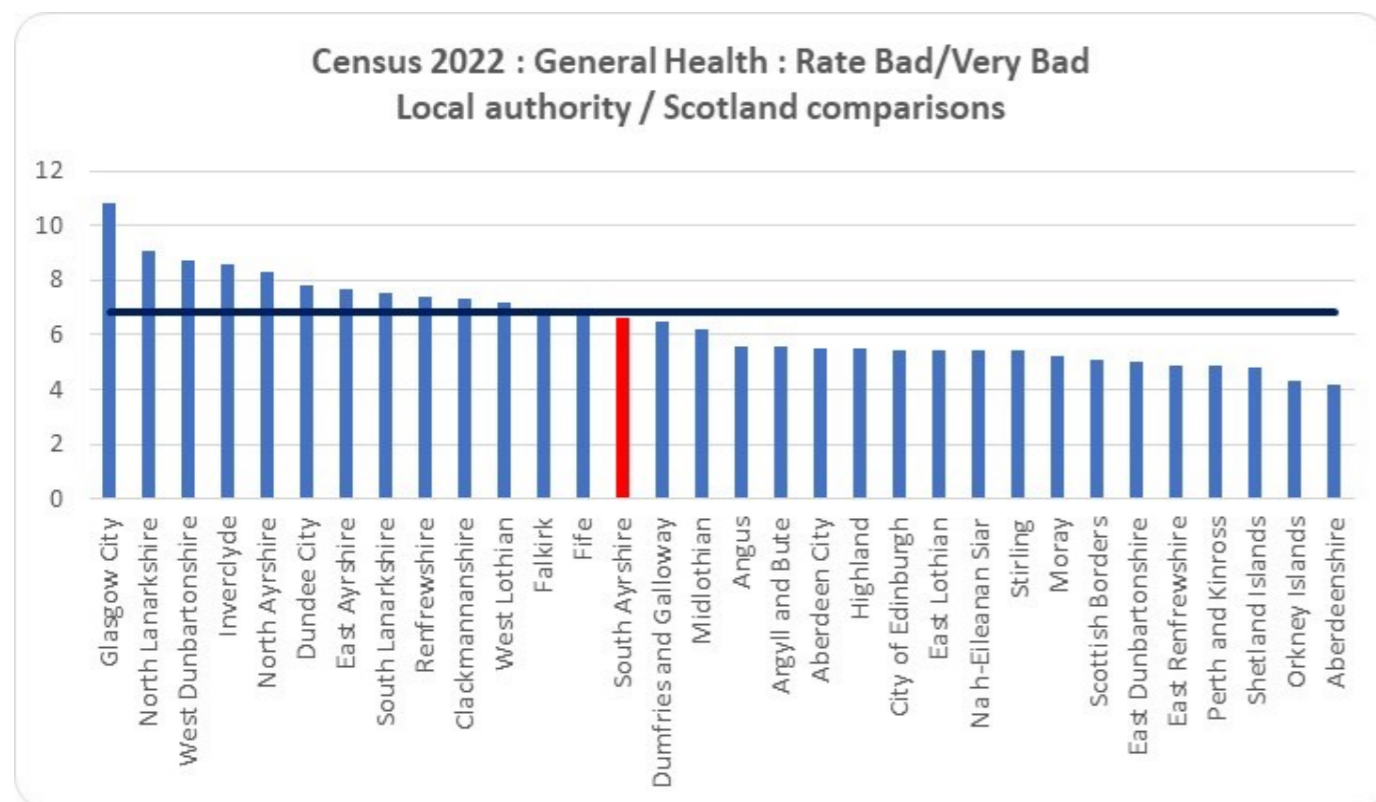
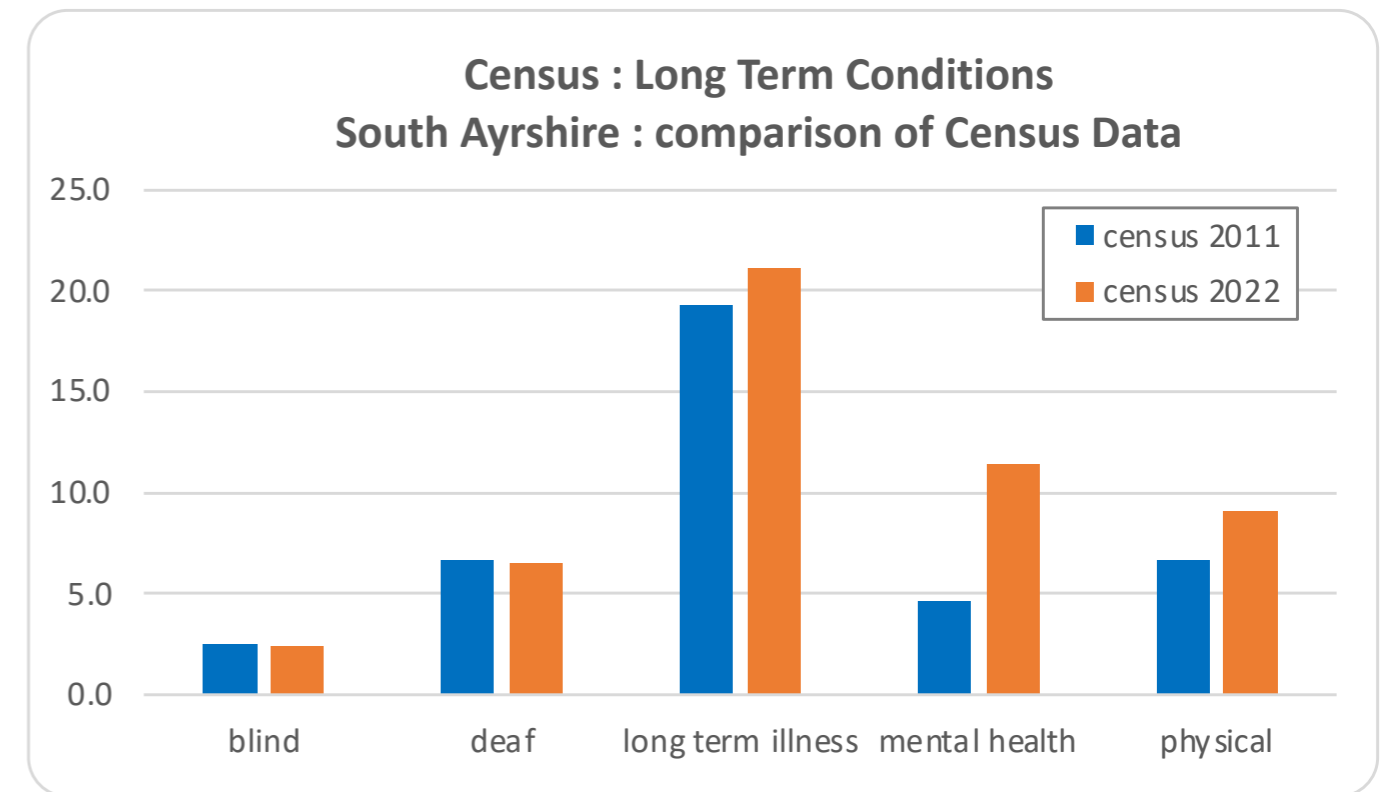
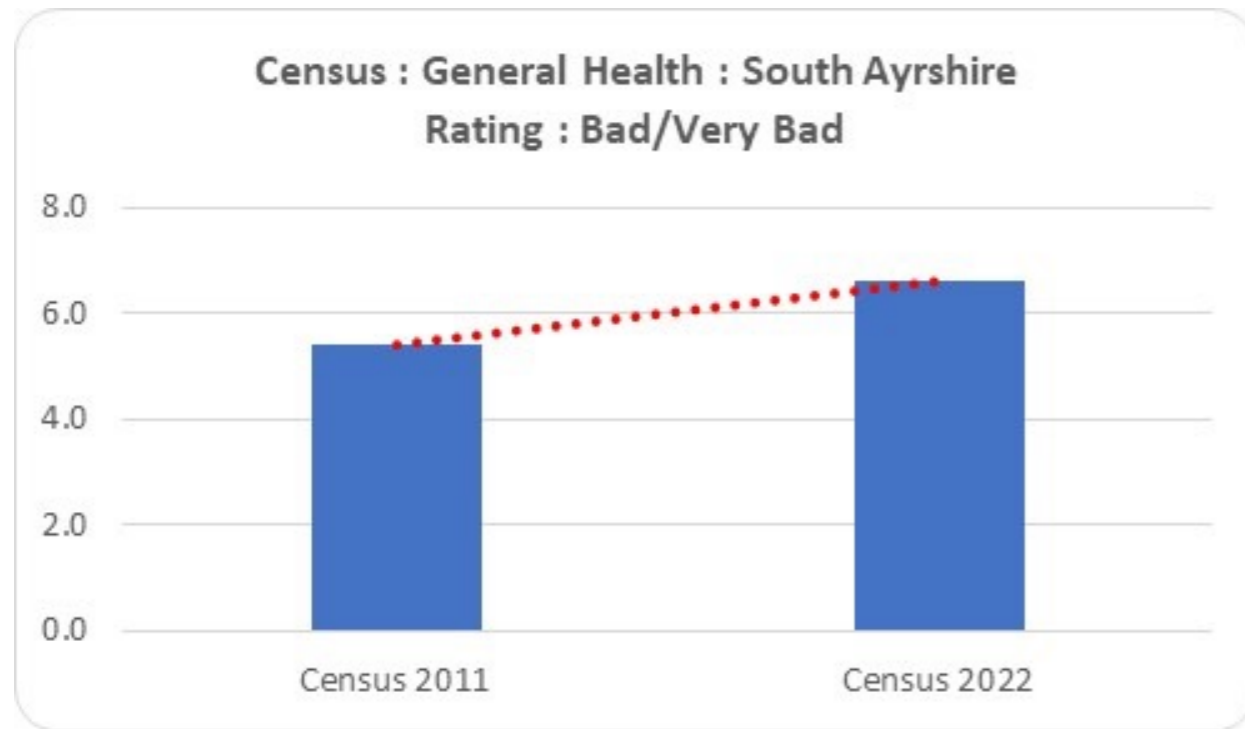
Since the Census 2011, there has been an increase in the number of people who state their day-to-day activities are limited a lot or a little. South Ayrshire rates are higher than Scotland rate.



General Health

The age-standardised rate for people who said their health was bad/very bad was 6.6%, which is an increase of 1.2% from the previous census in 2011.

South Ayrshire ranks 14th in relation to this indicator compared with all other local authorities and is slightly less than the Scottish rate of 6.8%.

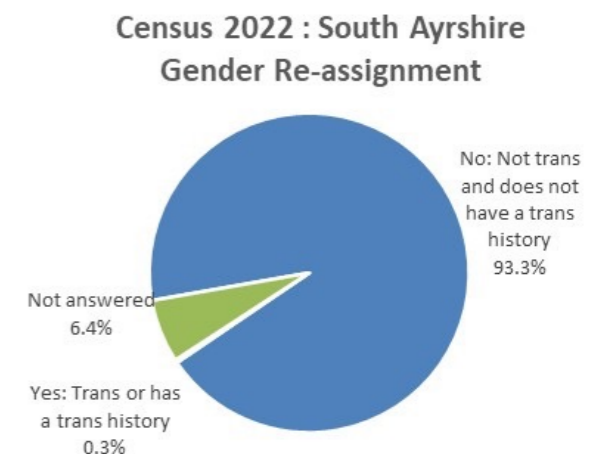


Gender Re-Assignment

Less than 1% of over-16s said they had a trans status or history.

Over half of those who said yes were aged 16-24 years.

Most of the residents who said yes gave their trans-status or trans-history as non-binary.



Marriage or Civil Partnership

In the 2022 Census, almost half of the population of South Ayrshire (aged 16 years and over) were married or in a registered civil partnership

South Ayrshire has higher rate than Scotland of persons who are married or in a registered civil partnership.

Since 2011 there has been a slight increase in residents who are divorced or who are single (never married or never registered in a same sex civil partnership)

The highest percentage of single residents in South Ayrshire are between 16-34 years (18.2%).

Long Term Conditions

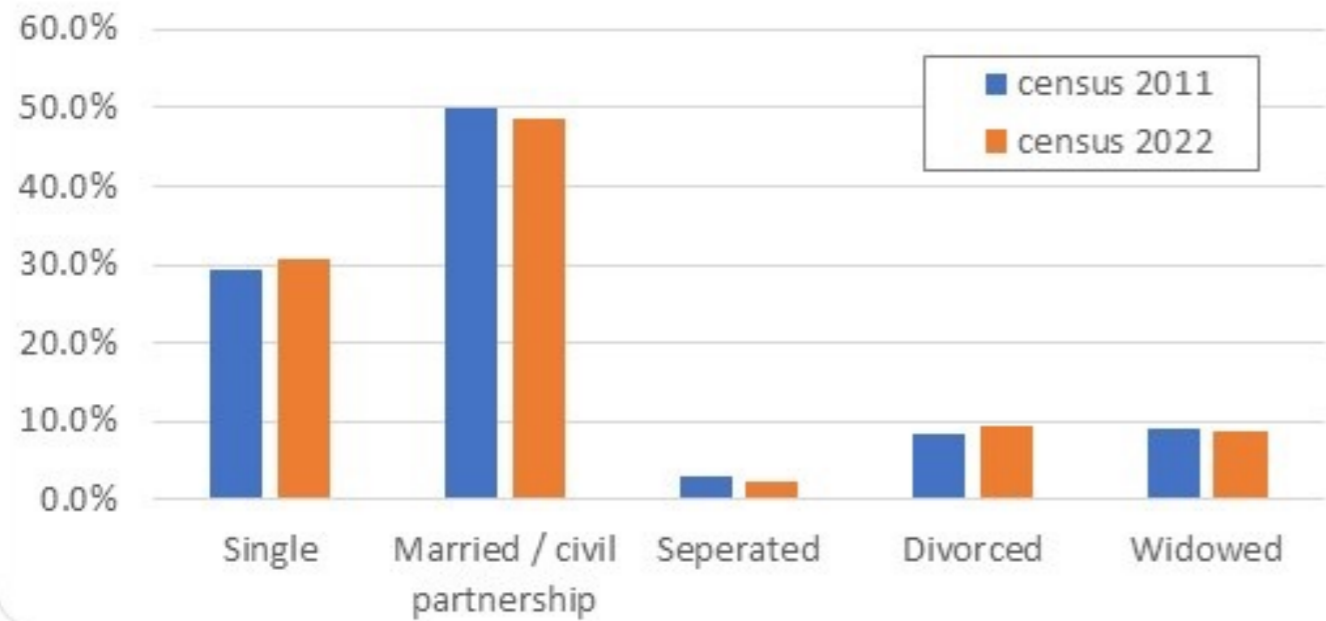
There are a range of conditions which are covered by the Census including blindness, deafness, physical disability, mental health and long-term illness.

In the 2022 Census, 5.2% of residents in South Ayrshire stated they had one or more long-term conditions. This is double the percentage in the previous census.

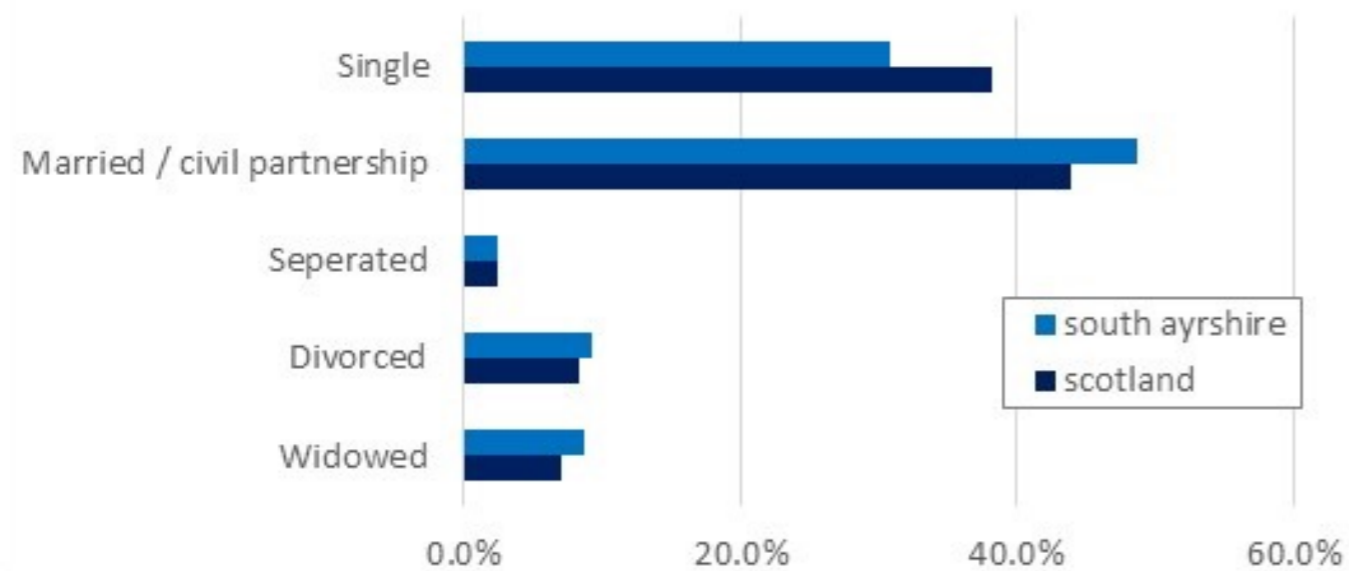
1 in 5 residents stated they had a long-term illness.

Mental health conditions have increased by 6.8%, which is similar to the increase in the Scotland rate.

Census 2022 : Marital Status : South Ayrshire



Census 2022 : Marital Status National / Local comparison



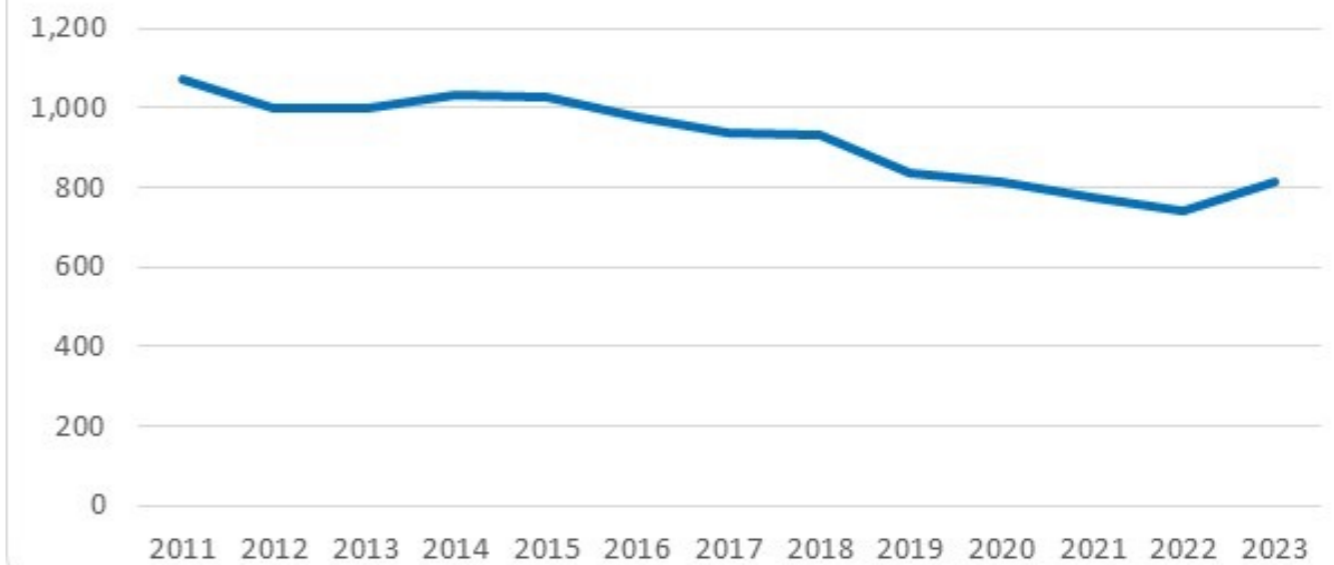
Pregnancy and Maternity

Since 2011, the birth rate in South Ayrshire has fallen by 24%. The Scotland rate has fallen by 21%.

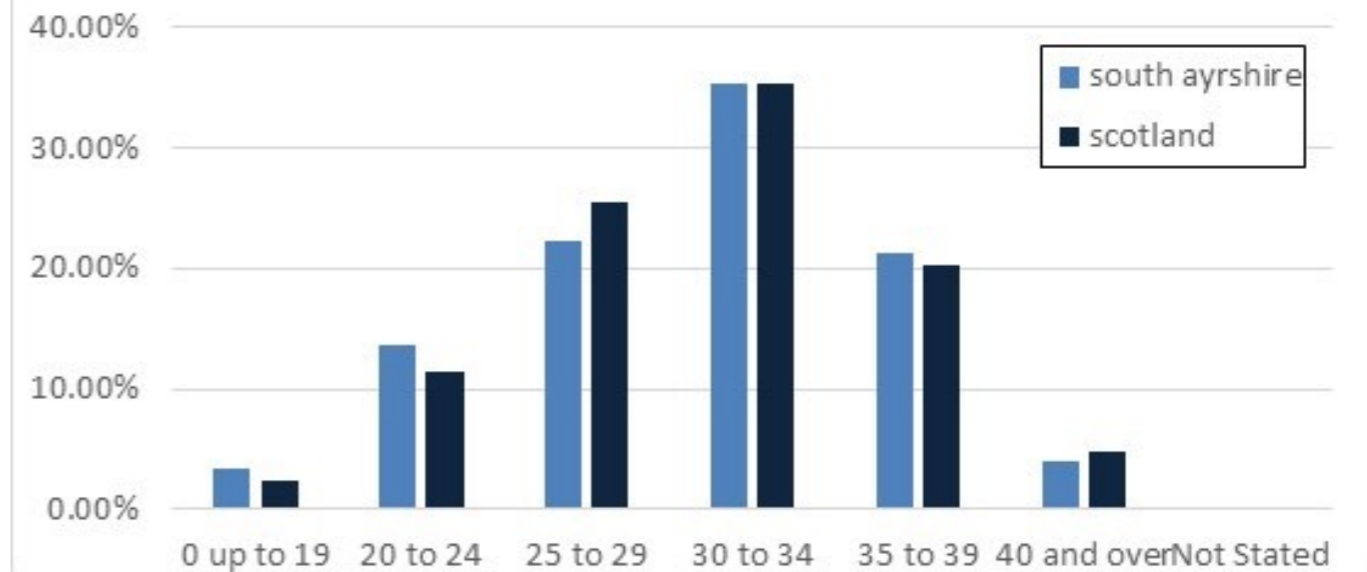
In total more males have been born than females which is same as Scotland.

Around 1 in 3 babies are born to mother's aged 30-34 years. This is the same as the Scotland trend.

South Ayrshire : Birth rate Annual trend : 2011 to 2023



Birth Rate 2023 : South Ayrshire / Scotland by age of mother



Race

In the 2022 Census, there were 21 Ethnic group categories to choose from.

South Ayrshire's ethnic minority community of approximately 4.9% of the population is relatively small in comparison to large cities like the City of Edinburgh that has an ethnic minority population of 28.4% or Glasgow City that has an ethnic minority population of 27.2%. Scotland's proportion of ethnic minority communities is 12.9%.

1 in 4 residents in South Ayrshire's ethnic community are aged between 35-49 years.

1 in 5 residents in South Ayrshire's ethnic community are aged under 16 years of age.

The highest percentage of residents in South Ayrshire are classed as White.

Since the Census in 2011, there has been a 1.45% increase in ethnic groups residing South Ayrshire.

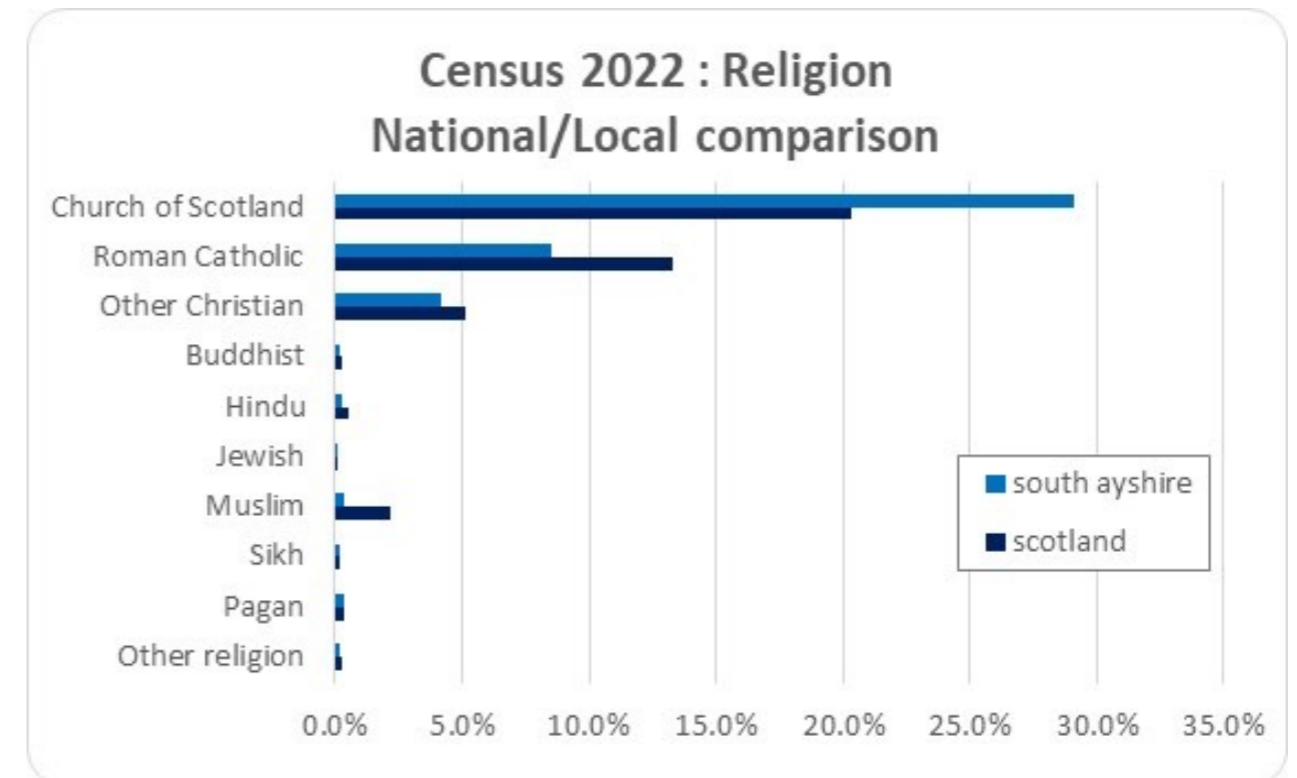
Ethnic minority groups	2011	2022	Percentage Change
White: Scottish / British	96.54%	95.10%	-1.44%
White: Irish	0.80%	0.85%	0.05%
White: Gypsy/ Traveller	0.09%	0.06%	-0.03%
White: Polish	0.34%	0.42%	0.08%
White: Other White	0.97%	1.34%	0.37%
Mixed or multiple ethnic groups	0.25%	0.57%	0.32%
Asian	0.79%	1.15%	0.35%
African	0.08%	0.12%	0.04%
Caribbean or Black	0.04%	0.06%	0.02%
Other	0.09%	0.35%	0.26%

Religion or Belief

In the Census 2022, over half of South Ayrshire residents (56.6%) said they had no religion or did not state a category. For Scotland this figure was 57.3%.

In South Ayrshire, the highest percentage of residents said their religion was Church of Scotland (29.1%) compared to 20.4% for Scotland. Scotland has a higher Roman Catholic population.

The remaining residents said they had other religious beliefs (5.9%) which was lower than the Scotland figure of 9.1%.



Sex

In the 2022 Census, the proportion of females to males has remained unchanged with 52.1% of the population female and the remaining 47.9% male. This is similar to Scotland's population with 51.4% female and 48.6% male.

The highest percentage of females and males are aged between 45-64 years.

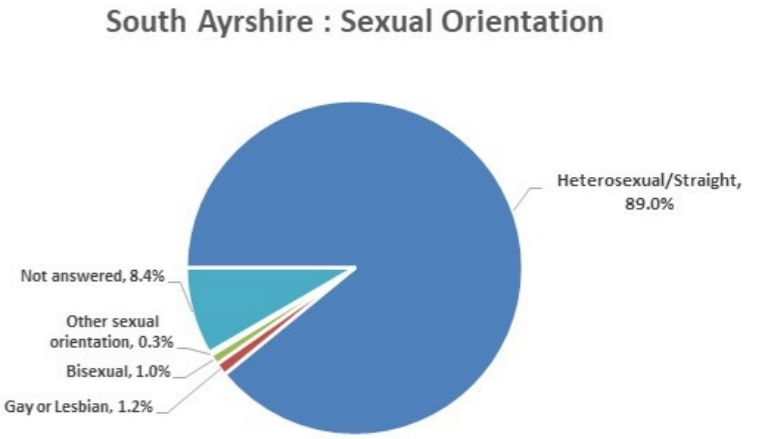
There are more females aged over 75 years than males.

Age Group	Female	Male
0-15 years	14.3%	16.3%
16-24 years	7.8%	9.2%
25-44 years	20.5%	20.5%
45-64 years	29.6%	29.0%
65-74 years	14.2%	14.1%
75+ years	13.7%	11.0%

Sexual Orientation

89% of South Ayrshire’s population (aged over 16 years) classed themselves as heterosexual /straight. This is slightly higher than the Scotland rate.

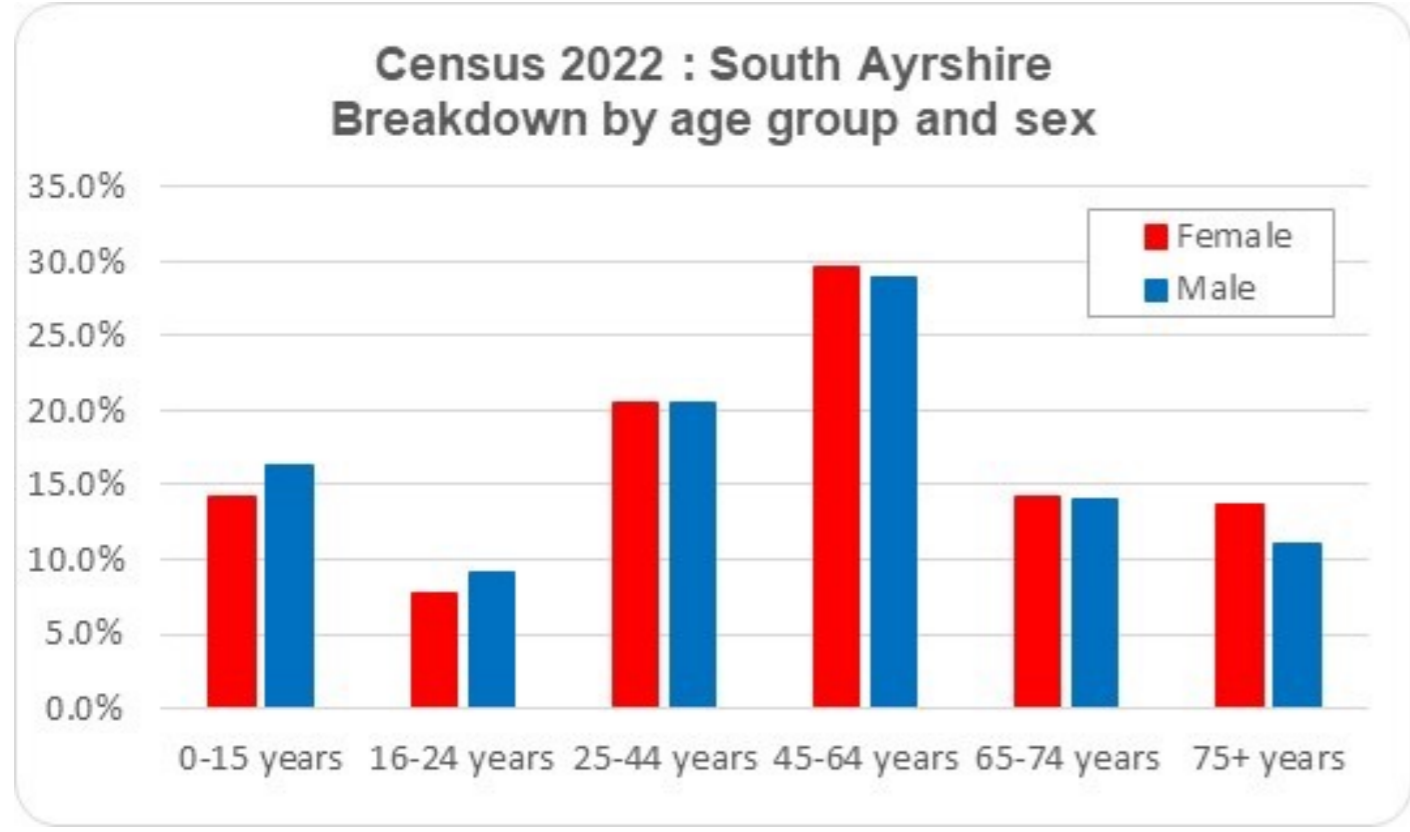
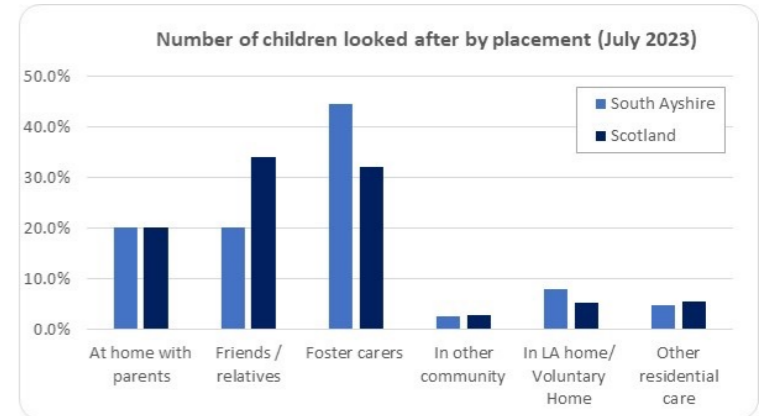
The highest percentage of South Ayrshire population who identified as gay or lesbian, bisexual, or other sexual orientation were aged between 16-34 years (14.1%).



Care Experienced

Scottish Government social work statistics (July 2023) :

- 1% of South Ayrshire’s population is looked-after children.
- There are more males than females.
- 1 in 5 are aged under 5 years.
- 5% are from a minor ethnicity group and 13% are disabled.
- The highest percentage of children in South Ayrshire are looked after by foster parents.

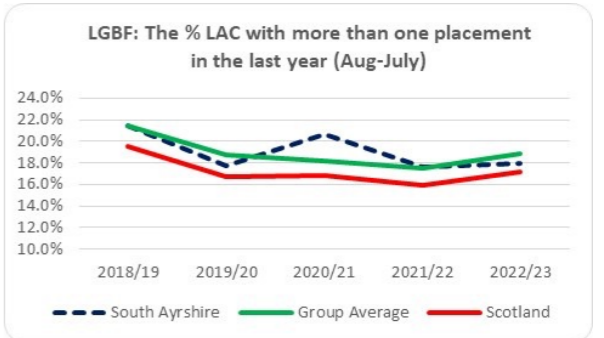
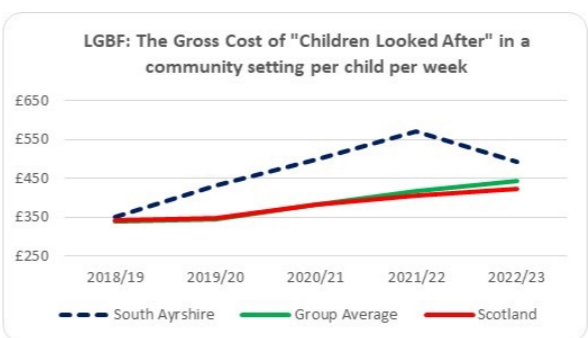
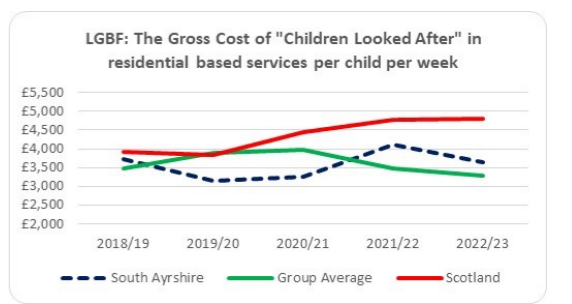


Local Government Benchmarking Framework (LGBF) : 2022/23

The gross cost of “children looked after” in a residential based service is £3,642 per child per week. This is lower than the Scottish cost of £4,804.

The gross cost of “children looked after” in a community setting is £492 per child per week which is higher than the family group and Scottish costs.

18% of “children looked after” have had more than one placement in the last year (Aug-July).



[south-ayrshire.gov.uk](https://www.south-ayrshire.gov.uk)

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Making a Difference Every Day