

Equality Outcomes and Mainstreaming Progress Report 2018/19



Foreword

As Portfolio Holder for Economy and Culture, equalities sits within my remit and I present this report as an overview of the work undertaken during 2018/19. My colleagues on the Equality and Diversity Forum, the staff within our services and those who work for our partner and third sector organisations have translated the commitments within our Council Plan, in order to deliver a vast array of activities. This year we'll review our approach to Equalities, ensuring that what we do on a daily basis addresses inequality and ensures equality for all, matching our ambitions. We will address the changing policy landscape within Scotland to ensure South Ayrshire is a leader in this arena, with our approach to delivering Placemaking seen as a key driver and enabler to supporting our communities to be the best to live, work and invest in.

Councillor McGinley, Economy and Culture Portfolio Holder

As Chair of the Equality and Diversity Forum, I am delighted to see all the positive work that has taken place during 2018/2019. I am proud that this Council, its staff and our partners have put equality and tackling inequality at the heart of everything we do. I look forward to developing this work in the coming year in line with the objectives within our Council Plan.

Councillor Brennan-Whitefield, Chair of the Equality and Diversity Forum

Contents

	Page
1. Introduction	4
2. South Ayrshire	4
3. Responsibilities & Background	7
4. Mainstreaming Progress	9
4.1 Introduction	9
4.2 Leadership	10
4.3 Equality and Diversity Forum	11
4.4 Equality Champions	13
4.5 Equality Impact Assessments	14
4.6 Consultation and Engagement	14
4.7 Service Provision	17
4.8 Educational Services	23
4.9 Partnership Working	25
4.10 Licensing Board	28
5. Progress on Equality Outcomes	29
5.1 Introduction	29
5.2 M1 - Improved accessibility to Council buildings and public spaces.	30
5.3 M2 - Improved opportunities for people to access services and participate in community life.	33
5.4 M3 - Enhanced confidence and trust of those reporting diversity crime and incidents, and improved service to support victims.	34
5.5 M4 - Better targeting of resources to meet the diversity challenges identified by improved reporting arrangements	36
5.6 M5 - Council employees work in a fair and inclusive environment.	36
5.7 M6 - Improved access to employment opportunities within the Council.	43
5.8 M7 - Improved employment practice within the Council.	46
5.9 M8 - We exhibit leadership and promote positive attitudes for all protected characteristics throughout our community.	49
5.10 M9 - Increased awareness raising of equality and diversity issues throughout our community.	51
5.11 Future Reporting of Equality Outcomes	53
Annex 1 Equality Outcome Progress as an Education Authority	55
Annex 2 Workforce Monitoring 2018	61

1. Introduction

South Ayrshire Council is fully committed to the general principles of fairness, equality and human rights and seeks to apply these principles in all that it does as a Community Leader, Service Provider and Employer, Education Authority and Licensing Board.

It does this by challenging and eliminating unlawful discrimination, harassment and victimisation wherever it can; being inclusive, fair minded and transparent in all that it does; tackling prejudice and promoting understanding and inclusion; and consulting and engaging with service users and employees.

The Council is committed to ensuring that all service users and Council employees, regardless of, race, sex, disability, age, religion or belief (including non-belief), sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnerships (in respect of eliminating unlawful discrimination), are treated fairly and with dignity and respect.

Together with its partners, the Council ensures that its communities have full access to the range of services provided and are able to have a quality of life which affords them dignity, independence and freedom from violence, discrimination and harassment.

2. South Ayrshire

South Ayrshire is one of 32 council areas of Scotland covering an area of 1,222 square kilometres in the southern part of Ayrshire on the west coast of Scotland. It borders onto Dumfries and Galloway, East Ayrshire and North Ayrshire council areas. Following the 2017 council election, Labour and the Scottish National Party announced an agreement to control the council supported by both independent councillors. The Leader of the Council is the SNP's Douglas Campbell and Labour's Helen Moonie is the Provost.

The 2017 mid-year population estimate for South Ayrshire is 112,680 people accounting for 2% of Scotland's total population. This was a slight increase of 0.2% on the previous year. South Ayrshire has the 19th highest population out of the 32 Scottish council areas. The population density per square kilometre for South Ayrshire is 92 making it the 13th lowest population density of the 32 Scottish council areas. It also reflects the rural nature of South Ayrshire with a lower population density than adjacent East Ayrshire at 97 and North Ayrshire at 153.

There remain more females, 52.3%, than males, 47.7% living in South Ayrshire which is similar to proportions for the whole of Scotland 51.3% and 48.7% respectively. South Ayrshire estimated population of 112,680 consists of:

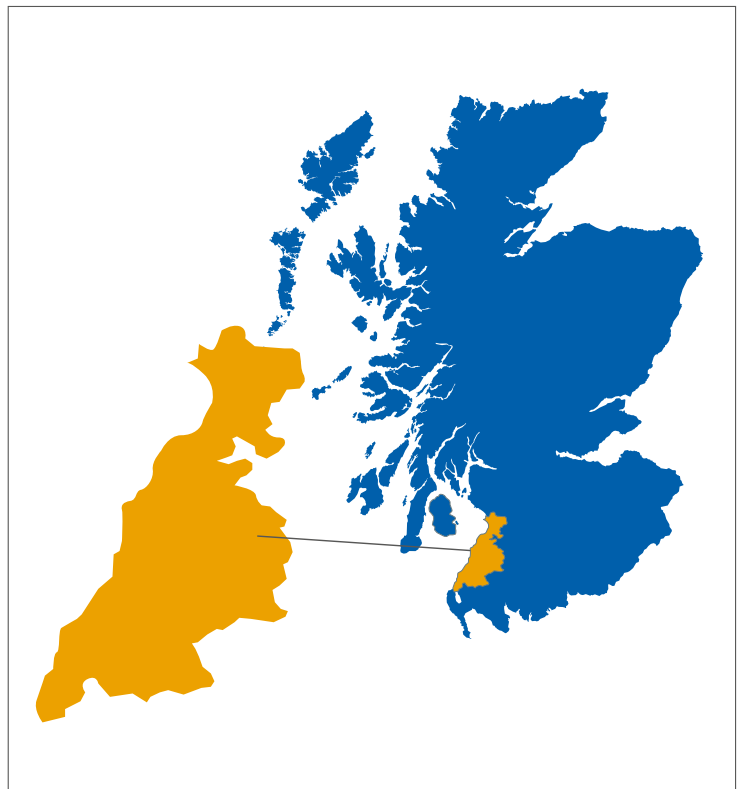


Table 1: 2017 mid-year population estimates for South Ayrshire

	Population	Female	Male
Children 0-15 years	17,716 - 15.7%	8,683	9,033
Young people 16-24 years	10,735 9.5%	5,222	5,513
Adults 25-44 years	22,912 - 20.3%	12,019	10,893
Adults 45-64 years	33,537 - 29.8%	17,690	15,847
Elderly 65-74 years	15,296 - 13.6%	7,988	7,308
Elderly 75 and over	12,484 - 11.1%	7,284	5,200
Total	112,680	58,886	53,794

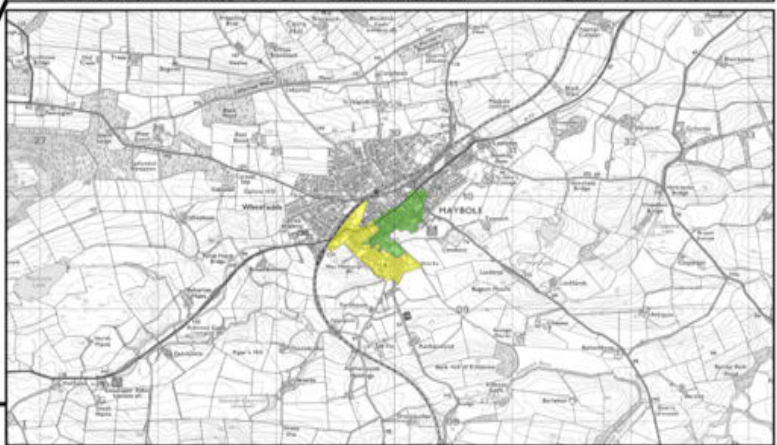
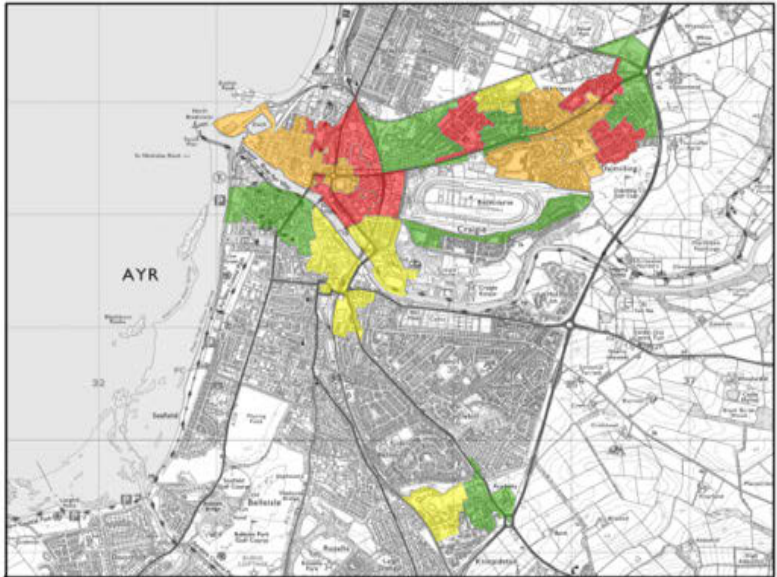
The proportions of South Ayrshire’s population under the age of 16 years, 15.7%, and of working age 16-64 years, 59.6%, are both below the Scottish proportions of those age group and therefore South Ayrshire’s proportion of elderly people aged 65 and over, 24.7% is higher than Scotland’s 19%. Hence the current dependency ratio i.e. the ratio of combined numbers of children aged 0-15 years and those aged 65 and over per 100 working age population is 68.

The population in South Ayrshire is projected to decrease by 4.9% over the next 25 years from 112,470 in 2016 to 106,974 by 2041 in contrast to a 5.3% increase across Scotland. In the next decade South Ayrshire’s population is projected to decrease by 0.9% while Scotland’s is expected to increase by 3.2%. The projected change in South Ayrshire population is not evenly spread across the different age groups. The children and working age population are projected to decrease by 12.2% and 13.5% respectively while the pensionable age group will increase 19.4%. Therefore the dependency ratio in 2041 is projected to increase to 87.

Council areas with large cities tend to have the highest proportions of ethnic minority groups. South Ayrshire has a relatively small ethnic minority community, 1.3%, in comparison to Glasgow City’s 11.6% and the whole of Scotland at 4.0%.

	Total Population	White: Scottish	White: Other British	White: Irish	White: Polish	White: Other White	Asian, Asian Scottish or Asian British	Other ethnic groups
South Ayrshire	100.00%	89.5%	7.0%	0.8%	0.3%	1.1%	0.8%	0.5%
Glasgow City	100.00%	78.6%	4.1%	1.9%	1.4%	2.4%	8.1%	3.5%
Scotland	100.00%	84.0%	7.9%	1.0%	1.2%	2.0%	2.7%	1.3%

There continue to be disparities in affluence across South Ayrshire with 19 of South Ayrshire’s 153 data zones included in Scotland’s 15% most overall deprived data zones. This equates to an estimated 12,888 people or 11.5% of South Ayrshire residents living in the most deprived areas of Scotland. The area of most deprivation is concentrated in the northern part of Ayr, the main town of South Ayrshire, however there are also pockets of deprivation in the smaller towns of Girvan, Troon and Maybole.



South Ayrshire datazones in 20% most deprived in Scotland (2016)



SIMD Score Rank 5% 10% 15% 20%

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3. Responsibilities and Background

South Ayrshire Council's full responsibilities are set out in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations. These legal requirements are referred to as the Public Sector Equality Duties (PSED).

They include the General Duty to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations between different groups in the community.

and the Specific Duties are to -

- Report progress on mainstreaming the general equality 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
- Consider award criteria and contract conditions in relation to public procurement.

The duties specifically relating to Workforce Monitoring are fully covered within Annex 1: Workforce Monitoring 2018.

South Ayrshire's Council Plan, entitled 'Our People, Our Place' sets out the Council's vision for the next three years, detailing the high-level objectives and outcomes we want to achieve for our people and places by 2022.

These include:

- Effective leadership that promotes fairness
- Reduce poverty and disadvantage
- Health and care systems that meet people's needs
- Making the most of the local economy
- Increasing the profile and reputation of South Ayrshire and the Council; and
- Enhanced environment through social, cultural and economic activities.

The Council Plan is supported by dedicated Directorate Plans for our People and Place directorates, as well as our Health and Social Care Partnership that detail what we will do to deliver these outcomes.

Our People, Our Place is just one of the key strategic documents that informs the way forward for the Council over the next three years. The others are:

- South Ayrshire Integration Joint Board Strategic Plan 2018-2021
- Educational Services Plan 2017-2020
- People Directorate Plan 2018-2022
- Governance and Corporate Support Plan 2018-2022
- Place Directorate Plan 2018-2022.

<https://www.south-ayrshire.gov.uk/council-plans/>

The Community Empowerment (Scotland) Act 2015 has given South Ayrshire Council's Community Planning Partnership a statutory purpose regarding public service reform at a local level. The Act requires CPPs to produce two types of plans which will provide information on how we can make improvements in our local areas.

These are known as the Local Outcomes Improvement Plan (LOIP) and Locality Plan:

- The LOIP sets out a vision and focus based on agreed local priorities where through collaborative working with our community planning partners and local communities, we can work to reduce inequalities and improve outcomes in South Ayrshire
- A locality plan is a plan to improve outcomes in that locality – in South Ayrshire locality plans will be referred to as 'local place plans'.

Two strategic themes emerged from the development process as the agreed area of focus for the LOIP – these are:

- 'Supporting older people to live in good health' and
- 'Closing the poverty-related outcomes gap for children and young people in South Ayrshire'.

All of these plans tie in with the Council's current Equality Themes of Health, Human Rights, Rurality and Deprivation.



4. Mainstreaming Progress

4.1 Introduction

The Council has a range of formal performance reporting mechanisms, including:

- Council's Annual Performance Report
- Public Performance Report
- South Ayrshire Health and Social Care Partnership Annual Report
- Directorate and Service Reports
- Local Government Benchmarking Reporting.

These implicitly include reporting of equalities progress for its communities. All of these formal reports can be accessed within the Public Performance Reporting pages of the Council's website at <http://www.south-ayrshire.gov.uk/performance/>.

In addition to the work recorded within these performance reports, there is another level of mainstreaming activity that is not formally reported but has a significant impact on improving equality for South Ayrshire communities and nationally.

This report affords the opportunity to highlight some of this equality work, and good practice which have taken place over the last year.

This is South Ayrshire Council's fourth Mainstreaming Report and second year of reporting on our medium term outcomes and sets out how equalities have been further mainstreamed throughout our organisation.

Case studies have been embedded throughout this report further highlighting how South Ayrshire Council has continued to mainstream equalities and progress its medium term outcomes set in 2013.



4.2 Leadership

Councillor McGinley, Economy and Culture Portfolio Carrier and Councillor Brennan-Whitefield, Chair of The Equality and Diversity Forum have continued to lead equality and diversity progress within the Council and its communities over the last year across all protected characteristics.

They have done this by participating in awareness raising events and supporting equality issues within services throughout the year and this work is noted within the Equality Outcomes section of this report as well as the Mainstreaming section. In addition, the Provost has continued to host civic receptions and hospitality events to recognise, honour and pay tribute to achievements, persons and events appropriate to the Council and the Community and some examples are shown in the table below.

Date	Event
April 2018	Employability and Skills Year of the Young Person Celebration Ceremony Presentation of Ayrshire Business Women trophy
May 2018	Polish National Day Opening of the General Assembly of the Church of Scotland
June 2018	Dementia Friendly Week Pilot National Day of Russia Handover of peace seeds from Hiroshima Cross Party Group on the Armed Forces and Veterans Community
July 2018	Armed Forces Day Parade South Korean Students Visit
August 2018	Chinese Arts and Culture Festival Poland Centenary of regaining independence Tap Mun Overseas Community Association's Inauguration and Celebrations
September 2018	Scottish and Northern Ireland Yeomanry Guidon Parade Service to commemorate centenary of the RAF Battle of Britain Remembrance Service National Day of the Republic of China Ayrshire Muslim Association Open Day
October 2018	150th birthday of Mahatma Gandhi Norwegian Delegation Visit Homecoming Parade 95th anniversary of the Proclamation of the Republic of Turkey
November 2018	Holy Mass to celebrate the centenary of Poland regaining its independence Remembrance Day Victim Support School Speaking Competition Chinese Delegation Visit Veterans First Point Scotland – A Sense of Belonging Arts Programme
December 2018	South Ayrshire Victim and Witness Services Christmas Lunch South Ayrshire Women's Aid – an evening with Jasvinder Sanghera CBE (Winner of this years Robert Burns Humanitarian Award) Holy Trinity Christmas Church Service
January 2019	Robert Burns Humanitarian Awards 70th Republic Day of India
February 2019	Chinese New Year Events Polish Navy Day Ayrshire Business Women's AGM Duke of Edinburgh Award Presentation

4.3 Equality & Diversity Forum

On a six weekly basis, the Equality and Diversity Forum meets which consists of the Elected Members (with representatives from each political group) with equalities remits and the Corporate Planning staff responsible for equalities.

The remit of the Forum is to support the Council to deliver on its equality and diversity responsibilities by providing a consultative and inclusive link to the diverse communities of South Ayrshire, and through the work of the Forum, promote equality and diversity and encourage good relations throughout South Ayrshire.

Twice a year, we hold a meeting with the Equality Champions and Elected Members to update the members on the Equalities work that is being carried out in Council services and for the Elected Members and Champions to interact and take forward any new ideas that may arise.

For 2018-2019 the Equality and Diversity Forum determined that within the work to progress the Council's Medium Term Equality Outcomes that the Forum's work should continue to focus on:

- Raising the profile of Equalities with Elected Members taking the lead on promoting areas of Equality and Diversity
- Improving service provision to Gypsy Traveller children
- Taking forward action in relation to Rurality and poverty in rural areas by ensuring Council decision-making is as effective as possible in tackling socio-economic disadvantage in South Ayrshire
- Supporting Ethnic Minority members of our community including dealing with isolation issues
- Promotion of the Council's on-going equalities work to the public; and
- Disability at Work.

Work has been taken forward on each of these areas and detailed below are examples of the work undertaken by Councillor McGinley and the Equality and Diversity Forum to support the progress of equality and diversity in the Council's communities – particularly in regard to Age, Disability, Gender, Sexual Orientation, Gender Reassignment and Race protected characteristics as well as the Council's Equality Themes of Health, Human Rights, Rurality and Deprivation:

Events & Campaigns supported by the Forum and its' members include:

- The Launch of The Ayrshire Women's Hub and continued involvement throughout the year
- Launch of Inside Outside Exhibition Ayr Town Hall
- Central Mosque open day
- Inside Outside – reading night, Unity Grill
- Ace be the Change – event to highlight bullying in children with special needs, Sutherland House
- Newton Primary school Rainbow Fun day
- Springback – anti-bullying event, Girvan Town House
- Launch of English for speakers of other languages (ESOL) chat café at Riverside Church
- Gay Pride march
- LGBT Youth Scotland Silver charter Mark Event, Prestwick Academy
- South Ayrshire Women's Aid evening with Jasvinder Sanghera CBE
- White Ribbon Campaign - 16 Days of Action
- Visit to Kilmarnock Concern Hub
- LGBT History Event, Unity Grill
- SQIFF and Ayrshire LGBT film event
- International Women's day
- Enable Scotland – Be The Change Event
- U-Niq Café – Supported learning drop in café
- Carers Day.

- **Gender Based Violence:** The work of the Multi Agency Partnership on Violence Against Women and Children (MAPVAW) is highlighted throughout the progress reports and Councillor Brennan Whitefield leads this work as Chair of the Partnership
- **Hate Crime:** Working with Community Safety and the Ayrshire Equality Partnership to increase third party reporting and provision of additional third party reporting sites in South Ayrshire
- **Community Hubs:** The development of schools into community hubs, both primary and secondary with the North Ayr pilot project shaping how it is taken forward in other areas.
- **Dementia Friendly Prestwick:** Aims to support people with dementia, and their families/ carers, in Prestwick to be included and remain part of their community for as long as possible.



Case Study – The Champions Board



Champions Board: The Champions Board provides a platform for care experienced young people to have their voices heard by talking directly to local councillors and service provider's, planners and commissioners, heads of services and front-line staff to ensure they have a bigger say in the decisions that affect their lives. Through Champions Boards, young people with care experience can draw on their lived experience to influence improvements in services, policies and practices across South Ayrshire.

Key Achievements:

- Facilitated 4 Full Champions Board showcasing events involving 100+ corporate parents and wider community planning partners across South Ayrshire
- Developed 10 short films and one animation around care
- Maintained regular contact with 64 care experienced children and young people aged 8- 26 on an on-going basis and wider engagement via Facebook and Twitter. This direct contact happens through group work in Girvan Ayr, children's house visits and consultation activity with care leavers
- Engaged with 1,000+ Corporate Parents
- Influenced 4 changes in policy and practice:
 - Free access to South Ayrshire sport and leisure facilities through the Access for Leisure scheme
 - Care experienced young people will not have to apply for housing through the homeless system
 - All SAC staff will receive induction training on their role as a corporate parent
 - SAC will adopt a 'Family Firm' Approach to ensure every care experienced young person in South Ayrshire is given support to access a wide range of vocational learning opportunities, including apprenticeships
- Employed 5 care leavers to work with the Champions Board
- Supported 1 modern apprenticeship for a care leaver with the Champions Board
- Set up a steering group
- Supported young people to Identify 4 key themes to progress
- Winner of The Outstanding Team Gold Award at The Outstanding People Awards 2018.

4.4 Equality Champions

There is an Equality Champion for each service area who can be contacted to gain information on equality and diversity issues within their service. They also provide both a mentoring role and critical friend support within Directorates and service teams and can be contacted to seek advice when completing an Equality Impact Assessment Form.

They attend the Equality Champions Network meetings, which take part four times per year. These are reported to Elected Members and they discuss one or more of the protected characteristic learning topics.

Training opportunities, resources and equality and diversity news items are also circulated to Equality Champions twice monthly, including news articles on equality issues and links to Council and Partner events and campaigns.

4.5 Equality Impact Assessment (EIA)

The Council ensures that the potential equality impacts of all proposals put before them are considered within the decision-making process by the use of its Equality Impact Assessment Process (EIA).

The EIA process also ensures that the individual needs of the Equality Duty are overtly considered within the decision making process.

In addition to being published on the Council Website, completed EIAs and Scoping Documents should be posted on the Council's intranet to support learning and raise awareness of how the Equality Duty is being taken forward within Council services.

The Fairer Scotland Duty came into force in Scotland in April 2018 and places a legal responsibility on South Ayrshire Council to consider how they can reduce inequalities when planning what they do. This duty was established following the public consultation around the socio-economic duty in 2017.

South Ayrshire Council understands that socio-economic deprivation acts as a multiplier for protected characteristics in terms of barriers to advancing equality of opportunity.

Guidance materials will be revised during 2019 to strengthen and enhance the information and advice within the Council's current Equality Themes sections, to support completion of the EIA Documents in line with the new Duty.

4.6 Consultation and Engagement

South Ayrshire Council recognises the value of engaging with Equality Groups and with people who experience prejudice and discrimination as a result of protected characteristics.

The Council, along with its partners in the public and voluntary sectors, continues to survey attitudes and views on public services and policy issues.

Citizens' Panels are a way for local people to provide feedback on a range of issues and influence decision makers. The South Ayrshire Citizens' Panel is called 'South Ayrshire 1000' as it is the intention to have 1,000 members on the Panel.

We have managed to recruit 930 people who live in South Ayrshire who volunteered to be consulted regularly on matters of local concern. The Panel seeks to be as representative as possible of the population of South Ayrshire.

Within the last year the following consultations have been sent to the SA1000 Citizens panel;

- South Ayrshire Health & Social Care Partnership Strategic Plan
- Dementia Strategy
- Ayr Town Centre
- Adult Carers strategy
- Young Carers Strategy
- Social Isolation Strategy
- Budget Engagement
- Independent Advocacy Plan.

Consultation work was also carried out with British sign language users prior to the creation of the The Ayrshire Shared British Sign Language (BSL) Local Plan 2018-24.

Deaf and Deafblind voluntary organisations supported the promotion of the consultation through their national and local contacts, to encourage participation of BSL users throughout Ayrshire.

In relation to ethnic minority consultation and engagement, the Council has continued to work in partnership following unsuccessful Council of Ethnic Minority Voluntary Organisations (CEMVO) led initiative in 2016, to identify and engage ethnic minority individuals and families across Ayrshire.

Work is also on-going to establish a pan-Ayrshire ethnic minority stakeholder group. With the formal disbanding of the Ayrshire Minority Ethnic Community Association in 2016, there is no longer an umbrella group of ethnic minority voluntary organisations for local authorities to consult and engage with, to take forward the Public Sector Equality Duties and ensure inclusion.

However, further work has been undertaken in partnership with CEMVO by the South Ayrshire Health and Social Care Partnership, who have developed and delivered cultural awareness training for staff.

It is recognised by partners that the Home Office support for the relocation schemes will come to an end and that each Ayrshire Council needs to support self-sufficiency amongst the new families from Afghanistan and Syria.

South Ayrshire Council also fully responded to The Scottish Government, Consultation on Hate Crime Legislation which asked questions on their approach to consolidating all Scottish Hate Crime legislation and expanding the existing statutory aggravations.

Case Study – The Learn 2 Swim Plus Programme



The Learn 2 Swim Plus programme aims to address inequalities for young people with disabilities who want to learn to swim and live active and healthy lifestyles. Without the right support, children with disabilities are vulnerable to isolation, poor self-esteem and low levels of achievement. The Learn 2 Swim Plus programme aims to reduce the chances of social isolation by actively promoting inclusion and develop individual's opportunities in our programme.

The Programme lessons provide a unique provision for children with a disability within South Ayrshire and recognise that to be fully effective the service needs to be flexible and accessible in order to meet the individual needs of each young person.

The service has been highlighted nationally by Scottish Swimming as taking an innovative approach and is recognised nationally by Scottish Swimming as an area of 'best practice' which is used as an example across Scotland to build on its approach.

Key achievements:

- We currently have 18 attending our disability programme on a Tuesday evening from level 1 - 4
- In addition to this club we have a deaf only club with 4 beginners also attended by our deaf friendly teacher
- We have 3 Down syndrome athletes involved in the programme - 2 of whom are volunteers and 1 is now employed to deliver the session for us
- Across our mainstream programme we have 89 swimmers with a disability
- Within school swimming we have supported 111 swimmers to attend with a disability
- Last year we put 2 disabled volunteers through level 1 teaching aquatics and we are currently working with them to achieve this award.

4.7 Service Provision

Housing Services

Afghan and Syrian Families

The Council has settled a total of 21 families into accommodation under the Afghan Relocation Scheme. In 2016, South Ayrshire Council's Leadership Panel agreed to accept a number of Syrian refugees for resettlement in South Ayrshire. To date, 35 individuals have been assisted through this scheme. The Housing Service continues to play an instrumental role in linking in with all key services and agencies involved to ensure a consistent and continuous approach to service provision for these families. The Housing Service have also played a key part in ensuring that all children/toddlers are fully integrated into our education system, and that the adults are able to live independently and have the opportunity to integrate into South Ayrshire life.



Housing Support has been put in place to help these tenants across a variety of areas, including skills projects to improve access to employment and efforts to ensure cultural and religious needs of this group can be met.

Preventing Social Isolation

Sheltered Housing has 17 community hubs within South Ayrshire from Dundonald in the North to Girvan in the South. It is hoped that by utilising these "hubs" we will be able to assist with the prevention of social isolation in the wider communities and not just within our actual sheltered housing complexes.

There are a number of events and activities that take place within the hubs and the relevant Housing Support Worker (Sheltered Housing) can be contacted direct to advise what activities, events, outings, film clubs, coffee clubs, men's dens are scheduled to take place. There is also access to computers, photography and other hobbies to suit individual interests, i.e. indoor bowling, bingo and sing-a-longs. Suggestions for different events or activities will be warmly welcomed as will any friends or family anyone may wish to bring along.

Each hub has an events calendar and forward plan of activities on offer.

Tenant Handbook and DVD/Online video

Together with a dedicated group of tenant volunteers, South Ayrshire Council has developed a new tenants' handbook, online video and DVD to improve the quality and accessibility of information being provided to our tenants at sign-up. These projects were taken forward by working groups led by involved tenants and demonstrate the many benefits for both local authorities and their tenants of co-production, collaborative working and meaningful engagement as a means of improving services.

With regard to the handbook, tenants were involved from the very beginning of the development process. Tenants made all key decisions on the document's content, language, layout and design. Our handbook working group was keen to ensure the document was as useful as possible to tenants and addressed the issues that they felt were most important throughout the course of a tenancy.

For the online video and DVD, tenants also worked with officers to make the key decisions about the production. This included the video's content, format, the production company used and the actors/writers engaged to take the project forward – namely Mark Cox and Jane McCarry from TV's "Still Game". Tenants worked with the production company and the actors/writers to produce a script that met our requirements while also offering an entertaining and engaging product that tenants would want to watch. A number of tenants were also directly involved in production starring as extras, while another tenant's home was used in a scene of the video.

For the handbook and DVD we were shortlisted for The Chartered Institute of Housing (CIH) Scotland's "Excellence in Communication" and The Tenants Participatory and Advisory Service (TPAS) Scotland – "Best Practice in Involving Customers in Services" in 2018.

Utilising Social Media

Over the last year we have made greater use of social media to engage with our tenants, applicants and residents of South Ayrshire. This has been primarily through the Housing Services Facebook page, and the regular use of the page for interactive content.

We have also launched a website working group to improve the quality and range of digital information available to our tenants online. This has resulted in two story maps being produced to improve the accessibility of information provided online.

Young Tenants' Group

We have begun work on a Young Tenants' Group to support the participation of this harder to reach group. This group has produced two episodes of a podcast and is currently looking into a number of projects, including gaming nights with improving participation at their core.

Musical Generations Group

A communal singing project has recently launched to help us work with older tenants, particularly those in sheltered housing.

Community Learning and Development (CLD)

The Community Learning and Development Plan for 2018-2021 was approved in September 2018. The plan was developed in line with the requirements for Community Learning and Development (Scotland) Regulations 2013 and will be co-ordinated by CLD and partners over the next three years.

CLD partners continue to strive to develop the resilience and ambition of individuals and communities, to combat inequality, ensuring that barriers to achieving better life chances are identified, understood and overcome and that communities are full partners in delivering practical solutions.

Examples of work delivered within the CLD plan:

As part of the Syrian resettlement provision in South Ayrshire CLD continue to be a key partner in developing provision for families. The ESOL/Literacy team provides on going one to one and group work support to individuals and families to improve their literacy and communication skills. The ESOL provision has provided support to those in employment, articulating to college and settling in Ayrshire.

The Gateway Group based in the Domain Youth Centre is providing young adults and older people with learning and physical disabilities the opportunity to plan and participate in activities within their local community each week. The group facilitated by CLD staff is now fully constituted and received funding this year from The Peoples Health Trust to allow the group to continue to develop.



In December 2017 the CLD youth work team were awarded the LGBT Youth Scotland Silver Charter Mark. The service has continued to deliver outcomes relating to the Charter Mark to improve outcomes for young people.

Funding provided to LGBT Youth Scotland in 2018 helps provide weekly youth work for young people in South Ayrshire. This provision provides young people aged 13-25 years with the opportunity to participate in group work and receive individual support.

The sessions are aimed at addressing health inequalities and social isolation through a CLD approach and are based at Ayrshire College. The funding has also ensured local youth work staff are equipped with training and resources to support young people. Through the partnership, work is underway to create a local action plan in South Carrick in partnership with LGBT and local CLD partners.

LGBT Youth Scotland reported that between April 2018 - December 2018 the funding provided 23 young people with individual support as well as 3 parents and 3 professionals.

Over 133 individual attendees have been recorded at the group work with around 80% being under 16 years of age.

It has been agreed the further training for CLD staff and partners in 2019 will be provided through the learning community partnerships.

Procurement

As standard procurement practice, we require that our officers ensure that equality and diversity is reflected in all our procurement procedures both generally and particularly in areas which impact most on the community.

Procurement sends out requests to suppliers to provide information on what community benefits they have delivered. A communication was sent to all suppliers who have committed to delivering a community benefit in South Ayrshire. 108 emails were sent out, with 52 responses received. Of these, 36 had delivered at least one community benefit.

Examples of benefits delivered include:

- Advertising Scotland Works Ltd delivered a presentation and workshop to P4-P7 pupils at Kincaidston Primary, as well as donating £600 to Ayrshire Hospice for a charity fundraiser,
- George Carruthers & Sons Ltd visited South Ayrshire schools to teach children about fruit and vegetables from around the world, including preparation and tasting sessions, as well as providing training for kitchen staff at Forehill Primary.
- James Frew Ltd recruited a local boy, via their Apprentice Academy, who had attended a careers talk at Prestwick Academy. Part of this apprenticeship is working within the SAC Modernisation Framework. They also donated kitchen equipment at Boyle Court, Girvan, built a new greenhouse and slabbing at St. Meddans, Troon and donated a new television to the communal area at Lichtenfels, Prestwick.

Procurement and Community Engagement have recently launched a new process whereby local groups who require support, are advertised to the Council's suppliers. This new process has resulted in the following benefits:

- Ayr Choral Union received £150 donation from George Carruthers & Sons to promote their 'Sing Well Saturday' promoting health and physical wellbeing
- Ayr & District Blind Club received £100 donation from Accora Ltd to cover the running costs for providing social, recreational and educational needs of its members.

The Council is also committed to proactively vetting our supply chain to ensure no instances of modern slavery are taking place.

South Ayrshire Council's Modern Slavery Charter was passed as a motion in December 2018 and includes a 10 point plan to adhere to the above guidance. This is aligned to the Modern Slavery Act 2015.



Case Study - LGBT charter mark for Prestwick Academy



Prestwick Academy has become the first local authority school in Ayrshire and one of only nine secondary schools across Scotland to be awarded the prestigious Silver LGBT Charter Mark Award.

LGBT Youth Scotland awarded the Charter Mark to the school in recognition of their push to include LGBT issues in the curriculum and for their engagement with staff, parents, carers and young people to challenge discrimination while promoting a more inclusive society.

Over the last year, young people and staff have taken part in a number of activities to raise awareness of LGBT issues in the school and in the wider community including school assemblies, coffee mornings, workshops and movie screenings.

Powerful video messages were produced by a group of young people at the school who also pulled together training material for staff on LGBT identities.

Pupils took part in a virtual reality tour of New York to explore places of historical significance to the LGBT community all without leaving the classroom.

Councillor William Grant, Lifelong Learning Portfolio Holder for South Ayrshire Council said: *“Congratulations to the school for this significant achievement. A lot of hard work has gone in to securing the Charter Mark and the school is an inspiration to others in South Ayrshire and beyond”*.

Councillor Laura Brennan-Whitefield, Chair of the Equalities Forum said: *“This is a great accolade for the school and it’s even more poignant because of the significant role played by pupils to get the accreditation. We need young people in society to not only be aware of LGBT issues but to help break down barriers.”*

Kerry Riddell, Partnership Manager South for LGBT Youth Scotland said: *“Prestwick Academy’s Silver LGBT Charter Award is well deserved. Over the last year the school have embarked on a journey of real cultural change to celebrate and mainstream LGBT identities across the curriculum, create safe spaces for LGBT young people within the school and involve pupils, staff and parents/carers in awareness raising activities. Their work has been innovative and positive and included some excellent practice which other schools can learn from. We’re looking forward to continued partnership working with Prestwick Academy to continue to improve the lives of LGBT young people in Ayrshire.”*

Inspired by the UN Convention on the Rights of the Child (UNCRC) and the Universal Declaration of Human Rights (UDHR), the LGBT Charter is a positive step towards challenging discrimination while promoting a more inclusive society.

4.8 Educational Services

Educational Services mainstream equalities into everything they undertake. Shown below are some highlights of progress in the last academic year, with further detailed information available in the [Standards and Quality Report 2017/2018](#)

In the last year, the Rights Respecting Schools (RRS) work has continued to make very good progress with three schools having registered with UNICEF. Sixteen schools have achieved the Bronze Award, twenty the Silver Award and twelve the Gold Award.

Online training continues for Bronze level. Pan Ayrshire training for Silver and Gold levels has continued with great success this session. All three sessions were very well attended.

Year	Bronze Award	Silver Award	Gold Award
2012/13	30	8	0
2013/14	42	21	7
2014/15	42	21	7
2015/16	41	21	7
2016/17	40	22	8
2017/18	44	24	12

Through the Active Schools programme there continue to be opportunities for children and young people to participate in sport and physical activity sessions out with the school day, including athletics, badminton, basketball, boccia, boxercise, cheerleading, country dancing, cricket, curling, cycling, dance, dodge ball, fitness, golf, gymnastics, handball, hill walking, hockey, martial arts, mountain biking, netball, orienteering, rugby, sailing, table tennis, taekwondo, tennis, volleyball and yoga.

Furthermore there were:

- 424 different young people took part in Active Schools activities during 2017-18, 53% of all children and young people in South Ayrshire
- 518 (an increase of 22%) volunteers providing physical activity sessions, including 274 qualified adults and 147 qualified secondary aged young people
- Five leadership programmes in secondary schools supporting young people to become coaches and ambassadors for sport
- One leadership programme in a primary school with P6/7 children taking part in the Junior Coaching Academy
- Pathways developed with a total of 80 different clubs.

Active Schools work to create opportunities for all pupils with additional support needs whether attending an Additional Support Needs (ASN) school, or a mainstream school. There are two ASN schools within South Ayrshire; Invergarven and Southcraig Campus.

Active Schools also work in partnership with Ayrshire Sportsability to promote the education and welfare of children with physical, sensory and learning disability through sport. The partnership aims to support children and young people with additional support needs to:

- Meet other young people
- Take part in new and exciting sports
- Participate in sport regularly
- Develop further and take part in competitive sport in partnership with Scottish Disability Sport.

During 2018-19, The Active Schools student internship programme with University of the West of Scotland (UWS) selected Kayleigh Haggio to develop a disability sport competition calendar in partnership with Ayrshire Sportsability, offering increased opportunity for young people with disabilities to take part in competitive sport and highlights pathways to local inclusive clubs Scottish Disability Sport opportunities.

Each year an annual survey of children and young people is carried out. In 2017/18, 3,681 children in primary schools and 1,268 young people in secondary schools completed the survey. The survey demonstrated that generally children and young people are very positive about their educational experiences.

The table below shows the percentages of children and young people who agreed with key statements which were included in the survey.

Primary schools	13/14	14/15	15/16	16/17	17/18
I enjoy learning at school	93%	98%	92%	91%	89%
I feel safe in school	94%	97%	94%	94%	96%

Secondary schools	13/14	14/15	15/16	16/17	17/18
I enjoy learning at school	80%	82%	80%	77%	68%
I feel safe in school	81%	82%	83%	79%	89%

The 'English as an Additional Language' (EAL) service has also developed and used materials to improve learning for all pupils, including nursery bags and story sacks which have been shared effectively with parents and pupils. Audio pen readers and interactive eBooks readers are now being used to support mainstream learning in the schools using the pupils' home language.

Additional Support for Learners (ASfL) staff were involved in numerous parent/carer engagement events during the session including the English as an Additional Language and the Visual Impairment Services' annual meetings and Dyslexia, Autistic Spectrum Disorder (ASD) and language provision information workshops.

Links with tertiary education providers have been increased and presentations delivered to the University of the West of Scotland (UWS) under and post graduate students. Further impact of collegiate working with UWS has been the development of a family learning club, "The Wee University" with English as Additional Language staff and students at UWS initially involving three bilingual families.

A programme for newly qualified teachers (NQT's) was delivered which developed understanding of the impact of specific additional support needs and the role of class teachers in addressing the needs of individual children. Children supported by the specialist services were involved in the presentations.

The Accessibility Strategy group continues to meet regularly to ensure that children can access the curriculum by provision of assistive technologies or adaptations to the learning environment. The group has established an equipment store to ensure that all resources are effectively utilised. The group also advise on the current building programme on potential adaptations to improve accessibility.

4.9 Partnership Working

Community Safety

The Community Safety team on behalf of the Council leads the work of the South Ayrshire Multi-Agency Partnership to tackle Violence Against Women and Children (MAPVAW). A key campaign of the MAPVAW is the 16 Days of Action and within that the promotion of the White Ribbon Campaign. The Council supports this work within services and detailed below are some examples of this;

- Working Lunch at Ayrshire College, Ayr to raise awareness with local employers about the impact of domestic abuse in the workplace.
- Presentations of 'The Journey', a DVD resource about the consequences of when 'Johnny decides to confront his ex-girlfriend'.
- 'Reclaim the Night' Walk in Ayr town centre.
- South Ayrshire Womens Aid Honour Based Violence event on forced marriage at Kylestrome Hotel with guest speaker Jasvinder Sanghera.
- Dog walk at Rozelle Estate.
- The Victim Impact Box resource on stalking was provided to partners of the MAPVAW including the Ayr Faculty of Solicitors to provide support for clients affected by stalking.

In addition, the MAPVAW in South Ayrshire along with the VAW Partnerships in North and East Ayrshire and leads from NHS Ayrshire & Arran and Community Justice Ayrshire commissioned a report on prostitution across Ayrshire and was completed in November 2018. From this report, a pan Ayrshire action plan will be developed which will address:

- The co-ordination of service responses to women involved in prostitution
- Effective harm reduction and support for women to exit, including identification of the resources needed to support this work
- Capacity building and commitment to training and supporting staff in all agencies, focused on understanding prostitution as harm to women, in line with the National Equally Safe Strategy.

The Equally Safe Quality Standards and Performance Framework was published by the Scottish Government, COSLA and the Improvement Service in May 2018, in close collaboration with the National VAW Network and other stakeholders.

- The Equally Safe Quality Standards and Performance Framework responds to the expectations set out in Equally Safe: Scotland's Strategy for Preventing and Eradicating Violence Against Women and Girls and in the Violence Against Women Partnership Guidance, in relation to effective performance management

- The quality standards aim to raise awareness of the types of services, policies and processes that are most effective in tackling VAWG and capture data on the extent to which they are currently being delivered across Scotland. The performance framework aims to measure the impact that these services, policies and processes are having on the lives of people and communities affected by VAWG. Collectively, the two resources aim to support VAWPs to capture key performance data and facilitate a consistent approach to measuring and reporting on the progress being made to achieve the ambitions set out in Equally Safe at a local level
- Following the publication of the resource, the Scottish Government and COSLA wrote to all 32 Council Leaders and Chief Executives across Scotland in May 2018 to seek their assistance in ensuring that it was implemented locally. The Improvement Service also contacted all VAW Partnerships leads to provide support with the data collection requirements and ensure they were aware of the timescales involved. The deadline for 2017/18 data returns was the 31st July 2018
- The first year's report has now been produced and a local area draft report has recently been circulated to all South Ayrshire MAPVAW partners and will help to support the work and action plan of the now re-named South Ayrshire Violence Against Women Partnership (SA VAWP).

Ayrshire Shared British Sign Language (BSL) Local Plan 2018-2024



The Ayrshire Shared British Sign Language (BSL) Local Plan 2018-24 is a partnership between Ayrshire College; East, North and South Ayrshire Council; East, North and South Ayrshire Health and Social Care Partnerships; and NHS Ayrshire & Arran.

This follows the launch of the Scottish Government National BSL Plan in October 2017 where it stated that Scotland wants to be the best place in the world for BSL users to live, learn, work and visit. This means that people whose first or preferred language is BSL will be fully involved in daily and public life, as active, healthy citizens, and will be able to make informed choices about every aspect of their lives.

The plan sets out ten long-term goals for BSL in Ayrshire, covering early years and education; training and work; health, mental health and wellbeing; transport; culture and the arts; justice and democracy. It describes the actions the seven partners, mentioned previously, will take between 2018 and 2024 to make progress towards these goals, including;

- Improving access to a wide range of information and public services in BSL
- Investigating the level of BSL of teachers and support staff in schools
- Enabling parents who use BSL to be fully involved in their child's education
- Improving the experience of students who use BSL, when they move from school to college, university, training and the world of work
- Improving access to health care and mental health services in BSL; and
- Removing obstacles to BSL users participating in politics and public life, for example by promoting the Access to Elected Office Fund.

The full BSL plan, a summary version and supporting video can be found at;
www.south-ayrshire.gov.uk/equalities

The Ayrshire Shared British Sign Language (BSL) Local Plan launch event took place on 27th November 2018, attended by 60 people. The majority of those who attended were deaf people of all ages; children, young people and adults. The event also included further consultation, with two workshops to seek deaf individuals' views and opinions on implementation of actions from the BSL plan.

These actions are progressed through the following groups;

- The BSL Working Group is an internal group involved in implementation of actions from the plan with representatives from across the 8 partner organisations
- The BSL Implementation Group is an external group including deaf people involved in implementation of the BSL plan.

One key action that has already been achieved is the establishment of an Ayrshire Deaf Youth Club, which aims to decrease social isolation for deaf young people.

The launch of the Ayrshire Deaf Youth Club took place on 22nd March 2019, in the Ayrshire Deaf Club's premises in Clark Street, Kilmarnock. This was attended by 90 deaf children, young people and their families.

The Ayrshire Deaf Youth Club has been developed and supported by a committee of volunteers and has attracted £12,000 over 2 years in Pan Ayrshire funding.

The Ayrshire Deaf Youth Club will commence regular meetings of the club from April 2019 onwards. Deaf children and young people between the ages of 10 years to 18 years are welcome to participate in the club.

The launch event was a huge success with the committee indicating that the number of attendees had far exceeded expectations.

4.10 Licensing Board

The Licensing Board has continued to work with the local Licensing Forum as a means of improving communication and understanding relating to licensing issues. The Forum is made up of named individuals representing holders of premises and personal licences, young people, Police Scotland, people working within health, education or social work as well as people representing local residents and specific arrangements.

During 2018 the Licensing Board consulted widely on its Statement of Licensing Policy including meeting with licence holders, staff working in the licensed trade, community groups/councils, public health colleagues and others to ensure that the Boards policy, approved in November 2018 was fit for purpose.

Licensing staff have, within legal protocols, continued to work to ensure that as far as possible each of the protected characteristics are represented within the Forum although it has proved difficult to find anyone from the Ayrshire Minority Ethnic Community Association (AMECA), which has a seat on the Forum to attend meetings.

The Licensing Board, as part of its commitment to promoting equal opportunities has ensured that all licensing service staff have undergone equality training and receive information on equalities and updates through their Directorate Equality Champions Network.

General mainstreaming activities over the last year include;

- Ensuring all policies and procedures are equality impact assessed
- The Licensing service has participated in all relevant consultations; and
- The Licensing service participates in the Community Safety Partnership as appropriate.

5. Equality Outcomes Progress

5.1 Introduction

This report sets out the equality outcomes progress made by the Council as a service provider, employer (with full workforce monitoring requirements detailed in Annex 2) and Licensing Board with the equality outcomes progress as an Education Authority detailed in Annex 1. In addition progress made through partnership working is also detailed.

An 'equality outcome' is a result which the Council aims to achieve in order to demonstrate that it is addressing the 'general duties' contained within the Equality Act 2010.

Over the period April 2013 to March 2019 the Council has made progress on each of its equality outcomes, as identified within its Equality and Diversity Strategy 2013. The Strategy sets out a ten year journey to achieve the equality outcomes that meet the priorities of its communities and services.

This report should therefore be considered together with the progress already made towards the medium term equality outcomes and reported in the Equality Outcomes and Mainstreaming Progress Reports of 2013-2018.

Reference Number	Medium Term Equality Outcomes
M1	Improved accessibility to Council buildings and public spaces.
M2	Improved opportunities for people to access services and participate in community life.
M3	Enhanced confidence and trust of those reporting diversity crime and incidents, and improved service to support victims.
M4	Better targeting of resources to meet the diversity challenges identified by improved reporting arrangements.
M5	Council employees work in a fair and inclusive environment.
M6	Improved access to employment opportunities within the Council.
M7	Improved employment practice within the Council.
M8	We exhibit leadership and promote positive attitudes for all protected characteristics throughout our community.
M9	Increased awareness raising of equality and diversity issues throughout our community.

The following areas of progress are highlights from the Equality Outcomes Progress template report which covers the period April 2018–March 2019. This document will continue to be updated on an on-going basis with the most current version held on the Equality and Diversity section of the Council website.

5.2 M1 Improved accessibility to Council buildings and public spaces.

Housing Services

New build housing for vulnerable and disabled people

South Ayrshire Council's Housing Service works in partnership with Health and Social Care services both to deliver services to help individuals live independently now and to plan ahead to meet changing and emerging needs in the future. The current and projected needs of certain groups are particularly considered, including:

- People with learning disabilities
- People with mental health conditions
- Older people and those with long term conditions
- Children and young people

The needs of these service users will be considered as each new development is taken forward.

In terms of increasing the supply of affordable housing in 2018/19, (RSL) partners have made a significant contribution, with 22 general needs units being developed in Ayr, and 96 units developed between Troon and Symington. Of this number, 3 units were provided with Stage 2 adaptations to make them fully wheelchair accessible.

In terms of council-led new build development, 26 properties are being developed in the Whitletts area of Ayr, comprising a mix of 1 bedroom flats, 2 bedroom semi-detached houses, 2 bed bungalows, 3 bedroom semi-detached houses and 3 bedroom terraced units. There are also 2 larger adapted properties for large families, a detached 6 bedroom and an end terrace 5 bedroom property. These properties have been designed to Housing for Varying Needs standard.

In 2018/19, South Ayrshire Council was able to acquire 12 units on a 'turn-key' basis from a private developer, with support from the Scottish Government. These properties will be utilised by the Health and Social Care Partnership, providing a core and cluster site for people with learning disabilities. Of the 12 flats, 10 flats will be occupied with 1 flat offering respite and the other serving as a staff base.

Specialist accommodation is also being developed for traveller families at Coalpots Road in Girvan with 7 units being developed for this group. One property within this development has been specifically designed for a young person with physical and learning disabilities.

Work is also anticipated to commence soon on a development at Fort Street in Ayr. This site of 12 units will again have provision for the HSCP and all properties will be built to Housing for Varying Needs standards.

Like previous developments, projects like this support a shift in the balance of care from institutional to community settings, thanks to the properties' flexible and adaptable design that can meet physical mobility needs, while the close-knit layout allows proximity to family and friends to be maintained, aiding familiarity and fostering a real sense of community.

Increasing the supply of this type of amenity housing will also enable health services to discharge more people from hospital into suitable housing in the local community and reduce the cost of reactive adaptations we're required to undertake.

Taken together, these new build units – and indeed our general approach to new build development going forward - will help to ensure people with particular needs are able to access a wider range of good quality housing solutions in the future and will support the equality outcome M2 improved opportunities for people to access services and participate in community life.

Housing Support

More generally, the Housing Service has a housing support contract in place that works to help vulnerable tenants to sustain tenancies across South Ayrshire. This includes advice and assistance, floating support, a housing options service at local prisons and a training scheme to support younger applicants in moving towards their first tenancy as well as a range of other measures. Our Housing Support services will be reviewed in 2019/20 in order to ensure they effectively meet young people's needs and support the Council's strategic priorities in this area.

Support services like these play a key role in helping people to sustain their tenancies and facilitate their participation in community life more generally.

Hostel Activity Programme

Our Homeless Hostel Activity Programme is significantly transforming the lives – and life chances – of some of the most vulnerable people within our communities: residents of our homeless hostels. Three-quarters of homeless people in South Ayrshire suffer from mental health or addictions issues and require intense support and encouragement to develop the skills and self-esteem to resettle effectively in the community. We identified that to really assist people to rebuild their lives following a homeless episode, we needed to actively involve them in opportunities to learn new experiences and skills. We sourced funding to support the development of an annual activity programme and worked in partnership with our service users to create a series of activities that would meet their needs, encourage participation and have positive outcomes. This ranges from games nights to cookery, trips away to DIY – and feedback has been phenomenal. Service users tell us the programme has helped them better prepare for moving into their own accommodation and it recognises that people need more than accommodation alone to rebuild their lives. The programme is efficient, effective, impactful and genuinely changing lives.

Trauma-informed practice

Three training sessions have been held with Housing Options and temporary accommodation staff to improve understanding of the effects of trauma, and how we can support people with experience of trauma.

Planning and Development

The Planning Service continues to improve on their approach for wider accessibility to information on the Local Development Plan (LDP) process through the availability of story map and question where which has been designed and implemented. In order to provide more interaction with the LDP (which included the main issues report (MIR) process) and to increase availability for all.

The LDP process requires to conform with the Participation Statement (the consultation framework for the LDP) and the Planning etc. (Scotland) Act 2006 requires examination of whether consultation on the LDP2 will be undertaken as stated within the Participation Statement as detailed within the DPS. The Planning Service has ensured that participation is evidenced through the formal process of the Local Development Plan and the Participation Statement.

Attendance at the South Ayrshire Youth Forum by members of staff from the planning service aims to ensure that planning is accessible to young people and to seek their views at consultation events.

During the MIR preparation process, an equality impact assessment screening was undertaken. The MIR is the principal opportunity for the public to get involved and influence the content of the Local Development Plan 2. The MIR presents suggested outcomes the plan should deliver in terms of housing, transport, the economy and employment, and natural heritage and also seeks the public's views on the main issues affecting the area, including the location of future development.

An equality impact assessment will be undertaken in respect of the proposed Local Development Plan 2.

Consultation activities included:

- Adverts placed in local newspapers and in location specific free monthly publications to advertise the "drop in" session consultation events
- "Drop in" style events held in "barrier free" community halls, council customer service centres, schools and public buildings. These sessions were held at varying times of day/ evening, to optimise attendance
- Attendance at local youth forum to discuss MIR
- Interactive story map/question where MIR consultation document hosted on web site.

Licensing Board

Licensing Standards Officers have continued to actively engage with the public to improve their access to the Licensing service and participate in community life by:

- working with Young Scot charity, LGBT+ voluntary organisations and the South Ayrshire Youth Forum
- Continuing to pursue ethnic minority stakeholder representation on the Licensing Forum
- Offering training to all staff working in licensed premises.

5.3 M2 Improved opportunities for people to access services and participate in community life

Housing Services

Housing First project

Housing First is an alternative approach to providing accommodation shown by a robust national and international evidence base to be very successful in improving the outcomes of homeless people with chaotic lifestyles. Rather than requiring people demonstrate 'housing readiness' in temporary accommodation, the Housing First approach instead focuses on putting in place independent, settled accommodation in the community as the first priority. Flexible, person-centred and intensive housing support is then provided to help them manage their tenancy and improve their wider social, economic and health outcomes.

South Ayrshire Council is in the process of piloting a Housing First model to meet the needs of homeless people (and those at risk of homelessness) with complex needs. This pilot will have eight spaces initially and will be targeted at people who have complex needs and are homeless or at risk of homelessness. One space will be made available for a young person leaving care.

This approach will meet a number of the Council's overarching priorities, particularly helping to address the poverty and multiple-disadvantage experienced by this particular client group. By providing good quality accommodation with person-centred support, Housing First will provide a base from which people can address physical and mental health issues, addictions issues and overcome social exclusion.

Tenant involvement in service delivery

Tenants have been actively involved in the development and monitoring of a number of our services, and arrangements are in place for this to continue on an on-going basis.

Examples include;

- Our Scrutiny and Performance groups (Tenancy Management Group and Housing Options & Support Group) meet four times a year to review the feedback received from our surveys, to suggest areas of improvement and identify areas where processes are working well. These groups involve both tenants and staff, and tenants' perspectives are used to shape services throughout the year
- South Ayrshire Council Housing Service also runs an annual Communities fun day. This event is led by our Tenant Participation team, and tenants play an active role in its organisation through our events group. This group meets throughout the year, and tenant volunteers are also involved in the running of the event of the day, building up a good rapport with staff and ensuring the service meets tenants various needs
- During 2018/19, tenants have had their say on a number of policies and strategies, including the review of our our Anti-Social Behaviour Policy, our Tenant Participation Strategy and the monitoring of spend on the Housing Revenue Account (HRA Group)
- Tenant led assessments have also taken place throughout the year with the group to report back on their findings in 2019
- A co-production approach was taken to the development of new Tenants' Handbook to improve the quality of information being provided to new tenants
- New DVD and online video to accompany the Tenants' Handbook co-produced with tenants. Tenants involved in every stage of the production process and working with writers/stars Mark Cox and Jane McCarry from TV's Still Game and the production company involved.

Homeless Service User Forum

Our Homeless Service User Forum meets on a quarterly basis and is open to current and former tenants of temporary accommodation in South Ayrshire. Each meeting looks at a different issue relating to the service we provide, and allows service users to work with officers to shape the services we deliver. These meetings strive to be inclusive to all, and as such transport is provided, along with food for all who attend.

Over the last year, the Housing Service has continued its focus on co-production as the most successful means of designing the future shape of services. Our very active involved tenants make a significant contribution to improving services for all tenants, and are involved in scrutinising performance and satisfaction.

The Housing First project commenced in February 2019, and will provide accommodation with intensive wrap-around support to people with the most complex needs. It is hoped that this project will help this group sustain their tenancies and improve a number of important outcomes.

Tenants' Newsletter

Our Tenants' Newsletter which is issued three times a year is developed with full participation of involved tenants through our Communications Group. This group reviews all Housing Services publications, to ensure these are free from jargon and accessible.

Tenants have oversight and substantial input into the Tenants Newsletter's articles, its design and the wording used to ensure the finished product meets tenants' needs as much as possible. The Tenants' Newsletter offers a mixture of fun and informative articles about the services being provided by the Council, this includes a regular "Day in the Life of" feature that has proved to be particularly popular.

Performance Edition

Tenants are also fully involved in the production and design of our annual Performance Edition newsletter, through a dedicated Performance Edition working group. This newsletter reports on the Council's performance and is again developed to be accessible to all of our tenants.

5.4 M3 Enhanced confidence and trust of those reporting diversity crime and incidents, and improved service to support victims.

Community Safety

The Multi Agency Partnership on Violence Against Women and Children (MAPVAW) continued to lead in this Equality Outcome in its work with schools, staff and the South Ayrshire community to tackle gender based violence. The MAPVAW meets quarterly and considers data from all partners that inform the on-going work of the MAPVAW is set out in its Strategic Action Plan which is currently being refreshed in line with Scottish Government's Equally Safe Delivery Plan.

During 2018 the MAPVAW works collaboratively to ensure that in South Ayrshire there is a cohesive, consistent and efficient response to sexual exploitation. The MAPVAW together with the Adult Protection Committee (APC) and Child Protection Committee (CPC) agreed to have a strategic response to sexual exploitation which they each recognise as sexual abuse. The South Ayrshire Sexual Exploitation Joint Action Group has an action plan in place and progress has included:

- Moving On Ayrshire school delivery programme - provided inputs to all South Ayrshire secondary schools on sexual exploitation
- Carrick Academy held online safety sessions along with Pass the Ball initiative for the 'bump up days' for primary cluster pupils and secondary pupils
- Full year group timetables have been received for most of the secondary schools and there are inputs starting in August for these schools. Successful partnership with homelink and inputs surround healthy relationships, substances, consent and sexual exploitation proved successful
- 'Inside Outside' Exhibition was held in April 2018 in Ayr Town Hall (old court & cells) about commercial sexual exploitation. The event was about women who are involved or who have exited prostitution in Scotland and was facilitated by the Women's Support Project. A total of 288 people visited the exhibition, including those who attended a women's only reading night at the Unity Grill in Ayr.

In addition, the Council participates within the Multi Agency Partnership on Violence Against Women and Children (MAPVAW) in the '16 Days of Action' campaign which is an international initiative, where men are asked to support the work to end violence against women, but with an emphasis on reaching out to young people.



5.5 M4 Better targeting of resources to meet the diversity challenges identified by improved reporting arrangements.

Ayrshire Equality Partnership (AEP)

Multi Agency Diversity Incident Monitoring

The Ayrshire Equality Partnership (AEP) meets on a quarterly basis as the Multi Agency Diversity Incident Monitoring group. This group includes all AEP partners and specific stakeholder organisations e.g. the Terrence Higgins Trust, to monitor incidents and take action to tackle all forms of hate crime on a Pan-Ayrshire basis.

To deal with incidents as they occur, local response teams are in place in each local authority area which also supports any preventative work undertaken by the community partnership. The Police analyst provides regular updates to the group which would highlight any areas of concern. Hate Crime in Ayrshire is considered to be low level with most incidents relating to racial discrimination and in 2018 information provided by the analyst was for noting only.

Partners within the AEP also feed in to their data resource the information received from their Community Safety teams and in South Ayrshire this includes data from the MAPVAW. In addition, AEP partners are invited to attend MAPVAW training, events and receive promotional materials on an on going basis.

Community Safety

Multi Agency Partnership on Violence Against Women and Children (MAPVAW)

The MAPVAW receives up to date information and data from all partners at its quarterly meetings and the joint action groups of the MAPVAW then use this intelligence as the foundation of the response which can include delivery of learning and pan- Ayrshire stakeholder events.

For example, the ASSIST weekly bulletin provided to the MAPVAW is used to support trend analysis and identify areas of concern. The comparison with other divisions in Scotland has shown that, in the U division that covers South Ayrshire, the number of domestic abuse incident referrals has increased, but the number of repeat referrals has decreased.

In turn the evaluations from learning events and consultation and engagement are used to inform MAPVAW strategy development and the priority areas to be taken forward. An example of this is the joint approach to prevent, identify and to respond to sexual exploitation and abuse that helps progress the Single Outcome Agreement objectives and the Council's equality outcomes.

The Sexual Exploitation Joint Action Group reports to the MAPVAW, Adult Protection Committee (APC) and Child Protection Committee (CPC) on its progress in taking forward the South Ayrshire sexual exploitation action plan that is informed by National action plan. A joint strategic outcomes framework and action plan has been developed to align actions with the national framework.

The outcomes framework and plan was created following a strategic development session held in March 2015 and reviewed and updated in February 2017. The plan has 4 key areas of focus:

(a) Children, young people and adults at risk

- School age children and young people within education in South Ayrshire receive a core message on sexual exploitation and abuse, including online safety
- Children and young people who are not in or supported by mainstream schools receive a core message on sexual exploitation and abuse, including online safety
- Those children and young people identified as being more at risk will receive additional support
- Adults receive a core message on sexual exploitation and abuse, including online safety.

(b) Staff

- Children, young people and adults at risk are kept safe and supported by staff who are able to identify and appropriately respond to risks of sexual exploitation and abuse.

(c) Communities

- Increased awareness of sexual exploitation and abuse in local communities. People know what to do if they are worried about themselves or someone they know.

(d) Support

- Improved service support for children, young people and adults at risk who have experienced sexual exploitation and abuse.



Case Study – Invergarven School



The education of children and young people with additional support needs in Girvan and South Carrick has been transformed thanks to significant investment from South Ayrshire Council.

This latest project represents South Ayrshire Council's commitment to improve its school estate, invest in rural communities and support all learners to achieve their potential. Invergarven is a school for primary and secondary children and young people with additional support needs. The new £4m facility, which replaces the 1870 building on Henrietta Street, has been built by CBC in the grounds of Girvan Academy.

The school provides spaces for learning and teaching including a sensory room, life skills kitchen, multi-use hall, a rebound therapy trampoline room, hydrotherapy pool and external areas that support outdoor learning. The new school also increases capacity by around a third with 20 children and young people able to be taught at any one time (up from 15 at the old school).

Councillor William Grant, Portfolio Holder for Lifelong Learning said it was great to see the project completed on time and on budget, *"We're committed to delivering the best possible education to children and young people, with this project a great example of investing in our rural communities"*.

Kimberley Keenan, Head Teacher at Invergarven, said that all involved were happy to make the move, *"After months of planning and visits to the site it's great to finally get settled in to this fantastic building, with the children and young people absolutely loving their new school"*.

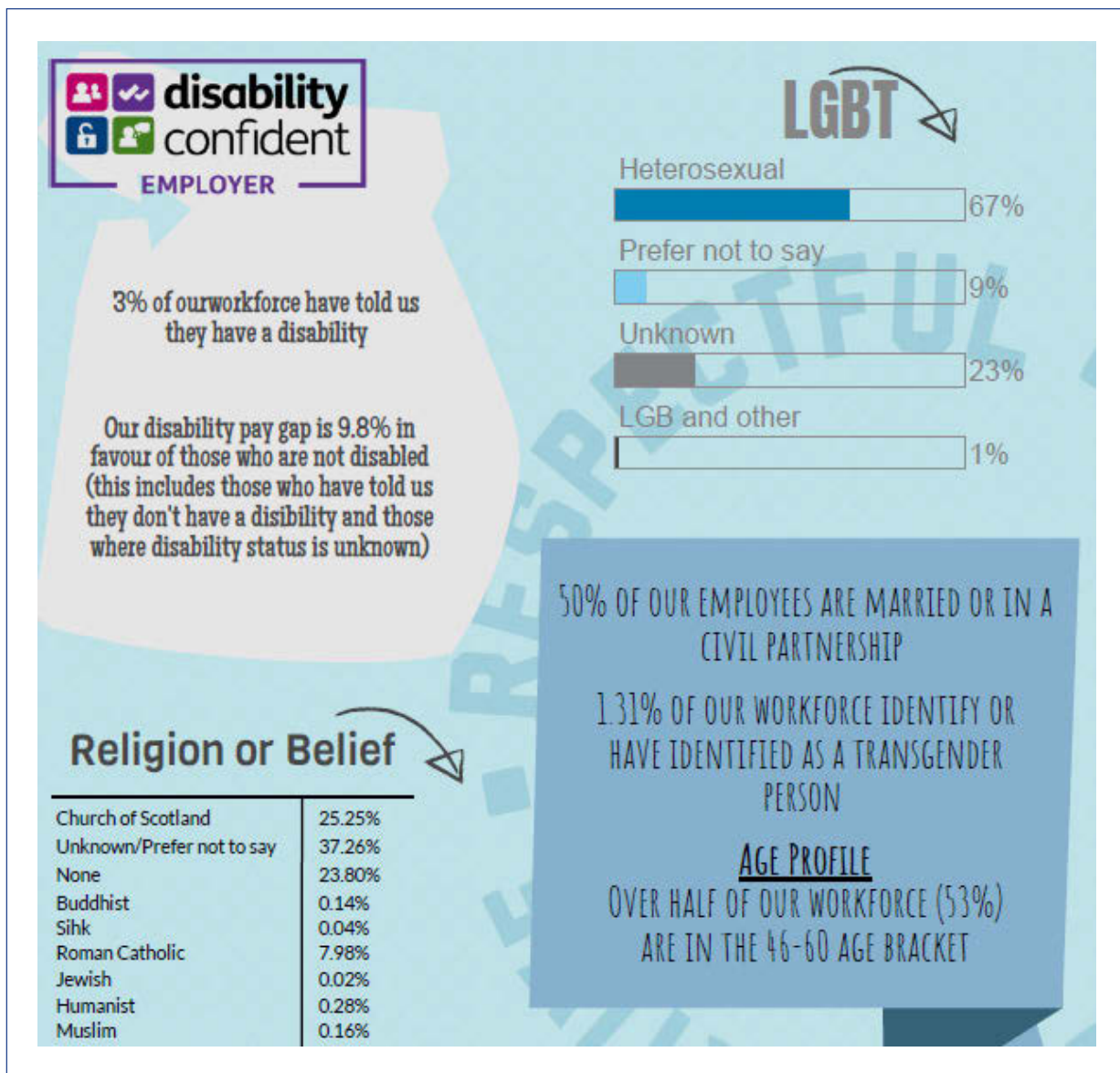
5.6 M5 Council Employees Work in a Fair and Inclusive Environment

Employee and Customer Services

We are committed to providing a positive, respectful and supportive working environment where equality is embedded in our culture and we demonstrate best practice as an employer.

To further this commitment, we gather and analyse information relating to the different protected characteristics of our workforce annually. We use this data to inform a wide range of activities including our policies and procedures, our training and development and our recruitment procedures.





The South Ayrshire Way

The South Ayrshire Way is our commitment to a set of values which make the Council a great place to work. We continue to deliver interventions focussed around The South Ayrshire Way, including culture and customer service workshops to further embed our commitment to creating a respectful, positive and supportive working environment, promoting fairness and equality of opportunity and valuing diversity.

Following feedback from staff, we reviewed our Performance Development and Review (PDR) process to focus on our behaviours. The South Ayrshire Way behaviours are now mainstreamed into our recruitment and PDR processes.



Equality Training

We continue to review and refresh our people policies in line with employment law and equality is mainstreamed throughout all our learning and development activities, including our management development and induction programmes.

Flexible Workforce Development Fund

We worked with Ayrshire College to deliver 24 digital skills workshops for staff under the Scottish Government's Flexible Workforce Development Fund (FWDF), with priority given to staff in lower skilled or lower paid jobs.

Domestic Abuse Awareness

South Ayrshire Women's Aid delivered a half-day 'Domestic Abuse Awareness' workshop to a number of staff including equality champions and members of the HR team which covered understanding domestic abuse, coercive control, barriers to leaving, responding to disclosures of domestic abuse and signposting to sources of support. Guidance has also been developed for managers and employees to raise awareness of domestic abuse and provide information on where to get help.



Nurture

Following the successful roll out of nurture principles to all catering staff in South Ayrshire primary schools, which focuses on an inclusive approach to children's school experience, we continued to work with Educational Services, including educational psychologists, to deliver nurture and South Ayrshire Way workshops to secondary school catering staff. Nurture principles are also included in the induction programme for all new schools catering staff.

E-learning

We launched a suite of new online courses which promote equality in a range of ways:

- Introduction to Gender Based Violence - which provides an overview of what the term means, warning signs that may suggest a colleague or customer is experiencing some form of gender based violence and how to raise concerns and access further support
- Supporting Employees who are Carers – which gives employees with caring responsibilities an overview of the role of carers, the impact of caring, and how supporting employees who are carers helps to support an inclusive workplace
- Deaf Awareness – a Citizen’s Advice course providing an overview of what it means to be deaf or hard of hearing, the barriers people can face in accessing services and practical tactics and tools to aid communication
- Visual Impairment – a Citizen’s Advice course on sight loss awareness including common eye conditions and the barriers and issues that people who are blind or partially sighted frequently encounter.

Workforce Data

Our workforce equality monitoring data shows that employees are becoming increasingly comfortable in disclosing information relating to the protected characteristics.

We have witnessed a reduction in the percentage of employees selecting ‘prefer not to say’ in relation to ethnicity, sexual orientation, gender reassignment, marriage/civil partnership and religion or belief.

We will continue to look at ways to reduce our non-disclosure rates across all protected characteristics and encourage employees to provide equality monitoring data.

Workforce Planning

Service leads are provided with workforce planning data to ensure we have the right number of people with the right skills, employed in the right place at the right time, to deliver the Council’s short- and long-term objectives. This data includes information (as appropriate) on their workforce by protected characteristic to help them address gaps and identify areas of occupational segregation and under representation. Sessions on workforce planning, including the importance of equality and diversity, were delivered to service leads to support them.

5.7 M6 Improved Access to Employment Opportunities within the Council

Employee and Customer Services



Graduate Internship Programme

Our Graduate Internship Programme continues to provide unemployed or underemployed graduates with the opportunity to gain new skills and the experience necessary to secure future graduate level employment. We have six graduates on our current programme, working on a range of change and improvement projects.

Employability and Skills team

The Council's Employability and Skills team delivers a range of programmes designed to support young people and adults who experience barriers to employment to develop the skills and experience to successfully progress into work.

Many participants successfully progress to employment with local employers, however as one of the biggest local employers, the Council is in a strong position to support participants to access vacancies and to provide support and guidance including work experience to maximise these opportunities.

We support work experience placements within the Council through the Workout and Employability Fund programmes and participants are supported by both a link Employability and Skills Officer and workplace supervisor to develop their work readiness skills through the completion of an individual action plan. We work with participants from an early stage to identify if they have an interest in pursuing employment within the Council and tailor support, including progression to apprenticeships to facilitate this.

Key achievements 2018/19;

- In March 2018 we agreed the following Corporate Parenting promise: The Council will adopt a 'Family Firm' approach to ensure every care experienced young person in South Ayrshire is given support to access a wide range of vocational learning opportunities, including apprenticeships. Since then we have successfully secured funding for two additional Employability and Skills staff to provide enhanced support and five care experienced young people have been supported to progress to apprenticeships within the Council
- In March 2018 we began delivery of our Early Years Workforce Training programme. The first phase saw eight existing School Assistants being supported to complete an SVQ L3 in Social Services and Healthcare (Children and Young People) and a further 40 have been recruited to start our Early Years apprenticeship programme
- We have continued to deliver employability support to adults with barriers to employment, through our ESF Pipeline service which has supported 415 people to date
- We have rolled out our PAVE the Way programme to 15 unemployed adults after a successful pilot in Ayr Academy in 2017/18. The programme supports unemployed people to develop their confidence and work readiness skills through taking part in volunteering in local schools.

Case Study – Chris McGhee



Chris was referred to the Employability and Skills team in June 2016 as he needed support to move into employment. Chris registered on the Activity Agreement programme, which is designed to develop confidence and employability skills. He completed a work placement with the Town Centre Squad, carrying out environmental improvements in Ayr Town centre.

Town Centre Supervisor Andy Gamble said “Chris was a pleasure to have on the team and put himself forward for everything. He was enthusiastic and a real team player. He inspired a lot of the other team members to come out their shell and was a real success story of what the town centre team hope to achieve, which is taking trainees on who have little or no work experience or have maybe been out of work for a period of time and helping make them work ready.”

Chris was supported to progress to the Council’s Employability Fund (EF) programme where he completed a work placement at Troon recycling site following completion of the EF programme, Chris continued to engage with the Employability and Skills team and he is now employed as an Apprentice and is working towards his SVQ Level 2 in Frontline Environmental Services.

“Christopher had previously worked at our Troon Household Waste Recycling Centre where he was very popular with members of the public and his efforts were greatly valued by his colleagues. We are delighted that he now has the opportunity to gain a formal qualification within the waste industry by undertaking a modern apprenticeship in Sustainable Resource Management.” John Morrison, Waste Management Co-ordinator.

“I felt amazing when I was offered the apprenticeship especially since I got placed back in at the Troon Recycling Site, where I had been placed previously on an EF placement. The guys at the site have been great with me and treated me like one of the team”

Case Study – Nicole Hendren



Nicole was inspired to take up a career in painting and decorating after taking up a work placement in our property maintenance department, working alongside a qualified painter & Decorator two days per week. She then successfully applied for a Craft Trade Apprenticeship and her ultimate ambition is to run her own painting and decorating business.

“When I left school, I had no idea what I wanted to do. I had a couple of different things in my mind but no real plan. I tried placements working in childcare, however I had always had an interest in painting and decorating. My placement at South Ayrshire Council’s property maintenance department helped me realise that painting and decorating was the work I wanted to do long-term. The placement was supportive and my supervisor, Eddie, was a great mentor. The various programmes I completed with the Council’s employability and skills team helped develop my skills as well as giving me the opportunity to try different types of work to help me make my mind up on what I wanted to do. Getting an apprenticeship in painting and decorating has been absolutely amazing. I am keen to learn the job, develop my skills further, and continue to progress with my career.”

Nicole’s hard work and dedication was recently recognised when she won Outstanding Trainee at the Council’s annual staff awards ceremony – The Outstanding People Awards.

5.8 M7 Improved Employment Practice within the Council

Employee and Customer Services

South Ayrshire Supports

South Ayrshire Supports is aligned to our Council Plan priority to 'Increase the profile and reputation of South Ayrshire and the Council' and brings together under one banner a range of policies, initiatives and activities that showcase South Ayrshire Council as an employer of choice with progressive employment policies.

Employee Volunteering Scheme

We launched our Employee Volunteering Scheme in the summer of 2018, to encourage and support employees to volunteer in line with the principles of the South Ayrshire Way. Employees are granted up to 7 hours paid leave per calendar year to undertake volunteering activities to help improve the lives of people in the local community.

Premature baby leave

We became the first local authority in Scotland to introduce extended premature baby leave.

Under our Special Leave Policy, we now provide an additional week of paid leave, for the mother, for every week of hospitalisation of a baby born prematurely (before the 37th week) based from the date the baby is born up to the date the baby is discharged from full time hospital care or has reached the original due date.

The father, partner or nominated caregiver of a premature baby who is hospitalised is also given two weeks' paid special leave on compassionate grounds on the birth of the baby. We were also awarded with the 'Employer with Heart' by premature baby charity The Smallest Things in recognition of this.



Safe Leave

We became the first Council in Europe to introduce 10 days paid 'safe leave' for employees subjected to domestic abuse.

The leave can be used to support employees to attend medical appointments and counselling, attend legal proceedings, seek safe housing and visit support agencies. Guidance has been developed for managers to recognise signs of abuse and signposting to sources of support.

Hazel Bingham, Manager of South Ayrshire Women's Aid, said: *"South Ayrshire Council's decision is a massive step in the right direction for people living with domestic abuse and will, I have no doubt, make a long and lasting difference for people at a time when they need help most."*



South Ayrshire Supports – Volunteering

We have also achieved recognition of our supportive employment practices via a number of organisations/programmes including:

Disability Confident

We are a Disability Confident Employer (level 2) status. We demonstrate good employment practices and ensure our disabled employees (and those with underlying health conditions) have opportunities to fulfil their potential. We continue to interview all applicants who have a disability who meet the minimum criteria for a job vacancy.

Carer Positive

Following the achievement of the Carer Positive Engaged Award, we successfully attained the next level Carer Positive Established Award in recognition of our commitment to supporting employees who are carers through our family friendly policies, services and practices.

Investors in Young People (IYYP)

We are an IYYP Gold Employer.

LGBT Charter

We marked LGBT history month by flying the rainbow flag over our County Buildings HQ. We also continued our work towards the LGBT Charter Foundations Award as part of our commitment to LGBT people in South Ayrshire. The Charter, operated by LGBT Youth Scotland, enables us to show the steps we have and will take to improve services and the workplace.

We developed dedicated LGBT awareness briefing materials including an e-learning course for managers to cascade to their staff, as well as a range of factsheets and resources to support LGBT employees at work. We also surveyed staff to obtain their views on the Council as an employer and service provider, in identifying appropriate actions we can take to promote LGBT inclusiveness.

We celebrated LGBT Youth Scotland's Purple Friday campaign, encouraging staff to dress down and wear purple to show their support for LGBT equality.

Change for Good Scheme

The Change for Good Scheme gives employees the opportunity to donate the 'odd pennies' from their salary to charity. All of the money raised will go to the Ayrshire Hospice which was voted for, overwhelmingly, as the chosen charity in the most recent Employee Engagement Survey.



5.9 M8 We exhibit leadership and promote positive attitudes for all protected characteristics throughout our community.

In addition to the Leadership and work to promote equalities set out in section 4 and case studies integrated throughout this report, highlighted below are some examples of work that have taken place in the last year that illustrate their contribution towards this equality outcome in relation to combined protected characteristics and council equality themes of age, health, human rights, deprivation.

Housing Services

Young Care Leavers event

In January 2018 the Housing Service held a young care leavers event involving a wide range of partners, including the Children and Families service, residential staff, Housing Operations staff and support providers. This event sought to improve the ways we meet the housing needs of this group, and an action plan was developed to be taken forward in partnership with services.

Key actions that have been progressed thus far include:

- **Life skills:** To help improve the life skills of care experienced young people, the Council commissioned the Ayr Housing Aid Centre to develop an adapted version of its First Home and Housing Education for Youths (HEY) programmes. The pilot started on the 1st of November 2018 and at the time of writing, six young people are currently engaged with the First Home project with three further referrals expected from the young persons support and transition (YPST) team.
- **Person-centred housing options:** The Housing and Children and Families Teams worked closely with a number of young people to identify properties that are suitable for their long term needs. Tenancies have been offered on a trial basis with reviews scheduled after 3 and 9 months. If the tenancies are working well at the review stages, the tenancies can be converted to permanent Scottish Secure Tenancies. A care experienced young person has also been identified to take part in the Housing Service's Housing First Pilot.
- **Preventing the need to apply as homeless:** At the heart of our approach to improving housing outcomes for young care leavers is a commitment to prevent the need for this group to apply as homeless. In order to prevent the need to make a homeless application in these circumstances, a number of options are under consideration that will allow young people to 'step down' from their own tenancy into transitional accommodation.
- **Appropriate and person-centred support:** To ensure that care experienced young people in South Ayrshire are afforded the best chance of succeeding, South Ayrshire Health and Social Care Partnership (SA HSCP) have identified the need for a specialised intensive support service. In line with all relevant corporate strategies a flexible, responsive and reactive service will support young people into adulthood. The philosophy of the service will be relationship based, person centred and delivered by support staff who are trained and experienced in supporting young people with complex, chaotic and at times challenging behaviours.

Youth Housing Support Group

The South Ayrshire Council Youth Housing Support Group (YHSG) is a multi-disciplinary team which works collaboratively to prevent and alleviate the effects of homelessness for young people in South Ayrshire. The group consists of representatives from housing and homelessness management, housing support, family mediation, training and employment support, social work and through-care and criminal justice services.

The group meets fortnightly to review the cases of all young people under the age of 21 who are in housing need, in homeless accommodation or who are leaving care. The group monitors an average of 40 cases at any given time and all members work together to identify appropriate interventions which are required to assist the young person to maintain, access, and sustain settled accommodation, with a primary focus on assisting the young person to remain in the family home if it is safe and reasonable to do so. The YHSG allows relevant agencies to jointly plan support for the young person and also helps to target resources to meet their needs. Individual support plans are developed with input from all group members, looking beyond the young person's housing needs and assesses support needs in relation to safety and security, social networks, independent living, physical and mental health, training and employment, legal issues and addiction issues.

Pre-Tenancy Training for Young People

South Ayrshire Council also provides pre-tenancy training targeted at young people through our housing support contracts. The First Home project, for instance, seeks to prepare young people for their first tenancies and help them to consider the costs and responsibilities associated with running a home. These sessions take a capacity building approach to supporting young people, and aim to arm them with the practical skills required to manage a successful tenancy. In addition, housing advice sessions are in place across local hospitals and prisons as part of discharge planning protocols.

Homelessness Education Programme

A homelessness education programme is also in operation in South Ayrshire, working with young people in local schools to highlight the realities and practicalities of housing and homelessness issues. This is also delivered to 'hard-to-reach' groups, excluded young people and young carers.

Licensing Board

The Licensing Service continues to participate in The Society of Local Authority Lawyers and Administrators in Scotland (SOLAR) to improve and share good practice including stakeholder and user engagement and consultation. Attendance at SOLAR meetings ensures that practices are kept up-to-date.

All Licensing Service staff have undergone the Council's COAST training module on equalities and receive copies of the protected characteristic training information delivered at Equality Champions' meetings along with fortnightly updates on all equality and diversity issues as part of the Equality Champions network.

5.10 M9 Increased awareness raising of equality and diversity issues throughout our community.

Further to the awareness raising highlighted through leadership set out in section 4 and the case studies integrated throughout this report, below are some examples of further work that has taken place in the last year that illustrate their contribution towards this equality outcome.

Housing Services

Communities Fun Day

Housing Services Communities Fun Day has now been running for five years and has increased in popularity every year since then. The Fun Day offers a mix of fun activities and information stalls to improve people's understanding of the range of services available locally.

This innovative approach gives local services the chance to engage with clients and potential clients, while families know there will be a range of fun things to do at the event. This is particularly effective in helping get information to people who may be less inclined to read a newsletter or other printed material.

Estate Walkabouts

The Housing Service facilitates community engagement through organising estate walkabouts in collaboration with the community. Officers would have an initial discussion with the community about the issues they wish to address, and a walkabout would be organised involving local tenants, residents and senior officers from relevant departments within the Council. In the past this has involved waste management, environmental health and anti-social behaviour teams with the intention of resolving specific issues affecting the community.

Domestic Abuse Awareness Raising Training

Awareness training was provided to Housing Service staff by South Ayrshire Women's Aid, each session lasted an hour and training sessions were delivered to 74 members of housing operations. During these training sessions staff were provided with advice on how to engage with a victim of domestic abuse and make referrals for the victim or accompany the victim to appointments at Women's Aid.

LGBT Awareness training

LGBT Awareness training was delivered to staff by LGBT Youth Scotland and attended by Housing Service staff in 2018. This training focussed on supporting access to services, and further LGBT awareness, sexual orientation and gender re-assignment training is available on the Council's Re-Wired system.

Awareness Raising

The Council donated £5,000 to the South Ayrshire Dementia Support Association (SADSA) in July 2018. The donation was made possible thanks to the generosity of bereaved families who allowed metal implants to be recovered and then recycled following cremations at Masonhill Crematorium.

Health and Wellbeing

At this year's COSLA Excellence awards, The Tackling Inequalities and Improving Health Bronze Award winner was South Ayrshire Council's Learn2Swim Plus. The inclusive swimming programme – for children aged 4-16 years with physical, sensory and/or learning needs – now has almost 100 swimmers actively participating either in mainstream or bespoke lessons, supporting them to live healthy and active lifestyles and helping them achieve their personal goals.

Giving Tree

Launched in 2015, Council staff have contributed to Giving Trees at seven Council buildings to donate presents to children in South Ayrshire who otherwise might not receive many, if any, gifts on Christmas Day. Each year the number of donations has increased, with feedback from families indicating that they appreciate the support for the community shown by staff.

The Council has continued to work with its equality partners to ensure that its Medium Term Equality Outcomes are progressed as efficiently and effectively as possible.

Partnership Working

Ayrshire Equality Partnership (AEP)

This work also includes supporting the Ayrshire Equality Partnership in achieving its collaborative equality outcomes that link directly to those of the Council. Examples of areas of work with key partners in the Ayrshire Equality Partnership (AEP) within the last year are detailed below.

- The Pan Ayrshire Shared British Sign Language (BSL) Local Plan sets out what partners will do to support BSL users in Ayrshire, covering early years and education; training and work; health, mental health and wellbeing; transport; culture and the arts; justice and democracy. It describes the actions the eight partners will take between 2018-24
- There is continued expansion of the Keep Safe Scheme throughout Ayrshire, all existing sites have been approved and are registered on the 'I Am Me' website which keeps a register of all approved Keep Safe establishments
- Hate Crime Awareness Week (13 - 20 October 2018) which aims to raise awareness of what hate crime is and to empower those who either witness or experience a hate crime to report it to Police Scotland or a third party reporting centre. This included promotion of the Scottish Government's One Scotland Campaign
- Joint work with CEMVO to develop sustainable engagement with BME communities living in the South Ayrshire area. Information from this approach will be evaluated and reviewed to develop a similar way of working across Ayrshire
- Continued development of the Ayrshire LGBT+ Education Network, which within its' first year of operation has over 100 members
- Continued development of a Pan- Ayrshire translation and interpretation contract
- Full details of the work of the Ayrshire Equality Partnership will be provided in the partnership's annual progress report which will be published on the Council's equality and diversity webpage later this year.

South Ayrshire Health and Social Care Partnership

South Ayrshire Council has continued to work closely with the South Ayrshire HSCP in order to develop and implement the following:

- Dementia Strategy
- Corporate Parenting Plan
- Adult Carers strategy
- Young Carers Strategy
- Social Isolation Strategy.

South Ayrshire Youth Forum

The HSCP has also jointly funded a programme with CEMVO to create and provide cultural awareness sessions to staff from across the HSCP and South Ayrshire Council.

The South Ayrshire Youth Forum (SAYF) is a group of young people from all over South Ayrshire that believe every young person should have a voice in the issues which affect them.

The SAYF is a completely youth-led organization, which is supported by South Ayrshire Council. SAYF are responsible for sharing the opinions of young people on a local and national level to ensure the issues that young people in South Ayrshire believe are most important are heard and allow decision makers to take those opinions forward.

SAYF also feed the views of young people from South Ayrshire into the Scottish Youth Parliament so that we have an impact on national policy.



Members of SAYF are made up of a variety of young people across different locations in South Ayrshire including two from Young Scot Media Groups and three members of the Scottish Youth Parliament.

Some members have been involved in:

- Delivering presentations to local Councillors, MSPs at the Scottish Parliament and to young people at youth conferences and in schools
- Carrying out consultations at community events, local colleges and shopping centres
- Organising fundraising events for charities and the youth forum
- Members are also offered the chance to complete Youth Achievement Awards, which are recognised on the Scottish Credit and Qualifications Framework (SCQF).

5.11 Future Reporting of Equality Outcomes

This report highlights the second year's progress of the Council's medium term equality outcomes. The Council will now continue to move forward to complete its medium term equality outcomes over the next two years, and in doing so will continue to report progress on an annual basis.



Annex 1

Equality Outcomes Progress as an Education Authority

The Education Authority has continued to progress the equality outcome initiated in 2013 that “Educational achievement is maintained and improved for all our children and young people.” towards the long term equality outcome “Our children and young people have the best possible life chances”.

The Education Authority also contributes to the following Equality Outcomes being reported against for the period 2018–2019:

- M1** Improved accessibility to Council buildings and public spaces.
- M3** Enhanced confidence and trust of those reporting diversity crime and incidents, and improved service to support victims.
- M9** Increased awareness raising of equality and diversity issues throughout our community.

Highlights of Educational Services equality outcome progress is detailed below, further Educational Services contributions are detailed within other services and partnership working progress updates within these reports e.g. MAPVAW and the Employment Equality Outcomes shown within Annex 1

The key outcomes of Educational Services for 2017-20 are outlined in the service and improvement plan and those that relate to the above medium and long term equality outcomes are as follows:

- Improvement in attainment, particularly in literacy and numeracy
- 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 leaver destinations for all young people.

In September 2018 there were 13948 pupils attending South Ayrshire's 41 primary schools, eight secondary schools, and two special schools. Provision for pupils with complex additional support needs is made through six supported learning centres in mainstream schools.

Educational Services in South Ayrshire continue to improve, with detailed information set out in the Standards and Quality Report 2017/18.

The report highlights a number of areas including;

- Increased performance recorded across all primary school levels for reading , writing and listening and talking
- Mathematics has remained broadly stable
- Attainment levels for reading, writing, listening and talking at level 3 in secondary schools have remained stable
- Exam attainment is above our virtual comparator in all measures at S4.

Wider achievement activities are also inclusive, highlights include;

- High numbers of children continue to achieve the Award of Ambition and the John Muir Discovery award

- 7% increase in the number of young people achieving the Duke of Edinburgh's Award and the Council remains the leading local authority
- During 2017/18, there were nearly 8,750 opportunities for children and young people to take part in sport and physical activity sessions as part of the Active Schools network before, during and after school. This is an increase of 25% from 2016/17
- In addition, there was a 15% increase in the number of pupils participating in Active Schools activities.

Partnership working has continued with Educational Services, the Health and Social Care Partnership and NHS Ayrshire and Arran. The integrated children's services planning group is now meeting regularly and is focused on ensuring the needs of children and young people across South Ayrshire are met.

Children and young people are engaged in decision making in their schools through the Pupil Council and represent the voice of children and young people through a wide variety of committees such as the Eco-School Committee, Learning Councils, JRSA, LGBT and RRSA. Recently they have been asked their views on a variety of topics including attendance, anti-bullying, CAMHS, tobacco and related products and sanitary product provision.

A group of secondary principal teachers of guidance liaised with members of the Scottish Youth Parliament to ensure that pupil voice is taken into account when shaping personal and social education in the senior phase. All senior pupils have had the opportunity to put forward their views.

M1

Improved accessibility to Council buildings and public spaces

- Invergarven School - Opened in August 2018. The school provides spaces for learning and teaching including a sensory room, life skills kitchen, multi-use hall, a rebound therapy trampoline room, hydrotherapy pool and external areas that support outdoor learning. The new school also increases capacity by around a third with 20 children and young people able to be taught at any one time
- Queen Margaret Academy - Work has continued on the new build of Queen Margaret Academy. The new Queen Margaret Academy is being built on the grounds of the existing school and is expected to open in October 2019. The current building will be demolished after the new school opens. The new school will be fully compliant with the accessibility strategy. The £25m project will provide places for 800 young people, with modern classrooms, interactive ICT, a large games hall, two gyms, two all-weather pitches, and hard games courts. The building will also house Educational Psychological Services and a Supported Learning Centre, which are already based at Queen Margaret Academy
- Maybole Campus - A feasibility study has been completed and we are currently seeking a contribution from the Scottish Government. It is hoped that the designs will get underway after April 2018 with completion planned for 2022
- St Ninians/Glenburn Campus - A feasibility study has been completed. It is hoped that the designs will get underway after April 2018 with completion planned for 2022.

M3 Enhanced confidence and trust of those reporting diversity crime and incidents, and improved service to support victims.

All South Ayrshire schools follow procedures outlined in the national guidelines for Child Protection in Scotland (2014). Staff provide support to children and young people in their daily work and have a vital role to help protect them from harm and help keep them safe and well by:

- Helping them learn about their personal safety including internet safety
- Being a trusted adult that children and young people may turn to for help, and who will take them seriously
- Identifying when children and young people may need help
- Understanding the steps that must be taken when there are concerns for children and young people's safety.

Staff respond to any concerns for children and young people's safety and work with the Council's designated officer for Child Protection to help ensure schools work effectively to keep children safe and well. Work to promote awareness of personal safety and protection in schools is supported by a range of partners including campus police officers and the Community Safety team.

School staff are trained in line with national and local strategies and action plans relating to child sexual exploitation; internet safety; violence against women and children and risk assessments. The Child Protection Co-ordinator delivers annual child protection and wellbeing training to all staff in schools, including non-teaching staff and staff from other support services working in schools.

M9 Increased awareness raising of equality and diversity issues throughout our community.

Holocaust commemoration and Holocaust Memorial Day (HMD) continue to be an integral part of the Council's equality work on race, religion and belief, disability, sex and sexual orientation. HMD 2018 was promoted within Educational Services with most schools taking part in Holocaust activities.

In addition, Educational Services take forward a range of activities that raise awareness across all protected characteristics within the community including:

- Training on using SEEMiS for the recording and monitoring of bullying incidents
- Formal launch of anti-bullying week at Prestwick Academy.
- Pilot use of toot toot – a bullying reporting app
- Anti-bullying session for parents
- Continued suicide awareness training
- ASSIST suicide training
- Place 2 Be mental health training
- Mental Health First Aid training
- Sectarianism training including bespoke training for newly qualified teachers.

Educational Services are completing the LGBT service charter including appropriate training for all staff

- Stonewall training for secondary newly qualified teachers
- Rights respecting schools pan Ayrshire training
- Supporting LGBT events such as Purple Friday
- Supporting transgender pupils in schools training
- Prestwick Academy have achieved their Silver LGBT charter
- Staff are continuing to complete the Equality Act (2010) module using the on-line continuing professional development platform COAST
- Many of the Council's teaching staff are now active members of the LGBT + Education network. They meet regularly to discuss issues and share good practice.

Educational services part fund an LGBT development worker post who is currently supporting our secondary schools.





Annex 2

Workforce Monitoring 2018

Appendix 1 – Summary Data

Appendix 1 provides summary information on the profile of our workforce as a Council and as an Education Authority, as well as gender, disability and race pay gap information. More detailed information on our workforce against each protected characteristic can be found in Appendix 2 (Council) and Appendix 3 (Education Authority).

Key Findings - Council Employees

This data is based on the position of the Council as at 31 December 2018 with a total headcount of 5029 (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 (74%) mirroring the position nationally across local authorities. Women also make up the majority of part-time workers
- The majority of employees are White and Scottish (82%) which shows no change from the previous year and reflects the population of the local area
- 17% of our workforce are in the 51-55 age category representing a slight reduction from 18% in 2017
- 7% of employees are aged 25 or under. The highest number of job applications by age category were received from those aged 21-25 (17%). 15% of appointments also came from this category
- 4% of employees stated that they have a disability, with 24% unknown
- Two thirds of employees (66%) identified as heterosexual/straight, with 0.8% identifying as either gay, lesbian, bisexual or other
- There has been a 1.1% increase since last year in the number of employees stating they identify or have identified as transgender (1.3%). This coincides with a 1% decrease in the number of employees who preferred not to say since last year (8%).

Key Findings - Education Authority Employees

This data is based on the position of the Council as an Education Authority as at 31 December 2018 with a total headcount of 1971. The following analysis is based on the Education Authority workforce profile on that date. Analysis of this data shows no significant changes to the composition of the workforce as follows:

- The majority of the education workforce is female (86%)
- The majority of employees are White and Scottish (80%) reflecting the population of the area
- Information from MyJobScotland indicates that of all job applications received 17% were from men
- The highest number of job applications by age category were received from those aged 21-25 (27%)
- 3% of Education Authority employees stated they have a disability, with 23% unknown
- Just over two thirds of employees (67%) identify as heterosexual/straight, with 0.9% identifying as either gay, lesbian, bisexual or other
- In 2017 0.05% of employees stated they identify or have identified as transgender and 9% preferred not to say. In 2018 the number of employees identifying as transgender rose to 0.4% and the number who prefer not to say decreased to 8%.

Pay Gap

In calculating the gender pay gap we have applied the technical guidance from The Equality and Human Rights Commission (EHRC) which states that:

Gender pay gap information is the percentage difference between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime). This should be produced as one set of comparative figures for the technical guidance on the public sector whole workforce. All staff, including part-time and temporary employees, should be included².

A similar approach was also taken in calculating our disability and race pay gap.

Gender Pay Gap

Council - Our gender pay gap in 2018 was 3.9% in favour of men. This is compared to 2017 when the gender pay gap was 4.4% in favour of men.

Education Authority - Our gender pay gap in 2018 was 21.1% in favour of men. This is compared to 2017 when the gender pay gap was 21.2% in favour of men.

The most recent figures available from the Scottish Government show that in 2017 the pay gap for all workers in Scotland was 16.1%³. Our gender pay gap over the last two years can be viewed positively when compared with this figure. We do, however, still recognise that, as with other organisations and local authorities, our gender pay gap is largely attributable to occupational segregation and the number of women in part-time roles. Our female workforce are mostly concentrated in roles such as home care, catering, administration and clerical roles while 89% of our part-time workforce is female. We are a Living Wage employer and will continue look at ways to reduce occupational segregation within our organisation, including positive action measures where appropriate.

Disability Pay Gap

Council - Our disability pay gap in 2018 was 9.8% in favour of those who are not disabled (this is categorised as those employees where disability status is either unknown, which equates to 24% of our workforce, and those who have identified themselves as not having a disability). This is compared to 2017 when the disability pay gap was 8.2% in favour of those who are not disabled.

Education Authority - Our disability pay gap in 2018 was 6.2% in favour of those who are not disabled. This is compared to 2017 when the disability pay gap was 6.5% in favour of those who are not disabled.

Race Pay Gap

Council - Our race pay gap in 2018 was 11.9% in favour of those who are from a non-white ethnic origin. This is compared to 2017 when the race pay gap was 12.3% in favour of those who stated that they were from a non-white ethnic origin.

Education Authority - Our race pay gap in 2018 was 2.5% in favour of those who stated that they were from a white ethnic origin. This is compared to 2017 when the race pay gap was 1.9% in favour of those who stated that they were from a white ethnic origin.

² https://www.equalityhumanrights.com/sites/default/files/redraft_of_psd_tech_guidance_-_v6sc.pdf

³ <https://digitalpublications.parliament.scot/ResearchBriefings/Report/2018/3/7/The-gender-paygap--facts-and-figures---2017>

Appendix 2- Council Workforce Profile

Appendix 2 shows data on the workforce of the Council by protected characteristic. As previously indicated, this data is based on the position of the Council as at 31 December 2018 and is based on a total headcount of 5029 (including Education Authority Workforce). Data regarding recruitment relates to the period from 1 January 2018 to 31 December 2018. A further breakdown of disability and race was performed but is not included within this report as it could lead to individuals being identified. In relation to discipline and grievance, data from our Oracle HR system indicates that there were only a small number and, as such, a breakdown of this data by protected characteristic has not been provided for reasons of confidentiality.

Council Workforce by Sex

Figure 1 below shows a breakdown of the Council's workforce by sex.

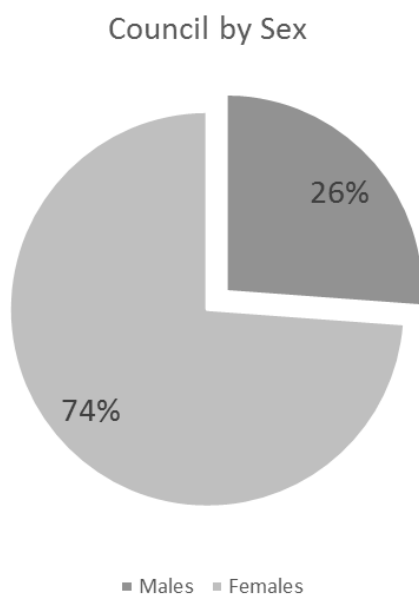


Figure 2 shows a breakdown of employment status by sex.

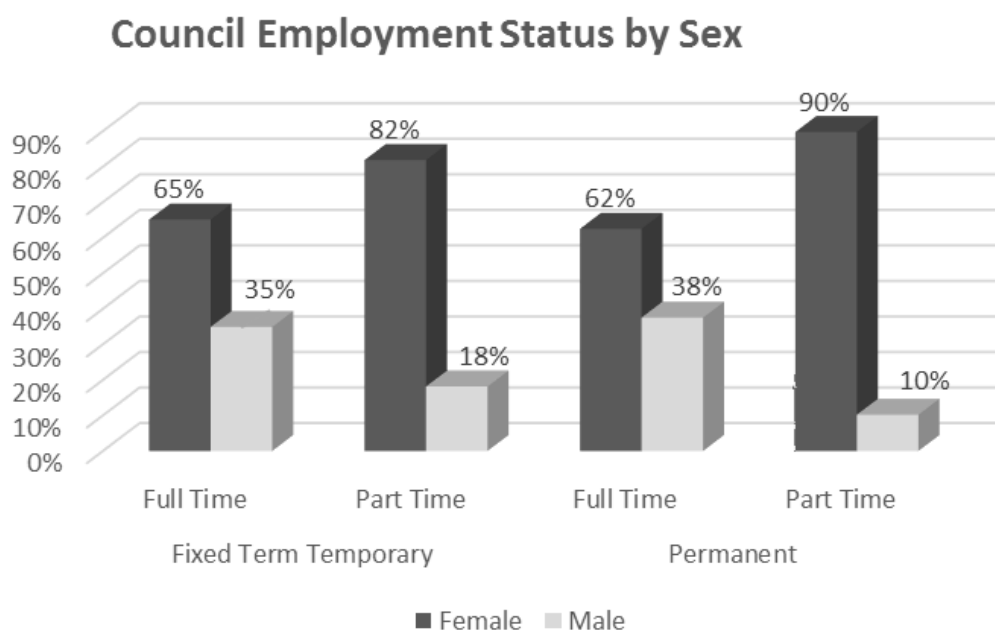
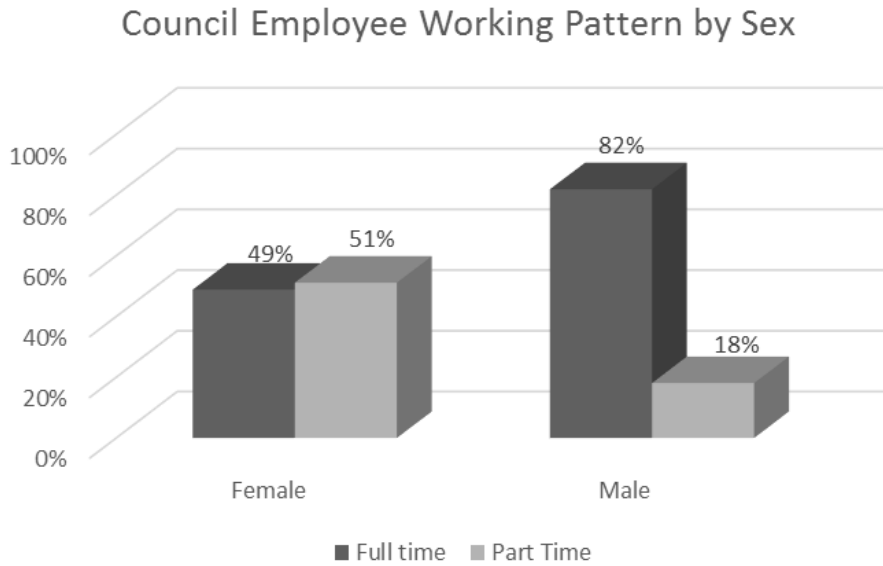


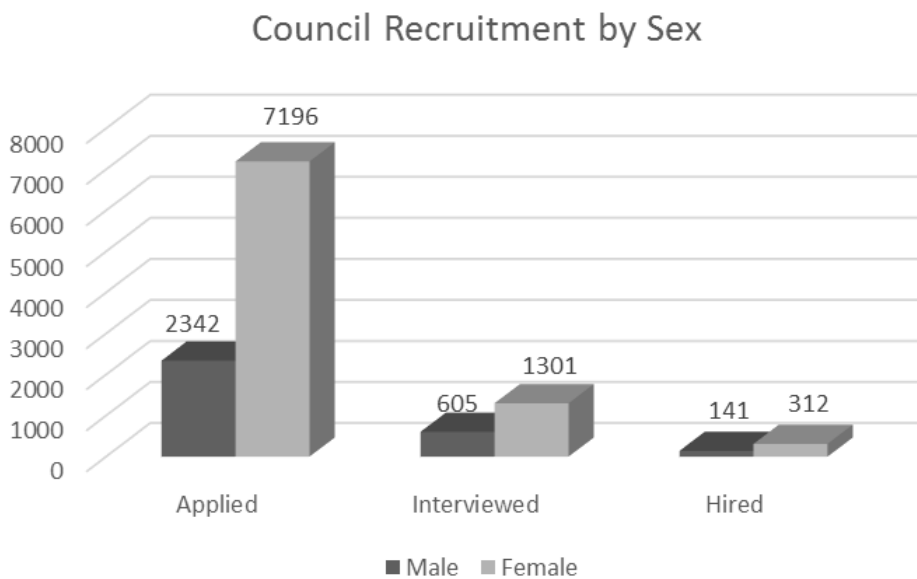
Figure 3 shows Council employee working patterns by sex.



Recruitment

Of the 9,678 job applications received by the Council in 2018, 74.4% were from women and 24.2% from men, with the remainder either unknown or preferring not to say.

Figure 4 below shows the total number of male and female applicants who were subsequently interviewed and appointed.



Leavers

63% of employees who left the Council in 2018 identified as female and 37% identified as male.

Attendance at Training

73% of attendees at training were women and 27% were men.

Gender and Occupational Segregation

Occupational segregation is understood as the concentration of men and women:

- In different kinds of jobs (horizontal segregation)
- In different pay grades (vertical segregation)

As is the position nationally across Local Authorities, women are mostly concentrated in roles such as home care, catering, administration and clerical roles. In comparison, men are mostly concentrated in manual roles such as gardening, green-keeping and waste management.

Figure 5 gives a breakdown of the percentage of employees in each pay grade by gender. A full breakdown of Council workforce designation by sex is provided in Appendix 4.

Figure 5

Grade	Female	Male
Craft apprentice	0%	100%
Craft apprentice 18-20	7%	93%
Craft apprentice 21+	0%	100%
Modern apprentice	0%	100%
Level 01	88%	13%
Level 02	82%	18%
Level 03	53%	47%
Level 04	82%	18%
Level 05	72%	28%
Level 06	71%	29%
Level 07	69%	31%
Level 08	66%	34%
Level 09	64%	36%
Level 10	68%	32%
Level 11	66%	34%
Level 12	55%	45%
Level 13	60%	40%
Level 14	71%	29%
Level 15	60%	40%
Level 16	44%	56%
Chief Official	42%	58%
Education support officer	100%	0%
Music instructor	45%	55%
Principal teacher (job-sized)	69%	31%
Psychologist	100%	0%
Psychologist (inductee)	75%	25%

Psychologist (management spine)	50%	50%
Quality improvement officer	75%	25%
Quality improvement manager	50%	50%
Senior psychologist	100%	0%
Teacher (chartered)	89%	11%
Teacher (maingrade)	83%	17%
Head/Dep head teacher (job-sized)	73%	27%

Council Workforce by Disability

Current Workforce

72% of our workforce stated that they do not have a disability, 4% of our workforce stated they have a disability and the rest are unknown.

Recruitment

The Council is a Disability Confident Employer whereby all applicants who are disabled and who evidence they meet the essential criteria for the role are guaranteed an interview.

Figure 6

Disability	Percentage of applications (9,678)	Percentage of total selected for interview (1,944)	Percentage of total successful appointments (468)
Not Disabled	93.2%	90.3%	93.4%
Disabled	4.9%	7.5%	3.0%
Prefer not to Say	0.5%	0.5%	0.6%
Unknown	1.4%	1.7%	3.0%

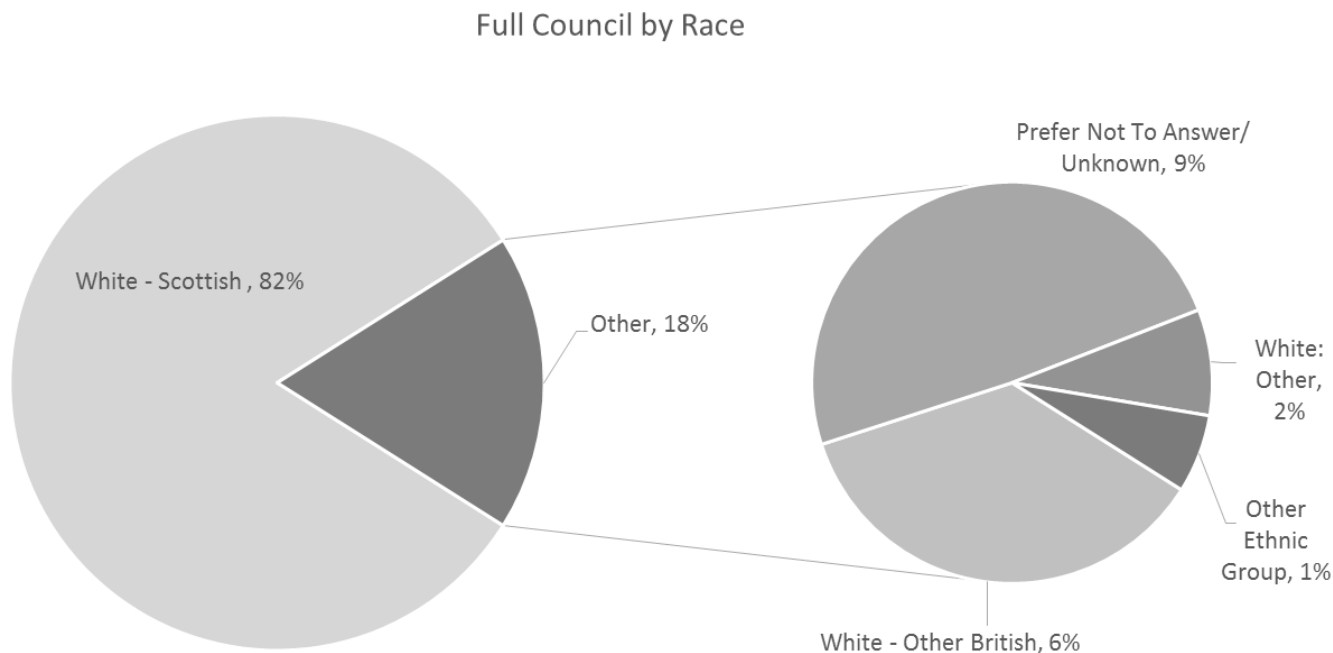
Attendance at Training

4% of attendees at training stated they had a disability.

Council Workforce by Race

Figure 7 shows the ethnic profile of our workforce. The ethnic profile of our workforce is broadly reflective of our wider community where, according to the last Scottish census, 89.5% of residents in South Ayrshire were white Scottish, with 0.5% belonging to a range of other ethnic minorities.⁴

Figure 7



Recruitment

86% of applications received were from candidates who identified themselves as White Scottish. white Scottish applicants made up 86% of candidates selected for interview and 87% of appointments made in 2017.

Attendance at Training

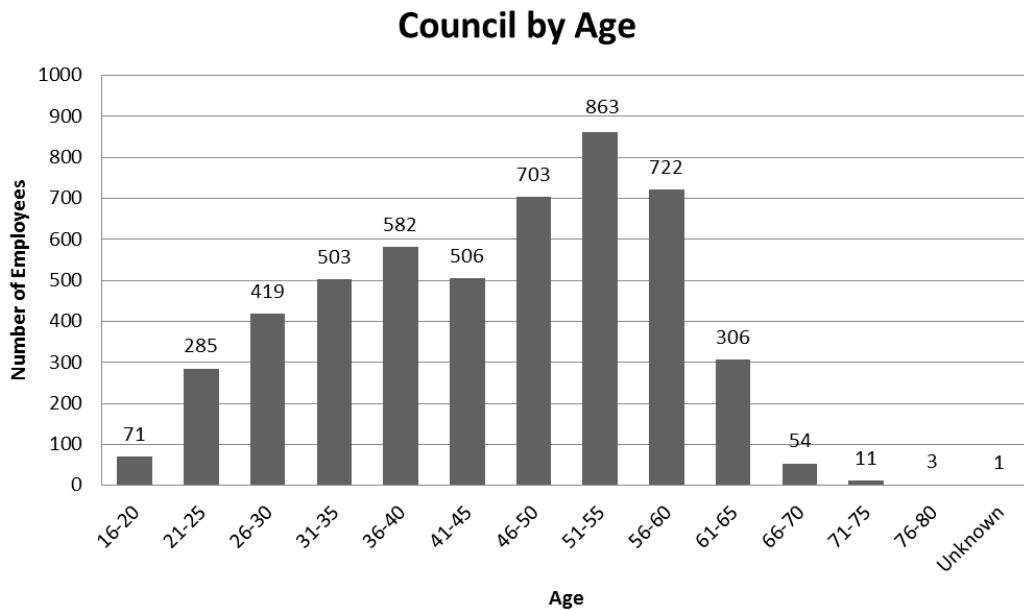
83% of employees who attended a training course were white Scottish.

⁴ scotlandscensus.gov.uk/ods-web/area.html

Council Workforce by Age

Figure 8 shows the age profile of Council employees.

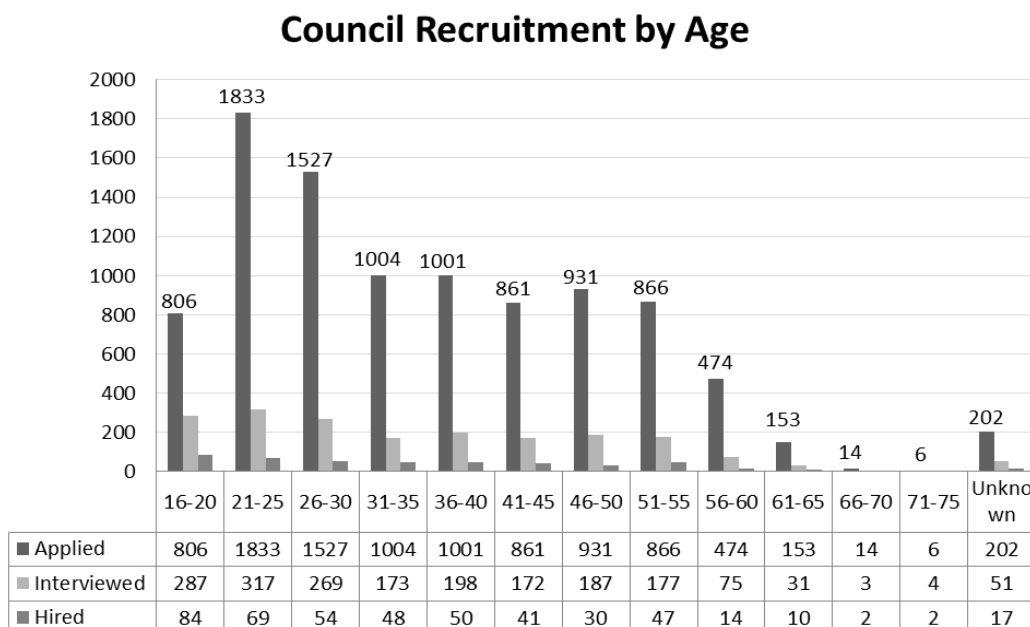
Figure 8



Recruitment

Figure 9 shows the number of applications received, applicants interviewed and applicants that were hired by age bracket.

Figure 9



Attendance at training

In 2018, 53% of places at training sessions were taken by those within the 41-60 age bracket (41-50 made up 23% and 51-60 made up 30%). This mirrors the composition of the Council's workforce as 56% of employees are aged between 41 and 60.

Council by Pregnancy and Maternity

Return to Work of Women on Maternity

182 employees were on maternity leave between 1st January and 31st December 2018. Of these, 175 were still on maternity leave in January 2019 or had already returned to work.

Council by Marital Status and Civil Partnership

Figure 10 shows the marital and civil partnership status of our workforce.

Figure 10

Marital Status	Percentage of Total Workforce
Divorced/separated	6%
Legally separated	0%
Living with partner	10%
Married/Civil partnership	50%
Prefer not to say	5%
Single	22%
Widowed	1%
Unknown	5%

Recruitment

46% of applications received were from candidates who were single, with 32% from candidates who were either married or in a civil partnership. 47% of those interviewed and 37% of appointments made were to individuals who were single. Those who had identified themselves as either being married or in a civil partnership made up 30% of those interviewed and 31% of those hired.

Attendance at Training

45% of attendees at training were married or in a civil partnership.

Council by Sexual Orientation

67% of our current workforce identify as being heterosexual/straight with 10% preferring not to say. 0.8% are either bisexual (0.1%), gay (0.3%), lesbian (0.2%), other (0.2%) and the remainder are unknown.

Recruitment

Figure 11 below gives the full breakdown of the sexual orientation of all applicants, interviewees and appointees using data from MyJobScotland.

Sexual Orientation	Percentage of Applications (9678)	Percentage of Total Selected For Interview (1944)	Percentage of Total Successful Appointments (468)
Bisexual	0.4%	0.7%	0.6%
Gay	0.8%	1.3%	1.3%
Heterosexual/straight	95.0%	92.7%	91.7%
Lesbian	0.3%	0.3%	0.9%
Other	0.07%	0.1%	0.0%
Prefer not to say	1.9%	2.5%	1.9%
Unknown	1.7%	2.3%	3.6%

Attendance at Training

70% of attendees at training indicated they were heterosexual/straight. 8.7% preferred not to say. 0.2% identified as lesbian, 0.3% gay, 0.1% bisexual and 0.1% other. The remainder are recorded as either being undefined (16%) or unknown.

Religion or Belief	Percentage of Total Workforce
Buddhist	0.14%
Church of Scotland	25.29%
Hindu	0.04%
Humanist	0.28%
Jewish	0.02%
Muslim	0.16%
None	23.84%
Other Christian	3.46%
Other religion or belief	1.27%
Pagan	0.04%
Roman Catholic	7.99%
Sikh	0.04%
Prefer not to say	13.54%
Unknown	23.78%
Other	0.09%

Recruitment

Figure 13 below shows the percentage of applicants, those selected for interview and successful appointees by religion and belief.

Religion or Belief	Percentage of Applications (9678)	Percentage of Total Selected For Interview (1944)	Percentage of Total Successful Appointments (468)
Buddhist	0.24%	0.4%	0.0%
Church of Scotland	23.65%	23.9%	20.73%
Hindu	0.12%	0.2%	0.43%
Humanist	0.73%	1.1%	1.50%
Jewish	0.22%	0.1%	0.0%
Muslim	0.22%	0.16%	0.0%
None	51.46%	51.3%	53.21%
Other Christian	6.45%	5.4%	5.34%
Other religion or belief	0.49%	0.7%	0.5%
Pagan	0.09%	0.3%	0.0%
Prefer not to say	4.61%	4.9%	3.85%
Roman Catholic	8.69%	8.0%	9.83%
Sikh	0.09%	0.1%	0.0%
Unknown	2.94%	3.4%	4.7%

Attendance at Training

24.4% of attendees at training advised they were Church of Scotland and 27.5% stated that they had no religion or belief. 13% of attendees at training preferred not to indicate their religion or belief. Other attendees chose Roman Catholic 7.7%, Other Christian 3.4%, Buddhist 0.1%, Humanist 0.2%, Sikh 0.1% or Muslim 0.1%. The remainder are recorded as being unknown, undefined or 'other religion/belief'.

Council by Gender Reassignment

Current Workforce

1.3% of our workforce indicated that they identify or have identified as a transgender or trans person. 66% stated that they did not or have never identified as a transgender or trans person. 8% of employees chose 'prefer not to say' and the remainder are unknown.

Recruitment

Of the 9,678 job applications received, data from MyJobScotland shows that 5 applications (0.05%) were received from candidates who identify or have identified as a transgender or trans person. 0.15% of applicants interviewed identified as a transgender or trans person and 0.05% were appointed.

Attendance at Training

3.5% of training places were taken up by delegates who identify or have identified as a transgender or transperson. 7.4% of places were taken up by delegates who preferred not to say.

Appendix 3 - Education Authority Workforce Profile

Appendix 3 shows data on the workforce of the Education Authority by protected characteristic. The information relates to employees on both teaching and non-teaching terms and conditions within the Education Authority. Roles on teaching terms and conditions include head teachers, depute head teachers, principal teachers, teachers, educational psychologists and quality improvement officers. Roles on non-teaching terms and conditions include early years staff, school assistants, school technicians, school librarians, clerical and administration and support assistants.

As previously indicated, this data is based on the position of the Council as an Education Authority as at 31 December 2018 with a total headcount of 1,971. Data regarding recruitment relates to the period from 1 January 2018 to 31 December 2018. Our Oracle HR system shows a low number of discipline and grievances and as such, data by protected characteristic has not been provided for reasons of confidentiality.

Education Authority by Sex

Figure 1 below shows the gender composition of the Education Authority workforce

Education Authority by Sex

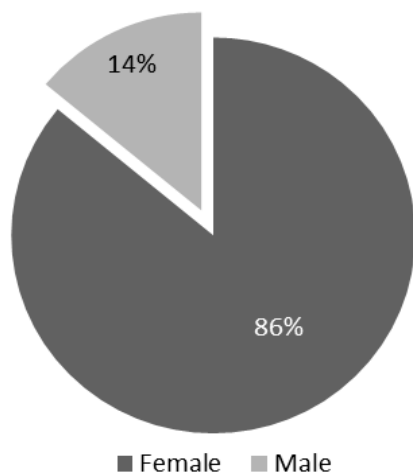


Figure 2 shows Education Authority employment status by sex

Education Authority Employment Status by Sex

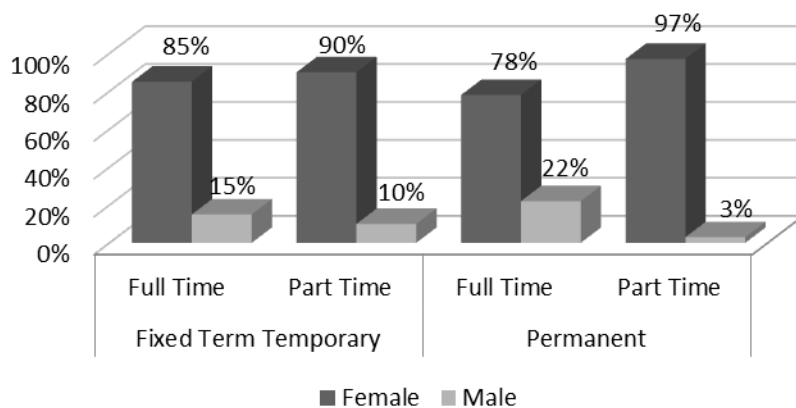
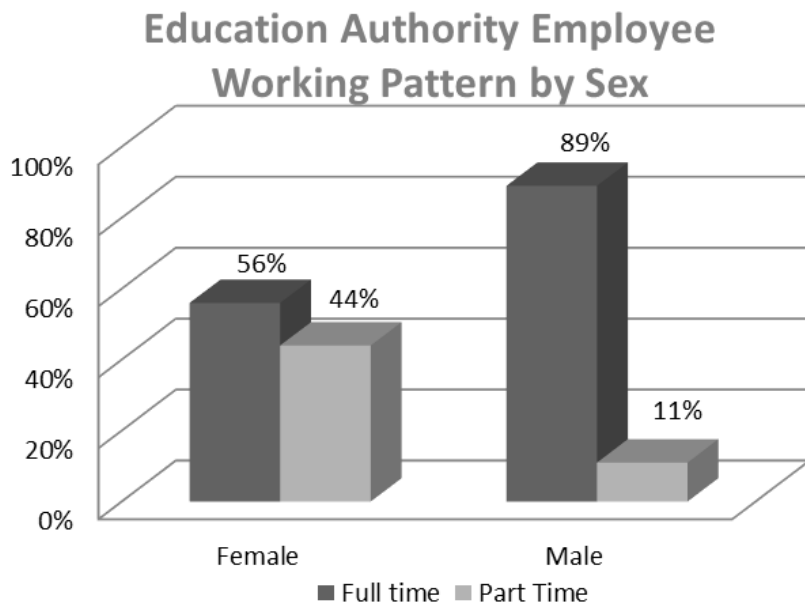
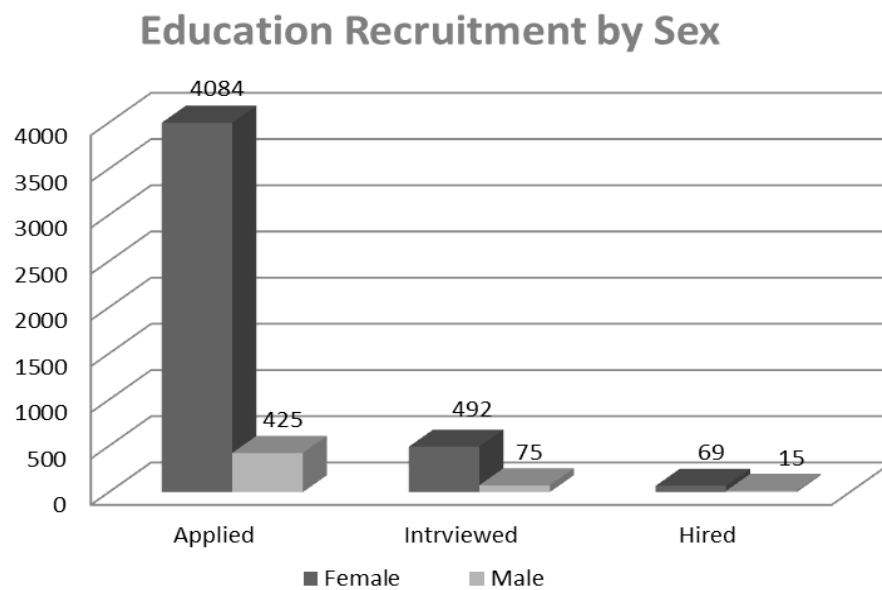


Figure 3 below shows Education Authority Employee Working Pattern by sex.



Recruitment

Figure 4 below shows the total number of applications received and, of these, how many were interviewed and hired by sex.



Leavers

80% of education authority employees who left the Council in 2017 were women and 20% were men.

Attendance at Training

91% of attendees at training were women and 9% were men.

Gender and Occupational Segregation

Women are concentrated in roles such as teaching, early years and school assistants. The majority of head teachers (73%) are also female.

Figure 5 below shows the percentage of employees in each pay grade by gender. A full breakdown of designation by gender is provided in Appendix 5.

Grade	Female	Male
Education support officer	100%	0%
Head/dep head teacher (job-sized)	73%	27%
Level 03	75%	25%
Level 04	98%	2%
Level 05	87%	13%
Level 06	97%	3%
Level 07	73%	27%
Level 08	74%	26%
Level 09	80%	20%
Level 10	100%	0%
Level 11	80%	20%
Level 12	100%	0%
Level 13	67%	33%
Level 14	100%	0%
Music Instructor	45%	55%
Principal Teacher (job-sized)	69%	31%
Psychologist	100%	0%
Psychologist (inductee)	75%	25%
Psychologist (management spine)	50%	50%
QIO	75%	25%
Quality improvement manager	50%	50%
Senior psychologist	100%	0%
Teacher (chartered)	89%	11%
Teacher (maingrade)	83%	17%

Education Authority by Disability

Current Workforce

73% of our workforce stated that they do not have a disability, 3% of our workforce stated they have a disability and the rest are unknown.

Recruitment

Our Education Authority is a disability confident employer whereby all applicants who are disabled and who meet the essential criteria for the role are automatically guaranteed an interview.

Figure 6 below shows the percentage of successful applicants by disabled; not disabled; and prefer not to say, as provided by MyJobScotland.

Disability	Percentage of Applications (4574)	Percentage of Total Selected For Interview (578)	Percentage of Total Successful Appointments (87)
Disabled	4.5%	8.5%	3.4%
Not disabled	93.7%	89.2%	93.2%
Prefer not to say	0.4%	0.3%	0%
Unknown	1.4%	2.0%	3.4%

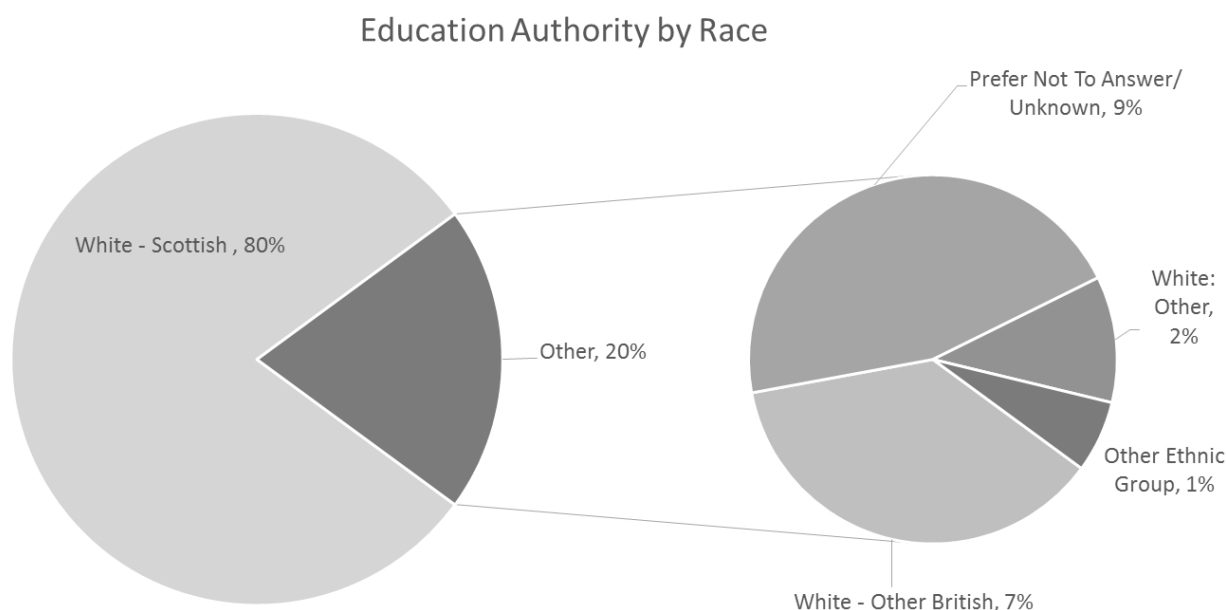
Attendance at Training

2% of attendees at training stated they had a disability.

Education Authority by Race

Current Workforce

Figure 7 below shows the workforce profile by ethnicity.



Recruitment

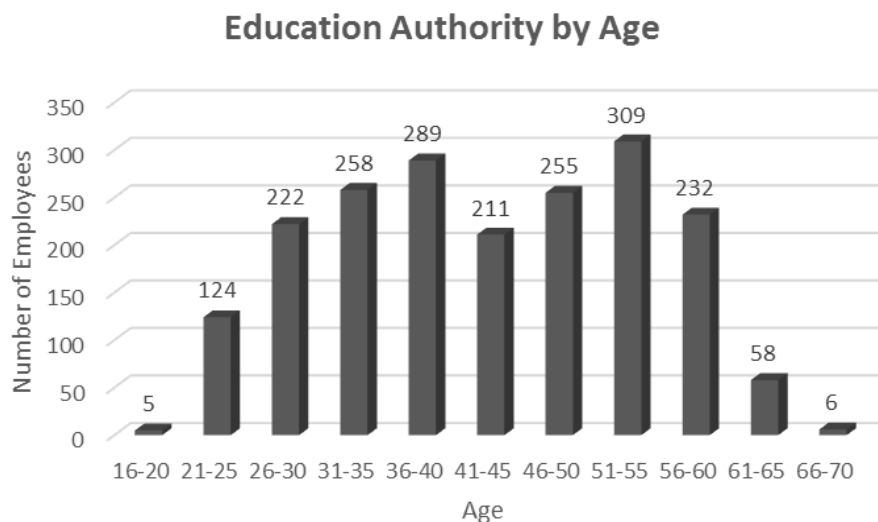
87% of applications received by our education authority were from candidates who identified themselves as white Scottish. 87% of candidates who were selected for interview and 91% of those hired in 2018 were individuals who are white Scottish.

Attendance at Training

83% of employees who attended a training course were white Scottish.

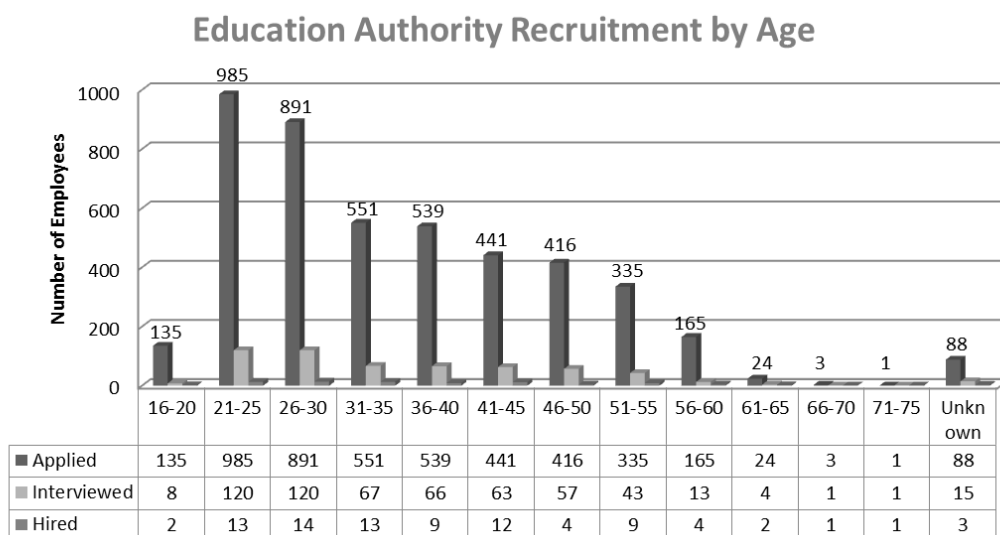
Education Authority by Age

Figure 8 shows the age profile of the Education Authority workforce.



Recruitment

Figure 9 below shows the number of applications received, applicants interviewed and those hired by age bracket.



Attendance at Training

In 2018, 48% of places at training sessions were taken by those within the 41-60 age bracket (41-50 made up 25% and 51-60 made up 23%). This mirrors the composition of the education authority's workforce as 50% of employees are aged between 41 and 60.

Education Authority - Pregnancy and Maternity

Return to Work of Woman on Maternity Leave

114 employees were on maternity leave between 1st January and 31st December 2018. Of these, 110 are either still on maternity as of January 2019, or have already returned to work.

Education Authority by Marital Status and Civil Partnership

Current Workforce

Figure 10 below shows the marital and civil partnership status of the Education Authority workforce as a percentage.

Marital Status	Percentage of Workforce
Divorced/separated	5.3%
Legally separated	0.5%
Living with partner	8.4%
Married/civil partnership	54.5%
Prefer not to say	5.4%
Single	20.9%
Widowed	0.9%
Unknown	4.1%

Recruitment

44% of applications received were from candidates who were single, with 36% from candidates who were either married or in a civil partnership. 41% of total appointments were to individuals who were either married or in a civil partnership; and 40% of appointments were made to individuals who were single.

Attendance at Training

57% of attendees at training were married or in a civil partnership.

Education Authority by Sexual Orientation

Current Workforce

67% of the workforce identify as being heterosexual with 10% preferring not to disclose their sexual orientation. 0.9% identified as either gay (0.4%), lesbian (0.2%), bisexual (0.1%) or other (0.2%) and the remainder are unknown.

Recruitment

Figure 11 below gives the full breakdown of the sexual orientation of all applicants, interviewees and appointees.

Sexual Orientation	Percentage of Applications (4574)	Percentage of Total Selected For Interview (578)	Percentage of Total Successful Appointments (87)
Bisexual	0.17%	0.00%	0.00%
Gay	0.20%	0.70%	0.00%
Straight	96.63%	96.02%	96.55%
Lesbian	0.04%	0.17%	0.00%
Other	0.02%	0.00%	0.00%
Prefer not to say	1.36%	0.86%	0.00%
Unknown	1.57%	2.25%	3.45%

Education Authority by Religion or Belief

Figure 12 below shows the workforce by religion or belief.

Religion or Belief	Percentage of total workforce
Buddhist	0.20%
Church of Scotland	26.13%
Humanist	0.30%
Jewish	0.05%
Muslim	0.16%
None	22.93%
Other	0.05%
Other Christian	4.16%
Other religion/belief	0.96%
Prefer not to say	12.99%
Roman Catholic	9.04%
Sikh	0.05%
Unknown	22.98%

Recruitment

Figure 13 below shows the percentage of applicants, those selected for interview and successful appointees by religion or belief.

Religion or Belief	Percentage of Applications (4574)	Percentage of Total Selected For Interview (578)	Percentage of Total Successful Appointments (87)
Buddhist	0.07%	0.52%	0.00%
Church of Scotland	24.55%	28.72%	22.99%
Hindu	0.11%	0.00%	0.00%
Humanist	0.68%	0.87%	1.15%
Jewish	0.33%	0.00%	0.00%
Muslim	0.11%	0.17%	0.00%
None	49.56%	47.92%	54.03%
Other Christian	7.50%	5.71%	3.44%
Other religion or belief	0.44%	1.04%	0.00%
Pagan	0.04%	0.00%	0.00%
Prefer not to say	4.44%	3.63%	1.15%
Roman Catholic	9.18%	7.96%	12.64%
Sikh	0.07%	0.00%	0.00%
Unknown	2.93%	3.46%	4.60%

Education Authority by Gender Reassignment

Current Workforce

0.40% of the workforce in our Education Authority identify or have identified as a transgender or trans person. 68% stated that they did not, or have never identified, as a transgender or trans person. 8% of employees indicated that they preferred not to say and the remainder are unknown.

Recruitment

Of the 4,574 job applications received, data from MyJobScotland shows that only no applications were received from a candidate who identified, or has identified, as a transgender or transperson.



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。

本信息可慮應要求提供盲文，大字印刷或音频格式，以及可翻譯成多种語言。以下是詳細聯系方式。

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

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