12 April 2023

To: Councillors Saxton (Chair), Bell, Cochrane, Cullen, Dixon, Kilpatrick, Scott and Weir

All other Elected Members for information only

Dear Councillor

SERVICE AND PARTNERSHIPS PERFORMANCE PANEL

You are requested to participate in the above Panel to be held on **Tuesday, 18 April 2023 at 10.00 a.m.** for the purpose of considering the undernoted business.

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

Yours sincerely

CATRIONA CAVES
Head of Legal and Regulatory Services

B U S I N E S S

1. Declarations of Interest.

2. Minutes of previous meetings of

   Former Service and Performance Panel

   (a) 10 January 2023; and

   (b) 7 February 2023

Former Partnerships Panel

(c) 8 February 2023

(copies herewith).

3. Action Log and Work Programme (copy herewith).

4. Council Plan 2018-22 (2020 Mid-Term Refresh/ Extended) - October to March 2023 - Submit report by the Director of Strategic Change and Communities (copy herewith).

5. South Ayrshire Council Gaelic Language Plan (GLP) Annual Monitoring Report to Bòrd na Gàidhlig 2021- 2022 - Submit report by the Director of Strategic Change and Communities (copy herewith).

6. Integration Joint Board (IJB) Annual Performance Report 2021-2022 - Submit report by the Director of Health and Social Care (copy herewith).

7. Fleet Strategy 2021-2026 Progress Report – Submit report by the Depute Chief Executive and Director of Housing, Operations and Development (copy herewith).

8. Waste Strategy 2021-2031 Progress Report – Submit report by the Depute Chief Executive and Director of Housing Operations and Development (copy herewith).

For more information on any of the items on this agenda, please telephone Andrew Gibson, Committee Services on 01292 612436, Wellington Square, Ayr or
e-mail: andrew.gibson@south-ayrshire.gov.uk
www.south-ayrshire.gov.uk

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SERVICE AND PERFORMANCE PANEL

Minutes of hybrid webcast meeting on
10 January 2023 at 10.00 a.m.

Present
in County
Buildings: Councillors Bob Shields (Chair), Kenneth Bell, Gavin Scott and George Weir.

Present
Remotely: Councillors Ian Cochrane and Chris Cullen.

Attending
in County
Buildings: L. Reid, Assistant Director – Strategic Change; W. Carlaw, Service Lead –
               Democratic Governance; W. Wesson, Chief HR Adviser; A. Gibson, Committee
               Services Officer; and C. McCallum, Committee Services Assistant.

Attending
Remotely: T. Eltringham, Director of Health and Social Care.

1.   Chair's Remarks.

The Chair

(1)   welcomed everyone to the meeting; and

(2)   outlined the procedures for conducting this meeting and advised that this meeting
       would be broadcast live.

2.   Sederunt and Declarations of Interest.

The Chair called the Sederunt for the meeting and having called the roll, confirmed that
that there were no declarations of interest by Members of the Panel in terms of Council
Standing Order No. 17 and the Councillors' Code of Conduct.

3.   Minutes of previous meeting.

The Minutes of 22 November 2022 (issued) were submitted and approved.

4.   Action Log and Work Programme

There was submitted an update of the Action Log and Work Programme (issued) for this
Panel.

Having heard the Assistant Director – Strategic Change, the Panel noted that an
updated Risk Register would be reported to the Audit and Governance Panel on
22 February 2023 and thereafter to Cabinet on 14 March 2023.

With regard to Action 2 on the Action Log relating to the proposal to have 284 car charging points by 2025 and having heard a Member of the Panel, it was agreed that the Assistant Director – Housing and Operations would be asked to provide more detail with regard to the current situation with regards to the installation of these charging points. It was further agreed that in light of this request, the action remain open until this request had been completed.

A Member of the Panel enquired the position with regards to the entry in the Work Programme relating to the Integration Joint Board Annual Performance Report 2021-22. The Director of Health and Social Care advised that the report had still to be considered by the Integration Joint Board Audit and Performance Committee and, as a result, it would not be in a position to be considered at the next meeting of the Service and Performance Panel.

The Panel

Decided:

(1)   to agree that action (1) in the Log had been completed; and

(2)   to note the current status of the Work Programme and the position with regards to consideration of the Integration Joint Board Annual Performance Report 2021-22, as stated above.

Councillor Cochrane joined the meeting at this point.

5.   Employee Absence – Update.

There was submitted a report (issued) of 20 December 2022 by the Chief Executive providing the Panel with a mid-term update (1 April to 30 September 2022) of detailed information and analysis of sickness absence across Council services.

The Chief HR Adviser indicated that a confidential Briefing Note would be provided to Members of the Panel with further information on this subject matter.

Following a question from a Member of the Panel, it was noted that national comparisons could not be provided for mid-term reports.

It was agreed, following an issue raised at this Panel, that information relating to the success of the Employee Assist Programme with regards to its effect on absence rates and the referral programme as well as figures relating to occupational health and the Access to Work Programme be included in the Briefing Note that would be provided by the Chief HR Adviser to the Panel Members.

Following a Member of the Panel enquiring after what duration of sickness would an employee be contacted regarding their sickness absence and what action was taken to assist them to return to work, the Chief HR Adviser indicated

(1) that initially an employee would predict the duration of their absence to their line manager, with a review being undertaken after four to six weeks;

(2) that if the absence was of a psychological nature, they would be referred to occupational health services and if it were due to muscular skeletal issues, the employee could be referred for physiotherapy;

(3) that after eight to twelve weeks of absence, there would be a Stage 1 Review meeting conducted with the employee; and

(4) that each employee should be treated in a consistent manner by line managers but that in terms of intervention and support this would vary in relation to each individual absence.

After it being noted that a short-term working group had been established, comprising service representatives and HR and Trade Union colleagues with an aim to review the Local Government and Teaching Maximising Attendance Frameworks and to streamline administrative processes, it was agreed that more information relating to the Terms of Reference and the working of this group would be included in the Briefing Note being provided to Members of the Panel.

Following a question from a Member of the Panel regarding whether the Working Group should consider reviewing the current absence management procedures, the Chief HR Adviser indicated that the current Framework was seen as being good but that some areas would be reviewed.

A Member of the Panel enquired if information relating to psychological and muscular skeletal absences was used to make adjustments to services. It was noted that there was an increase in counselling services being provided for psychological issues and that face-to-face physiotherapy was again being offered to front line staff such as this in Neighbourhood Services and the Health and Social Care Partnership. It was further note that the Chief HR Adviser would be working with colleagues in the Health and Social Care Partnership to introduce wellbeing champions as result of the high number of absences in that Service due to psychological issues.

The Director of Health and Social Care advised that the sickness rate for his service was comparable with other Health and Social Care Partnerships across the country and that he was conducting a workforce planning exercise to help alleviate issues. He also advised that an officer had recently been appointed on a short-term basis by his Service to work with his staff to hopefully assist with the high sickness levels.

The Chief HR Adviser indicated that she would provide a breakdown of the psychological absences as part of the Briefing Note that she would be providing to Members.

Following an issue raised by a Member of the Panel, it was agreed that the Chief HR Adviser would take on board as part of the working group considerations, the suggestion that the offer or promotion of membership of Council sports facilities may assist employees' wellbeing.

The Chief HR Adviser intimated that she would ascertain from Payroll Services if information relating to the amount of overtime generated by absenteeism could be reported to this Panel.

Having scrutinised this information and noted the work in setting up the absence review group, the Panel

Decided: to note that the six-month comparison showed LGE absence costs had slightly increased by 1.7% (£33,968) and Teachers costs had decreased by 28% (£177,377).

The meeting ended at 10.35 a.m.

SERVICE AND PERFORMANCE PANEL

Minutes of hybrid webcast meeting on
7 February 2023 at 10.00 a.m.

Present
in County
Buildings: Councillors Bob Shields (Chair), Kenneth Bell, Gavin Scott and George Weir.

Present
Remotely: Councillors Ian Cochrane and Chris Cullen.

Attending
in County
Buildings: C. Caves, Head of Legal and Regulatory Services; L. Reid, Assistant Director – Strategic Change; W. Carlaw, Service Lead – Democratic Governance; A. Gibson Committee Services Officer; and E. Moore, Clerical Assistant.

Attending
Remotely: T. Eltringham, Director of Health and Social Care.

Chair's Remarks.

The Chair

(1)   welcomed everyone to the meeting; and

(2)   outlined the procedures for conducting this meeting and advised that this meeting would be broadcast live.

1.   Sederunt and Declarations of Interest.

The Chair called the Sederunt for the meeting and having called the roll, confirmed that that there were no declarations of interest by Members of the Panel in terms of Council Standing Order No. 17 and the Councillors' Code of Conduct.

2.   Minutes of previous meeting.

The Minutes of 10 January 2023 (issued) were submitted.

Decided: to continue consideration of approval of the minutes to the next meeting of this Panel to allow, following a proposed amendment being made by a Panel Member, officers an opportunity to take a view on this request.

3.   Action Log and Work Programme

There was submitted an update of the Action Log and Work Programme (issued) for this Panel.

Following a question from a Member regarding the Work Programme, the Assistant Director – Strategic Change advised of the position regarding reports that had been continued to the meeting of this Panel scheduled to take place on 7 March 2023.

The Panel

Decided:

(1)   to agree that the actions in the Log had been completed; and

(2)   to note the current status of the Work Programme.

4.   Elected Members' Briefings/Training Update.

There was submitted a report (issued) of 26 January 2023 by the Head of Legal and Regulatory Services providing an update on Elected Members' training and briefings in accordance with actions set out in relation to the Best Value Assurance Report Action Plan 2021-22.

The Head of Legal and Regulatory Services gave an introduction to the report.

Following discussion if there was a process which would allow for the figures showing attendance at training to include those who attended remotely and who viewed the training online following the event, the Head of Legal and Regulatory Services advised that officers would explore this request and that an update would be reflected in the report next presented to this Panel.

A Member of the Panel raised the issue of whether certain events were training for Members of certain Panels or a training session for all Members and felt that the figures should be recorded appropriately. The Service Lead – Democratic Governance advised that the matter of how attendance at training sessions which were Member specific were recorded was currently under review.

The Head of Legal and Regulatory Services advised of the importance of Members providing feedback following briefing sessions and that, in time, a questionnaire would be sent to Members regarding their views on the induction element of training.

Following a question from a Member of the Panel regarding the Improvement Service's Political Skills Assessment template and the follow-up sessions, the Service Lead – Democratic Governance advised that she would raise his concerns in providing feedback with Organisational Development.

Having heard a Member of the Panel indicate that it was not mandatory to attend Members Briefing Sessions, the Head of Legal and Regulatory Services confirmed this to be the case.

A Member of the Panel advised that it would be beneficial if Members could put forward ideas for briefing sessions to the relevant officers. The Head of Legal and Regulatory Services advised that officers would write to the various political group leaders asking them to liaise with their group members for ideas on suitable training sessions.

A Member of the Panel enquired if there was any guidance from Audit Scotland as to the difference between Members training and Members briefing sessions. The Head of Legal and Regulatory Services advised that she would ascertain this information and would advise Members accordingly.

Following Members of the Panel advising that it would be beneficial to have follow-up training after the initial Induction training session for new Members, the Head of Legal and Regulatory Services noted this and that she would look at the introduction of a frequently asked questions and answers section with regard to Briefings/Training being placed online in the Members Area.

Decided: to note the feedback given by Members of the Panel, as detailed above.

The meeting ended at 10.48 a.m.

PARTNERSHIPS PANEL

Minutes of a hybrid webcast meeting held on
8 February 2023 at 10.00 am.

Present:	Councillors Philip Saxton (Chair), Kenneth Bell, Ian Cochrane, Mark Dixon and Hugh Hunter.
Present Remotely:	Councillor Mary Kilpatrick.
Attending:	J. Bradley, Director of Strategic Change and Communities; C. Caves, Head of Legal and Regulatory Services; K. Anderson, Service Lead – Policy, Performance and Community Planning; L. Kerr, Co-ordinator (Destination, Promotion and Inclusive Participation); I. Meekin, Local Senior Officer – Scottish Fire and Rescue Service; Superintendent D. Frew, Ayrshire Division Partnerships – Police Scotland; Inspector J. Logan, Community Inspector - Police Scotland; P. Linton, General Manager - Quay Zone, C. Buchanan, Committee Services Officer; C. Griffiths, Committee Services Assistant and C. McCallum, Committee Services Assistant.
Attending Remotely:	L. Reid, Assistant Director of Strategic Change and Communities;

1.   **Sederunt & Declarations of Interest**

The Chair called the Sederunt for the meeting and having called the roll, confirmed that that there were no declarations of interest by Members of the Panel in terms of Council Standing Order No. 17 and the Councillors' Code of Conduct.

2.   **Minutes of Previous Meeting**

The **minutes** of the meeting held on 21 September 2022 (issued) were submitted and approved.

3.   **Action Log and Work Programme**

There were no questions or comments by Members in relation to the Action Log or Work Programme (issued).

Decided: to note the Action Log and Work Programme.

4. Local Performance Report: Scottish Fire and Rescue

There was submitted a **report** (issued) of 31 January 2023 by the Director of Strategic Change and Communities providing Members with information about the mid-year performance of the Scottish Fire and Rescue Service in South Ayrshire.

The Local Senior Officer - Scottish Fire and Rescue Service provided the Panel with an overview of the report drawing attention to a number of indicators in relation to Fire and Rescue Services locally.

Questions were raised by Members in relation to: -

(1) Appendix A of the report, at Paragraph 5.1, requesting assurances around the removal of the high reach cover vehicle being removed from Ayr Fire Station and redeployed to Kilmarnock Community Fire Station. The Local Senior Officer advised Members that the use of more advanced technical resources was being investigated through the Scottish Fire and Rescue Service delivery model and advised that the high reach vehicle was just one of many resources that can be utilised;

(2) the immediate impact of the high reach vehicle being redeployed to Kilmarnock Community Fire Station. The Local Senior Officer noted that the Scottish Fire and Rescue Service functioned on operational demand taking outreach into account, he explained that an operational response was always sent from the nearest Fire Station and that the demand for special resources was being explored;

(3) the current number of high reach vehicles in Scotland at present and where the nearest high reach vehicle was located in relation to Ayr Fire Station, the Local Senior Officer stated that the closest high reach vehicle past Kilmarnock Community Fire Station was in the Paisley/Glasgow area or in Dumfries and that the number of high reach combined vehicles would reduce from 25 to 14 due to operational demand.

(4) what kinds of advance technology would be used to better Fire and Rescue Services locally, the Local Senior Officer explained that he would arrange an awareness session for Elected Members to look at Fire and Rescue resources and terminology in greater detail;

(5) with regards to emergency support in place if industrial action was to be taken by the Scottish Fire and Rescue Service. The Local Senior Officer highlighted that a number of in duty systems were in place and that sufficient business continuity plans were in place as well as on-call support, he also stated that the industrial action planning team were investigating what supports were required and making arrangements for this.

The Panel, having considered the performance of the Scottish Fire and Rescue Local Performance report and expressed their disappointment in the removal of the high reach vehicle from Ayr Fire Station, gave feedback to the Local Senior Officer and;

Decided: to note the contents of the report.

Councillor Saxton left the meeting at this point and Councillor Mark Dixon chaired the remainder of the meeting.

5. **Local Performance Report: Police Scotland.**

There was submitted a **report** (issued) of 25 January 2023 by the Director of Strategic Change and Communities providing Members with information about the quarter 3 performance of Police Scotland in South Ayrshire.

The Superintendent – Ayrshire Division Partnerships (Police Scotland) provided the Panel a verbal overview of the local performance report highlighting details of the Ayr relocation of Ayr Police Station and various crime statistics locally.

Questions were raised by Members in relation to: -

(1) A loss of custody holding areas at the relocated Ayr Police Station (Newton House); The Superintendent explained that as part of the national custody system, there will be two custody holding areas in Ayrshire, one located in Kilmarnock and another in Saltcoats, he explained that there will be a loss of service provision to custody holding at the relocated Ayr Police Station;

(2) Page 4 of the report related to 'Violence/Homicide' and 'Serious Crime', 6 of the victims were female, can a breakdown be provided relating to the number of male and female perpetrators. The Superintendent stated that he did not have this information presently however he would be happy to feedback the request to the Chief Superintendent Faroque Hussain.

(3) how many of the complaints against police were rejected and how many were upheld? The Superintendent stated that he would collate the appropriate information and provide this via a written briefing to the Panel.

(4) trauma informed policing, what changes and adaptations have been made to the way police conduct their business? The Superintendent highlighted that nationally wellbeing is included within policing terminology and public health approaches, he noted that a national strategic agreement had been a joint agreement with public health to take forward a trauma informed approach. Inspector Logan highlighted that locally officers are assessing vulnerability and risk and building relationships to support those who are most vulnerable and arranging intervention methods where required to achieve positive outcomes for all.

(5) whether Police Scotland would consider recognising 'Young Carers Day' in some way. Inspector Logan stated that Police Scotland would welcome this and would be happy to organise plans to give recognition to young carers on this day.

(6) Awareness of any telecoms providers who are investigating methods of preventing telephone scams, The Superintendent stated that he was not aware of any telecoms companies looking into this but said that he would take an action to investigate this and report back with any findings in relation to The Superintendent telecom companies scam and fraud prevention methods.

Having scrutinised the Local Performance Report, the Panel expressed their disappointment at the removal of the custody holding areas at the relocated Ayr Police Station (Newton House) ;gave feedback to the Local Senior officer and :

Decided: to note the quarter 3 performance report of Police Scotland in South Ayrshire and provide feedback to the Area Commander.

6. **Local Police Plan 2023-26.**

There was submitted a **report** (issued) of 31 January 2023 by the Director of Strategic Change and Communities inviting Members to consider the revised draft Local Police Plan 2023-26 (Appendix 1) and provide feedback on the local priorities identified in the document.

The Superintendent – Ayrshire Division Partnerships (Police Scotland) provided a summary of the report and discussed the proposals of the three-year local policing plans, drawing Members attention to the main priorities within the Local Police Plan and stated that in relation to earlier comments made by Members, he would take an action to add information related to engagement with young carers to the appendix entitled 'Youth Engagement'.

Questions were raised by Members in relation to: -

(1)   the terminology within the report causing confusion contextually. The Superintendent highlighted that the wording used was in line with corporate terminology for the purpose of the report and that he would be happy to give this feedback to the Area Commander; and

(2)   the milestones listed on page 18 of the report in relation to Child Sexual abuse, will a record be kept that the service provided to victims was trauma informed? The Superintendent noted that all services should provide a trauma informed approach therefore removing the need for a trauma informed marker within record keeping systems.

Having scrutinised the performance of the Local Police Plan, the Panel

Decided:

a) to note the contents of the revised draft Local Police Plan 2023-26 (Appendix 1); and
b) to feedback views on the identified local priorities.

7. **The Quay Zone Performance Report.**

There was submitted a **report** (issued) of 31 January 2023 by the Director of Strategic Change and Communities to Partnerships Panel inviting Members to scrutinise the performance of The Quay Zone.

The Co-ordinator - Destination, Promotion and Inclusive Participation gave a verbal overview of the report and the General Manager of the Quay Zone provided Members with an overview of the facilities and services provided at the Quay Zone.

Questions were raised by Members in relation to: -

(1)   Appendix 1 of the report, Paragraph 3 entitled 'Finance' in relation to current assets, particularly the £87,215 restricted funds and why these funds are restricted. The General Manager – Quay Zone advised that in 2017 the Quay Zone received grant money for the construction and equipment of the building

therefore the accountant associated had labelled these funds as restricted for this purpose however this is an accountancy error as the restricted funds were spent around three years ago therefore there are no restricted funds at present;

Having scrutinised the performance of the Quay Zone, the Panel

<u>Decided:</u>

a) to note the contents of the report; and

b) to request that the accountant of the Quay Zone provides a detailed breakdown of their restricted funds.

The meeting ended at 12.37 p.m.

Service and Partnerships Performance Panel
Action Log/Work Programme – 2023

SERVICE AND PARTNERSHIPS PERFORMANCE PANEL – ACTION LOG

No.	Date of Meeting	Issue	Actions	Assigned to	Update	Completed
1.	10 January 2023 (Service and Perf Panel)	Employee Absence - Update	To provide a confidential briefing to Members of the Panel with further information on the subject matter	Chief HR Adviser	To be provided to Panel Members by 6/2/23 *Sent to all Members on 6/2/23*	YES
2.	7 February 2023 (Service and Perf Panel)	Elected Members' Briefings/Training Update	An Officer to write to the various political group leaders asking them to liaise with their group members for ideas on suitable training sessions.	Head of Legal and Regulatory Services	Will be undertaken by 21 April 2023.	NO
3.	8 February 2023 (Part Panel)	Local Performance Report: Police Scotland	Superintendent Derek Frew to investigate and report back any findings in relation to telecom companies scam and fraud prevention methods.	Service Lead – Policy, Performance and Community Planning	To be undertaken by 28 April 2023	NO

| 4. | 8 February 2023 (Part Panel) | Local Police Plan 2023-26 | Superintendent Derek Frew to add information related to engagement with young carers to the appendix entitled 'Youth Engagement'. | Service Lead – Policy, Performance and Community Planning | Information added to the appendix entitled 'Youth Engagement' and presented at the Cabinet Meeting on 14 March 2023. | YES |

Service and Partnerships Performance Panel
Action Log/Work Programme – 2023

Petition update

Public Petition	Action	Update
Residents Parking – additional spaces, Prestwick	Petition refused in terms of 2.5 and 2.6.7 of the Council's Petitions Protocol. In terms of 2.6.7. – it would be inappropriate for this Panel to consider the petition as the matter is one which has its own procedures. In this case, Road Traffic Regulations which are a planning matter.	The Head of Legal, HR and Regulatory Services notified the Lead Petitioner of the rejection of the Petition, in keeping with clause 3.2 of the Council's Petitions Protocol. She also advised the Petitioner that this matter was forwarded to Ayrshire Roads Alliance asking them to treat it as a service request.
Playpark in Mossblown	Petition refused in terms of 3.1 and 2.5 of the Council's Petitions Protocol relating to signatures and addresses. Also, no information provided on the previous steps taken to resolve the matter.	The Head of Legal, HR and Regulatory Services notified the Lead Petitioner of the rejection of the Petition, in keeping with clause 3.2 of the Council's Petitions Protocol.
Prestwick Business Improvement District (BID)	The Petition was due to be heard by the Panel on 18 November 2020. The Lead Petitioner requested that the Petition be carried forward to the next meeting of the Panel as businesses would be much clearer with regard to the impact of Covid-19, he also advised that he had experienced difficulties setting up conference calls with committee members to discuss the Petition and stated that this had seriously affected the BID Petition preparation.	The Petition was due to be heard at Panel on the 10 February 2021. As a result of further Covid-19 restrictions, the Petitioner was given the option of joining the meeting remotely, or carrying forward the Petition to the next Panel meeting on the 21 April 2021, the Petitioner chose the latter. The Petitioner was contacted ahead of the April Panel and asked to confirm that he wished the Petition to proceed, the Petitioner responded that he was having difficulty contacting two members of his committee and requested a further adjournment. Following consideration by the Monitoring Officer, the Petitioner was informed that a further adjournment would not be possible given that the Panel was ready to hear the Petition in November 2020, accordingly the Petition would fall. This would not preclude a further Petition being brought at a later date.

Bring Peace to Eastfield	Petition refused in terms of 2.6 Council's Petitions Protocol that it would be inappropriate for the Panel to consider a petition in the following circumstances : Paragraph 2.6.5 - if it" is considered to have potential to cause personal distress or loss" Paragraph 2.6.6 – if it" relates to an individual's circumstances or an individual's grievance…... or contains information by which individuals can be identified" Paragraph 2.6.11 – if it contains " matters that could damage a person's…reputation" Paragraph 2.6.12 – if it contains " an allegation or matter which could contain information that is not true or is defamatory, discriminate against someone ..."	The Head of Legal, HR and Regulatory Services notified the Lead Petitioner of the rejection of the Petition, in keeping with clause 3.2 of the Council's Petitions Protocol.
Save Ayr Citadel – 8 October 2021	The Petition was refused because it would not be appropriate for the petition to proceed to Panel when it related to a decision taken by Council in the last 6 months. The Leadership Panel of 24 August 2021 considered a report on the proposed new leisure centre. Further, a petition application would not proceed to Panel where it involved matters with their own distinct procedures, such as Planning. The planning process had been triggered in relation to the proposals. During that process, members of the public would be able to make their representations known to the Council.	The Head of Legal, HR and Regulatory Services notified the Lead Petitioner of the rejection of the Petition, in keeping with clause 3.2 of the Council's Petitions Protocol.

Anti-Social Behaviour – Wellington Street Prestwick	The Petition was refused because it would not be appropriate for the petition to proceed to Panel. 2.5 of the Petition Protocol states that the Petitioner should be able to demonstrate that steps had been taken to attempt to resolve the issue of concern prior to submitting the petition. Details of services or officers of the Council previously approached, together with copies or summaries of the responses received, should have been submitted together with the Petition, this information was not included in the Petition.	The Service Lead – Democratic Governance notified the Lead Petitioner of the rejection of the Petition, in keeping with clause 3.2 of the Council's Petitions Protocol.

Service and Partnerships Performance Panel
Action Log/Work Programme – 2023

SERVICE AND PARTNERSHIPS PERFORMANCE PANEL – WORK PROGRAMME

	Issue	Actions	Assigned To	Due Date To Panel	Latest update
1.	Ayr Gaiety Partnership Performance Report	Scrutiny of performance (annual update)	Director of Strategic Change and Communities	16 May 2023	
2.	Community Wealth Building Programme	Scrutiny of annual progress report	Director of Strategic Change and Communities	16 May 2023	Deferred from 18 April 2023
3.	Participatory Budgeting Activity in 2022/23	6-monthly update report as part of the regular community engagement reporting	Director of Strategic Change and Communities	16 May 2023	
4.	Complaints – Scrutiny Update – Period:1 October 2022 to 31 March 2023	Provide statistics for scrutiny (6-monthly update)	Head of Legal and Regulatory Services	13 June 2023	Deferred from 16 May 2023 to align with internal reporting periods
5.	Ayrshire Roads Alliance Service Plan 2023/24 and Performance Report 2022/23	Present the ARA Service Plan and Performance Report	Depute Chief Executive and Director of Housing, Operations and Development	13 June 2023	
6.	Developer Contribution Update	Update for reporting period April 2022 to March 2023	Depute Chief Executive and Director of Housing, Operations and Development	13 June 2023	Six monthly update for period from April to September 2022 has been deferred since 7 March 2023. Report covering full year for period April 2022 to March 2023 will be submitted to June Panel.

Service and Partnerships Performance Panel
Action Log/Work Programme – 2023

	Issue	Actions	Assigned To	Due Date To Panel	Latest update
7.	Local Government Benchmarking Framework 2021/22	Advise Members re difference benchmarking is making within SAC (National Overview Report published March 2023)	Director of Strategic Change and Communities	13 June 2023	
8.	Local Performance Report: Scottish Fire and Rescue – 2022/23 Full Year Performance and Service Update Report	Provide members with information about performance of the Scottish Fire and Rescue Service in South Ayrshire	Director of Strategic Change and Communities	13 June 2023	
9.	Scottish Fire And Rescue – Draft Strategic Plan 2023-26	Advising Members of consultation process in relation to draft plan	Director of Strategic Change and Communities	13 June 2023	
10.	South Ayrshire Council Active Travel Strategy	Annual Report	Depute Chief Executive and Director of Housing, Operations and Development	13 June 2023	
11.	Community Learning and Development Partnership Plan 2021-24	Progress report Year 1	Director of Strategic Change and Communities	13 June 2023	
12.	Tourism and Events Strategy Update	Scrutiny of report	Director of Strategic Change and Communities	13 June 2023	

South Ayrshire Council

**Report by Director of Strategic Change and Communities
to Service and Partnerships Performance Panel
of 18 April 2023**

**Subject: Council Plan 2018-22 (2020 Mid-Term Refresh/
                Extended) - October to March 2023**

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1.   Purpose

1.1   The purpose of this report is to allow Elected Members the opportunity to review progress made towards achieving the strategic objectives contained within the Council Plan 2018-22 (2020 Mid-Term Refresh).

2.   Recommendation

2.1   It is recommended that the Panel:

        2.1.1   considers the progress through the narrative set out within Appendix 1; and

        2.1.2   notes that the new Council Plan was agreed by Council on 1 March 2023, becoming live on 1 April. As a result, this is the final performance update from the Council Plan 2018-23.

3.   Background

3.1   This report has been prepared to help evaluate progress against the Council Plan 2018-2022 (2020 Mid-Term Refresh). The Council Plan was extended by one year in January 2022.

3.2   The attached reports that 55 actions are now complete, with 18 moving to appropriate Service Plans or carrying on as business as usual. Narrative for each action is available in Appendix 1.

3.3   Audit Scotland published the Council's Best Value Assurance Report in October 2021, this report contained recommendations relating to performance monitoring and reporting:

Recommendation 6 The Council should improve performance reporting, by:

- Setting targets for its KPIs;

- Including a summary of performance against KPIs in its performance reports to Members;

- Increasing the frequency of reports to Elected Members; and

- Making performance reports more accessible to the public (paragraphs 32, 47 and 51).

3.4 As set out in the as approved by the Service and Performance Panel on 8 February 2022, reports on the delivery of the Council Plan will be reported quarterly, however, many of the performance indictors are annual data collections and cannot be reported quarterly. A new Performance Management Framework is under development and will be considered by Cabinet by June 2023.

4. Proposals

4.1 Reporting on all of the strategic priorities will provide a more holistic overview of how all services are contributing to delivering the Council Plan. Appendix 1 sets out performance against the strategic priorities:

1. Fair and effective leadership;
2. Closing the gap;
3. Grow well, live well, age well;
4. South Ayrshire works;
5. Stand up for South Ayrshire; and
6. A better place to live.

4.2 The data has been refreshed to bring it up to date as far as is currently available for this Panel, reflecting the latest information as accessible to Members through Pentana.

4.3 The next report to Service and Partnerships Performance Panel will relate to the new Council Plan 2023-2028 which was agreed by Council on 1 March 2023. This first report is scheduled to be presented in November 2023, reporting the 6 months April to October 2023.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report

5.2 There are no procurement implications arising from this report

6. Financial Implications

6.1 Not applicable.

7. Human Resources Implications

7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2/

8.2   *Risk Implications of Rejecting the Recommendations*

8.2.1   Rejecting the recommendations may impact on the reputation of the Council.

9.   Equalities

9.1   The proposals in this report allow scrutiny of performance. The report does not involve proposals for policies, strategies, procedures, processes, financial decisions and activities (including service delivery), both new and at review, that affect the Council's communities and employees, therefore an equality impact assessment is not required.

10.   Sustainable Development Implications

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

11.   Options Appraisal

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

12.   Link to Council Plan

12.1   The matters referred to in this report contribute to delivery of all of the Council's priorities and outcomes.

13.   Results of Consultation

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

13.2   Consultation has taken place with Councillor Martin Dowey, Portfolio Holder for Corporate and Strategic, and the contents of this report reflect any feedback provided.

Background Papers	**Report to Service and Performance Panel of 8 February 2022 – [South Ayrshire's Performance Management Framework (Update January 2022)](#)**
	Report to South Ayrshire Council of 1 March 2023 – [Council Plan 2023-28](#)
Person to Contact	**Kevin Anderson, Service Lead – Policy, Performance and Community Planning** **County Buildings, Wellington Square, Ayr KA7 1UT** **Phone 01292 612982** **E-mail kevin.anderson@south-ayrshire.gov.uk**

Date: 3 April 2023

Final Council Plan 2022 update report

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Key -

Action complete	✅	Action being taken forward in service or team plans	🔄

1 Fair and effective leadership

1.1 We will design our services with people at the heart

COPL 01.1a Redesign and rebuild the Council's website with a focus on delivering digital services and digital engagement.	Service Lead - ICT Enterprise Architecture	All content now moved over from old site. Ongoing work continues to enhance and improve digital services on new site. Now looking to decommission old site.	100%	✅	31-Oct-2022
COPL 01.1b Relocate Ayrshire Archives and Registration to a purpose build repository at South Harbour Street.	Service Lead - Democratic Governance	The Ayrshire Archives is now open within South Ayrshire every Tuesday, by appointment, which is the level of service provided to South Ayrshire Council residents prior to the re-location to South Harbour Street and available staffing resource. Registration Services will not relocate to South Harbour Street, due to risks previously identified with marriage room access. Service will continue to operate from Ayr Town Hall.	100%	✅	31-Dec-2022

1.2 We will invest in our workforce for the future

COPL 01.2a Provide Service Leads with Workforce Planning support and advice.	Service Lead - Organisational Development and Customer Services	Annual workforce profiles have been issued to each Service Lead providing snapshot workforce information for their service area. Service Leads also have the facility to pull workforce information directly via the Oracle Service Reporting Tool. The profiles, alongside the Service Reporting Tool, will help Service Leads to consider broader workforce planning requirements, alongside more immediate and specific recovery	100%	✅	31-Mar-2022

		planning. To provide further support, a new **Workforce and Succession Planning Toolkit** is now available on the Core. This provides Service Leads with further guidance on aspects such as horizon scanning, planning templates, and service case studies. We will enhance and expand the toolkit as national workforce guidance develops.			
COPL 01.2b Create modern apprenticeship opportunities across South Ayrshire for our young people.	Service Lead - Thriving Communities	We currently have 102 Modern Apprentices in a range of occupational areas across the council. From the period Jan 2023 – March 2023 we have recruited 11 apprentices in Horticulture supporting the golf courses across Ayrshire and two Social Services and Health Care Apprentices who are based in South Lodge Residential unit. Within this period we have also had four leavers within Business and Administration – 2 have progressed into admin posts within the council and two have left due to personal circumstances. EQUALITY DATA Currently 14 of our MAs are care experienced and 43 have identified as having an additional support need.	100%	✔	31-Mar-2022

1.3 We will plan well for the future using sound evidence and involve our communities

COPL 01.3a Strengthen our tenants' voice through the implementation of our Tenant Participation Strategy.	Service Lead - Housing Services	Our Tenant Participation (TP) Team have scheduled tenant meetings and events for 2023 to support tenants and communities with access to getting involved in tenant participation and their housing service. Projects such as a tenants podcast and tenant scrutiny have been re-established. The TP will be starting to prepare for their re-accreditation with the Tenant Participatory Advisory Service, which will be due for renewal in 2023. A Comprehensive Satisfaction Survey of tenants across South Ayrshire was completed in February 2023, the results will inform the Housing Services, Annual Return of the Charter which is submitted to the Scottish Housing Regulator.	90%		31-Mar-2023

COPL 01.3c Conduct periodic reviews our HRA Business Plan in consultation with tenants, to identify investment priorities and inform the rent setting process.	Service Lead - Housing Services	In 2020/21 The Housing Revenue Account (HRA) Business Plan was reviewed and the outcome informed the options which were discussed with tenant representatives and contained in the rent setting consultation. The consultation results along with proposals for future rent setting for 2021/22 and beyond were considered by a Special Meeting of South Ayrshire Council on 20 January 2021. Council approved a 1.5% increase for 3 years on rents and other charges, a realignment of rents for 1-bedroom new build properties and a freeze on rental charges for other new build properties and homeless temporary accommodation. An ongoing annual review of the HRA Business Plan will be undertaken in consultation with tenant representatives.	100%	✔	31-Mar-2022

1.4 We will adapt our services to reduce inequalities and help the most vulnerable in our communities

COPL 01.4a Develop an integrated approach to Trauma-Informed Practice in partnership with Community Planning Partners.	Service Lead - Policy, Performance and Community Planning	Work continues to progress to implement an integrated approach to embedding the trauma informed and responsive strategic action plan. The South Ayrshire: LEADS project has designed and developed an information page within The Core, a COAST module for Trauma awareness been developed and launched for staff across the Council. Work also continues to progress well in terms of training and development and staff wellbeing. The Community Planning Partnership Board have agreed to sign the National Trauma Leadership Pledge, this will be concluded at the next meeting of the CPPB in April 2023. Furthermore, a Leadership Event has been scheduled for 31st May 2023.	30%	🖌	31-Mar-2023
COPL 01.4b Review the Council's House Allocations Policy to make best use of available housing stock.	Service Lead - Housing Services	The review of the Allocations Policy is progressing, and Officers are working to the revised target date of 31 December 2023, as agreed with the Portfolio Holder for Buildings, Housing and Environment. The Officers working group is continuing to draft proposals and considerations to develop an updated Allocations Policy. Work is ongoing to identify the potential impacts of proposed changes and further consultation will take place. The Housing Online project commenced in June 2022, this project includes the development of an 'online housing application and advice module' to meet local need. Officers are working alongside ICT and the software provider to progress implementation; updates are being provided through the Council's Strategic Change Programme. As part of the implementation plan, a software version update will be required for NEC Housing and 'go live' is now scheduled for 31 December 2023.	65%	🖌	31-Dec-2023

3

		It is requested that this action is moved to the Housing Services – Service Plan to be taken forward at Service Plan level.			

COPL 01.4c Undertake a phased review of Benefits Services to ensure a responsive and customer focused approach is provided to support those affected by Welfare Reform.	Service Lead - Revenues and Benefits	Service Review proposals approved at Leadership Panel of 15 Feb 2022.	100%	✅	31-Mar-2022

COPL 01.4d Develop a Social Lettings Service to support access to the Private Rented Sector.	Service Lead - Housing Services	Three properties in operation with one being marketed at present. Staffing change has slowed down pace of procurement however new member should be in post by end of February and will reengage sector to procure more properties. Tenants in situ are managing their properties.	100%	✅	31-Mar-2022

2 Closing the gap

2.1 We will create more training and employability opportunities for all young people

COPL 02.1a Continue to develop employability programmes for young people, including the WorkOut programme.	Service Lead - Thriving Communities	Over 100 Young People started on the WorkOut programme in September. Young people attend one day per week work experience as part of their curriculum between September and March. Thriving Communities delivered team building sessions to the young people and supported young people with their inductions. The Town Centre Employability Squad is supporting young people this year through WorkOut! in addition to supporting placements through No-One Left Behind. The Local Employability Partnership continue to plan, monitor and develop new employability initiatives through No One Left Behind.	100%	✅	31-Mar-2022

COPL 02.1b Implement the Educational Services Improvement Plan	Director of Education	Very good progress has been made in taking forward the plan. Detailed progress is gathered in an interim report at service level. The performance framework linked to the plan provides evidence of the impact of progress on related outcomes, measures and targets. This will be taken forward at service level in the future	80%	🎯	31-Mar-2023

| COPL 02.1c Continue to work with partners to provide meals during school holidays to support activity clubs within local communities. | Co-ordinator – Community Safety | Over the October holiday period 675 meals were given out to young people throughout South Ayrshire. This provision was through an activity based programme operated by Thriving communities, Whitletts Vic Football Club and The Carrick Centre were our main third sector partners in this holiday period. The programme was targeted at the communities of North Ayr, Barassie, Maybole, Girvan Glendoune.

Because of the provision of free school meals payments over the Christmas holiday period there was no provision delivered over this time period. | 100% | ✅ | 31-Mar-2022 |

2.2 We will work closely with partners to support looked after children and young people and young carers to reach their potential

| COPL 02.2a Ensure young people leaving care do not have to access housing through the homeless system. | Service Lead - Housing Services | Housing Services and the HSCP continue to work in partnership to explore alternative housing options for young care leavers. Housing services continue to support The Promise, incorporating actions within the development of our draft Local Housing Strategy 2023 – 2028.

Work has progressed between Housing Services and the HSCP in terms of reviewing the function of the Youth Housing Support Group to look to see where we can improve housing outcomes for young people and those in the care/leaving care settings. This includes considering what those housing outcomes should be and how we promote success and sustainability. | 70% | 🎌 | 31-Mar-2023 |

| COPL 02.2b Implement the Child Poverty Action Plan to help close the opportunity Gap | Service Lead - Policy, Performance and Community Planning | The Scottish Government have recently updated their Child Poverty Strategy and issued guidance to help public bodies develop their action plans. Officers will close off the existing Child Poverty Action Plan at the Community Planning Board in April 2023 and develop a refreshed action plan with partners for approval in October 2023. | 100% | ✅ | 31-Mar-2023 |

| COPL 02.2c Work to improve the legal permanence journey for care experienced children. | Service Lead - Legal and Licensing | Coordinator (Legal Services) sits as a member of the Signs of Safety Implementation Group for the HSCP, and they are continuing to review and revise paperwork for SW reports for Permanence cases. The work will be ongoing, but I am satisfied that the Action can now be marked as implemented, with good joint working leading to better outcomes for care experienced children. | 100% | ✅ | 31-Mar-2023 |

COPL 02.2d Work closely with Young People Support and Transition Team, Champions Board and Employability and Skill to improve outcomes for young people.	Service Lead - Thriving Communities	Thriving Communities continue to work alongside Skills Development Scotland, Health and Social Care Partnership and Education to improve outcomes for young people who are care experienced. Officers are co-located and transition and tracking meetings take place regularly. The partners are working together to support Care Experience Week with an event planned at Ayrshire College in October.	100%	✅	31-Mar-2022
COPL 02.2e Work with partners to improve employability outcomes for care experienced young people.	Service Lead - Thriving Communities	46 care experienced young people have progressed to Ayrshire College where Thriving Communities continue to track and monitor alongside Skills Development Scotland, Education and Ayrshire College. Thriving Communities are currently supporting 103 care experienced school pupils in partnership with Skills Development Scotland with early intervention employability support and careers planning. Thriving Communities are supporting 59 care experienced young people on Positive Futures which is our post school employability programme.	100%	✅	31-Mar-2022
COPL 02.2f Deliver targeted employability programmes for care experienced young people and a supported employment programme for young people with additional support needs.	Service Lead - Thriving Communities	Officers continue to support young people who are care experienced and young people with additional support needs. Through the local employability partnership (LEP) partners are developing initiatives to help close the disability employment gap. Employment Fayres are being organised and there is a targeted approach to generating referrals. One young person recently progress from project Search in to a Modern Apprenticeship with Thriving Community Health and Wellbeing Team. South Ayrshire tailored jobs programme is on target have everyone in post. Thriving Communities have submitted proposals through the UK Shared Prosperity Fund (UKSPF) to allow targeted work to support young people with additional support needs (ASN) and care experience beyond March 2023 when the current European Social Fund (ESF) Funding finishes.	100%	✅	31-Mar-2022

2.3 We will invest in our young people, raising attainment and creating modern and engaging places for our young people to learn

COPL 02.1b Implement the Educational Services Improvement Plan	Director of Education	Very good progress has been made in taking forward the plan. Detailed progress is gathered in an interim report at service level. The	80%	🔾	31-Mar-2023

		performance framework linked to the plan provides evidence of the impact of progress on related outcomes, measures and targets. This will be taken forward at service level in the future			
COPL 02.3b Build collaborative capacity across the South West to improve outcomes for learners by offering and facilitating peer to peer, school to school and authority to authority professional learning.	Director of Education	The current South West Education Improvement Collaborative (SWEIC) Plan concluded at the end of March 2021 and a new plan published. Significant progress has been made since the first plan was published in 2018. Progress in closing the gap and assessment and moderation workstreams in particular has been strong. Collaboration is now becoming the default position in many areas. Leadership of the collaborative is passing to Dumfries and Galloway from June 2021. South Ayrshire will continue to play a strong role, however not leading, therefore this target can be considered completed.	100%	✔	31-Mar-2022

2.4 We will work with communities to make the best use of the school estate by creating local hubs

COPL 02.4a Deliver a programme of projects to ensure our schools and other community hubs are placed at the heart of our communities, with the required services delivered from the most suitable sites.	Director of Strategic Change and Communities	Team now in place and delivering a range of projects to ensure our schools and community hubs are used as places for learning and engagement with our communities. Action now complete although work will be ongoing.	100%	✔	31-Mar-2022
COPL 02.4b Deliver a targeted programme of family support including employment interventions, money and debt advice and onward referral to appropriate agencies within the school based local hubs.	Service Lead - Thriving Communities	Opportunities for parents accessing the Evolve programme (LTU) have been discussed and shaped with advice and guidance from our PES Officer who has welfare rights knowledge and experience to undertake better off and what if calculations to ensure individuals and households will be better off when moving into work.	100%	✔	31-Mar-2022
COPL 02.4c Continue to build new schools to improve the environment that supports learning and teaching for children and young people and to provide a base for local hubs in areas of highest deprivation.	Service Lead - Special Property Projects	The main works at Prestwick Campus are now complete and the building handed over. The demolition of the old school and final landscaping will be complete by March 2023. The main works at Maybole Campus are ongoing and on programme for handover August 2023.	100%	✔	31-Mar-2022

2.5 We will ensure the Council is sufficiently resilient and adaptable to changes that affect the lives of all residents especially those in poverty

COPL 02.5a Work with partners to respond to Scotland's 'Transition to Rapid Rehousing' for homeless and potentially homeless households.	Service Lead - Housing Services	The ELT paper submitted in 2022 for two additional Housing First Support Workers (level 5) was approved in March 2023. When these posts are filled the service will be in a position to increase the caseload to 50 by the end of financial year 2023/24. Other RRTP workstreams continue to progress.	60%		31-Mar-2023

COPL 02.5b Expand the Housing First service to meet the needs of people with experience of repeat homelessness and complex needs.	Service Lead - Housing Services	An ELT paper, requesting approval for two additional Housing First Support Workers (level 5), was approved in March 2023. When these posts are filled the service will be in a position to increase the caseload to 50 by end of financial year 2023/24.	80%		31-Mar-2023

COPL 02.5c Monitor customer need and trends to provide targeted information and advice services, adapting our approach as required.	Service Lead - Organisational Development and Customer Services	During quarter 2 of 2022/23 the Information and Advice Hub (IAAH) handled 8,632 enquires, which is a 26% increase on quarter 2 of 2021/22. The transfer of crisis grant applications to the Scottish Welfare Fund team, as well as increased temporary staff in the Hub funded by Covid recovery funding has enabled the team to manage the increase.	100%		31-Mar-2022

COPL 02.5d Support people who are furthest away from the labour market through each stage of the employability pipeline and into work.	Service Lead - Thriving Communities	From 1st September we have registered 36 young people onto our Positive Futures Programme, within this period 4 young people have progressed to Modern Apprenticeships and 1 young person to external employment. The 2022 Annual Participation measure was published in September 2022 and shows further improvement in 16-19 year olds in a positive destination with 93.7%compared to the national average of 92.4%. Adult provision The "Evolve" programme for over 25's who have been 12 months or more unemployed has now been established with 39 participants taking up 6 month posts with council services and 3rd Sector partners during the period 01 April 2022 – 31 December2022. 195 new referrals were received for the Adult Employability Programme in the period 01 April 2022 -31 December 2022 with 49 clients progressing into employment or further education within the period. The Family Engagement team are currently supporting 76 parents/carers and have provided aftercare/in-work support to 17 parents from September – December	100%		31-Mar-2022

		SALUS has co-located with Thriving Communities to continue to offer health and wellbeing support to young people and adults that we are working with.			

3 Grow well, live well, age well

3.1 We will enhance collaborative working to maximise support and ensure all residents have the opportunity to be healthy, supported and safe

COPL 03.1a Deploy and actively market technology solutions to enable collaboration. Expand and upgrade shared technology services and data sharing between the Council, the Health & Social Care Partnership and NHS Ayrshire and Arran.	Service Lead - ICT Enterprise Architecture	Microsoft 365 platform has now been deployed to all ICT users across the Council including the HSCP. The M365 project team successfully developed an on-boarding programme with each service to promote the solution, understand each service's needs and work with them as it was rolled out on a service-by-service basis. With the Council and HSCP now being on the same platform, collaboration and sharing has been improved though issues between HSCP and NHS still remain. With initial deployment to now complete, further activities beyond this Action to embed and consolidate the use of M365 across our Services are now underway, again being led by the M365 project team.	100%	✔	31-Aug-2022
COPL 03.1b Work with partners to meet the identified housing needs of Health and Social Care Partnership service users.	Service Lead - Housing Services	Work has continued with the HSCP and partners to identify the housing needs of service users. Throughout the development of the Local Housing Strategy 2023-2028 there has been consultation to ensure that the outcomes and actions identified are achievable in South Ayrshire. Similarly, the review of the Allocations Policy will take into account the housing needs of service users and will involve consultation with relevant partners.	55%	🎯	31-Mar-2023
COPL 03.1c Adapt our properties to provide modern fit for purpose facilitates which can be better utilised by Services and their clients.	Service Lead - Asset Management and Community Asset Transfer	The 2021/22 programme of works to adapt properties to ensure they are modern and fit for purpose is complete.	100%	✔	31-Mar-2022
COPL 03.1d Work with colleagues in the South Ayrshire Health and Social Care Partnership to improve on the	Service Lead - Procurement	99 contracts in total out of a projected 119 have now been issued at least one scorecard (83%) with the remaining 20 new contracts to be	100%	✔	31-Mar-2023

management of contracts which support the health and wellbeing of South Ayrshire residents.		issued between April 2023 to October 2023, in line with South Ayrshire HSCP's Quality Assurance Schedule. It should be noted that the number of contracts will continually change as contracts end or as new contracts are awarded. It should also be noted that it is expected these numbers may change over the course of the next 3-6 months as Procurement align the Contract and Supplier Management Process (CSM) with the HSCP Quality Assurance Framework which asks for a minimum of one visit per year per Provider/contract. This is a result of a review of the current CSM/HSCP process which was conducted during Q3/Q4 of 2022/23. Both sides agreed that alignment of the processes was the way forward. This is now a business as usual process.			
COPL 03.1e Engage with the Champions Board and care experienced young people when monitoring and renewing contracts for Children's Services.	Service Lead - Procurement	The champions board are now fully integrated with the CSM process with the Corporate Parenting Lead Officer receiving a list of all scorecards chosen for the next quarter to allow the board to identify which evaluations they would like to participate in. The board are now reviewing contracts in Q3.	100%	✔	31-Mar-2022
COPL 03.1f Work in partnership to help protect vulnerable adults and those living with dementia from doorstep crime. (Protection from phone scams, mail scams and bogus callers).	Service Lead - Trading Standards and Environmental Health	From October to mid-March 2023, 7 call blockers have been installed. Working in partnership with The National Trading Standards Scams Team, 11 referrals were received about victims of mail scams whereby advice was provided to 3 contacts about them potentially being the victims of mail scams. One victim of mail scams had £100 returned from the National Trading Standards Scams Team. 19 complaints were received about scams. In partnership with members from the SAC Library team and officers from Police Scotland 10 talks, involving over 180 South Ayrshire residents were carried out raising awareness of phone and mail scams and bogus callers. Scams information was included in a Trading Standards article in the South Ayrshire Live winter edition and 8 social media releases on scams were issued including a radio and You Tube advert promoting the South Ayrshire Trusted Trader scheme.	100%	✔	31-Mar-2021
COPL 03.1g Develop and implement a Sports, Leisure and Physical Activity Strategic Framework.	Co-ordinator - Health and Wellbeing	12-Jul-2021 Strategy approved through ELT and CPP. Work now progressing on performance framework. Final version complete and shared with partners.	100%	✔	31-Jul-2021
COPL 03.1h Work in partnership to deliver the South Ayrshire Health and Social Care Partnership Strategic Plan 2018-2021.	Senior Manager – Planning and	28-Apr-2021 The revised strategic plan (2021-31) for the HSCP has been agreed (24th March 2021) and will be launched in June 2021. The	100%	✔	31-Mar-2021

		Performance (HSCP)	plan received significant engagement and consultation with a range of partners and was presented to the council before agreement by the IJB.			

3.2 We will target resources to children and those most in need giving people information and choice over support and services

COPL 03.2a Work in partnership to deliver the Children's Services Plan	Director of Education	The Children's Service Annual Report will go to cabinet on 1 November 2022. Self- evaluation is currently being undertaken to develop the next plan 2023-26,	100%	✅	31-Mar-2022

4 South Ayrshire works

4.1 We will make South Ayrshire an attractive place for inward investment

COPL 04.1a Work with our neighbouring authorities to support the Local Wealth Building agenda.	Service Lead - Economy and Regeneration	The community wealth building (CWB) resource is in place and fully operational. The workplan has been approved by Leadership Panel and the team are engaged with colleagues, in NAC/EAC. The Ayrshire Growth Deal (AGD) programme lead is supported by NAC, including support to the CWB commission. The programme will run for 3 years. Regular updates are provided at the Member Officer Working Group and a report for the Service and Performance Panel is scheduled for February 2023.	100%	✅	31-Mar-2022
COPL 04.1b Implement the Strategic Economic Plan (SEP) for South Ayrshire.	Service Lead - Economy and Regeneration	Implementation complete and delivery in progress. The SEP provides the framework for mainstream service delivery. An update on progress is scheduled for Cabinet in April 2023.	100%	✅	31-Mar-2022
COPL 04.1c Implement the Ayrshire Growth Deal Programme.	Service Lead - Economy and Regeneration	The full implementation and delivery of the Growth Deal will continue to November 2030. An update was provided to Cabinet on 30 August 2022. The next update to Cabinet is due 28 February 2023.	100%	✅	31-Mar-2022

4.2 We will be ambitious when transforming our town centres, making them appealing place, with enhanced social and cultural events

COPL 04.2a Create a Heritage Hub on Ayr High Street and deliver a programme of exhibitions, events and tours incorporating local heritage assets.	Service Lead - Destination South Ayrshire	The Heritage Hub opened on the 8th of December 2022 and has had great feedback and reasonable daily footfall. The Heritage Engagement Officer has been appointed and will start on Monday 17th of April. They will organise and oversee the range of events and tours from the Heritage Hub.	96%		31-Dec-2022

COPL 04.2b Deliver the office rationalisation programme to ensure the best use of Council-owned facilities.	Service Lead - Special Property Projects	Office rationalisation projects now complete.	100%		31-Mar-2022

4.3 We will enhance collaborative working to encourage more apprenticeships, training opportunities and jobs that enable economic growth

COPL 04.3a Work collaboratively to increase the level of contractual Community Benefits the Council receives and maximise their potential.	Service Lead - Procurement	Community benefit tracking and collaboration through the Community Wealth Building group are now Business as usual processes. The new Community Benefit portal is now live and requests for support have been received from Community Groups. Community Benefit requests from suppliers have also been targeted to specific events i.e. the coronation and Air Show in 2023. Procurement will continue to report on Community Benefit numbers via the Annual Procurement report and via SO6.2 on a quarterly basis.	100%		31-Mar-2023

COPL 04.3b Continue to support local employers to recruit young people.	Service Lead - Thriving Communities	Thriving Communities continue supporting local businesses to recruit young people through our Employer Recruitment Incentive.	100%		31-Mar-2022

4.4 We will support local businesses to develop and grow

COPL 04.4a Manage the Council's Commercial Property Portfolio so as to maximise rental income and help local businesses.	Service Lead - Asset Management and Community Asset Transfer	A report is being submitted to the Council's Cabinet in April 23 regarding "Transforming the Estate". This report will highlight options regarding the Council's commercial property portfolio. the tenancy of vacant properties in order to maximise rentals.	80%		31-Mar-2023

COPL 04.4b Work with colleagues in the Supplier Development Programme (SDP) to more actively promote Council procurement to support the local economy.	Service Lead - Procurement	Procurement, along with Property Maintenance, have arranged another event with the SDP for March 2023. This in person event is targeted at a contract for Property Maintenance for Minor Repair Works for Housing stock and will involve as many local suppliers as possible. The event will describe the contract opportunity, bidding process and allow potential suppliers to ask about the work involved. Involvement of the SDP, when relevant, is now a Business as usual procurement process and will continue as part of the procurement and Community Wealth building activity.	100%	✔	31-Mar-2023

COPL 04.4c Target enforcement and support at non-compliant businesses to bring them into compliance and ensure that all businesses trade fairly, safely and equitably.	Service Lead - Trading Standards and Environmental Health	Officers updated on enhanced enforcement procedure. Implementing from 1st July.	100%	✔	31-Mar-2022

5 Stand up for South Ayrshire

5.1 We will develop meaningful communication and engagement with, organisations, residents, visitors and employees to identify their needs and views, while promoting the area and achievements of the Council

COPL 05.1a Deliver on the Engagement Strategy and ensure meaningful engagement with our stakeholders	Service Lead - Thriving Communities	This action will be carried forward in the Service Plan	95%	🌀	31-Mar-2023

COPL 05.1b Develop a clear and recognisable brand to promote the vision and values of the council and to align with the council plan.	Service Lead - Organisational Development and Customer Services	Clear brand for our purpose vision and commitments has been created and embedded in a range of ways, including on internal and external documentation e.g. signage; social media; video; SAC Live Magazine; Council vans; refuse collection vehicles; and an increasing range of vinyl displays. Most recently vinyls have been installed in County Buildings.	100%	✔	31-Mar-2022

5.2 We will work with partners and communities to develop thriving places that are positive, proud and ambitious

COPL 05.2a Support local community-controlled organisations to develop thriving places by empowering them to make better use of local community assets.	Service Lead - Asset Management and Community Asset Transfer	Asset Management continue to work in conjunction with Thriving Communities and local community groups interested in taking ownership or lease of our assets. This target is an open-ended process	80%		31-Mar-2023
COPL 05.2b Deliver the Council's 'Strategic Housing Investment Plan' (SHIP) in conjunction with partners.	Director of Housing Operations and Development	160 units on site with Phase 1 due for completion May/June 2023 with 13 2P Bungalows. In development there are 75 units at Riverside and 42 units at St Ninians. Both due to start on site September 2023.	80%		31-Mar-2023
COPL 05.2c In consultation with stakeholders prepare and deliver the Local Development Plan 2	Service Lead - Planning & Building Standards	The Scottish Government approved the document on the 30th of June 2022	100%		31-Mar-2022
COPL 05.2d Engage with our communities and work with them to ensure our service provision meets their needs and, through our approach to place planning, support communities to have a greater say in how services are delivered.	Service Lead - Thriving Communities	This action will be carried forward in the Service Plan	80%		31-Mar-2023
COPL 05.2e Actively engage with local communities and stakeholders to involve them in the design process for major capital projects and understand their aspirations and concerns.	Service Lead - Special Property Projects	Pre application planning process during which the public were able to provide feedback/comments on the emerging leisure centre designs was completed at the start of 2022. A report on the virtual event (including feedback/comments) was included in the planning submission for the new leisure centre which was subsequently approved March 2022.	100%		31-Mar-2022

5.3 We will promote South Ayrshire as a place to live, work and learn

COPL 05.3a Maximise the use of social media as a key proactive, interactive and reactive communications tool.	Service Lead - Organisational Development and Customer Services	The recent introduction of the Next Door social media platform, as well as an increased presence on existing channels has helped us to significantly increase followers across our corporate channels to 52,922.	100%		31-Mar-2022

COPL 05.3b Develop and implement a Communication Strategy.	Service Lead - Organisational Development and Customer Services	The new SAC Communications strategy was approved by Leadership Panel on 15 September, and issued to Service Leads on 22 September, along with a short video summarising the way our approach to communication is changing in line with the strategy. Service Leads have been asked to proactively promote information which demonstrates how we are 'Making a Difference' or contributes to the way we are achieving any of the 6 commitments of the Council plan. The Communications strategy will be in place until a new 5-year strategy is developed to align with the new council plan. The strategy has been fully implemented.	100%	✓	31-Mar-2022

5.4 We will promote South Ayrshire as a visitor destination

COPL 05.4a Develop and implement a Tourism Strategy for South Ayrshire.	Service Lead - Destination South Ayrshire	The Destination South Ayrshire Tourism and Events strategy was approved at Leadership Panel on 1 March 2022 and an implementation plan is now in place.	100%	✓	30-Jun-2021
COPL 05.4b Work with the other Ayrshire Councils to promote Ayrshire and Arran and develop further initiatives to promote South Ayrshire, the main population centres and surrounding areas as visitor destinations.	Service Lead - Destination South Ayrshire	The strategy and draft action plan was approved at the Ayrshire Economic Board Partnership and the Ayrshire Economic Joint Committee. There is a Ayrshire and Arran Tourism Conference to launch the strategy on 15th of March. South Ayrshire Council, as well as North Ayrshire and East Ayrshire are working on an options appraisal re delivering against the action plan to be submitted in 31st of March	96%	🔆	30-Dec-2022
COPL 05.4c Develop and promote our Parks and Open Spaces as a destination venue for visitors and residents.	Service Lead - Neighbourhood Services	The service gained an additional green flag in 2022 which takes the total number for South Ayrshire to five sites. In addition to this Belleisle Estate has retained the Green Heritage Site Accreditation. This accreditation is given in recognition of achieving the required standard in the management and interpretation of a site with local or national historic importance. To receive Green Heritage Site Accreditation sites must also achieve Green Flag Award. We are now looking at gaining further green flag awards and are currently looking at a number of sites for 2022/23.

We are still working towards a bespoke Parks and Estates website to promote what our Parks and Estates have to offer to both residents and visitors. A contractor was appointed to shoot some drone footage of our parks throughout the different seasons, with both video and still footage for the website. This stalled due to potential GDPR implications however this has now been resolved. We have had some issues with the still photography element however this has now been ratified. We had | 95% | 🔆 | 31-Dec-2022 |

		initially anticipated the website to be up and running for the end of 2022 however this has now been put back to Easter 2023.			

6 A better place to live

6.1 We will create a greener, healthier South Ayrshire and enhance it for future generations

COPL 06.1a Implement the Council's Investment Strategy with the delivery of capital projects across the Council's Property Estate.	Service Lead - Professional Design Services	As at 31st December, 2022, draft spend of £64,624,973 has been achieved on the General Services Capital Programme, representing 64.85% of the full approved budget for 2022/23. A re-profiling exercise will be undertaken through the P9 Capital Monitoring Report.	100%	✅	31-Mar-2022
COPL 06.1b Progress a programme of Energy Projects for Council properties that will reduce energy usage and deliver carbon reduction.	Service Lead - Asset Management and Community Asset Transfer	LED lighting project at Southcraig school was completed in August 2022. External lighting upgrades will be completed at Holmston PS, Muirhead PS, Braehead PS, Kincaidston PS, Struthers PS, Heathfield PS, St Patricks PS, Forehill PS and Hillcrest. Electric sub metering has been installed in Kyle Academy. New Building Management System (BMS) software has been installed allowing improved remote access and management of building heating controls. BMS healthcheck surveys are being carried out at a number of large energy consuming sites to identify improvements that will lead to energy/carbon reduction savings.	100%	✅	31-Mar-2022
COPL 06.1c Maximise the funding available to improve the energy efficiency of our existing housing stock.	Service Lead - Housing Services	We have received £1.6 million for financial year 22/23 and have proposed projects that will include properties in Dailly/Girvan, Swedish Timbers in Dalmilling and scoping potential projects in the Lochside area.	100%	✅	31-Mar-2022
COPL 06.1d Work with our tenants and community representatives to improve our neighbourhoods through investment in Housing owned land and buildings.	Service Lead - Housing Services	Established processes are in place to consult tenants on rent setting proposals and work with tenants on setting the priorities for the housing capital investment programme. As part of the last consultation with tenants, options on rent setting were outlined and tenants were asked to identify the improvements that were important to them and to identify how they felt the Council should spend any unallocated resources within the Housing Revenue Account. Tenants identified window replacement, external wall insulation work and resources towards Council house new build as their top 3 investment priorities. This feedback was considered as part of the future rent setting proposals approved by the Special	100%	✅	31-Mar-2023

		Meeting of South Ayrshire Council on 20 January 2021 to cover the period 2021/22 – 2023/24. In line with the priorities identified by tenants, approval was given by Council to direct uncommitted resources from the Housing Revenue Account to carry out additional investment in window replacement work and external fabric upgrade programmes. On 1 March 2023, the Council approved rent setting and the Housing Revenue Account - Revenue and Capital Budgets for 2023/24. This programme of investment will lead to improvements across the Council's housing stock. This action is complete, although ongoing work to deliver the housing capital programme in consultation with tenants will remain an ongoing activity for the Housing Service.			
COPL 06.1e Deliver contracts which better support sustainability and an improved environment in South Ayrshire.	Service Lead - Procurement	Sustainability Clauses are now part of every regulated procurement exercise and scored as part of a tender evaluation. This is now a business as usual process and is reported on as part of the Procurement Annual Report as well as quarterly via CPL 6.04. Tasks to improve sustainability and environment, such as procuring a Scope 3 emissions tool, are considered as individual procurement exercises with cost/benefit analysis taking place each time.	100%		31-Mar-2023
COPL 06.1f Raise awareness of the effects of car idling on air quality and climate change and the penalties for breaching the Road Traffic (Vehicle Emissions) (Fixed Penalty) (Scotland) Regulations 2003 through a programme of publicity.	Service Lead - Trading Standards and Environmental Health	Nine patrols were undertaken in quarter 3, these were primarily around schools. There were no patrols in quarter 4.	100%		31-Mar-2022
COPL 06.1g Progress the rationalisation and enhancement of assets in North Ayr, including working with local sporting and community organisations to develop the Craigie Campus site as a multi-sport centre of excellence.	Co-ordinator – Sports and Leisure	The Riverside Sports Arena is now complete and fully operational. The facility was officially opened by Depute Provost, Leader, Portfolio Holder and Ayr North Councillor's on the 6th of February 2023.	100%		31-Dec-2022
COPL 06.1h Implement the Sustainable Development and Climate Change Strategy	Service Lead - Neighbourhood Services	The Sustainable Development & Climate Change strategy has been implemented with the Council working towards the goals and actions set out within the strategy.	100%		31-Mar-2022

COPL 06.1i Develop and implement a Waste Strategy that increases recycling and identifies a long term solution for Household Waste Recycling Centres and for residual waste in terms of the ban on Biodegradable Waste to landfill in 2025.	Service Lead - Neighbourhood Services	The Waste Strategy was initially approved at Leadership Panel on 16 March 2021 and was ratified at full Council on 24 June 2021	100%	✓	31-Mar-2022
COPL 06.1j Develop and facilitate delivery of the Food Growing Strategy in accordance with the Community Empowerment (Scotland) Act 2015.	Service Lead - Neighbourhood Services	The first South Ayrshire Council Food Growing Strategy was approved at the **Leadership Panel on 24/11/20**	100%	✓	31-Mar-2022

6.2 We will ensure our digital offer is responsive people's needs and enhances access to services

COPL 06.2a Develop mobile solutions for our workforce, enabling them to deliver more to our residents in the community.	Service Lead - ICT Enterprise Architecture	Action will be carried forward in Service Plan	97%		31-Oct-2022
COPL 06.2b Provide public access Wi-Fi in Council buildings across the area.	Service Lead - ICT Operations	Public access Wi-Fi has been deployed to 23 council locations and is fully operational. The basic service allows internet and email access and this can be extended to other locations as required. Should a higher level of functionality be required alternative solutions will be implemented as per business requirements.	100%	✓	31-Mar-2022
COPL 06.2c Adopt MyAccount as a single sign on for customers to get online.	Service Lead - ICT Enterprise Architecture; Service Lead - ICT Operations	MyAccount is now live on South Ayrshire Council's website under the heading MySouthAyrshire	100%	✓	31-Mar-2021
COPL 06.2d E Development roll out to improve the Planning and Building Standards processes and customer service	Service Lead - Planning & Building Standards	New processes have been implemented and staff have hybrid and agile working arrangements. The service continues to make improvements, and these will be actioned through the service and improvement plan.	100%	✓	31-Mar-2022

Council Plan Performance Report Oct – Dec 2022 (Qtr 3)

1 Fair and effective leadership

1.1 We will design our services with people at the heart

CPL 1.03 Number of visitors to Archive						Co-ordinator – Registration Records and Information Governance	There have been 43 visitors during Quarter 3 (October – December) 2022. This number is a slight reduction of 6 visitors from the previous quarter as the Ayrshire Archives were closed to the public over the Christmas and New Year period. The Archives service continues to be open on a Tuesday by appointment at South Harbour Street, working with a range of members of the public and academic researchers. Ahead of each appointment, Archives staff will work with members of the public to establish what archives they wish to access, establish if these are held, and support the customer in retrieving the archives ahead of the appointment.
		Value	Target	Status	Short Trend		
	Q1 2022/23	N/A		?	?		
	Q2 2022/23	49		?	?		
	Q3 2022/23	43		?	⬇		

1.4 We will adapt our services to reduce inequalities and help the most vulnerable in our communities

CPL 1.08 Number of tenancies created - SAC Social Letting Service						Private Sector and Landlord Registration Officer	Work continues to try and market for further procurement from Private Landlords, and we are currently going through a vacancy management process for a new member of staff.
		Value	Target	Status	Short Trend		
	Q1 2022/23	1		?	?		
	Q2 2022/23	3		?	⬆		

| | Q3 2022/23 | 3 | | ? | ▬ | | |

2 Closing the gap

2.5 We will ensure the Council is sufficiently resilient and adaptable to changes that affect the lives of all residents especially those in poverty

		Value	Target	Status	Short Trend		
CPL 2.08 Number of households receiving support - Housing First	Q1 2022/23	33		?	?	Policy Officer	Target is 41. Awaiting approval of an ELT paper for the recruitment of two additional posts to support expansion.
	Q2 2022/23	32		?	⬇		
	Q3 2022/23	33		?	⬆		

3 Grow well, live well, age well

3.1 We will enhance collaborative working to maximise support and ensure all residents have the opportunity to be healthy, supported and safe

		Value	Target	Status	Short Trend		
CPL 3.05 Number of successfully completed Property projects	Q1 2022/23	8		?	?	Service Lead Asset Management and Community Asset Transfer	There were six projects completed during Q3 including: Dukes Road, Depot - Structural Survey Fire Alarm Replacements - Various Locations Distribution Board replacement/renewal at Hillcrest HFE and Girvan Academy
	Q2 2022/23	10		?	⬆		
	Q3 2022/23	6		?	⬇		

		Value	Target	Status	Short Trend		
CPL 3.05a Overall spend on completed Property projects	Q1 2022/23	£0,180,737.00		?	?	Service Lead Asset Management and Community Asset	Six projects have been completed within Q3 with an overall spend of £141,335.
	Q2 2022/23	£0,347,503.		?	⬆		

						Transfer	
		00					
	Q3 2022/23	£0,141,334.61		❓	⬇️		

		Value	Target	Status	Short Trend	Service Lead Asset Management and Community Asset Transfer	
CPL 3.06 Number of successfully completed Capital Accessibility projects	Q1 2022/23	2		❓	❓		Three projects have been completed relating to Lift upgrades, Holmston PS internal adaptations and Invergarven external area improvements.
	Q2 2022/23	2		❓	➖		
	Q3 2022/23	3		❓	⬆️		

		Value	Target	Status	Short Trend	Service Lead Asset Management and Community Asset Transfer	
CPL 3.06a Overall spend on Capital Accessibility projects	Q1 2022/23	£030,735		❓	❓		Three projects have been completed with an overall spend of £54,500
	Q2 2022/23	£047,557		❓	⬆️		
	Q3 2022/23	£054,500		❓	⬆️		

		Value	Target	Status	Short Trend	Service Lead Procurement	
CPL 3.07 % of HSCP contracts managed and monitored by Procurement Services	Q1 2022/23	64%		❓	❓		92 contracts in total out of a projected 119 have now been issued at least one scorecard (77%) with 15 new contracts currently out for review (Q4), and the remaining 12 to be issued over Q1 (April 2023) and Q2 (July 2023). It should be noted that the number of contracts will continually change as contracts end or as new contracts are awarded. It should also be noted that it is expected these numbers may change significantly over the course of the next 3-6 months as Procurement move to align the Contract and Supplier Management (CSM) Process with the HSCP Quality Assurance Framework which asks for a minimum of one visit per year per Provider/contract.
	Q2 2022/23	63%		❓	⬇️		
	Q3 2022/23	77%		❓	⬆️		

		Value	Target	Status	Short Trend	Service Lead Procurement	
CPL 3.08 % of Children's Services contracts with Champions Board involvement in developing contract criteria and monitoring contract deliver.	Q1 2022/23	100%		❓	❓		The Champions Board receiving a list of balanced scorecards is now standard practice each quarter. The champions board are able to select which scorecards they will evaluate from the list provided and they will continue to be included as the process is updated in line with any HSCP Quality Assurance Framework updates.
	Q2 2022/23	100%		❓	➖		
	Q3 2022/23	100%		❓	➖		

		Value	Target	Status	Short Trend	Service	
SO3.5 04 No. of elderly and							From October to December 2022, 2 call blockers were installed, 10 referrals

		Value	Target	Status	Short Trend		
vulnerable people whose awareness was raised in relation to phone/mail scams and bogus callers	Q1 2022/23	28		[?]	[?]	Lead Trading Standards and Environmental Health	were received from the National Trading Standards Scams team and of these, advice was provided to 3 contacts about the resident potentially being the victims of mail scams. 1 victim of mail scams had £100 returned from the National Trading Standards Scams Team. 11 complaints were received about scams and 4 talks involving over 110 South Ayrshire residents were carried out raising awareness of phone and mail scams and bogus callers. Scams information was included in a Trading Standards article in the South Ayrshire Live winter edition and 4 social media releases on scams were issued.
	Q2 2022/23	33		[?]	⬆		
	Q3 2022/23	133		[?]	⬆		

		Value	Target	Status	Short Trend		
SO4.2 12 No. of vulnerable adults protected from telephone scam activity	Q1 2022/23	7		[?]	[?]	Service Lead Trading Standards and Environmental Health	From October to December 2022, the Service dealt with 7 enquiries regarding nuisance calls. As a result of this Officers installed 2 call blockers and another referral for installation is being progressed. 4 talks involving over 110 South Ayrshire residents were carried out raising awareness of phone scams.
	Q2 2022/23	7		[?]	▬		
	Q3 2022/23	117		[?]	⬆		

4 South Ayrshire works

4.2 We will be ambitious when transforming our town centres, making them appealing place, with enhanced social and cultural events

		Value	Target	Status	Short Trend		
CPL 4.01 No of visitors to the Heritage Hub	Q1 2022/23	0		[?]	[?]	Service Lead Destination South Ayrshire	There have been 145 visitors to The Heritage Hub since it opened.
	Q2 2022/23	0		[?]	▬		
	Q3 2022/23	145		[?]	⬆		

		Value	Target	Status	Short Trend		
CPL 4.02 Attendance Heritage Hub tours and events	Q1 2022/23	0		[?]	[?]	Service Lead Destination South Ayrshire	The interviews for The Heritage Outreach Officer take place on the 26th of Jan 2023. Once this person is in place they will lead on the planning of a program of tours and content.
	Q2 2022/23	0		[?]	▬		
	Q3 2022/23	0		[?]	▬		

4.3 We will enhance collaborative working to encourage more apprenticeships, training opportunities and jobs that enable economic growth

SO6.2 06 Number of Council contracts awarded which contain a community benefit		Value	Target	Status	Short Trend	Service Lead Procurement	Ten out of a total of 66 contracts (15%) were awarded which contained a Community Benefit clause. The remaining contracts were either direct awards, or awards through the Annex 2 process, which do not have a Community Benefits question included as standard. They are not subject to the same documentation as a full tender exercise hence the reduction in percentage for this quarter
	Q1 2022/23	27		?	?		
	Q2 2022/23	25		?	⬇		
	Q3 2022/23	10		?	⬇		

5 Stand up for South Ayrshire

5.2 We will work with partners and communities to develop thriving places that are positive, proud and ambitious

CPL 5.07 Number of affordable housing units in progress		Value	Target	Status	Short Trend	Co-ordinator Housing (New Build)	160 units on site at Mainholm
	Q1 2022/23	304	150	✓	?		75 units in development at Riverside
	Q2 2022/23	292	150	✓	⬇		42 units in development at St Ninians
	Q3 2022/23	277	150	✓	⬇		

6 A better place to live

6.1 We will create a greener, healthier South Ayrshire and enhance it for future generations

CPL 6.04a Number of contracts awarded where compliance with climate change duties was a key factor		Value	Target	Status	Short Trend	Service Lead Procurement	23 out of a total of 66 contracts (35%) were awarded which contained compliance with climate change duties as a key factor.
	Q1 2022/23	27		?	?		

Q2 2022/23	24		?	⬇	
Q3 2022/23	23		?	⬇	

		Value	Target	Status	Short Trend		
CPL 6.06 Number of visits to schools for car idling enforcement	Q1 2022/23	0		?	?	Service Lead Trading Standards and Environmental Health	School idling patrols recommenced in November
	Q2 2022/23	0		?	▬		
	Q3 2022/23	9		?	⬆		

		Value	Target	Status	Short Trend		
CPL 6.08 Number of electric fleet vehicles in use by the Council	Q1 2022/23	66		?	?	Assistant Director Housing and Operations	We are not in a position to increase the electric vehicle (EVs) fleet as we are at the limit of available charge points. There is also a funding issue which is a national problem with other authorities finding that EVs are 2 to 3 times more expensive to lease than their ICE (internal combustion engine) counterparts. The Council needs to find substantial funding investment, to increase the EV charging network before we purchase further vehicles. Learning lessons from other local authorities, it is important to ensure the infrastructure is in place before the procuring additional vehicles.
	Q2 2022/23	66		?	▬		
	Q3 2022/23	66			?		

		Value	Target	Status	Short Trend		
CPL 6.09 Number of public electric charging points across South Ayrshire	Q1 2022/23	10		?	?	Ayrshire Roads Alliance	04-Jan-2023 There are now 36 chargers across the network giving 79 public points.
	Q2 2022/23	77		?	⬆		
	Q3 2022/23	79		?	⬆		

		Value	Target	Status	Short Trend		
CPL 6.10 Amount of household waste sent to landfill	Q1 2022/23	N/A		?	?	Assistant Director Housing and Operations	Figures will not be verified from SEPA until October therefore we are unable to report these until they are verified.
	Q2 2022/23	N/A		?	?		
	Q3 2022/23				?		

		Value	Target	Status	Short Trend		
CPL 6.11 Number of Allotment plots available						Assistant Director	There has been no further increase in the number of allotment holders across South Ayrshire with 344 allotment plots and 10 raised bed plots available.

	Value	Target	Status	Short Trend		
Q1 2022/23	354		[?]	[?]	Housing and Operations	
Q2 2022/23	354		[?]	▬		
Q3 2022/23	354			[?]		

SO5.3 01 Proportion of the agreed Housing Capital Programme that was delivered during the year		Value	Target	Status	Short Trend	Service Lead Housing	To the end of Ledger Period 9 (1st April to 31st December, 2022) draft expenditure on the Housing Capital Programme stood at 43.16% (spend of £15,645,318 on a base budget of £36,253,526)
	Q1 2022/23	4%		[?]	[?]		
	Q2 2022/23	12%		[?]	⬆		
	Q3 2022/23	43%		[?]	⬆		

SO6.1 03 Proportion of the agreed Non-Housing Capital Programme that was delivered during the year		Value	Target	Status	Short Trend	Service Lead Professional Design	To the end of Ledger Period 9 (1st April to 31st December, 2022) draft expenditure on the Non-Housing Capital Programme stood at 64.85% (spend of £64,624,973 on a base budget of £99,646,883)
	Q1 2022/23	11%		[?]	[?]		
	Q2 2022/23	34%		[?]	⬆		
	Q3 2022/23	65%		[?]	⬆		

South Ayrshire Council

**Report by Director of Strategic Change and Communities
to Service and Partnerships Performance Panel
of 18 April 2023**

Subject:	South Ayrshire Council Gaelic Language Plan (GLP) Annual Monitoring Report to Bòrd na Gàidhlig 2021-2022

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1.   Purpose

1.1   The purpose of this report is to update the Panel on the South Ayrshire Gaelic Language Plan – Annual Monitoring Report 2022.

2.   Recommendation

2.1   It is recommended that the Panel scrutinises the South Ayrshire Gaelic Language Plan 2020-2025 Annual Monitoring Report, submitted to Bòrd na Gàidhlig in February 2023 for the reporting period 2021 – 2022 (Appendix 1).

3.   Background

3.1   The Council's Gaelic Language Plan (GLP) 2020-2025 was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 27 October 2020:

　　3.1.1   South Ayrshire's GLP details how the Council will work to support the objectives of the National Plan for Gaelic over the next five years and meet the Council's obligations in a way that ensures its communities, stakeholders and partners can recognise its ongoing progress to promote and use Gaelic.

　　3.1.2   As per the statutory guidance, annual reports are submitted by public bodies for consideration by the Bòrd na Gàidhlig.

3.2   The 2021-2022 Annual Report was submitted to Bòrd na Gàidhlig in February 2023 following approval at Cabinet on 15 February 2023.

4.   Proposals

4.1   It is proposed that Members scrutinise the contents of the South Ayrshire Gaelic Language Plan Annual Monitoring Report for 2021/22. Any concerns or issues will be passed to the relevant services as with other performance reports.

5/

5. **Legal and Procurement Implications**

5.1 The recommendations in this report are consistent with legal requirements and reflect appropriate advice.

5.2 The recommendations in this report are consistent with procurement requirements and reflect appropriate advice.

6. **Financial Implications**

6.1 Not applicable.

7. **Human Resources Implications**

7.1 Not applicable.

8. **Risk**

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 Rejecting the recommendations may impact on the reputation of the Council.

9. **Equalities**

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

10. **Sustainable Development Implications**

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

11. **Options Appraisal**

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

12. **Link to Council Plan**

12.1 The matters referred to in this report contribute to Priority 2 of the Council Plan: Live, Work, Learn/ Education and lifelong learning (Outcome 1).

13. **Results of Consultation**

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

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

Background Papers   **South Ayrshire Council Gaelic Language Plan 2020-2025**

Report to Cabinet of 15 February 2023 – South Ayrshire Council Gaelic Language Plan (GLP) Annual Monitoring Report to Bòrd na Gàidhlig 2021-2022

Person to Contact   **Kevin Anderson, Service Lead – Policy, Performance and Community Planning**
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Date: 31 March 2023

BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2021-2022
ANNUAL RETURN FORM 2021-2022

Ainm na buidhne Organisation's name	SOUTH AYRSHIRE COUNCIL

Prìomh Dhàta Measaidh Primary Indicator Data

Fios bhon Phoball **Communications from the Public**	**Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna?** **How many written communications have the organisation received from the public in Gaelic this year?**	Nil - from Communications Service New software being introduced September 2021 for reporting items on Council website. Working with ICT to have the mechanism to record this on new system Raised awareness within E&D updates to request Equalities Officer is advised of such communications
A' sgaoileadh fiosrachaidh **Dissemination of information**	**Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna?** **How many posts did the organisation distribute on social media in Gaelic this year?**	None – this would be done at the request of services. No requests received by the Communications Team.
	Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? **How many press releases did the organisation publish in Gaelic this year?**	Primary pupils published three articles for South Ayrshire Council LIVE, the interactive e-newsletter for the Council and the community.

Luchd-obrach **Staff**	**Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna?** **How many staff received Gaelic skills training this year?**	3 Primary school teachers completed GLPS training 2 Education staff achieved A passes at SQA Higher 1 member of education staff achieved SQA National 5
	Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach? **How many posts do you currently have where Gaelic is an essential skill?**	2 part time Gaelic Development Officer posts in Education
	Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig? **How many staff currently within the organisation have Gaelic skills?**	A further 3 education members of staff in the past year have studied Gaelic through the GLPS programme. This takes the number of teachers with Gaelic language skills through this route to 19.

Foillseachaidhean Publications	Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?	The South Ayrshire Council Gaelic Language Plan 2020-2025 [SAC_Gaelic_Language_Plan_GAELIC_002.pdf (south-ayrshire.gov.uk)](#) Articles within the SAC LIVE magazine featuring pupil's work in schools using Gaelic.
Inbhe Status	Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?	2 new School Campus have bilingual Welcome signs within Reception have been erected (completion date was by October 2021) In April 2021, Ayrshire Roads Alliance installed 24 new gateway signs incorporating Gaelic in the following locations: Kirkmichael (4no.), Dunure (2no.), Fisherton (3no.), Straiton (4no.), Old Dailly (2no.), Dailly (3no.), Maidens (2no.) and Crosshill (4no.).

Prìomhachasan a' Phlana Cànain Nàiseanta Gàidhlig National Gaelic Language Plan Priorities
Cleachdadh na Gaidhlig / Using Gaelic Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig? How is the organisation increasing the use of Gaelic?
• Gaelic Language Plan 2020-2025 promoted across the Council which has given rise to some staff interested in learning or using Gaelic   • Bilingual signatories introduced and some Gaelic used in emails by a few members of staff within salutations and complimentary close.
Ionnsachadh na Gàidhlig / Learning Gaelic Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gaidhlig? How is the organisation increasing the learning of Gaelic?
• There are pages available which provide links to external organisations which promote Gaelic and contain links to learning resources.   • Education promote all national and local Gaelic Language learning opportunities to all education staff through the CLPL bulletin.   • Six primary schools will be delivering Gaelic Language learning from Early years/P1-7 this session (a 100% increase on last year) supported by a Gaelic Development Officer or Fèisean nan Gàidheal.   • Resources developed by the Gaelic Development Officers and shared via South Ayrshire

- Languages blog: weaving project music resources (being further developed into a resource pack for schools); additional song resources (PDFs of music/lyrics, audio recordings and backing tracks); video lessons; Gaelic Thinglinks and Online Gaelic Games.
- A Microsoft TEAM has been created to support Brochan Beag, an Early Years project using active learning, games and activities to explore the Gaelic language and embed it in a fun way. Each lesson also has age appropriate and repetitive songs using rhythm and other musical activities. Resources created to support delivery were: Key Language Videos for each lesson to aid with the pronunciation and other aspects of the language; recorded videos of all the songs; MP3 audio and backing tracks; posters; flashcards and game cards. Finger puppets and other materials have been purchased for loan to Early Years Centres across the authority delivering Brochan. Hard copies of this pack are being distributed across the Authority on a rolling programme.
- Pilot and evaluation of the Brochan programme in two EYCs has been successful- other EYCs coming on board.
- Brochan is being delivered in at least another 4 Early Years Centres this session supported by the Development Officers.
- GLEANS (Gaelic Learners Education Authority Network Scotland) is a cross authority network developed by one of our Gaelic Development Officers in conjunction with development officers from Highland and Fife to network with people involved in GLE and share resources etc. Challenges are set with GLPS topics for pupils to engage with at home and at school. Pupils record the challenge activity on video or other medium (eg using Toontastic, socpuppets etc) to be shared with all who engage in the challenges. There has been a good uptake across Scotland. This year there are four challenges, if a school completes all 4 they get a gold award. https://sites.google.com/view/gleans-home/dachaigh.
- GLEANS: 4 schools in SAC were involved last session with 2 achieving a Gold Award.
- CLPL: An online CLPL session related to the Brochan project was made available to all early years education staff last session.

- Gaelic development officers are working in schools with pupils and staff. Teaching staff are expected to remain within lessons to aid development of Gaelic language and modelled lessons. Use of Gaelic language is steadily increasing within target schools and is beginning to be normalized through daily routine, signage and encouraging the use of Gaelic language on a daily basis.

Number of children taught Gaelic across South Ayrshire.
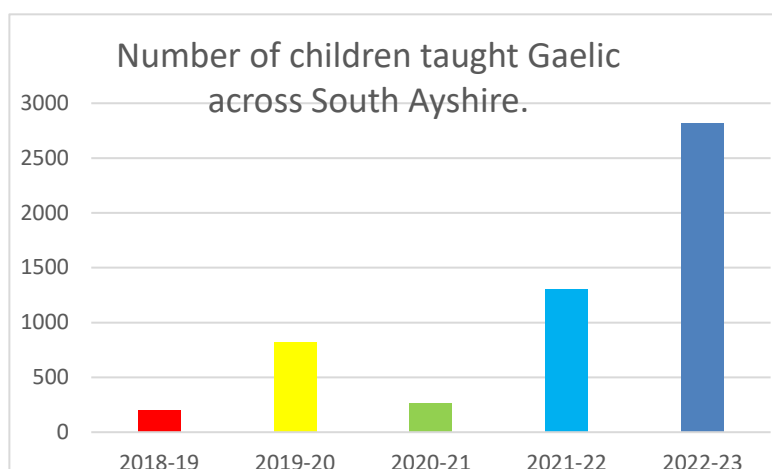
A'cur air adhart na Gàidhlig / Promoting Gaelic
Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?
How is the organisation promoting a positive image of Gaelic?

- Education is working on a Gaelic showcase to promote a positive image/liaise with local community within South Ayrshire. We anticipate including as many schools as possible that have had Gaelic input over the past few years. We plan to hold the event in Ayr Town Hall for a full day, with Gaelic information on hand, workshops, a concert and other ways to promote the language. It is anticipated that invited guests from Council, partners and outside agencies will have an overall positive view of Gaelic within South Ayrshire. This is an ongoing project aiming for completion in March next year.
- Gaelic Language Plan promoted via social media and press release (8th June 2021)
- Bilingual signatures being used by staff across the Council and more staff now adopting this, particularly to contacts out with the Council

- Equality Champions have further raised awareness to their own colleagues how to implement the Gaelic signatures on their emails via the appropriate ICT tool
- Use of South Ayrshire Council LIVE to promote interest in GLE in primary schools
- Use of twitter to promote Gaelic learning activities and some video lessons have been uploaded to YouTube, accessed through the SAC Languages blog

Fiosrachadh dearcnachaidh eile
Other monitoring information

A' brosnachadh Foghlam Gàidhlig
Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach
For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleastanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

Any parent of a young person who is interested in Gaelic Medium Education can contact Education Services through the Council website or email. If enough interest is shown, a feasibility study will be conducted to look at the establishment of a Gaelic Medium Unit, its location, staffing etc. At present, any young people who have expressed a desire to be educated full time in Gaelic Medium are provided transport by the Council to attend Sgoil na Coille Nuaidh at the William MacIllvanney Campus in Kilmarnock within East Ayrshire local authority area

Queen Margaret Academy in Ayr has a dedicated Gaelic teaching room to be used for both Gaelic Learners Education or perhaps some form of Gaelic Medium Education.

Pàrantan Corporra
Corporate Parenting

Chan fheum ach Pàrantan Corporra seo a lìonadh a-steach
For Corporate Parents only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.
Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

There are currently no Gaelic-speaking care experienced young people registered with South Ayrshire Council.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.
Please provide information on activities or opportunities you provide for Gaelic- speaking care experienced young people.

Provision will be made available where applicable, for care experienced young people.

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lìonadh a-steach
For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?
Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

Our local authority has many rural schools and the development of online resources can be used to support these rural schools with Gaelic language learning.

As very few people use Gaelic across South Ayrshire, there is not a demand or the capacity to develop greatly but is always prepared to further develop when possible and ensure equality of opportunity.

Gaelic training modules are available on the Council COAST e-learning site, which would only be available to staff who have access to the internet.

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?
Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

Education Services have applied each year for grant funding from Scottish Government under the Grants for Gaelic Education (Scotland) Regulations 1986 and have had further funding from South Ayrshire Council to further Gaelic language programmes as detailed throughout this report.
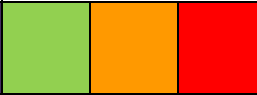
Equalities has been given a dedicated Council budget to promote and raise awareness of Equality and Diversity and further enhance the use of Gaelic across the local authority.

Education Services have linked with Equalities and the Programme Developer for the new school campuses to ensure bilingual Welcome signage is incorporated within any current and future developments

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in- ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarrais phoblaich agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanamaid sanasachd orra.
Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

N/A

G – Implemented O – In progress R – Not implemented (add narrative)	Corporate Service Aims			
Àrd Phrionnsabalan	Overarching Principles	🟩	🟧	🟥
Spèis Cho-ionann A h-uile gealladh anns a' phlana Ghàidhlig air a lìbhrigeadh dhan aon ìre anns a' Ghàidhlig agus anns a' Bheurla.	**Equal Respect** Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.	**GREEN**		
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th' ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	**Active Offer** Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.	**ORANGE**		
Treas Phàrtaidhean A' dearbhadh gum bi ALEOs agus cunnradairean eile ag obair gus plana Gàidhlig an ùghdarrais phoblaich a chur an gnìomh.	**Third Parties** Ensure that Arm's Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.	**ORANGE**		
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarrais phoblaich tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	**Normalisation** Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.	**ORANGE**		
Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th' ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b' àbhaist a bhith fo chùram le Gàidhlig a' faighinn na h-aon cothroman 's a tha clann le cànain eile.	**Corporate Parenting** That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.	**GREEN**		

Inbhe	Status			
Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.	**Logo** Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.	**GREEN**		
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	**Signage** Prominent signage will include Gaelic and English as part of any renewal process.	**ORANGE**		
Conaltradh leis a' phoball	**Communicating with the public**			
Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.	**Promotion** Positive message that communication from the public in Gaelic is always welcome.	**ORANGE**		
Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.	**Written Communication** Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.	**ORANGE**		
Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.	**Reception and phone** Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	**RED** **No current Gaelic speaking staff in Customer Contact Services**		
Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.	**Public meetings** Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	**RED** **No current Gaelic speaking staff in Customer Contact Services**		

Fiosrachadh	Information			

Fiosrachadh	Information			
Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	**News releases** High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.			**RED** **Communications will carry this out when requested**
Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.	**Social Media** Gaelic content distributed regularly through social media, guided by the level of actual and potential users			**RED** **Communications will carry this out when requested**
Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.	**Website** Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.		**ORANGE**	
Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.	**Corporate Publications** Produced in Gaelic and English, with priority given to those with the highest potential reach.			**RED** **Publications are available in Gaelic on request**
Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuaidh as motha.	**Exhibitions** Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.		**ORANGE**	

Corpas na Gàidhlig	Gaelic Language Corpus			
Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.	**Gaelic Orthographic Conventions** The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.		**ORANGE**	

Luchd-obrach	Staff			
Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.	**Internal audit** Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	**ORANGE Planned 2022**		
Inntrigeadh Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.	**Induction** Knowledge of the public authority's Gaelic language plan included in new staff inductions	**GREEN**		
Trèanadh cànain Trèanadh ann an sgilean Gàidhlig ga thabhann agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.	**Language training** Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	**GREEN** Mostly within Education Staff		
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a'mhòr-shluagh.	**Awareness training** Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	**GREEN** Available within Equality & Diversity training modules		
Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.	**Recruitment** Recognising and respecting Gaelic skills within the recruitment process.	**RED Being monitored**		
Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.	Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	**RED Being monitored**		
Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.	Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	**RED Will be implemented when appropriate**		

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

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

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

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

1. **Policy details**

Policy Title	South Ayrshire Council Gaelic Language Plan 2020-2025 Annual Progress Report 2021-2022
Lead Officer (Name/Position/Email)	Kevin Anderson. Service Lead – Policy, Performance and Community Planning

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

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

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

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

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

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

5/

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as **Medium and/or High**)	**NO**
Rationale for decision: **The Annual Report is to advise of progress of the implementation and monitoring of the Gaelic Language Plan to the Service and Partnerships Performance Panel. The report has been forwarded to Bòrd na Gàidhlig following approval at Cabinet on 15th Feburary. This has no specific equality implications.**	
Signed : Kevin Anderson, **Service Lead** **Date: 13 February 2023**	

South Ayrshire Council

**Report by Director of Health and Social Care
to Service and Partnerships Performance Panel
of 18 April 2023**

**Subject: Integration Joint Board (IJB) Annual Performance
Report 2021-2022**

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1.   Purpose

1.1   The purpose of this report is to provide the Panel with a copy of the Integration Joint Board (IJB) Annual Performance Report 2021-22 for scrutiny.

2.   Recommendation

2.1   It is recommended that the Panel considers the contents of the IJB Annual Performance Report 2021-22.

3.   Background

3.1   The Public Bodies (Joint Working) (Scotland) Act 2014 obliges all Integration Authorities to publish a Performance Report covering performance over the reporting year. Due to the Scottish Government extending the Coronavirus Scotland Act (2020) to 30 September 2021, Integration Joint Boards were advised that they can delay the release of their Annual Performance Report to November 2022. Due to significant staffing issues within the Planning and Performance Team during the latter part of 2022 the report submission was delayed further until December 2022. This was considered and approved by the Chair and Vice Chair of the IJB prior to submission to Scottish Government.

3.2   The Performance Report Regulations require Partnerships to assess their performance in relation to the National Health and Wellbeing Outcomes. These outcomes are set out in the Public Bodies (Joint Working) (National Health and Wellbeing Outcomes) (Scotland) Regulations 2014 and provide a strategic framework for the planning and delivery of health and social care services. They focus on the experiences and quality of services for people using those services, carers and their families.

3.3   Performance must be assessed in the context of the arrangements set out in the IJB Strategic Plan and how the expenditure allocated in the financial statement have achieved, or contributed to achieving, the health and wellbeing outcomes. It should also cover how significant decisions made by the Partnership over the course of the reporting year have contributed to progress towards the outcomes. To support this, a set of core integration indicators have been developed. Partnerships should report against these core indicators in their Performance Reports.

3.4   The report contains the most up to date indicators available and a summary of in-year progress is also included in the report, including key service highlights and examples of innovative work within the HSCP.

3.5   It is proposed that the Panel notes the performance of the Health and Social Care Partnership from 1 April 2021 to 31 March 2022. The Covid-19 pandemic has continued to be prevalent during this reporting period although there has been less impact on performance and service delivery than previous reports. Detail on the Partnership's performance against the core integration indicators and the National Health and Wellbeing Outcomes, for the period 1 April 2021 to 31 March 2022, can be found in the Annual Performance Report.

4.   Proposals

4.1   The Panel is invited to consider the full Annual Performance Report.

5.   Legal and Procurement Implications

5.1   The recommendations in this report are consistent with legal requirements of the Public Bodies (Joint Working) Act 2014 - ie the publication of an Annual Performance Report.

5.2   There are no procurement implications arising from this report.

6.   Financial Implications

6.1   Not applicable.

7.   Human Resources Implications

7.1   Not applicable.

8.   Risk

8.1   *Risk Implications of Adopting the Recommendations*

        8.1.1   There are no risks associated with adopting the recommendations.

8.2   *Risk Implications of Rejecting the Recommendations*

        8.2.1   There are no risks associated with rejecting the recommendations.

9.   Equalities

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

10/

10. Sustainable Development Implications

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

11. Options Appraisal

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

12. Link to Council Plan

12.1 The matters referred to in this report contribute to delivery of the Council Plan and the IJB Strategic Plan 2021-2031.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report. The report was previously submitted to the IJB (15 February 2023) and the Performance and Audit Committee (28 February 2023).

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

Background Papers   None

Person to Contact   **Rachael Graham, Coordinator Planning and Performance**
Elgin House, Ailsa Hospital, Dalmellington Road, Ayr,
01292 612803
rachael.graham@south-ayrshire.gov.uk

Date: 31 March 2023

South Ayrshire Council

**Report by Depute Chief Executive and Director
of Housing, Operations and Development
to Service and Partnerships Performance Panel
of 18 April 2023**

Subject: Fleet Strategy 2021-2026 Progress Report

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1.   Purpose

1.1   The purpose of this report is to provide Elected Members with the annual review of progress in delivering the South Ayrshire Council Fleet Strategy 2021 - 2026.

2.   Recommendation

2.1   It is recommended that Cabinet:

2.1.1   considers the annual review of the <u>South Ayrshire Council Fleet Strategy 2021-2026</u>; and

2.1.2   agrees that an annual review of the strategy be submitted to the Service and Partnerships Performance Panel.

3.   Background

3.1   In 2019, a Climate and Ecological Emergency was declared by the Scottish Government. To support this the Climate Change Plan Update, 'Securing a green recovery on a path to net zero: climate change plan 2018–2032 – update', was published in December 2020. It sets out the Scottish Government's pathway to the new and ambitious targets of ending Scotland's contribution to climate change by 2045 and a 75% reduction in emissions by 2030.

3.2   The National Transport Strategy (NTS2), published on 5 February 2020, sets the direction for Scotland's transport over the next two decades. It embeds taking climate action as a core priority and makes it clear that action must be taken, not just to modernise and decarbonise motorised transport modes, including the Council fleet, but also to reduce the use of our fleet, in particular single use car journeys by following the travel hierarchy.

3.3   On 25 May 2021, the Leadership Panel approved the Fleet Strategy 2021-2026 and associated Action Plan to:

•   Set policies and actions to meet the requirements as set out in the Climate Change Plan Update, 'Securing a green recovery on a path to net zero: climate change plan 2018–2032 – update', the Council's Sustainable

Development and Climate Change Strategy 2019 and the Councils Climate Change Policy October 2020.

- Establish a programme to transfer to and Ultra Low Emission Vehicle (ULEV) fleet by 2025 for vehicles under 3500kg and ensure all large vehicles are ULEV by 2030. It will also ensure that individual vehicle sizes, as well as fleet size, is no larger than required whist removing the need for grey mileage wherever possible.

- Work with partners to assist and improve opportunities, service delivery, driver behaviour and our overall fleet performance

4. Proposals

4.1 Although progress has been made since the approval of the strategy it has not been at the rate first envisaged as shown in the updated action plan at Appendix 1.

4.2 Two of the key actions within the strategy are actions 1.2 and 1.3 where the service is required to:

- Develop a prioritised fleet replacement programme to meet the 2025 target of all small vehicles being Ultra Low Emission Vehicle (ULEV) and

- Utilise available external funding opportunities for fleet renewal and associated infrastructure.

4.3 Action 1.2 - Whilst a programme for the replacement of Fleet has been identified the Council will be unable to meet the Scottish Government target of all small vehicles being ULEV by 2025. This is due to a number of factors such as technology not being fully developed for vehicles nearer the 3.5 tonne range, such as pick-ups. There is also a financial consideration as a recent comparison shows the capital cost to purchase a small electric van is around 50% more expensive than traditional petrol or diesel vehicles.

4.4 Action 1.3 – Whilst the service has utilised external funding over the past few years this has reduced over the last year and is currently ring fenced to new charging points rather than the procurement of vehicles. This has reduced the possibilities in the short term to increase any external funding opportunities.

4.5 It is proposed that officers review the transition for small vehicles to an electric fleet by 2025 and submit a future paper to Cabinet.

4.6 It is also proposed that officers provide an annual update on progress of the Fleet Strategy to the Service and Partnerships Performance Panel.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 Not applicable.

7. **Human Resources Implications**

7.1 Not applicable.

8. **Risk**

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks from adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 There is a risk that in rejecting the recommendations the Council will be unable to meet its legislative requirements, climate change objectives or provide the Fleet Service required to deliver the approved operating model.

9. **Equalities**

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

10. **Sustainable Development Implications**

10.1 *Considering Strategic Environmental Assessment (SEA)* - This report links directly to the Sustainable Development and Climate Change strategy approved on 11 June 2019. An SEA will not be pursued as meeting the main outcomes for this strategy is part of a national plan which is aligned with relevant legislation.

11. **Options Appraisal**

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

12. **Link to Council Plan**

12.1 The matters referred to in this report contribute to Priority 1 of the Council Plan: Spaces and Places/ Moving around and the environment (Outcome 1).

13. **Results of Consultation**

13.1 Consultation has taken place with Councillor Martin Kilbride, Portfolio Holder for Buildings, Housing and Environment, and Councillor Bob Pollock, Portfolio Holder for Economic Development, and the contents of this report reflect any feedback provided.

Background Papers   Report to Leadership Panel of 25 May 2021 – **Fleet Strategy**

Person to Contact   **Kenneth Dalrymple, Assistant Director - Housing and Operations**
Walker Road, Ayr, KA8 9LE
Phone 01292 612041
E-mail Kenneth.Dalrymple@south-ayrshire.gov.uk

Matthew Wright, Fleet Officer, Fleet Management
E-mail Matthew.wright@south-ayrshire.gov.uk

Date: **31 March 2023**

Key Theme	Action	Measurable Action	Progress	% Complete
RENEWAL Our Future Fleet	1.1	Undertake CPD to ensure we are able to horizon scan and take forward the most up to date policy and technical solutions.	Attended professional and technical seminars e.g. APSE, UK Logistics, over the past year. CPD though PDR's has been identified and will be an annual process.	Ongoing annually
	1.2	Developing a prioritised fleet replacement programme to meet the 2025 target of all small vehicles being ULEV.	Programme for Fleet replacement has been identified and is an ongoing progress. We currently have 23% of the Fleet ULEV, however we will not be able to meet the 2025 target to have all small vehicles ULEV. Given the timescales involved with regards to lead in times for vehicles and the infrastructure (charge points) requirements together with the additional costs in procuring ULEV vehicles and infrastructure a future report will need to be taken to the Sustainable Development and Climate Change Member Officer Working Group and a future Cabinet.	70%
	1.3	Utilise available external funding opportunities for fleet renewal and associated infrastructure.	Over the past 2 years funding for fleet renewal has been removed. We are still accessing funding for infrastructure however this the budgets available have also reduced.	Ongoing annually
	1.4	Working with Ayrshire Roads Alliance, wherever possible we will maximise our use of natural resources to deliver sustainable, locally generated energy solutions, including maximising use of locally generated renewable energy and technologies to allow energy storage and peak shaving.	This element will now be picked up corporately through the energy team.	Not started.
	1.5	Ensure the Council's new Future Operating Model incorporates our fleet ambitions as part of the green recovery.	The service is feeding into the FOM with regards to fleet usage and is working with the Strategic Change Team with regards to Hire on the Wire/Car Club.	50%

Key Theme	Action	Measurable Action	Progress	% Complete
RELATIONSHIPS Working with People	2.1	Work with services to develop data to ensure we are managing our carbon and financial budgets effectively.	Carbon usage information is provided by the sustainable Development team. Fleet Management are sending monthly usage reports on fuel through the Tranman system and will be developing fleet utilisation reports through the telematics system Questar.	60%
	2.2	Ensure services are aware of their fleet replacement dates and when their vehicles will become ULEV	All services have been made aware of their Fleet replacement dates however as per 1.2 it is not possible at this time to identify when their small vehicles will transition to ULEV	60%
	2.3	Provide training, communications and ongoing engagement to ensure services are aware of the hierarchy of travel (below) and following this in their everyday business.	We have been working with the communication team who have been issued employee bulletins on road hierarchy, safety on the roads and training for the use of electric vehicles.	30%
	2.4	Provide policies, procedures and training opportunities to ensure drivers understand their responsibilities in relation to their vehicles and driving behaviour.	This will be ongoing over the 5 years of the strategy. The service is currently updating the Fleet Policy and Drivers handbook which will be distributed to all users once approved by cabinet.	60%
RESULTS Delivering for the people of South Ayrshire	3.1	Support the delivery of the council's carbon budget across all services through fleet input.	This is an ongoing process with officers continually looking to deliver the most carbon efficient vehicles and utilise them in the most efficient manner	30%
	3.2	Develop and implement a new approach to ensure vehicles are procured to meet council transportation needs and vehicle specification are developed based on these.	The process to procure vehicles is designed to meet the needs of the service requiring vehicles.	100%
	3.3	Building partnerships that deliver to help accelerate the wider Ayrshire climate change agenda, i.e. ARA with regard to ULEV infrastructure, other partners with regard to	ARA are taking a paper cabinet on a Pan Ayrshire EV strategy. ARA will be the lead working in partnership with Scottish Futures Trust and Transport Scotland.	50%

Key Theme	Action	Measurable Action	Progress	% Complete
		shared infrastructure etc.		
	3.4	Develop internal arrangements around use of the charging infrastructure.	Process for the use of charging infrastructure is provided with all electric vehicles for use by departments and drivers	100%
	3.5	Review the use of car clubs and other vehicle sharing opportunities.	Currently under review by the Strategic change team	10%

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

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

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

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

1. Policy details

Policy Title	Fleet Strategy 2021-2026
Lead Officer (Name/Position/Email)	Kenneth Dalrymple, Assistant Director – Housing and Operations – kenneth.dalrymple@south-ayrshire.gov.uk

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

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	n/a	n/a
Disability	n/a	n/a
Gender Reassignment (Trans/Transgender Identity)	n/a	n/a
Marriage or Civil Partnership	n/a	n/a
Pregnancy and Maternity	n/a	n/a
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	n/a	n/a
Religion or Belief (including lack of belief)	n/a	n/a
Sex – (issues specific to women & men or girls & boys)	n/a	n/a

Community or Groups of People	Negative Impacts	Positive impacts
Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	n/a	n/a
Thematic Groups: Health, Human Rights & Children's Rights	n/a	n/a

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

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

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

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

5/

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as **Medium and/or High**)	~~YES~~ **NO**
Rationale for decision: **There are no equality issues relating to the Fleet Strategy**	

Signed :	Kenny Dalrymple	**Assistant Director**
Date:	6 February 2023	

South Ayrshire Council

**Report by Depute Chief Executive and Director
of Housing, Operations and Development
to Service and Partnerships Performance Panel
of 18 April 2023**

Subject: Waste Strategy 2021–2031 Progress Report

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1.   Purpose

1.1   The purpose of this report is to provide the annual progress report of the Council's Waste Strategy from 2021 to 2031 as per the action plan.

2.   Recommendation

2.1   It is recommended that the Panel considers the report and provides feedback to officers.

3.   Background

3.1   The Waste Management sector within the United Kingdom has been evolving rapidly over the past decade. This is due to a number of factors such as market demand in relation to recyclate, reprocessing and legislative requirements, notwithstanding the financial constraints local authorities face whilst having a legislative responsibility for the collection, disposal and reprocessing of household waste.

3.2   The Council has a statutory duty under the Environmental Protection Act 1990 to arrange for the collection and disposal of household waste and, where requested, to arrange for the collection and disposal of commercial and industrial waste.

3.3   On 24 June 2021 Council approved the Waste Strategy 2021 – 2031 and associated Action Plan to:

- Set policies and actions to meet the requirements as set out in the Environmental Protection Act (1990) and Scotland's Zero Waste Plan 2010 and align to the national Circular Economy Strategy 'Making Things Last' (February 2016).

- Establish how to meet the ban on biodegradable waste to landfill in January 2025 as set out in the Waste (Scotland) Regulations 2012

- Build on the success of the Household Recycling Charter compliant service.

- Meet the objectives set out in the Climate Change Act (2009) and the subsequent 2019/20 programme for government.

4. Proposals

4.1 Since the approval of the strategy progress has been made on a number of action points as noted in Appendix 1.

4.2 Two of the key actions within the strategy are actions 5 and 7 where the service is required to:

- Develop and build/ procure infrastructure to meet South Ayrshire Council requirements for residual waste, recycling, and garden waste treatment.

- Consider options for Household Waste Recycling Centre provision for Ayr and Prestwick.

4.3 The Council is currently in negotiation to purchase a suitable facility to meet South Ayrshire Council requirements for residual waste and recycling. The Council has also identified a piece of land suitable for the expansion of our green waste recycling and has commenced negotiations with the owners.

4.4 Members are requested to review the updates on progress towards implementing the outstanding actions relating to the Waste Strategy Action Plan 2021-2031.

4.5 Officers will bring a progress report to the Service and Partnerships Performance Panel in March 2024.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 A capital budget allocation of £12 million has been approved in line with the infrastructure requirements identified within the Waste Strategy.

7. Human Resources Implications

7.1 There are no human resource implications related to the content of this paper at this time.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks from adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 There is a risk that in rejecting the recommendations the Council will jeopardise meeting legislative requirements over the next 10 years including meeting the ban on biodegradable waste to landfill in 2025.

9.   Equalities

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

10.   Sustainable Development Implications

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

11.   Options Appraisal

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

12.   Link to Council Plan

12.1   The matters referred to in this report contribute to Priority 1 of the Council Plan: Spaces and Places/ Moving around and the environment (Outcome 1).

13.   Results of Consultation

13.1   Consultation has taken place with Councillor Martin Kilbride, Portfolio Holder for Buildings, Housing and Environment, and the contents of this report reflect any feedback provided.

Background Papers	**Waste Strategy 2021-2031**
Person to Contact	**Kenneth Dalrymple, Assistant Director - Housing and Operations** **County Buildings, Wellington Square, Ayr, KA7 1DR** **Phone 01292 612041** **Email Kenneth.Dalrymple@south-ayrshire.gov.uk**

Date: 31 March 2023

Key Theme	Action	Measurable Action	Priority	Timescale	Progress	% Complete
Waste Reduction & Prevention	1	Develop and initiate waste aware campaigns to minimise the use of single use plastics within South Ayrshire.	Medium	Medium Term	Widespread social media communication campaign carried out to promote ban on single use plastics.	50%
	2	Develop a reuse plan to identify and co-ordinate reuse activities including supporting the development of partnerships with third sector organisations.	Medium	Long Term	Re-use container in place at Troon HWRC for collection by Cunninghame Recycling. Promotional work carried out in Wallacetown, Ayr. Currently looking at options in our recycling centres.	40%
	3	Engage with partner organisations to form and encourage strategies to reduce overall waste arisings	Low	Long Term	We are in regular contact with Zero Waste Scotland and APSE to develop strategies for the reduction of waste arisings. The Waste Aware Team continue to engage with Community Groups and Educational Facilities.	25%
	4	Conduct composition analysis for all waste streams and participation studies in relation to food waste.	Low	Long Term	Compositional Waste Analysis and Food Waste participation study now completed. A compositional waste analysis will now be undertaken bi-annually.	90%
Infrastructure and Development	5	Develop and build/procure infrastructure to meet South Ayrshire Council requirements for residual waste, recycling and garden waste treatment	High	Medium Term	Infrastructure for residual waste to be developed on purchase and takeover of HWRC and Waste Transfer Station at Heathfield. Planning to develop Heathfield to include Material sorting facility for recycling. Negotiations taking place to procure land for green waste recycling for garden waste.	50%
	6	Review service provision in line with the introduction of a deposit return scheme	Medium	Medium Term	Currently reviewing service provision prior to scheme rollout in August 2023 whereafter any	25%

Key Theme	Action	Measurable Action	Priority	Timescale	Progress	% Complete
					changes to service will be introduced.	
Infrastructure and Development	7	Consider options for Household Waste Recycling Centre provision for Ayr and Prestwick.	High	Medium Term	Proposed purchase and takeover of HWRC & Waste Transfer Station at Heathfield expected in March 2023	85%
	8	Prepare options appraisal/business case for the separation and resale of metals/plastics and cartons stream and direct sale of other recycling streams and review contractual arrangements for recyclate materials	High	Short Term	New contracts for recylate were put in place November 2022. Further contract tenders will be investigated on purchase of the HWRC and Waste Transfer Station at Heathfield	35%
	9	Undertake options appraisal and business case relating to household and commercial waste bin infrastructure	Low	Long Term	Not commenced	0%
	10	Work in partnership with the Planning service to forward plan operational requirements of new developments.	Low	Short Term	A policy paper has been prepared for discussion with the Planning service.	80%
	11	Develop and implement a booking system for all HWRC's	High	Medium Term	Complete	100%
	12	Consider new digital and technological platforms in service delivery and waste reduction.	Medium	Long Term	In-Cab Technology has been installed in our refuse collection vehicles. The go live commenced in December 2022 and we are currently making minor adjustments to the system. We will be exploring other technological solutions throughout the lifetime of the strategy.	80%

Key Theme	Action	Measurable Action	Priority	Timescale	Progress	% Complete
Commercialisation and the Circular Economy	13	Develop a business plan for the commercial expansion of the green waste facility following any infrastructure investment	High	Short Term	Work on the business plan is at an advanced stage. A site has been identified as a preferred option and is currently being pursued with a view to potential purchase.	80%
	14	Collaborate with the Council's procurement service to maximise material and contractual opportunities	Medium	Long Term	The service has engaged with the Procurement team and are discussing and developing future contracts. Regular meetings are in place to ensure maximum returns from Waste and Recycling Contracts	75%
	15	Review material acceptance policy at Household Waste Recycling Centre's in relation to industrial waste	Low	Medium Term	The service is currently researching Policy & Procedures in other local authority areas to appraise different approaches and successes.	20%
	16	Develop business activity within commercial waste across South Ayrshire	Medium	Long Term	The Commercial Waste Team in engaging with our customer base and actively seeking new customers to maximise revenue. We are also exploring commercial options with the imminent purchase of the Heathfield Household Waste Recycling facility.	50%
Enhanced Environment	17	Conduct a service review of street cleansing with associated action plan	High	Short Term	This review is currently underway and could take up to 8 months to complete.	35%
	18	Map all litter bin locations on our streets and in our parks to maximise resources and optimise routing	Low	Short Term	This process is complete from a Waste Management perspective with bin locations mapped on the GIS system. Mapping in Parks and Open Spaces will commence with the introduction of a new Parks app in April	70%

Key Theme	Action	Measurable Action	Priority	Timescale	Progress	% Complete
			<td style="background:green"></td>		2023.	
	19	Develop a strategy and programme for all Council premises to be aligned to the household recycling charter	Medium	Medium Term	A strategy has been developed and a business case is being prepared with regards to the funding required. A pilot was undertaken at Heathfield Primary with the results incorporated into the overall strategy.	40%
	20	Consider options and develop a plan for commercial bin infrastructure in our town centres	Medium	Long Term	Significant work has been undertaken by the Project Implementation Team to take forward. Meetings with key stakeholders will be taking place in the next phase of the project.	50%
Enhanced Environment	21	Develop options to transfer to an electric or ultra-low emissions fleet in line with the Council's Fleet Strategy	High	Long Term	The service in line with Fleet Management will look at technologies such as hydrogen fueled vehicles prior to 2030. The current options are cost prohibitive, and it is envisaged that the transition of the Fleet will be from 2028 onwards in line with the rolling procurement cycle of our Fleet. Given the fact our current Fleet is double shifted at this point it does not look like a full electric fleet is a viable option from a budgetary perspective, as we would need to double up on all vehicles.	0%
	22	Deliver a solution for the ban on biodegradable municipal waste to landfill in	High	Medium Term	Work has commenced in conjunction with East Ayrshire Council to procure a solution to the landfill ban in 2025. We currently have a	70%

Key Theme	Action	Measurable Action	Priority	Timescale	Progress	% Complete
		2025			contract which takes us to April 2024 with the option of an extension. We are actively looking at potential solution and will tender for a solution during 2023. Whilst the current contract meets the landfill ban it is not deemed a long-term solution, therefore the action is not sitting at 100%	
	23	Develop a contamination policy for both householders and commercial properties across South Ayrshire including other Council departments	Medium	Medium Term	A contamination policy has been prepared and will be brought to Cabinet in May 2023.	90%
Communication & Engagement	24	Develop a Waste Engagement and Communications framework which outlines how and when waste management will engage with stakeholders and within the Council itself	Medium	Short Term	Waste Aware are now more active in community and in educational facilities. Communication Plan developed for 2023	40%
	25	Develop new communication methods for engagement with communities, businesses and partner organisations	Medium	Medium Term	Use of Social Media, MyBin App and Sky Ads being utilised to engage with communities, businesses and partners	100%
	26	Develop an online platform for commercial customers	High	Medium Term	Project Team in place to move forward. Information received from other local authorities and software being considered.	20%
	27	Develop educational videos and story boards for the promotion of the strategic objectives within the waste strategy	Medium	Short Term	Videos relating to the service and in particular to reduce contamination are now available on our Website.	65%

Key Theme	Action	Measurable Action	Priority	Timescale	Progress	% Complete
	28	Actively promote the SAC MyBins app and continue to develop its functionality	High	Short Term	Promoted through Tenants & Residents Newsletter & SAC Live magazine and social media. Regular updates with App provider to ensure constant development to suit user requirement needs	100%

South Ayrshire Council
Equality Impact Assessment
Scoping Template

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

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. See information here: Interim Guidance for Public Bodies in respect of the Duty, was published by the Scottish Government in March 2018.

1. Policy details

Policy Title	Waste Strategy
Lead Officer (Name/Position/Email)	Kenneth Dalrymple – Assistant Director Housing & Operations – kenneth.dalrymple@south-ayrshire.gov.uk

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

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	-	-
Disability	-	-
Gender Reassignment (Trans/Transgender Identity)	-	-
Marriage or Civil Partnership	-	-
Pregnancy and Maternity	-	-
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	-	-
Religion or Belief (including lack of belief)	-	-
Sex – gender identity (issues specific to women & men or girls & boys)	-	-
Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	-	-
Thematic Groups: Health, Human Rights & Children's Rights	-	-

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage? (Fairer Scotland Duty). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	-	-

10

Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	-	-
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	-	-
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	-	-
Socio-economic Background – social class i.e. parent's education, employment and income	-	-

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

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

5. Summary Assessment

Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as **Medium and/or High**)	**NO**
Rationale for decision: There are no equality issues relating to the waste strategy or its potential action plan outcomes and should not affect those with protected characteristics.	

Signed :   Kenneth Dalrymple, Assistant Director of Housing & Operations

Date: 08 February 2023