



EQUALITY OUTCOMES AND MAINSTREAMING PROGRESS REPORT 2021



south
AYRSHIRE
COUNCIL
Comhairle Siorrachd Àir a Deas

Making a Difference Every Day ●●●●●●



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**THE
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WAY**

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Introduction

The Coronavirus (Covid-19) pandemic of early 2020 has meant significant changes to the way we work at South Ayrshire Council. This Report is set in the context of these unprecedented and challenging times, and the public sector's efforts to respond to these challenges.

This is South Ayrshire Council's fourth Equality Outcomes and Mainstreaming Report and provides a summary update on the progress made on mainstreaming equalities into the functions and activities of our organisation. The Report also provides information on our schools as an Education Authority, on South Ayrshire Licencing Board; and demonstrates ways in which we have met the general and specific duties as set out in the Equality Act 2010. The Council's Equality and Diversity Strategy 2013 which provides more details can be found at: <http://www.south-ayrshire.gov.uk/equalities>

South Ayrshire Council is committed to ensuring that all service users and Council employees, regardless of the following nine protected characteristics within the Equality Act 2010, are treated fairly and with dignity.

Race; sex; disability; age; religion or belief (including non-belief); sexual orientation; gender reassignment; pregnancy and maternity; marriage and civil partnerships.

Within this Report we wish to show our commitment to embedding equalities across our 'People & Place', and how we strive to ensure our services are fair and equitable for all our communities, as well as South Ayrshire Council as an employer.

While much has been done, we are not complacent and further action must be taken to ensure marginalised groups are not left behind. We will demonstrate progress and highlight good practice and outcomes in mainstreaming equality, by sharing a number of excellent case studies throughout this Report.



Background & Context

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).

An ‘Equality Outcome’ is a result which the Council aims to achieve, in order to demonstrate it is addressing the duties which include:

General Duty to:

- Eliminate discrimination, harassment and victimisation
- Advance the equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between persons who share a relevant protected characteristic and those who do not.

Specific Duties are to:

- Report progress on mainstreaming the general duty
- Publish equality outcomes and report

progress

- Equality impact assess new or revised policies and practices
- Gather, use and publish employee information
- Publish gender pay gap information
- Publish an equal pay statement
- Consider award criteria and contract conditions in relation to public procurement

The current Equality Outcomes are categorised as Short, Medium and Long Term Outcomes. As this is the final Report in the reporting period to 2021, we have focused on highlighting progress against the Council’s Medium and Long Term Outcomes.

Going forward, Shared Equality Outcomes have been agreed across the three Ayrshire Local Authorities and other public bodies, and the next Equality Outcomes and Mainstreaming Report will reflect these.

See table below with current Equality Outcomes:

Reference Number	Medium and Long 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
L1	Improve involvement and consultation on the development and provision of services
L2	Equal and easy access to all our buildings and services
L3	Hate Crime in South Ayrshire is reduced and vulnerable individuals and communities feel safe
L4	The Council is an Equal Opportunities Employer
L5	Our children and young people have the best possible life chances

South Ayrshire

The 2018 mid-year population estimate for South Ayrshire is 112,550 people accounting for 2% of Scotland's total population. This is a slight decrease of 0.1% on the previous year's estimate. South Ayrshire has the 19th highest population out of the 32 Scottish council areas and the 13th lowest population density of 92 people per square kilometre.

The proportion of females to males remains unchanged with 52.3% of the population female, similar to Scotland's 51.3%, and the remaining 47.7% male, similar to Scotland's 48.7%.

South Ayrshire's estimated population of 112,550 consists of:

	Population	Female	Male
Children 0-15 years	17,638 – 15.7%	8,684 – 7.7%	8,954 – 8.0%
Young people 16-24 years	10,512 – 9.3%	5,111 – 4.5%	5,401 – 4.8%
Adults 25-44 years	22,708 – 20.2%	11,894 – 10.6%	10,814 – 9.6%
Adults 45-64 years	33,506 – 29.8%	17,650 – 15.7%	15,856 – 14.1%
Elderly 65-74 years	15,434 – 13.7%	8,107 – 7.2%	7,327 – 6.5%
Elderly 75 and over	12,752 – 11.3%	7,392 – 6.6%	5,360 – 4.8%
Total	112,550	58,838 – 52.3%	53,712 – 47.7%

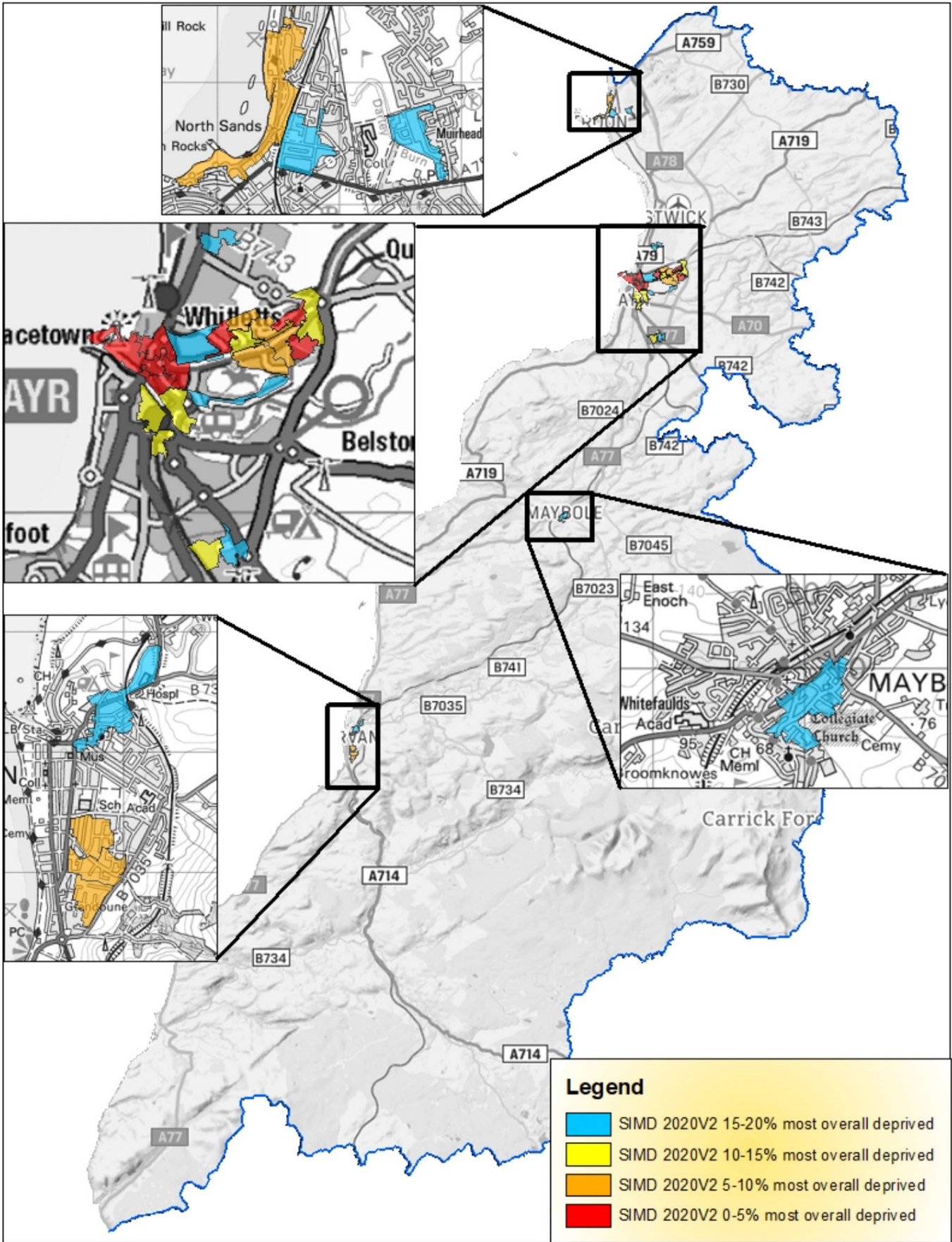
The proportion of South Ayrshire's children aged 0 to 15 years, 15.7%, and of working age adults aged 16-64 years, 59.3%, are both below the Scottish proportions of 16.9% and 64.2% respectively. Hence South Ayrshire's proportion of elderly people aged 65 and over, 25.0%, is higher than Scotland's 18.9%. South Ayrshire's basic 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 69 compared to Scotland's basic dependency ratio of 56.

South Ayrshire's population is projected to decrease further with a 4.9% decrease from 112,470 in 2016 to 106,974 by 2041 in contrast to a 5.3% increase across Scotland. The projected change in South Ayrshire's population is not evenly distributed between the different age groups. The children and working age populations are projected to decrease by 12.2% and 13.5% respectively while the pensionable

age group will increase by 19.4%. The resultant dependency ratio will increase to 87.

South Ayrshire's ethnic minority community of approximately 1.3% of the population is relatively small in comparison to large cities like Glasgow City that has an ethnic minority population of around 12%.

There continues to be disparities in affluence across South Ayrshire with 20 of its 153 datazones included in Scotland's 15% most overall deprived areas. This equates to an estimated 13,635 South Ayrshire residents (12.1% of the population) living in the 15% most overall deprived areas of Scotland. The area of most deprivation is concentrated in the northern part of Ayr with eight seven datazones included in Scotland's severest 5% most overall deprived areas. There are also other pockets of deprivation in the smaller towns of Girvan, Maybole and Troon.



SIMD 2020V2 Most Overall Deprived Areas

Scale 1:244555

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Leadership and Governance

Our People, Our Place

There are three directorates within South Ayrshire Council:

- People
- Place
- Health and Social Care Partnership

The Council Plan 2018-2022 sets out the Council's vision for the next four years, with a focus on 'Our People, Our Place'. It details the high-level objectives and outcomes we want to achieve for our people and places by 2022.

The strategic objectives are:

- Effective leadership that promotes fairness
- Reduce poverty and disadvantage
- Health and care systems that meet people's needs
- Make the most of the local economy
- Increase the profile and reputation of South Ayrshire and the Council
- 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. Other plans have also considered the impact of the pandemic

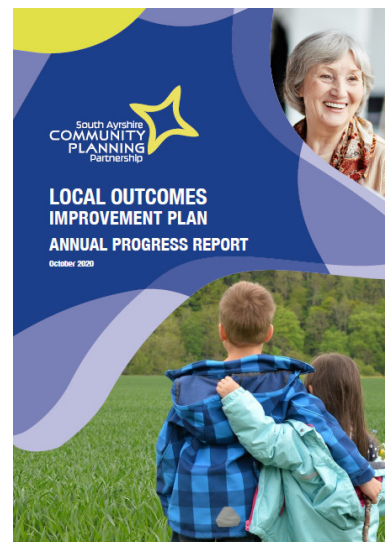
- South Ayrshire Integration Joint Board Strategic Plan 2021-2031 (Refresh 2024)
 - Educational Services Recovery and Improvement Plan 2020-2021 (Refresh 2021) Our People Our Place Plan 2018-2022
- South Ayrshire Strategic Economic Plan: Vision 2030 Governance and Corporate Support Plan 2018-2022

Further details available at:

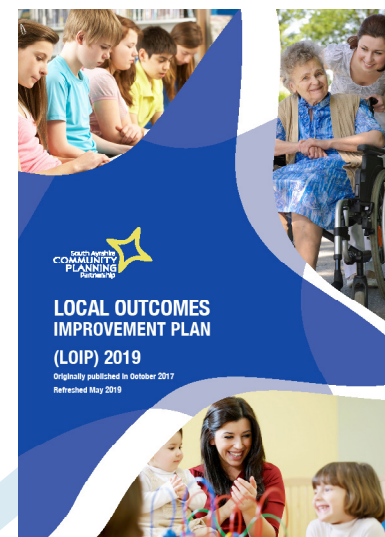
<https://www.south-ayrshire.gov.uk/council-plans>

Community Planning

The Community Empowerment (Scotland) Act 2015 has given South Ayrshire Council's Community Planning Partnership (CPP) 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 Local Place Plan



Refreshed Local Outcomes Improvement Plan 2019:



Community Engagement & Consultation

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'. This Panel seeks to be as representative as possible of the population of South Ayrshire.

Within the last couple of years consultations have been sent to the SA1000 Citizens' Panel, which include:

- Day Services for older people and adults with learning disabilities
- Quality of Life – Place
- Sexual Entertainment Venues Licensing
- Amendments to Scheme of Integration Health & Social Care
- Budget Engagement

Fairer Scotland Duty

The Fairer Scotland Duty, Part 1 of the Equality Act 2010, came into force in April 2018. It places a legal responsibility on particular public bodies in Scotland to consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socioeconomic disadvantage, when making strategic decisions.

To fulfil their obligations under the Duty, the Council must:

- Actively consider how they could reduce inequalities of outcome in any major strategic decision they make; and
- To publish a written assessment showing how they have done this.

Some other considerations worth bearing in mind are as follows:

- The Duty applies from 1 April 2018 and does not cover decisions made before this date
- The Duty also does not override other considerations such as equality or best value
- The Duty is nevertheless a key consideration, underpinned by statute.

The Equality and Human Rights Commission (EHRC) is the Regulator for the Fairer Scotland Duty and will be involved in monitoring best practice for the Duty. The Duty is subject to a three-year implementation phase and Scottish Government will be working with the EHRC to ensure delivery of good practice. See Interim Guidance: <https://www.gov.scot/publications/fairer-scotland-duty-interim-guidance-public-bodies/>

Equality Impact Assessment (EIA)

The Council has a process that must be carried out to ensure all policies and strategies, either new or revised, are assessed to comply with the General and Specific Duties of the Equalities Act 2010. To support completion of the Equality Impact Assessment, an Equalities Champion or 'critical friend' from the appropriate Service is involved in this process. Training has been delivered in-house to Elected Members, Senior Management and Equality Champions and can be found online at The Core.

<https://thecore.south-ayrshire.gov.uk/>

Since February 2020, a working group has been reviewing the process for conducting EIAs. This group is considering how other important assessments - including Health in All Policies Assessments and Poverty Impact Assessments - could be built into this process to ensure the impacts of future policies and strategies are fully and robustly considered. Once this work is completed, training will initially be delivered to the working group and Elected Members, before being rolled out to officers from the Council, HSCP, NHS and other partners.



Mainstreaming Equalities

Mainstreaming the Equality Duty is an organisational responsibility and involves the Council leadership and employees to ensure its success. Consideration is given to Equalities through a range of processes and ensures it underpins everything we do and has leadership.

Portfolio Holder

Equalities sits within the remit of an Elected Member with the Portfolio Holder for Economy and Culture. The Chair of the Equality and Diversity Forum is a further Elected Member and along with staff from services across the Council, partner agencies and the third sector organisations, have all made a commitment to ensuring equality and diversity is duly considered.

Equality and Diversity Forum

The Equality and Diversity Forum have continued to support equality issues across Services throughout the past couple of years but has been partly limited during 2019-2021 due to staffing changes and the pandemic. Generally, the Forum, which consists of the Elected Members and the Corporate Planning staff responsible for equalities, would meet on a six weekly basis. They provide a consultative and inclusive link to the diverse communities of South Ayrshire to promote equality and diversity. They also meet twice a year with the

Equality Champions.

The Forum continues to progress the Council's Equality Outcomes and to focus on the following:

- Raising the profile of Equalities
- Improving service provision to Gypsy Traveller children
- Taking forward action in relation to Rurality and Poverty in rural areas
- Supporting Ethnic Minority members of our communities
- Equality at Work and Disability at Work.

Equality Champions

To ensure that the Equalities Duty is understood and mainstreamed across the Council, all service areas that are impacted upon by the Equality Duty, or that provide a front facing service, have a representative on the Equality and Diversity Forum as a 'Champion'. This officer will support their service in compiling any responses for the Equalities Officer to assist in completing this Report.



Leadership

The Provost, and our Chief Executive, have continued to raise awareness of equality and diversity issues, by previously hosting civic receptions and hospitality events to recognise,

honour and pay tribute to achievements, persons and events across South Ayrshire. Some examples are listed below, however many events were unable to take place or were carried out virtually in the past year, due to the pandemic:

- April 2019** Indian High Commissioner – Talk on the India-Scotland Relationship
- June 2019** Lebanese visitors' reception at Ayr Town Hall
- Sept 2019** Presentation of the Mahatma Gandhi Statue at Ayr Town Hall
- Nov 2019** Ayr & District Blind Club 70th Anniversary Civic Reception at County Buildings
- Jan 2021** Robert Burns Humanitarian Awards Ayr



The South Ayrshire Way

The South Ayrshire Way is the Council's commitment to a set of values which strive to ensure this is a good place to work. We continue to deliver interventions focussed around these values, to embed our commitment to creating a Respectful, Positive and Supportive working environment. We also endeavour to promote fairness and equality of opportunity and value diversity.

The Burns House Making a Difference Experience

Staff from Organisational Development organised an exhibition set within the now demolished Council building of Burns House, Ayr in Spring 2020. It was an experiential and informative exhibition of the Council through the decades from the 1970's to the present day. The aim of the exhibition, although to be fun and

interesting, also delivered a message from the Chief Executive and the Depute Chief Executive, on the 'South Ayrshire Way' themes of Respectful, Positive and Supportive but also the additional aims now of Ambitious and Proud.



The Outstanding Peoples Awards (TOPA)

These awards held annually, are the formal way of recognising individual and team achievements across the Council. The various categories for entrants acknowledge equalities and diversity and there have been excellent

examples of awards presented over the past few years. In December 2019 the overall winners were announced and further details can be found on The Core as well as the example below:

Ayr North Exclusively Women's Group

Outstanding Customer Focus

Ayr North Exclusively Women's Group was set up by Community Safety and Community Learning and Development as a local group for women in the Ayr North area which meets every week in Lochside Community Centre. The group gives the women a safe place to meet and helps to tackle social isolation and promote good health, well-being and positive relationships.



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. We continue to use a suite of E-Learning courses as well as workshop training, which promote equality in a range of ways. Further details are included in our Workforce Report.

The Champions Board

The Champions Board is a platform for care experienced young people to have their voices heard by talking directly to Elected Members, Heads of Service, planners and commissioners, service providers and front line staff to ensure they have a bigger say in the decisions that affect their lives. Through The Champions Board, young people with care experience can draw on their lived experience to influence improvements in services, policies

and practices across South Ayrshire. The Champions Board are keen to identify 'care' as a protected characteristic in line with the recommendations in the Care Leavers Covenant which South Ayrshire has signed up to.

Care-proofing of policy: *Corporate parents recognise the vulnerability of care leavers as young adults, and prioritise and reference them in policy documents. Given the inequalities in opportunity encountered by care leavers, corporate parents will treat them as a 'protected group' with the potential impact of changes to policy measured through Equality Impact Assessments*

Follow link to the report [here](#):

Mainstreaming Equalities in Partnership Working

The Council has a track record of successful partnership working with local stakeholders, particularly through the Community Planning Partnership. Our specific partnership arrangements in relation to Equalities include the following:

- Ayrshire Equality Partnership
- LGBT+ Development Group
- South Ayrshire Violence Against Women Partnership
- Equality & Diversity Forum
- Ayrshire Shared British Sign Language (BSL) Group
- South Ayrshire Youth Forum
- Equality Network
- LGBT Youth Scotland
- CEMVO (Council of Ethnic Minority Voluntary Sector Organisations)

The Council continues to review its partnership arrangements to ensure that we collectively work for the benefit of all our communities. We also aim to share good practice and resources to ensure that mainstreaming equalities is embedded locally, pan Ayrshire in North, East and South, as well as nationally.



South Ayrshire Health and Social Care Partnership (HSCP)

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

Further details can be found:

<https://www.south-ayrshire.gov.uk/health-social-care-partnership/>

The Health and Social Care Partnership 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.



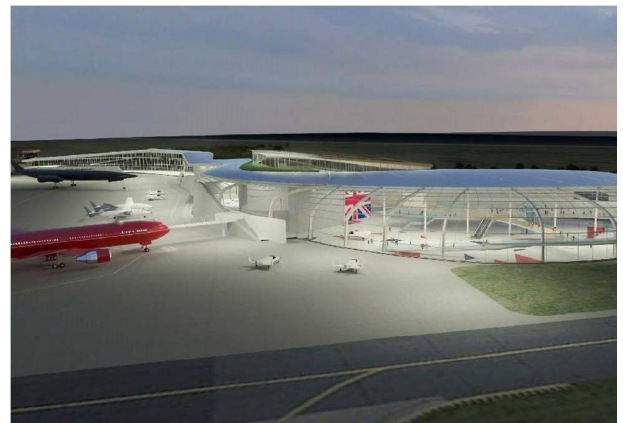
Ayrshire Growth Deal

The Ayrshire Growth Deal (AGD) is a partnership being driven forward by South, East and North Ayrshire Councils. AGD brings together a wide range of exciting projects that will have the biggest positive economic impact Ayrshire has ever seen. The Deal was officially signed 'virtually' in November 2020.

Investment in 2019 from both UK and Scottish Governments of £100 million each, combined with further funding from the three Ayrshire Councils, has offered the area to become a world-class business region. The AGD is based around the following five themes: Aerospace

and space, Energy, Marine, Manufacturing and Tourism Industries.

The AGD initiative allows an important opportunity to break down some entrenched barriers for some sections of our communities, in particular, women, disabled people and ethnic minorities. The three Ayrshire Councils are therefore working with the Equality and Human Rights Commission's 'Equality and Investment' project, designed to support and work with the Councils to support marginalised groups within our communities.



Mainstreaming Equalities in Service Provision

Housing Services

South Ayrshire Council's Housing Service is committed to ensuring Equalities considerations are mainstreamed in all their policies and practices. Tenant participation and resident involvement play a critical role in ensuring services best meet the needs of the communities they serve.

- Tenants continue to be involved in the development and scrutiny of Housing services through our Tenant Participation Structures.
- The Council's approach to Tenant Participation won the Chartered Institute of Housing's 'Excellence in Communications' award and 'Excellence in Scrutiny' award in 2019, while our Travellers' site in Coalpots Road, Girvan won the 'Excellence in Development for Affordable Housing' award in 2020.
- Recent years have seen the Housing Service work closely with South Ayrshire HSCP on a number of projects to support individuals to live independently. This has included delivering housing to meet specific identified needs as well as ensuring accessibility is considered at the design phase for new build developments.
- In partnership with colleagues from Children and Families the Housing Service has for a number of years been involved in developing a Youth Housing Support Group with the aim of ensuring the housing and support needs of young people leaving care or experiencing homelessness are effectively met.
- Our Housing First project works with households at risk of repeat homelessness, with the aim of supporting them to live independently. A Multi-Agency group made up of partners from a variety of agencies work together to ensure the needs of this group are understood and met effectively.
- Afghan Relocation Scheme and Syrian Vulnerable Persons Scheme – although

these schemes have now ended as at December 2019, the Housing Service is working with all key services and agencies to ensure a consistent and continuous approach to service provision for these individuals. They are ensuring young children are fully integrated to the Education system and that adults are able to live independently and have the opportunity to integrate into South Ayrshire life.

- Corporate and Housing Policy are leading on the implementation of trauma-informed practice within the Council, in partnership with South Ayrshire Alcohol and Drug Partnership and NHS.
- A pilot project with the Housing Options and Support Team had been carried out during 2019/20, and plans are in progress to evaluate the impact of becoming a Trauma Informed service has had on the Housing Options & Support Team. Following on from this, the practice will be rolled out across other teams within Housing Services.

Further information is detailed in the [Local Housing Strategy 2017-2022](#)



Community Safety

The Community Safety Team, on behalf of the Council, leads the work of the South Ayrshire Violence Against Women Partnership (SAVAWP). This multi-agency group, including membership from Police Scotland, NHS Ayrshire & Arran, Scottish Fire and Rescue Service, South Ayrshire Women's Aid, Moving On Ayrshire, Barnardo's, Victim Support, Ayr Faculty of Solicitors, ASSIST, Community Justice Ayrshire and South Ayrshire HSCP is committed to addressing violence against women as a form of gender based violence and is underpinned by an unequivocal commitment to promote gender equality and inclusion across South Ayrshire.

A key annual campaign is the 16 Days of Action which runs from 25th November, the International Day to Eliminate Violence Against Women until 10th December, Human Rights Day. In 2019 and 2020 SA VAWP held a number of events to raise awareness of the campaign and detailed below are some examples:

- Working Afternoon Tea for local employers about the impact of domestic abuse in the workplace facilitated by Police Scotland and Women's Aid
- Dog Walk at Rozelle Estate
- Pledge Signings of the White Ribbon Campaign at various locations <https://www.whiteribbonscotland.org.uk/>
- Gender Based Violence in the Modern World Conference, an event with eminent speakers and workshops to explore various forms of gender based violence across the life course. This excellent full day Conference was coordinated in partnership with Community Justice Ayrshire and the three VAW Partnerships from North, East and South Ayrshire.
- In 2020, a social media campaign took place throughout the 16 Days of Action. There were also Domestic Abuse/LGBT+ webinar training sessions delivered by South Ayrshire Women's Aid.

Community Learning and Development (CLD)

Community Learning and Development and partners strive to develop resilience and ambition of individuals and communities, to combat inequality, ensuring the barriers to achieving better life chances are identified, understood and overcome and deliver practical solutions.

As part of the Syrian resettlement provision in South Ayrshire, CLD's ESOL/Literacy Team continue to support families to improve their literacy and communication skills.



South Ayrshire Youth Forum (SAYF)

The SAYF is a group of young people, a youth-led organisation, supported by the Council's Community Learning and Development, to share opinions of young people on a local and national level. SAYF also feed the views of young people from South Ayrshire into the Scottish Youth Parliament to ensure they have an impact on national policies. Further details available at: <https://www.south-ayrshire.gov.uk/youthforum/>

South Ayrshire Council as an Employer

Our employees work hard to deliver services which make a difference to the people of South Ayrshire every day. We want each and every one of our employees to feel valued, proud and ambitious, and are committed to providing an inclusive working environment.

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.

An overview of the summary information on our current workforce can be found at Appendix 1. Appendices (2-9) on workforce data is given a more detailed breakdown by protected characteristic for the full Council and Education Authority workforce respectively.



Employment Equality Outcome 1

Our 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.

South Ayrshire Council Workforce Equality Monitoring

Our Commitment
We are committed to equality and diversity and ensuring we create a Respectful, Positive and Supportive environment for our colleagues and customers.

Understanding the makeup of our workforce helps us to take action where needed and address any areas of under-representation in delivering an inclusive service. It also helps us to understand how our workforce reflects the people of South Ayrshire.

5232 Employees

- Full Time (59%)
- Part Time (41%)

Our Gender Profile

- Female: 74%
- Male: 26%

Workforce by Ethnicity

- White Scottish (83%)
- White Other British (6%)
- White Other (1%)
- Other Ethnic Group (1%)
- Prefer not to say / unknown (9%)

disability confident EMPLOYER

4% of the workforce have told us they have a disability

Religion or Belief

- Unknown/Prefer not to say: 34.21%
- None: 27.43%
- Church of Scotland: 24.92%
- Roman Catholic: 4.72%
- Other: 0.44%
- Humanist: 0.17%
- Muslim: 0.13%
- Buddhist: 0.08%
- Sikh: 0.04%
- Hindu: 0.04%
- Pagan: 0.02%
- Jewish: 0.02%

Sexual Orientation

- Heterosexual: 70%
- Unknown: 20%
- Prefer not to say: 9%
- LGB and Other: 1%

Our Age Profile:
49% of our workforce are in the 46-65 age bracket

49% of our employees are married or in a civil partnership

Gender Pay Gap
Our current gender pay gap is 2.8% in favour of males. This is significantly lower than the Scottish gender pay gap figure of 16.1% in 2017.

Race Pay Gap
Our race pay gap is 11.1% in favour of those who are from a non-white ethnic origin.

Disability Pay Gap
Our disability pay gap is 9.4% in favour of those who are not disabled (this includes those who have told us they don't have a disability and those where disability status is unknown).

CARER POSITIVE Employer in Scotland ESTABLISHED

THE SOUTH AYRSHIRE WAY

Contact Us: www.south-ayrshire.gov.uk
0300 123 0900

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 and religion or belief as shown in the table below:

	% 'Prefer not to say'	
	2018	2019
Ethnicity	7.72%	6.84%
Sexual orientation	9.68%	8.94%
Religion or belief	13.54%	12.54%

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.

Purpose, Vision and Values

We involved employees in creating our new organisational purpose, vision and values. Hundreds of Council employees took part in a series of culture workshops to discuss their ideas and opinions on our shared purpose as an organisation and their vision for the Council going forward.

PURPOSE
TO SERVE SOUTH
AYRSHIRE



VISION
MAKING A DIFFERENCE
EVERY DAY

Making a Difference Experience

We launched the new purpose, vision and values by inviting employees to an interactive tour called the "Making a Difference Experience". The tour was a celebration of employees, of our shared history as a council and of the diverse jobs that council staff do.





The Making A Difference Experience tour was also used to launch our new employee deal, which is underpinned by a commitment to respect each other and value our differences.

Workforce Themes	Our Part	Your Part
Engaged and informed	We'll be visible, supportive and honest in our leadership	Respect each other, value our differences
	Engage with you and listen to your ideas	Get involved and share your ideas for improvement
	We'll share information and keep you up to date	Take responsibility – keep yourself up to date
Skilled and digitally confident	Give you opportunities to learn and grow to modernise the way we work	Value and take advantage of opportunities to learn and grow to modernise the way we work
	Embrace new technology	Embrace new technology
Valued, proud and ambitious	Work with you to improve services.	Be adaptable, open to change, and committed to making services better for our customers
	Value and believe in you and celebrate your successes	Believe in yourself, be proud of your job and South Ayrshire
	Care for your health and wellbeing	Keep active and care for yourself
One team	Work as one team, one Council	Work as one team, one Council
	Respect each other, value our differences	Respect each other, value our differences

E-Learning

We offer a range of online development modules covering various equality outcomes:

- Introduction to Gender Based Violence
- Supporting Employees who are Carers
- Deaf Awareness
- Visual Impairment

International Women's Day

We recognised International Women's Day on the 8th March 2020, where we celebrated the social, cultural and political achievements of women.

We recognised this year's theme **#EachforEqual**, by acknowledging how the Council is playing its part to help make a difference for women in the workplace. We have introduced a number of supportive policies such as Safe Leave for employees who are the victims of domestic abuse, and Premature Baby Leave.



Megan's flying the Flag for International Women's Day!



This year, Girvan Academy Pupil Megan Moore was selected to attend NASA Space School in the USA, following a rigorous selection process.

Megan will represent Scotland at the event whilst staying with a host family for 2 weeks.

During this time Megan will plan a theoretical mission to Mars.

A number of young people from across the world will work together in teams to develop their skills, knowledge and compete against each other.

Megan is an inspiration and dedicated young woman and said: **"I'm so excited to be given this opportunity of a lifetime and I am truly thankful for all of the support that people are giving me in relation to fundraising."**

Employment Equality Outcome 2

Improved Access to Employment Opportunities within the Council

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.

All six of the 2018 cohort of graduates moved on to positive work destinations.

We have three new graduates on our current 2020 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 2019/20:

- In 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.** The Family Firm team was created in June 2019. The team work towards improving employability outcomes for young people who are care experienced aged 16-25yrs. Support is currently offered to 165 young people, with 102 young people engaging in our employability programmes. To date the team have supported 8 care experienced young people to progress to an apprenticeship within the Council.
- In 2019/20 the Early Years Workforce Training programme was well underway with 8 School Assistants being supported to complete an SVQ Level 3 in Social Services and Healthcare (Children and Young People) and a further 26 completed our Early Years Modern Apprenticeship programme. 25 have since secured employment with SAC.
- Investment by South Ayrshire Council allowed the Employability & Skills team to access funding for the period 2016-2022 to extend Employability Support to adults. This service is now well established and provision is available in localities across South Ayrshire. Over 1,200 adults have accessed this service to date.
- To enhance the existing adult employability service in May 2019 the **Targeted Family Support Service (TFS)** was created. TFS supports parents to improve their financial situation and assist parents to access learning and employability opportunities. The new TFS service aims to combat child poverty, improve health and wellbeing and improve attainment across South Ayrshire. Officers work closely with schools, the Department for Work and pensions (DWP) and other organisations to identify parents who would benefit from this support. It is expected the service will offer support to 120 parents in its first year of operation.
- The **Supported Employment Programme** provides support to young people, who have an additional support need and are aged 16-30. The programme includes flexible, personalised, one-to-one support and helps individuals to develop confidence and relevant skills to move into employment or further education. To date the programme has supported 77 young people. 9 have moved into employment and 3 have moved into further education.
- To enhance the programme the Council has committed to creating new, tailored, part-time jobs. These jobs have been specifically created for young people participating in the supported employment programme and are ready to progress in to employment. To date 2 young people have secured employment with the council through tailored part-time jobs.
- Parents Volunteering in Education (PAVE) continues to be delivered within Ayr Academy, providing employability support to parents through volunteering and work experience to help improve employability opportunities. As well as developing workplace skills, individuals work towards an accredited qualification. To date 18 parents have taken part and 10 have progressed in to employment or further learning.

Graeme Stevenson

Modern Apprentice Business & Administration

Graeme was referred to Employability & Skills Supported Employment Programme in June 2019. In the beginning he participated in activities which allowed him to build relationships with staff and other young people engaging with the Employability and Skills Team.

When the Business & Administration Modern Apprenticeships were advertised Graeme was keen to apply. Graeme was successful in gaining a Modern Apprenticeship and was placed within South Ayrshire Council's Community Safety Team. Graeme and his E&S Officer worked together to create a professional biography to pass to his new colleagues in Community Safety. This Bio details how his disability affects him and what his colleagues need to know in order to support him. It also includes his interests and hobbies, skills and strengths, and previous work experience. His Employability and Skills Officer met with the team to explain her role and what support she would provide to help him settle into his new position and any aftercare required.

In recognition of his achievements he was nominated for an Outstanding People Award in the Outstanding Trainee Category in 2019. This annual event celebrates the fantastic work carried out across the Council.

Graeme enjoyed his Modern Apprenticeship and went on to successfully secure a permanent post within Community Safety.



“The Employability and Skills Team have been helpful and it has been worth taking part in it because it’s got me into this job I love so much. The job is great for me because I get to do lots of different stuff each day.”

Puskar Bhandari Heating Engineer Modern Apprenticeship

Puskar, originally from Nepal, came to live in Scotland in 2010. He was a pupil of Belmont Academy before engaging with Employability and Skills in February 2018.

Through Puskar’s engagement in the Employability Fund programme he was offered a work placement within our Property Maintenance department. This placement allowed Puskar to learn essential on-the-job skills that would help him work towards gaining an apprenticeship. In 2018 Puskar applied for the Craft Trade Modern Apprenticeships and was successful in securing a four year Heating Engineer Modern Apprenticeship.

‘Before I started the Employability Fund Programme I was not sure what I was going to do with my career as I left 6th year at Christmas. All I knew was I loved practical work and having a trade was my interest. Having done the work placement as a heating engineer it didn’t take long for me to realise that this was the job I would love to do in the future. The programme is amazing everyone looks after you and you get to experience what the job is like. Then getting an apprenticeship as a heating engineer now it’s just amazing! I cannot wait to start the job and progress up the career ladder. In the end I just want to say huge thank you to the Employability and Skills team and the Property Maintenance staff they have been amazing and could not ask for better people to be around’

‘Puskar is keen to learn new things; he always throws himself in to every task and carries them out with ease. He absorbs information like a sponge and has a very positive attitude towards work.’ Darryl McClure, Heating Engineer, South Ayrshire Council

Now in his second year, Puskar continues to work hard to learn his trade. Puskar’s determination has paid off and he was delighted when he was awarded Apprentice of the Year on the 6 February 2020.

Puskar is pictured on the day of his Modern Apprenticeship interview, his first day and picking up his Apprentice of the Year Award.



Employment Equality Outcome 3

Improved Employment Practice within the Council

Accreditation and Awards

We have been recognised as a supportive employer by a number of organisations:

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 (IIYP)

We are an IIYP Gold Employer.



Employer with Heart

We are an 'Employer with Heart' as recognised by The Smallest Things Charity. We introduced extended leave to support employees who have had a premature baby.



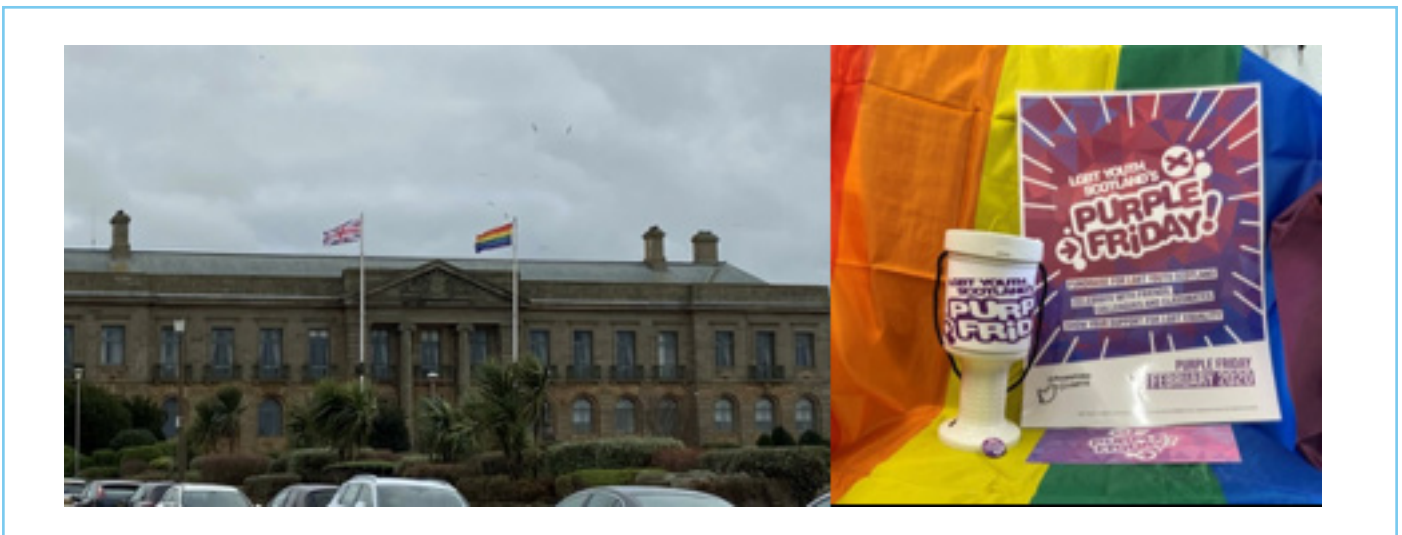


LGBT Charter

We successfully achieved the LGBT Charter Foundations Award in April 2019 in recognition of our commitment to LGBT people in South Ayrshire.

Since achieving the charter we have continued to take steps to improve services and the workplace for LGBT people:

- We marked LGBT History Month by flying the rainbow flag over our County Buildings Head Quarters in February 2020 and 2021.
- We celebrated LGBT Youth Scotland's Purple Friday campaign in February 2020 and 2021, encouraging staff to wear purple and donate a £1 to show their support for LGBT equality.
- We continue to provide 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.
- Our Employability and Skills team are proud to be in the process of achieving LGBT Youth Scotland's silver charter mark in recognition of their work to be an LGBTQ+ inclusive service which is a safe place for people of all orientations and gender expressions.



South Ayrshire as an Education Authority

Equality Outcomes Progress

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 chances'.

The Education Authority also contributes to the following (medium term –M) Equality Outcome:

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

The key outcomes of Educational Services for 2017-2020 are outlined in the Service and Improvement Plan and those that relate to the above medium and long term equality outcomes are as follows:

- Particularly 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 2019 there were 14,102 pupils attending South Ayrshire's 41 primary schools, 8 secondary schools and two special schools. Provision for pupils with complex additional support needs is made through 6 supported learning centres in mainstream schools. As well as this, there are 35 Early Years' Centres.

Educational Services in South Ayrshire continue to improve, with detailed information set out in the Standards and Quality Report 2019/20:

The Report highlights a number of areas:

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

For further information [click here:](#)



M1 - Improved accessibility to Council buildings and public spaces

In early 2020, the official opening took place of the new Queen Margaret Academy, Ayr and the building hosts a brightly lit wide atrium, well equipped classrooms and games hall.

It also has all weather pitches, a fitness suite and a dance studio and all suitable for disabled access.



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 them keep 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 Coordinator 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.

There is also a comprehensive training programme available to school staff and partners focusing on topics which impact on child protection.

All schools continue to deliver internet/on-line safety inputs and Campus Police Officers and the Community Safety team support this work. All South Ayrshire secondary schools have agreed to take part in the Mentors in Violence programme (MVP). School staff and partners were due to be trained but due to the pandemic this has had to be postponed. There is a multi-agency steering group which will support schools drive this valuable national initiative forward once able to do so.

It is also hoped that a few primary schools will pilot an initiative called "Gender 10" which would prepare them well for MVP.

Moving on Ayrshire worked with Education Services to produce four short film clips to warn young people of the dangers of online grooming. Lesson plans were devised to support the clips. These are now available and will be shown to all S1 young people across South Ayrshire.

All schools are encouraged to use the governments new Relationships, Sexual Health and Parenthood resource which is available to all online. It has an extensive selection of lessons and covers many sensitive areas such as grooming, sexting and pornography.



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

Education Services submitted their portfolio of evidence to LGBT Youth Scotland and in 2020 successfully gained the LGBT Service Foundation Award. There has been extensive training of Education Services central staff and staff from schools and other departments who regularly deal with children and young people.

- Gender bias training
- Supporting a number of equality days across our schools

Holmston Primary 3 class reached the final of the Show Racism the Red Card Creativity Competition 2020. They were chosen from over 1600 entries.

In addition to this the following has taken place:

- Continued training on recording and monitoring bullying incidents via SEEMiS
- Mental Health Training
- Supporting transgender young people training
- Stonewall training for Newly Qualified Teachers

The majority of schools also continue to mark the Holocaust Memorial Days in a variety of ways including assemblies, curricular lessons and events.

Kyle Academy – Holocaust Memorial Day

As a Vision Scotland School committed to Holocaust Education, Kyle Academy commemorated Holocaust Memorial Day with their annual peer education event.

The theme was ‘Stand Together’ and pupils were encouraged to reflect on how our action or inaction impacts on others.



Mainstreaming Equality in Licensing

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 comprised of named individuals representing holders of premises and personal licenses, young people, Police Scotland, people working within Health, Education or Social Work, as well as people representing local residents.

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 Licensing Forum, although it has proved difficult to find anyone from the minority ethnic community to become a member.

There are however a number of taxi drivers from ethnic minorities currently working across South Ayrshire, many from the Syrian and Afghan community and engage well with the Licensing Service.

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 the Council's Equality Champions Forum.

During 2019 the Licensing Standards Officer arranged a free training event to ensure that everyone working in licensed premises across South Ayrshire, was aware of their responsibilities when selling alcohol.

Additionally, a best practice seminar was organized in conjunction with Police Scotland which was attended by 150 delegates. One of the issues addressed at this seminar was the protection of children and young persons from harm and the proper implementation of a Challenge 25 policy.

Challenge 25 is a retailing strategy that encourages anyone who is over 18 but looks under 25 to carry acceptable ID (a card bearing the PASS hologram, a photographic driving license or a passport) if they wish to buy alcohol.

- General mainstreaming activities include:
- Ensuring all policies and procedures are equality impact assessed.
- The Licensing Service has participated in all relevant Consultations, including the Licensing of Sexual Entertainment Venues Consultation.
- The Licensing Service participates in the Community Safety Partnership as appropriate.

South Ayrshire Consultation on Licensing of Sexual Entertainment Venues

The Scottish Government in April 2019 passed legislation which allows local authorities to decide if they wish to license sexual entertainment venues ("SEVs"). A sexual entertainment venue is defined as any premises at which sexual entertainment is provided

before a live audience for (or with a view to) the financial gain of the organiser.

Following the outcome of this consultation, a policy will be produced for South Ayrshire Council and published in due course.

Workforce Monitoring by Protected Characteristic

Appendix 1 – Summary Information

Appendix 1 provides summary information on the profile of our workforce (a) as a Council and (b) as an Education Authority, as well as gender, disability and race pay gap information.



Key Findings - Council Employees

This data is based on the position of the Council as at 31 December 2020 with a total headcount of 5355 (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 (83%) which reflects the population of the local area.
- 30% of our workforce are in the 51-60 age category.
- 16% of employees are aged 30 or under.
- 4% of employees stated that they have a disability, with 25% unknown.
- 71% of employees identified as heterosexual/straight, with 0.9% identifying as either gay, lesbian, bisexual or other.

Key Findings - Education Authority Employees

This data is based on the position of the Council as an Education Authority as at 31 December 2020 with a total headcount of 2291. 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 (82%) which reflects the population of the area.
- 3% of Education Authority employees stated they have a disability, with 21% unknown.
- 72% of employees identify as heterosexual/straight, with 0.9% identifying as either gay, lesbian, bisexual or other.

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 included.

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

Gender Pay Gap

Council - Our gender pay gap in 2020 was 2.2% in favour of men. This is compared to 2019 when the gender pay gap was 2.8% in favour of men.

Education Authority - Our gender pay gap in 2020 was 22.48% in favour of men. This is compared to 2019 when the gender pay gap was 22.68% in favour of men.

The most recent figures available from the Office for National statistics show that in 2020 the pay gap for all workers in the UK was 15.5%. Our gender pay gap for our workforce as a whole 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 is mostly concentrated in roles such as home care, catering, administration and clerical roles while 82% 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 2020 was 11.46% in favour of those who are not disabled (this is categorised as those employees where disability status is either unknown, which equates to 25% of our workforce, and those who have identified themselves as not having a disability). This is compared to 2019 when the disability pay gap was 9.4% in favour of those who are not disabled.

Education Authority - Our disability pay gap in 2020 was 7.97% in favour of those who are not disabled. This is compared to 2019 when the disability pay gap was 3.9% in favour of those who are not disabled.

Race Pay Gap

Council - Our race pay gap in 2020 was 15.02% in favour of those who are from a non-white ethnic origin. This is compared to 2019 when the race pay gap was 6.78% in favour of those who stated that they were from a non-white ethnic origin.

Education Authority - Our race pay gap in 2020 was 10.33% in favour of those who stated that they were from a white ethnic origin. This is compared to 2019 when the race pay gap was 6.78% in favour of those who stated that they were from a white ethnic origin.

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 2020 and is based on a total headcount of 5355 (including Education Authority Workforce). 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.

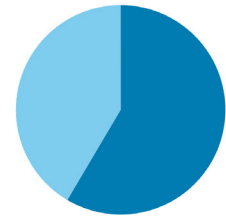


OUR COMMITMENT

We are committed to equality and diversity and ensuring we create a respectful, positive and supportive environment for our colleagues and customers.

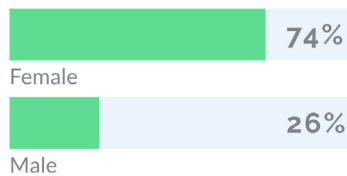
Understanding the makeup of our workforce helps us to take action where needed and address any areas of under-representation in delivering an inclusive service. It also helps us to understand how our workforce reflects the people of South Ayrshire.

5355 EMPLOYEES



■ Full Time (59%) ■ Part Time (41%)

Our Gender Profile



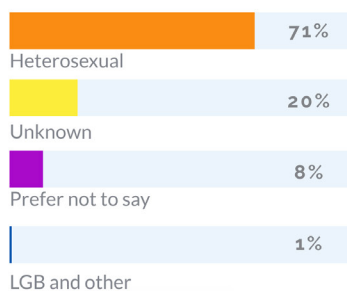
Age Profile

53% of our workforce are in the 41-60 age bracket

Marital Status

48% of our employees are married or in a civil partnership

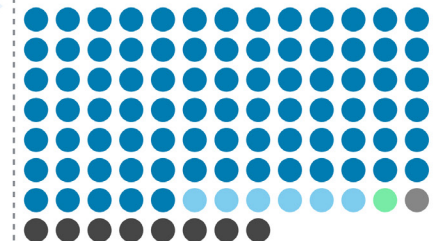
Sexual Orientation



4%

of the workforce have told us they have a disability

Workforce by Ethnicity



■ White - Scottish (83%) ■ White - Other British (6%)
 ■ White - Other (1%) ■ Other Ethnic Group (1%)
 ■ Prefer not to answer (8%)

Religion or Belief

Unknown/prefer not to say	32.62%
None	29.43%
Church of Scotland	24.44%
Roman Catholic	7.79%
Other	4.91%
Humanist	0.37%
Muslim	0.15%
Buddhist	0.13%
Sikh	0.07%
Pagan	0.04%
Hindu	0.02%
Jewish	0.02%



Gender Pay Gap

Our current gender pay gap is 2.2% in favour of males.

This is significantly lower than the Scottish gender pay gap figure of 14.3% in 2019.

Race Pay Gap

Our race pay gap is 15.02% in favour of those who are from a non-white ethnic origin.

Disability Pay Gap

Our disability pay gap is 11.46% in favour of those who are not disabled (this includes those who have told us they don't have a disability and those where disability status is unknown.)

Council Workforce by Sex

Figure 1 shows a breakdown of employment status by sex.

Figure 1

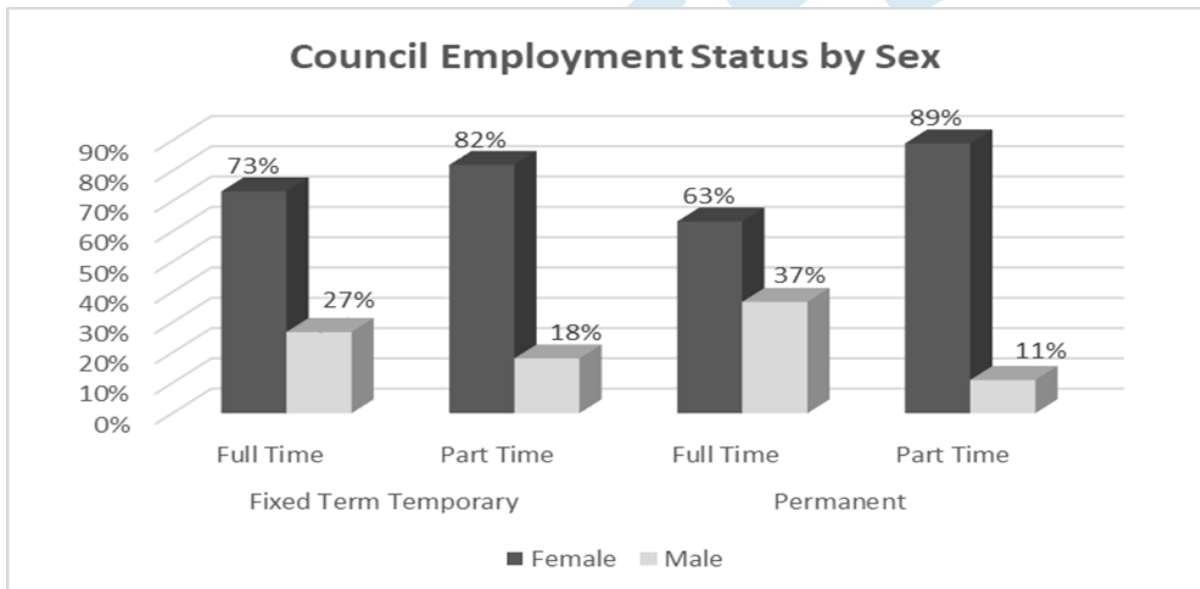
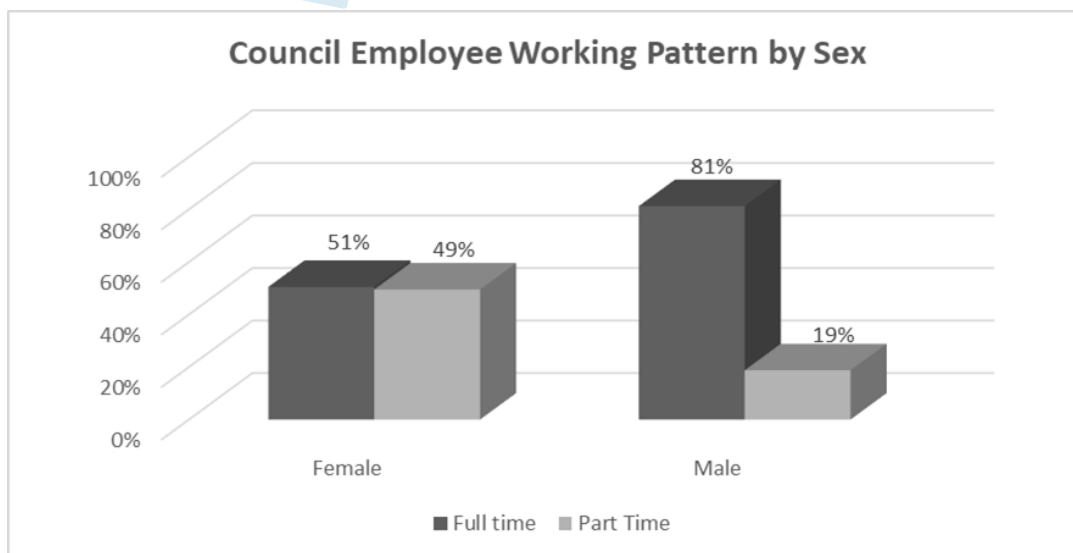


Figure 2 shows Council employee working patterns by sex.

Figure 2



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.

Council Workforce by Disability

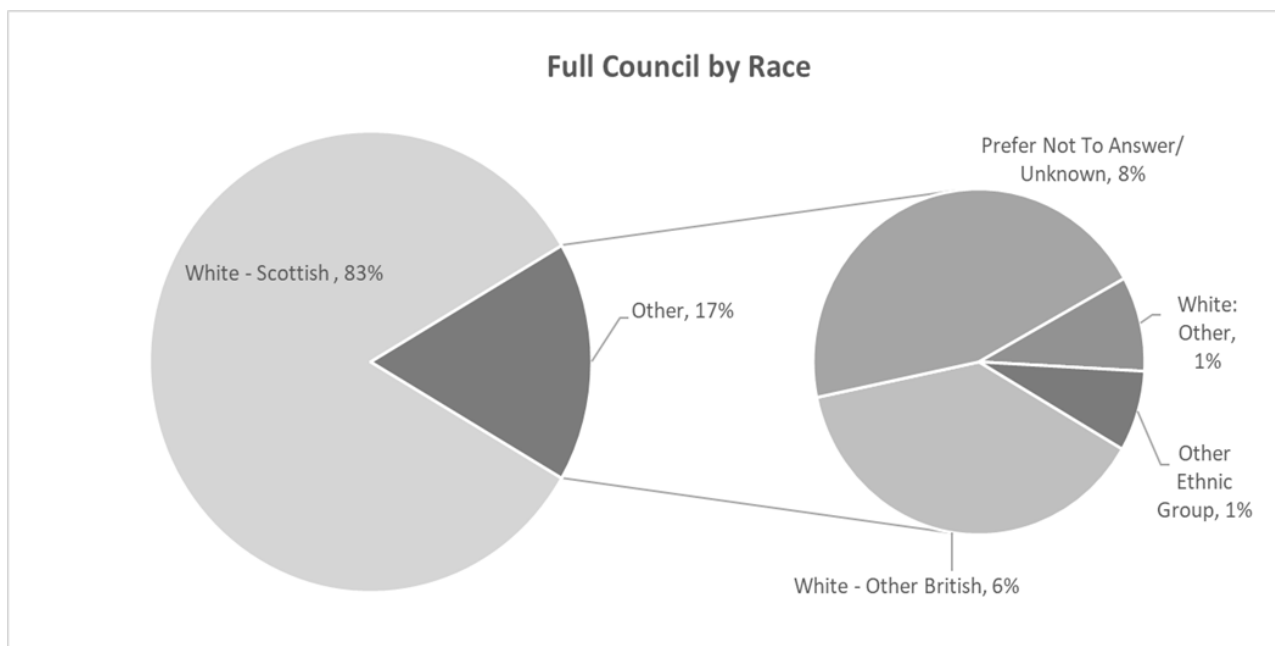
Current Workforce

71% 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

Council Workforce by Race

Figure 4 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.

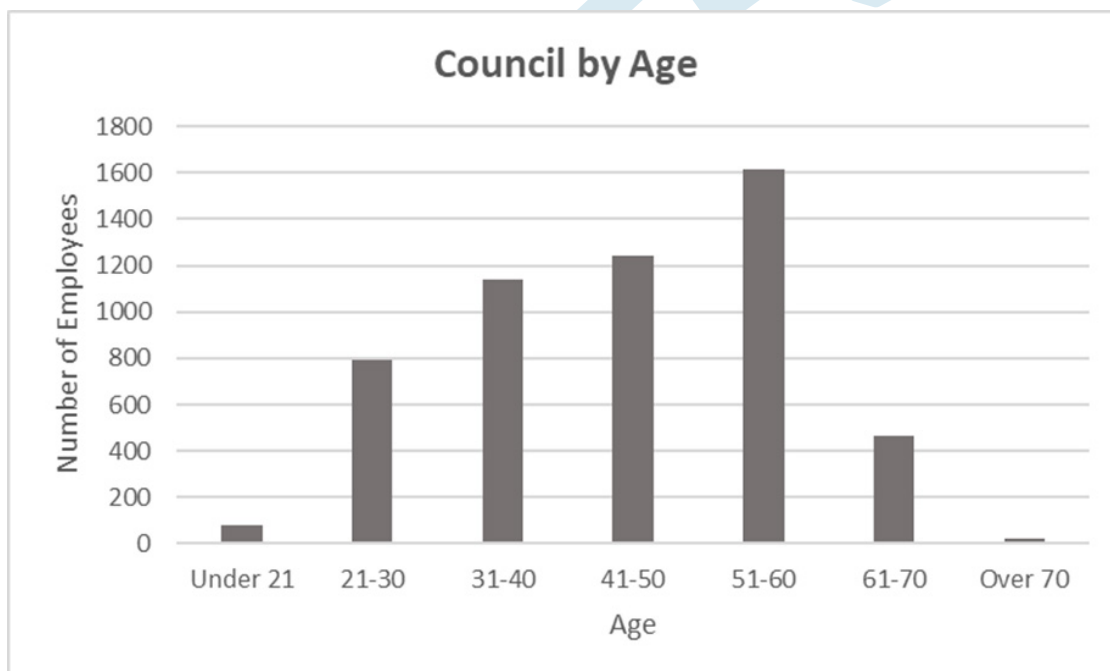
Figure 3



Council Workforce by Age

Figure 5 shows the age profile of Council employees.

Figure 5



Council by Pregnancy and Maternity

Return to Work of Women on Maternity

179 employees were on Maternity leave between 1st January and 31st December 2020. There were 26 employees on Paternity Leave and 2 employees on Shared Parental Leave.

Council by Marital Status and Civil Partnership

Figure 6 shows the marital and civil partnership status of our workforce.

Figure 6

Marital Status	Percentage of Total Workforce
Divorced/Separated	7%
Legally Separated	0%
Living with Partner	11%
Married/Civil Partnership	48%
Prefer not to Say	5%
Single	24%
Widowed	1%
Unknown	4%

Council by Sexual Orientation

71% of our current workforce identify as being heterosexual/straight with 8% preferring not to say. 0.9% are either bisexual (0.2%), gay (0.4%), lesbian (0.2%), other (0.1%) and the remainder are unknown.

Council by Religion or Belief

Figure 7 shows Council employees by religion or belief.

Figure 7

Religion or Belief	Percentage of Total Workforce
Buddhist	0.13%
Church of Scotland	24.44%
Hindu	0.02%
Humanist	0.37%
Jewish	0.02%
Muslim	0.15%
None	29.43%
Other Christian	3.70%
Other Religion or Belief	1.08%
Pagan	0.04%
Roman Catholic	7.78%
Sikh	0.07%
Prefer not to Say	11.90%
Unknown	20.72%
Other	0.13%



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 2020 with a total headcount of 2291. 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.

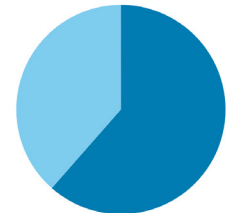


OUR COMMITMENT

We are committed to equality and diversity and ensuring we create a respectful, positive and supportive environment for our colleagues and customers.

Understanding the makeup of our workforce helps us to take action where needed and address any areas of under-representation in delivering an inclusive service. It also helps us to understand how our workforce reflects the people of South Ayrshire.

2291 EMPLOYEES



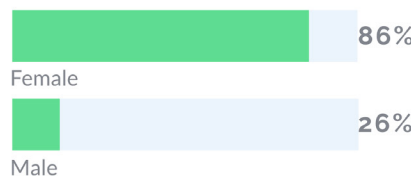
■ Full Time (61%) ■ Part Time (39%)



3%

of the workforce have told us they have a disability

Our Gender Profile



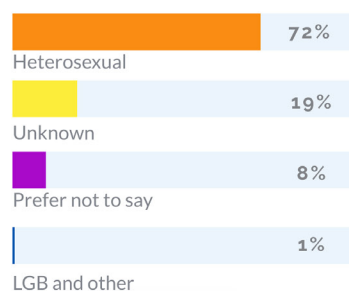
Age Profile

50% of our workforce are in the 41-60 age bracket

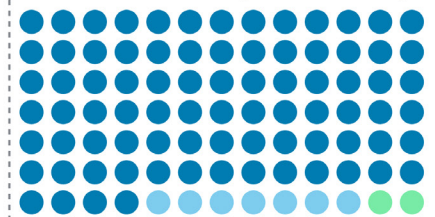
Marital Status

52% of our employees are married or in a civil partnership

Sexual Orientation



Workforce by Ethnicity



■ White - Scottish (82%) ■ White - Other British (7%)
 ■ White - Other (2%) ■ Other Ethnic Group (1%)
 ■ Prefer not to answer (8%)

Religion or Belief

Unknown/prefer not to say	29.77%
None	29.94%
Church of Scotland	24.92%
Roman Catholic	9.17%
Other Christian	4.50%
Other	0.83%
Humanist	0.39%
Muslim	0.17%
Buddhist	0.17%
Sikh	0.09%
Jewish	0.04%



Gender Pay Gap

Our current gender pay gap is 22.48% in favour of males.

Race Pay Gap

Our race pay gap is 10.33% in favour of those who are from a white ethnic origin.

Disability Pay Gap

Our disability pay gap is 7.97% in favour of those who are not disabled (this includes those who have told us they don't have a disability and those where disability status is unknown.)

Education Authority by Sex

Figure 1 shows Education Authority employment status by sex.

Figure 1

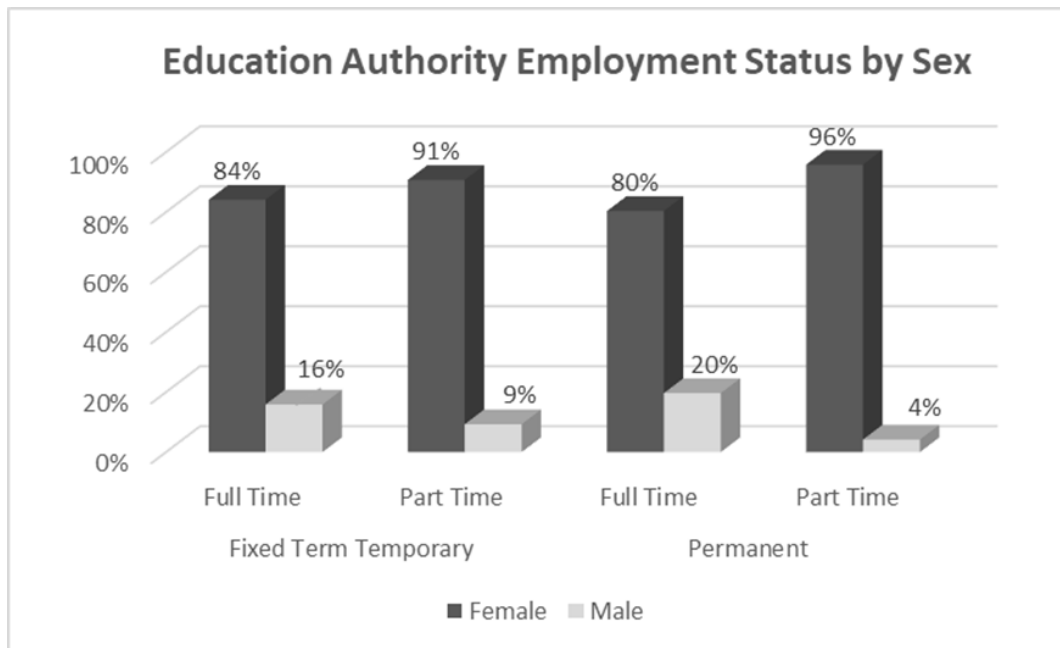
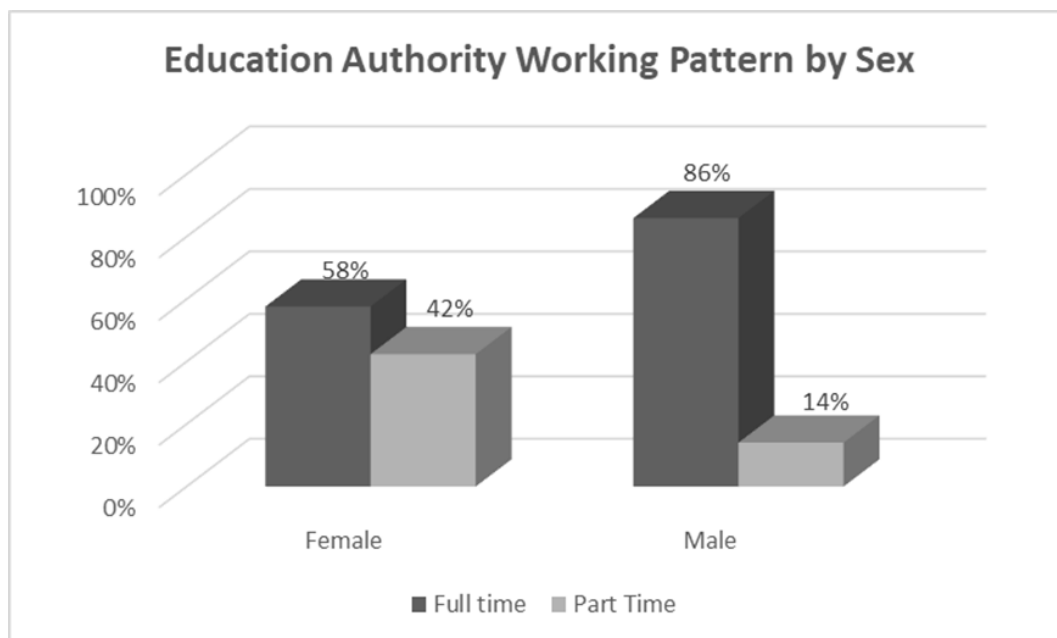


Figure 2 shows Education Authority Employee Working Pattern by sex.

Figure 2



Gender and Occupational Segregation

Women are concentrated in roles such as teaching, early years and school assistants.

Education Authority by Disability

Current Workforce

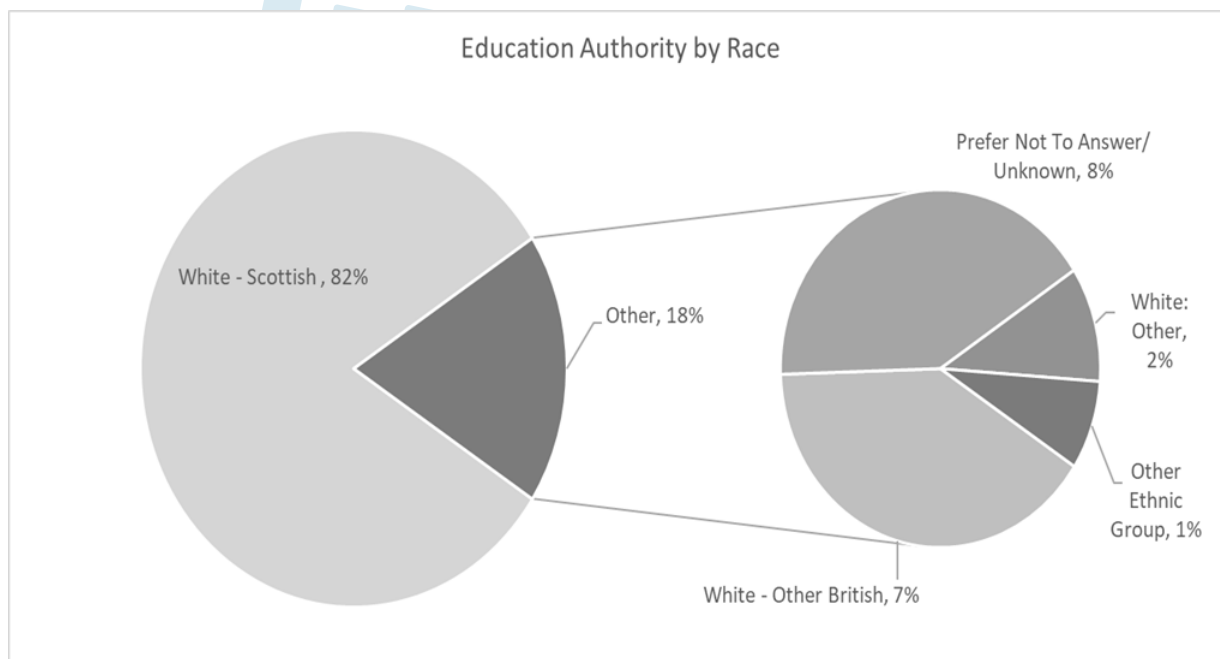
76% of our workforce stated that they do not have a disability, 3% of our workforce stated they have a disability and the rest are unknown.

Education Authority by Race

Current Workforce

Figure 4 shows the workforce profile by ethnicity.

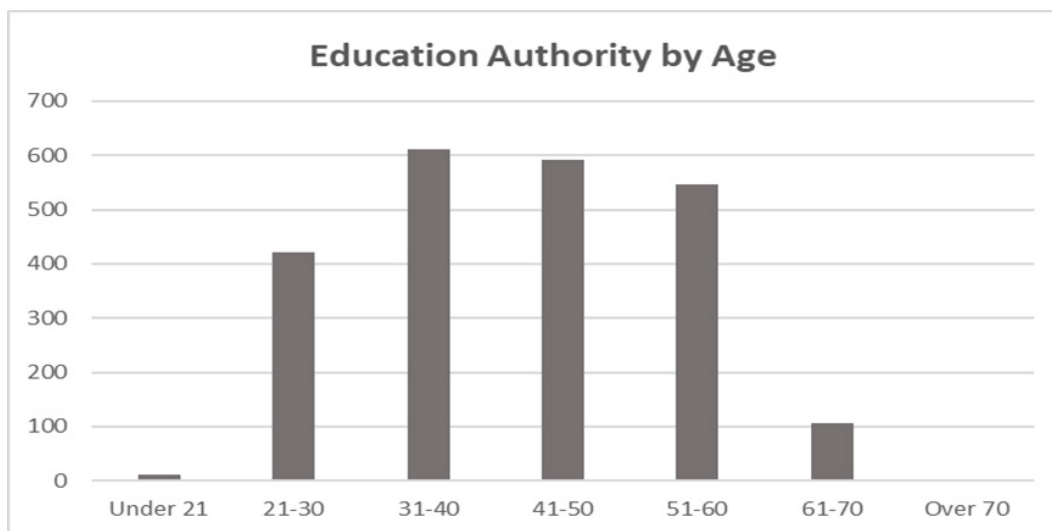
Figure 4



Education Authority by Age

Figure 5 shows the age profile of the Education Authority workforce.

Figure 5



Education Authority - Pregnancy and Maternity

Return to Work of Women on Maternity Leave

110 employees were on Maternity leave between 1st January and 31st December 2020. There were 5 employees on Paternity Leave and 1 employee on Shared Parental Leave.

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.

Figure 6

Marital Status	Percentage of Workforce
Divorced/Separated	6%
Legally Separated	0%
Living with Partner	9%
Married/Civil Partnership	52%
Prefer not to Say	4%
Single	24%
Widowed	1%
Unknown	3%

Education Authority by Sexual Orientation

Current Workforce

72% of the workforce identify as being heterosexual with 8% preferring not to disclose their sexual orientation. 0.9% identified as either gay (0.3%), lesbian (0.2%), bisexual (0.3%) or other (0.1%) and the remainder are unknown.

Education Authority by Religion or Belief

Figure 7 shows the workforce by religion or belief.

Figure 7

Religion or Belief	Percentage of total workforce
Buddhist	0.17%
Church of Scotland	24.92%
Humanist	0.39%
Jewish	0.04%
Muslim	0.17%
None	29.94%
Other	0.83%
Other Christian	4.50%
Other Religion/Belief	0.96%
Prefer not to Say	10.74%
Roman Catholic	9.17%
Sikh	0.09%
Unknown	19.03%



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Or call: **0300 123 0900**

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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.

EQUALITY OUTCOMES AND
MAINSTREAMING PROGRESS
REPORT 2021

