

South Ayrshire Council

**Report by Director of Strategic Change and Communities
to Cabinet
of 20 June 2023**

Subject: Equality Outcomes and Mainstreaming Report 2023

1. Purpose

- 1.1 The purpose of this report is to seek approval of the Equality Outcomes and Mainstreaming Progress Report 2023 (incorporating the Workforce Monitoring Report) and Shared Equality Outcomes 2021-2025 Mid-term Progress Report (2023).

2. Recommendation

2.1 It is recommended that the Cabinet:

- 2.1.1 approves the Draft Equality Outcomes and Mainstreaming Progress Report 2023 for South Ayrshire Council, Education Authority and Licensing Board (Appendix 1);**
- 2.1.2 approves South Ayrshire Council's Workforce Monitoring Report (detailed within the Draft Equality Outcomes and Mainstreaming Report – from page 45); and**
- 2.1.3 approves the Draft Shared Equality Outcomes (2021-2025) Mid-term Progress Report 2023 (Appendix 2).**

3. Background

- 3.1 The Equality Act 2010 introduced a new public sector general duty (PSED), which requires public authorities to have 'due regard' to the need to eliminate discrimination, advance equality of opportunity and foster good relations in the exercise of its functions.

3.1.1 These requirements apply across the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sexual orientation and, to a limited extent, marriage and civil partnership.

3.1.2 The Specific Duties were created by secondary legislation in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, and include the requirement from 2013, to publish:

- a new Equality Mainstreaming Report every two years (Appendix 1);

- a set of Equality Outcomes every four years and thereafter publish progress of these every two years (Appendix 2);
- a workforce employee information report together with details of progress made in gathering and using information to better meet the duty every two years (Appendix 1);
- for public authorities with 150 staff or more, updated gender pay gap information be published every two years (Appendix 1), and
- an equal pay statement every four years.

3.1.3 The Council, Education Authority and South Ayrshire Licensing Board are listed as separate bodies under the Equality Act 2010 and, as such, each require to publish a progress update on the Equality Outcomes every four years, report on progress every two years, and publish an Equality Mainstreaming Report every two years, The report was due to be published by 30 April but some of the data isn't available until after that date. As is common practice amongst local authorities, we have published our report in draft on our website to ensure we comply with legislative requirements.

3.2 On 25 May 2021, the Leadership Panel approved [Shared Equality Outcomes](#) which had been developed in conjunction with the Ayrshire Equality Partnership for the period 2021-2025. Appendix 2 provides information on mid-term progress against the Shared Equality Outcomes for the period 2021-2023.

4. Proposals

4.1 The Equalities Mainstreaming report provides a robust evidence base that demonstrates the Council's commitment to reducing inequalities and eliminating discrimination amongst protected groups. The report covers key areas including:

- Leadership and Governance;
- Partnership working;
- Service Provision; and
- Customer Services.

4.2 The report also publishes detailed equalities information relating to the Council including our statutory reporting of the gender pay gap. The Council's gender pay gap in 2022 was 1.83% in favour of men, down from 1.93% in 2021. This compares favourably with the nation picture where the gap is estimated at an average of 14.9% though it should be noted that our gender pay gap is largely attributable to occupational segregation and the number of women in part time roles.

4.3 Members are asked to approve the documents and note the progress detailed within the Equality Outcomes and Mainstreaming Report for 2023, and the mid-term progress that has been made against the Ayrshire Shared Equality Outcomes for 2021-2025.

4.4 Following approval, all documents will be made available to the public via the Council's website.

5. Legal and Procurement Implications

5.1 The recommendations in this report are consistent with legal requirements.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 Not applicable

7. Human Resources Implications

7.1 Not applicable

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations. The contents within this report however will enable the Council to meet its statutory obligations in respect of the Equality Act 2010. It will also enable the Council to meet its statutory obligations as an employer and provider of services.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 The risks associated with rejecting the recommendations are that the Council may be delayed in meeting its statutory obligation of formally publishing an approved Equality Outcomes and Mainstreaming Report and progress against Shared Equality Outcomes as per our duties with regard to the Equality Act 2010.

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 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 Equalities cuts across all Council 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 Lee Lyons, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.
- 13.3 Consultation has taken place with various Council services, including the Education Authority and Licensing Board, Equality and Diversity Forum, the public and partners and agencies from Community Planning, along with partners from the Ayrshire Equality Partnership, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

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

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Publication of approved reports on Council website	23 June 2023	Service Lead – Policy, Performance and Community Planning

Background Papers [Ayrshire Shared Equality Outcomes](#)

[Report to Leadership Panel of 25 May 2021 – Equality Outcomes and Mainstreaming Progress Report](#)

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Date: 12 June 2023

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**EQUALITY OUTCOMES AND
MAINSTREAMING PROGRESS REPORT
2023**



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Introduction

This is South Ayrshire Council's fifth Equality Outcomes and Mainstreaming Report and provides a summary update on the progress made on mainstreaming equalities into the functions and activities of our organisation. The Report also provides information on our schools as an Education Authority, on South Ayrshire Licencing Board; and demonstrates ways in which we have met the general and specific duties as set out in the Equality Act 2010.

South Ayrshire Council is committed to ensuring that all service users and Council employees, regardless of the following protected characteristics within the Equality Act 2010, are treated fairly and with dignity: age; disability; gender reassignment; marriage or

civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

Within this report, we provide information on our commitment to embedding equalities across our Directorates and Services, and how we strive to ensure that our services are fair and equitable for all our communities, as well as South Ayrshire Council as an employer. As highlighted in our previous report, whilst much progress has been made, we are not complacent and further action must be taken to ensure marginalised groups are not left behind. This report highlights good practice in mainstreaming equality and mid-term progress made against our local equality outcomes which align to the agreed Ayrshire Equality Outcomes (2021-25).



Background & Context

South Ayrshire Council's full responsibilities are set out in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Scotland Regulations 2012. These legal requirements are referred to as the **Public Sector Equality Duties** (PSED). An 'Equality Outcome' is a result which the Council aims to achieve, in order to demonstrate it is addressing the duties which include:

General Duties to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties are to:

- Report progress on mainstreaming the general duty
- Publish equality outcomes and report progress
- Equality impact assess new or revised policies and practices
- Gather, use and publish employee information
- Publish gender pay gap information
- Publish an equal pay statement
- Consider award criteria and contract conditions in relation to public procurement

Shared Equality Outcomes 2021-2025

Shared Equality Outcomes have been agreed across the three Ayrshire Local Authorities and other public bodies and these were published in April 2021. The **shared equality outcomes** (2021-2025) are as follows:

- **Equality Outcome 1:** In Ayrshire, people experience safe and inclusive communities
- **Equality Outcome 2:** In Ayrshire, people have equal opportunity to access and shape our public services
- **Equality Outcome 3:** In Ayrshire, people have opportunities to fulfil their potential throughout life
- **Equality Outcome 4:** In Ayrshire, public bodies will be inclusive and diverse employers

As highlighted in the **Leadership Panel Paper** (Equality Outcomes and Mainstreaming Progress Report) submitted on 25th May 2021, some actions in the **Ayrshire Shared Equality Outcomes 2021-2025** will be undertaken on a pan-Ayrshire basis, while there will be actions specifically related to South Ayrshire Council, our Education Authority and the Licensing Board.

A mid-term progress report has been produced (for the period April 2021 to January 2023) providing an update on progress against our Local Equality Outcomes (a full, detailed progress report will be provided as part of the reporting requirements in 2025).

South Ayrshire

The 2021 mid-year population estimate for South Ayrshire is 112,450 people accounting for 2% of Scotland's total population. This is a slight increase of 0.3% on the previous year's estimate. South Ayrshire has the 19th highest population out of the 32 Scottish council areas and the 13th lowest population density of 92 people per square kilometre.

The proportion of females to males remains unchanged with 52.2% of the population female, similar to Scotland's 51.2%, and the remaining 47.8% male, similar to Scotland's 48.8%. South Ayrshire's estimated population of 112,450 consists of:

	Population	Female	Male
Children 0-15 years	17,244 – 15.3%	8,421 – 7.5%	8,823 – 7.8%
Young people 16-24 years	10,137 – 9.0%	4,927 – 4.4%	5,210 – 4.6%
Adults 25-44 years	22,813 – 20.3%	11,833 – 10.5%	10,980 – 9.8%
Adults 45-64 years	32,894 – 29.3%	17,409 – 15.5%	15,485 – 13.8%
Elderly 65-74 years	15,890 – 14.1%	8,325 – 7.4%	7,565 – 6.7%
Elderly 75 and over	13,472 – 12.0%	7,775 – 6.9%	5,697 – 5.1%
Total	112,450	58,690 – 52.2%	53,760 – 47.8%

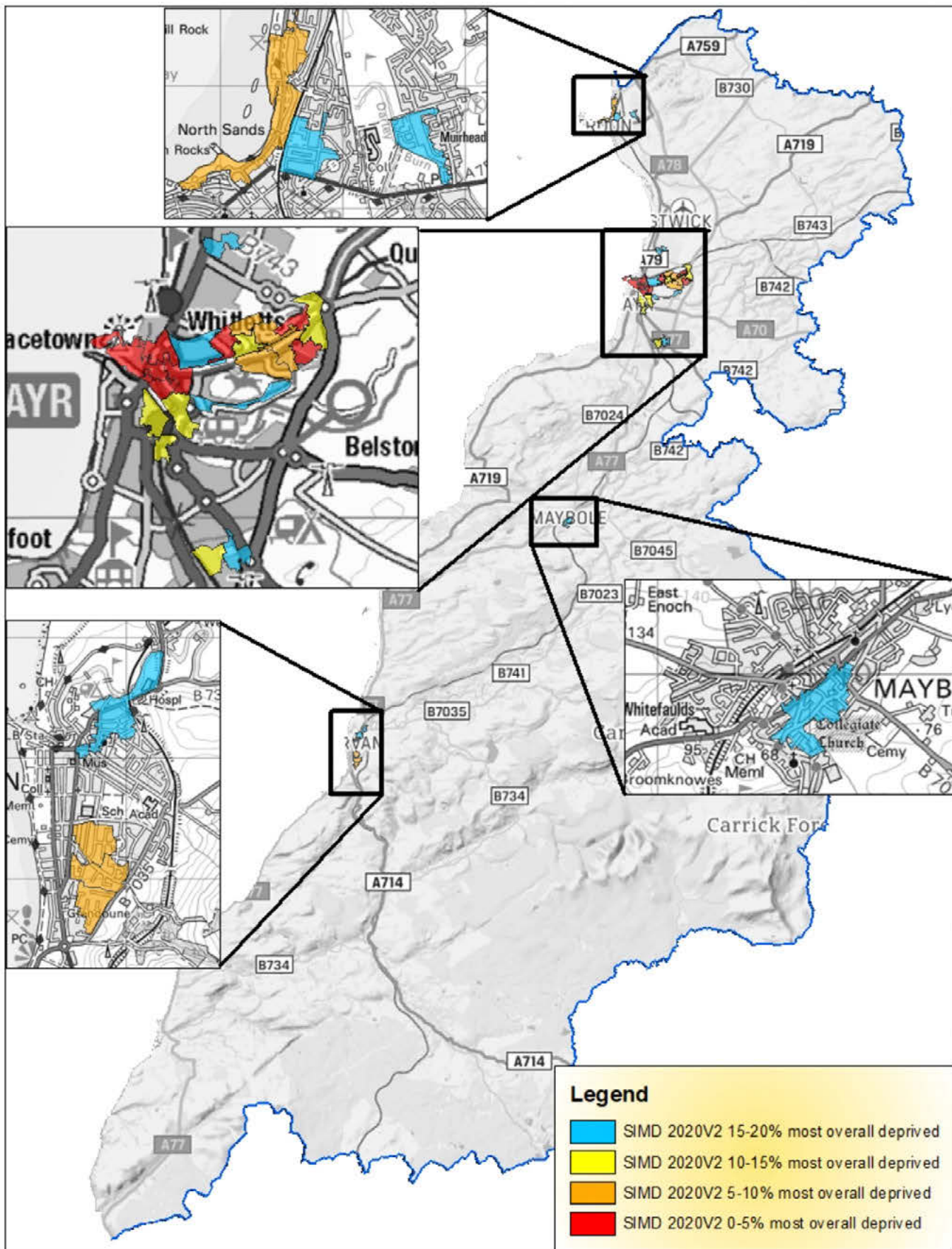
The proportion of South Ayrshire's children aged 0 to 15 years, 15.3%, and of working age adults aged 16-64 years, 58.6%, are both below the Scottish proportions of 16.6% and 63.8% respectively. Hence South Ayrshire's proportion of elderly people aged 65 and over, 26.1%, is higher than Scotland's 19.6%. South Ayrshire's basic dependency ratio i.e. the ratio of combined numbers of children aged 0-15 years and those aged 65 and over, per 100 working age population is 71 compared to Scotland's basic dependency ratio of 57.

South Ayrshire's population is projected to decrease further with a 6.5% decrease from 112,550 in 2018 to 105,191 by 2043 in contrast to a 2.5% increase across Scotland. The projected change in South Ayrshire's population is not evenly distributed between the different age groups. The children and working age populations are projected to decrease by 17.3% and 14.0%(13.9%) respectively while the

pensionable age group will increase to 27.4%. The resultant dependency ratio will increase to 92.

South Ayrshire's ethnic minority community of approximately 3.6% of the population is relatively small in comparison to large cities like Edinburgh City that has an ethnic minority population of 19.6% or Glasgow City that has an ethnic minority population of 11.7%.

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



Leadership and Governance

Our People, Our Place

There are four **directorates** within South Ayrshire Council following a Council restructure in 2022:

- Chief Executive
- Strategic Change and Communities
- Housing, Operations and Development
- Education

The Council Plan 2018-2022 (extended to end of March 2023) set out the Council's vision, with a focus on 'Our People, Our Place'. It detailed the high-level objectives and outcomes we wanted to achieve for our people and places. The strategic objectives were:

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

The Council Plan is supported by service plans, as well as our **Health and Social Care Partnership**, that detail what we will do to deliver these outcomes. Our People, Our Place was just one of the key strategic documents that informed the way forward for the Council including:

- South Ayrshire Integration Joint Board Strategic Plan 2021-2031
- Educational Services Recovery and Improvement Plan 2021-2024
- South Ayrshire Strategic Economic Plan: Vision 2030
- Community Learning and Development Strategy 2021-2024



Further details available at: [Council plans - South Ayrshire Council \(south-ayrshire.gov.uk\)](https://south-ayrshire.gov.uk)

In March 2023 a new Council plan will be agreed, and this will form basis of future equality and mainstreaming reports.



Community Planning

The Community Empowerment (Scotland) Act 2015 has given South Ayrshire Council's Community Planning Partnership (CPP) a statutory purpose regarding public service reform at a local level. The Act requires CPPs to produce two types of plans which will provide information on how we can make improvements in our local areas. These are known as the Local Outcomes Improvement Plan (LOIP) and Locality Plans.

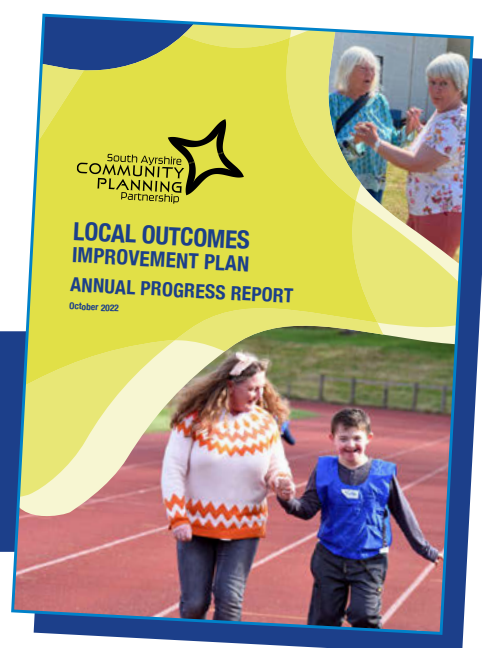
The Community Planning Board is the executive and decision-making body of South Ayrshire Community Planning Partnership (CPP) and is chaired by an Elected Member. **Reducing inequalities and improving outcomes** for people in South Ayrshire is a key focus of South Ayrshire Community Planning Partnership (CPP). The Community Planning Board makes decisions on priorities, strategic outcomes and objectives for the CPP and has responsibility for the delivery of the Local Outcomes Improvement Plan.

Further information can be found in the latest LOIP Annual Progress Report for 2022 [here](#)

In addition to producing a LOIP, there is also a requirement to identify smaller areas within South Ayrshire and prepare and publish locality plans to improve outcomes on agreed priorities for these areas. In South Ayrshire, locality plans are known as '**place plans**' which South Ayrshire Council is currently undertaking with many of the communities in South Ayrshire. These plans are at the heart of a new approach to placemaking in South Ayrshire,

South Ayrshire CPP has two strategic themes as an agreed area of focus for the LOIP – these are: '**Supporting older people to live in good health**' and '**Closing the poverty-related outcomes gap**'. Under the strategic themes there are five supporting improvement priorities:

- reducing social isolation and loneliness;
- support for people living with dementia and their carers;
- improving outcomes for care experienced children and care leavers;
- providing support for young people who are carers; and
- employability and lifelong learning.



one that is embedded within, and driven by the Community's own concerns and aspirations.

The aim is to develop plans collaboratively with the community that are a true reflection of the priorities of those who live and work in the towns and villages of South Ayrshire. The plans will provide a series of actions that the community, the Council and other partners can work together in delivering.

Community Engagement & Consultation

South Ayrshire Council recognises the value of engaging with Equality Groups and with people who experience prejudice and discrimination as a result of protected characteristics. The Council, along with its partners in the public and voluntary sectors, continues to survey attitudes and views on public services and policy issues.

Citizens' Panels are a way for local people to provide feedback on a range of issues and influence decision makers. The South Ayrshire Citizens' Panel is called '**South Ayrshire 1000**'. This Panel seeks to be as representative as possible of the population of South Ayrshire.

South Ayrshire Community Conversations is South Ayrshire Council's new digital community engagement platform South Ayr that allows open participation within communities. During the last two years a wide range of consultation has taken place, some of which include:

Active Travel Strategy

- Various locality-based place plan consultations
- Community Learning and Development Partnership Plan 2021-2024
- South Ayrshire Housing Need and Demand Assessment 2021-2026
- Free Period Products
- Your Wellbeing Survey
- GIRFEC
- South Ayrshire Youth Voice Survey
- Young Carer Survey
- Accessible Ayr
- Local Housing Strategy

Further information can be found on our '**Have your say**' webpage and a list of consultations and surveys which have been carried out can be accessed [here](#).



To support community engagement within our local communities, South Ayrshire Council has an approved **Community Engagement Strategy**. This strategy is for anyone who plays a part in helping South Ayrshire to thrive and improve the lives of all our citizens. This includes public and private organisations, voluntary and community groups, residents, workers, students and any individual with an interest in how their environment and community can grow and flourish. The strategy is written for:

- **People who are involved in making decisions** This includes individuals, community groups, businesses, voluntary organisations and anyone else who may get involved with decision making.
- **Organisations who involve people in making decisions** This includes the Council, Community Planning Partners, private, voluntary and community sectors.



Equality Impact Assessment (EIA)

The Council has a process that must be carried out to ensure all policies and strategies, either new or revised, are assessed to comply with the General and Specific Duties of the Equalities Act 2010. To support completion of the Equality Impact Assessment, an Equalities Champion or 'critical friend' from the appropriate Service is involved in this process. Training has been delivered in-house to Elected Members, Senior Management and Equality Champions. Guidance has also been produced for staff on the completion of Equality Impact Assessments (incorporating Fairer Scotland Duty) providing information on roles and responsibilities. Further information can be found [here](#).

Fairer Scotland Duty

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

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

Some other considerations worth bearing in mind are as follows:

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

The Equality and Human Rights Commission (EHRC) is the Regulator for the Fairer Scotland Duty and will be involved in monitoring best practice for the Duty.

Mainstreaming Equalities

Mainstreaming the Equality Duty is the responsibility of Council Leadership and all employees to ensure it's success. The Council aims to ensure that consideration is given to equalities to ensure it underpins everything that we do.

Portfolio Holder

Equalities sits within the remit of an Elected Member with the Portfolio Holder for Health and Social Care.

The Chair of the Equality and Diversity Forum is a further Elected Member and along with staff from services across the Council, partner agencies and the third sector organisations, have all made a commitment to ensuring equality and diversity is duly considered.

Equality and Diversity Forum

The role of the forum is to support the Council to deliver on its equality and diversity responsibilities by providing a consultative and inclusive link to the diverse communities of South Ayrshire, and through the work of the Forum, promote equality and diversity and encourage good relations throughout South Ayrshire. The remit of the Equality and Diversity Forum was refreshed in 2022, with the main areas of focus:

- To support the Council to meet its Public Sector Equality Duty responsibilities, including the Specific Duties to progress the Council's Equality Outcomes and to Mainstream Equalities;
- To support the development of the Council's policies and procedures relating to equality and diversity;
- To promote inclusion and participation of the diverse communities and hard to reach and under-represented minority interests in South Ayrshire;
- To raise awareness of the needs and priorities of the diverse communities in South Ayrshire;
- To provide a link to the voluntary sector and organisations representing the diverse communities within South Ayrshire; and

- To support the development of the Council's policies and procedures relating to Fairer Scotland Duty.

Membership of the of the forum comprises Elected Members supported by staff from Policy, Performance and Community Planning. The Equality and Diversity Forum now has in place an Improvement Plan focusing on areas such as training, the development of an integrated equalities impact assessment and increasing the number of equality champions.



Equality Champions

To ensure that the Equalities Duty is understood and mainstreamed across the Council, all service areas that are impacted upon by the Equality Duty, or that provide a front facing service, have a representative on the Equality and Diversity Forum as a 'Champion'.

Leadership

The Provost, and our Chief Executive, have continued to raise awareness of equality and diversity issues by previously hosting civic receptions and hospitality events to recognise, honour and pay tribute to achievements, persons and events across South Ayrshire.



The Robert Burns Humanitarian Award

The **Robert Burns Humanitarian Award** is a globally-respected honour bestowed annually on a group or individual who shows selflessness and dedication in a bid to save, enrich or improve the lives of others through the protection and promotion of human rights and work to deliver social reform. Named in honour of Scotland's son, Robert Burns, this much sought after humanitarian award applauds the efforts of people who bring hope and inspiration, often in desperate situations, and help change lives for the better. Further information on 'What makes a Burns Humanitarian?' can be found [here](#).



The South Ayrshire Way

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

The Outstanding Peoples Awards (TOPA)

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

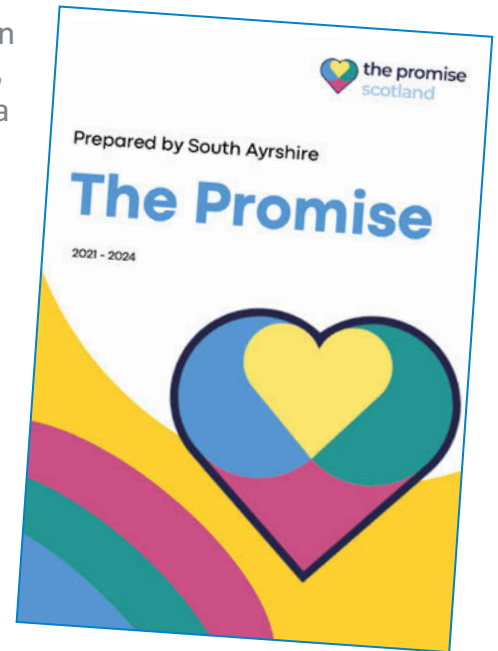
Equality Training

We continue to review and refresh our people policies in line with employment law and equality is mainstreamed throughout all our learning and development activities, including our management development and induction programmes. We continue to use a suite of E-Learning courses as well as workshop training, which promote equality in a range of ways. Going into 2023, we will develop a suite of webinars increasing the range of opportunities for staff and elected members, with the aim of building a catalogue of webinars that are capable of repeat viewing at times convenient for staff. Further details on training available are included in our Workforce Report.

The Promise

In 2020 Scotland made the Promise that care experienced children and young people will grow up loved, safe and respected. By 2030, that promise must be kept. South Ayrshire's Parenting Promise is a plan written for those who are care experienced and details what you can expect of us as Corporate Parents.

As Corporate Parents, under the Children and Young People (Scotland) Act 2014, it is our role to make sure that our attention and resources are focused on upholding the rights, safeguarding and promoting the wellbeing of South Ayrshire's 'looked after children' and 'care leavers'. We want to make South Ayrshire the best place it can be for children, young people and their families and it matters to us that all young people get the chance to grow up loved, safe and respected to be the very best they can be. It is important to us that South Ayrshire's Parenting Promise shows how committed we are in South Ayrshire to working together to **#KeepThePromise** to all the children and families that we work with and for.



We are leading, collaborating, and driving change through South Ayrshire's 10 Improvement areas right now. You will find South Ayrshire's 10 improvement areas within our [Promise outline](#).



Our Champions for Change

South Ayrshire's Champions Board support young people with experience of care to work alongside those who make decisions about the care system. In this way, they are involved in the decisions that affect their own lives. Champions Boards provide a powerful space for young people, elected members and key decision makers to come together, focussing on what works and what needs attention in their local area. Champions Boards build the capacity of young people to influence change, empower them by showing confidence in their abilities and potential, and give them the platform to flourish and grow. The Champions Board approach is characterised by genuine relationships being formed between young people, staff, and Corporate Parents.

Trauma Informed

South Ayrshire Council has made a commitment to developing trauma informed and responsive systems and services, and due to Government funding allocated to Community Planning Partnerships, now has a dedicated Trauma Lead Officer who will focus on supporting the implementation. A strategic governance group and a lived experience led, multi-agency group has been established; a comprehensive training plan has been developed; new policies and strategies have been reviewed in line with the 5 national principles of trauma informed practice; staff-wellbeing initiatives are currently being implemented; and plans to develop and strengthen partnership networks to reduce silo working, operationally and strategically are on-going. In January 2023, South Ayrshire Community Planning Partnership agreed the signing of the Trauma Pledge which commits to working towards a trauma informed and responsive Scotland.

Climate Change

Climate change is increasingly being identified as a key equalities issue. It is critical that no one is left behind in the transition to a low carbon, climate resilient future. With irreversible impacts of climate change already being identified locally and efforts to reduce emissions to prevent further climate change impacting on how we all live our lives now and, in the future, we know that the impacts of both adaptation and mitigation are not and won't be felt equally across all groups in our council area.

Groups who are already disadvantaged who are indeed often those making the smallest contribution to climate change should not be left behind or disadvantaged further by the transition. Opportunities to deliver a more equitable and just future in the way we deliver the transition required can and must be identified and explored and it is critical that our decision making, strategies and plans work towards this goal.

The Council adopted its first Sustainable Development and Climate change Strategy in 2019, and since then awareness of this issue has increased and it has been identified as a key issue to be addressed in the strategy refresh currently underway. A Place and Wellbeing Assessment was undertaken with the support of the Improvement Service in 2022 as part of the refresh process which also highlighted the need to address this, through cross service working and work with partners. Moving forward mechanisms to address this require to be identified and implemented both within the council and in our work with partners and the wider community.



Mainstreaming Equalities in Partnership Working

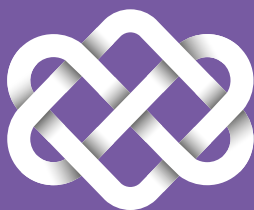
The Council has a track record of successful partnership working with local stakeholders, particularly through the Community Planning Partnership. Our specific partnership arrangements in relation to Equalities include the following:

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

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



South Ayrshire
COMMUNITY
PLANNING
Partnership



south ayrshire
health & social care
partnership

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

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

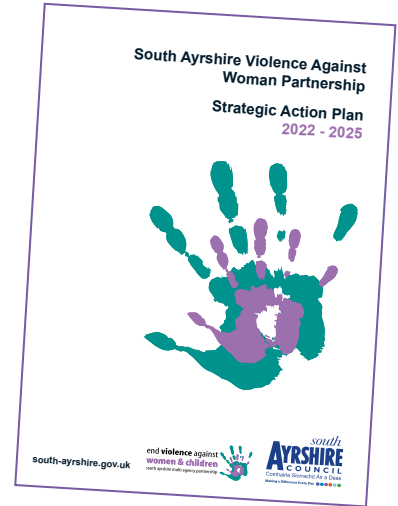
Further details can be found:

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

CHILDREN'S SERVICES PLAN 2020/23



Our **[Children's Services Plan 2020-23](#)** sets out our joint vision, our priorities and the outcomes we will strive to achieve for South Ayrshire's children and young people over the next three years. It has been developed collaboratively with partners involved in the delivery of services for children and young people across South Ayrshire and has been informed by input from the most important partners to the plan, our young people.



South Ayrshire Violence Against Women Partnership

The Community Safety Team, on behalf of the Council, has the lead role for the work of the South Ayrshire Violence Against Women Partnership (SAVAWP). This multi-agency group includes membership from a range of partners including Police Scotland, NHS Ayrshire & Arran, Scottish Fire and Rescue Service, South Ayrshire Women's Aid, Moving On Ayrshire, Barnardo's, Victim Support, Ayr Faculty of Solicitors, ASSIST, Community Justice Ayrshire and South Ayrshire HSCP.

The SAVAWP fully supports the national Equally Safe strategy and is committed to addressing violence against women including gender-based violence and domestic abuse. The **VAWP Strategy 2022-2025** is aligned to the Equally Safe Strategy priorities with the vision of 'ensuring all women and girls in South Ayrshire are safe, respected and empowered and live in communities that are informed; and reject all forms of violence against women and girls' focusing on four outcomes – Resilient, Inclusive, Safe and Empowered.

A key annual campaign is the 16 Days of Action which runs from the 25th November (the International Day to Eliminate Violence Against Women) until the 10th December (Human Rights Day). In 2021 and 2022 several events were held to raise awareness of the campaign and detailed below are some examples from the 2022 campaign. Further information can be found in the **2022 evaluation**.

Official launch of the campaign at Ayr Fire Station and Community Planning webinar involving various partners to promote the work of the partnership (Friday 25th November)



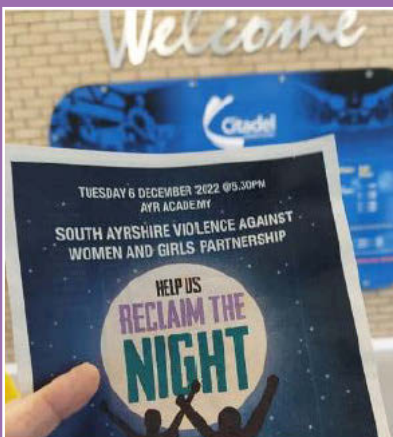
'Hystaria' the witch trials of Ayr – two presentations (Thursday 8th December)



'Reclaim the Night' Walk in Ayr town centre (Tuesday 6th December)



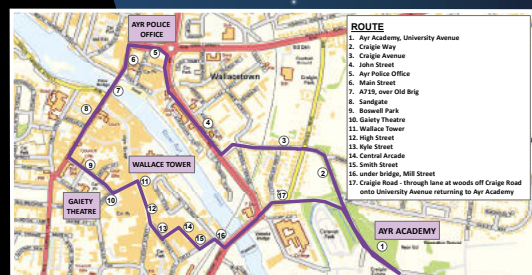
SAVAWP supports and promotes **International Women's Day**. 2021 focussed on 'Break the Bias' and encouraged people to call out instances of bias against women in the workplace, at school, at home, and in our communities. In 2022, a Reclaim the Night Walk was held.



HELP US RECLAIM THE NIGHT

Help us raise awareness
of violence against
women and girls

THE ROUTE



South Ayrshire COMMUNITY PLANNING Partnership



Wallacetown Strategic Delivery Partnership has representation from several statutory and third sector organisations, alongside members of the community. It provides the main community planning context in relation to the development of a team within the community.

Its role is to provide leadership and commitment for the development and implementation of new ways of service delivery to support the Wallacetown Improvement Strategy. Through a public health approach, the Partnership aims to support the development of a strong resilient community voice, able to lead positive change reflecting the experience of people living in the community. It encourages a trauma informed approach in the delivery of all services and is responsible for performance management including measuring impact, monitoring progress and evaluation.

A delivery plan has been developed to ensure appropriate governance and leadership is in place through the Strategic Delivery Partnership and Operational Groups, to enable improved access to services and ensure better outcomes for people living in Wallacetown.

An action plan will be developed to support the implementation of local outcomes and will be reviewed as an action log at each Wallacetown Strategic Partnership meeting.

Highlights include:

- Two weekly Parent & Child groups running from St Johns Primary and Newton Primary. 17 families in total are registered from varying backgrounds including Scottish, Polish, Malaysian and Pakistani. Groups take part in weekly activities as requested through the group building positive relationships and learning together.
- Accredited Barista course run at Ayrshire College. 7 participants passed the course from varying backgrounds Mexican, Australian, Syrian, Ukrainian, Pakistani, and Scottish.
- REHIS and First Aid courses run through the CBAL recovery funding which benefitted learners from Wallacetown and Community Organisations volunteers. E.g., Riverside Trust
- Monthly Chat Café and Community Cinema's. Open to the Wallacetown Community and ESOL community. Regular attendance from varying nationalities providing coffees, food, and a place to gain information on local services and improve integration into the community.
- Girls Group – 15 girls registered. The group being run from the Working for Wallacetown Hub. They took part in the Violence against women campaign and take part in weekly activities requested by the group including trips and visits. Learner conversations indicate they have improved outcomes relating to building positive relationships they feel safe and welcome at the group; have had new experiences; feel they have a say within the group; have gained new skills or knowledge; can make better informed decisions about their lives and feel positive about their future

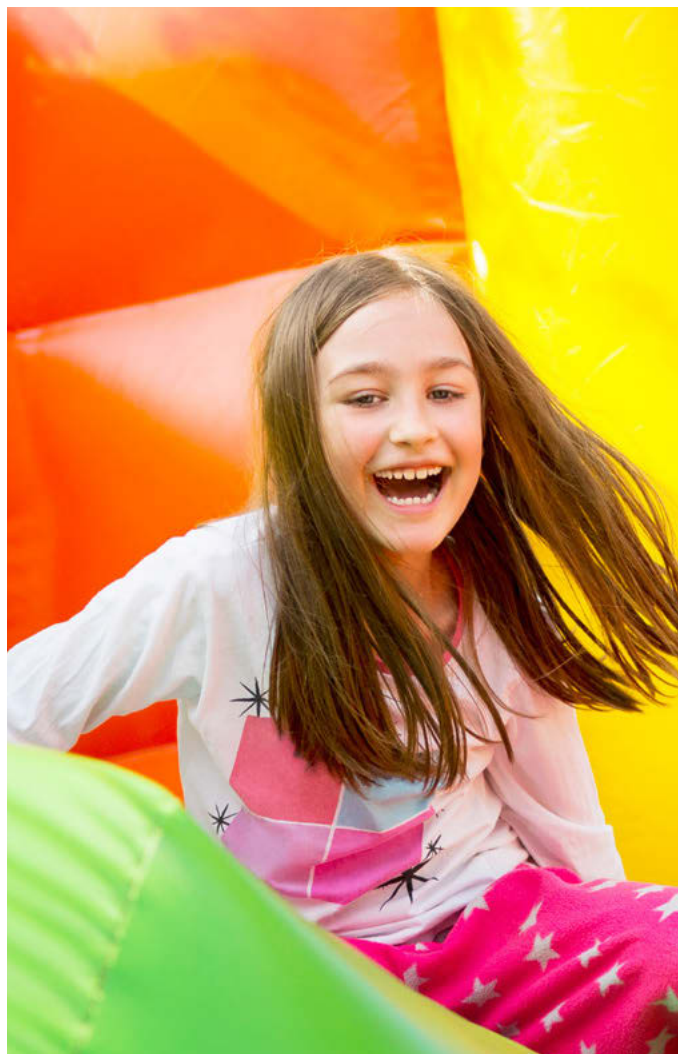


Working for Wallacetown

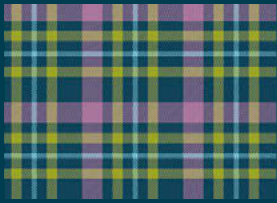
- Wallacetown Friday night Youth Group – 58 young people registered. The group being run at Newton Primary School. They took part in weekly activities requested by the group including trips and visits. Learner conversations indicate they have improved outcomes relating to building positive relationships; they feel safe and welcome at the group; they have had new experiences; they feel they have a say within the group; they have gained new skills or knowledge; they can make better informed decisions about their lives, and they feel positive about their future.
- Summer Fun Day 2022 – Fun day was organised and delivered with partners including Thriving Communities, Riverside Trust, Libraries, Police, Fire service, Home Energy Scotland, Ayr United, Health and Social Care, Schools, housing, Ayrshire Housing, and other SAC departments. Around 150 people attended gaining information and knowledge on services available to them. A PB event took place during the fun day to decide where £10000 was going to be spent and the winning project was the installation of a Tyre Swing at Church Court. (This is still in progress of being installed)



– Outdoor Learning, Swimming, Skiing, Bounce Festival, Millport, Blair Drummond Safari Park, M&D's, Science Centre, and Heads of Ayr Farm Park. Feedback has been excellent and positive roll over into our weekly groups has occurred.



- Summer programme 2022 – An extensive summer programme for families and young people was delivered during 2022 including day trips and the provision of free holiday meals to every participant. Trips included
- Volunteers- Volunteer opportunities have been developed and 4 volunteers from Wallacetown have supported the work being carried out. 1 volunteer has moved into employment within the Thriving Communities Team.
- Street work – Street work sessions have been carried out through the TAYP extra fund to engage positively with young people to provide them information on groups and activities available to them.
- Wallacetown Cooking Group – Cooking group delivered at the Community Room in Newton Primary. Participants learned new life skills and built positive relationships with staff.



AYRSHIRE GROWTH DEAL

The Ayrshire Growth Deal (AGD) is a partnership being driven forward by the Scottish Government, the UK Government, South, East and North Ayrshire Councils. The deal presents a once-in-a-generation opportunity to transform the economic prospects of the area and with confirmed funding now in place work is getting underway. The ambitions and projects of the AGD form the foundation of long-term plans to attract new businesses, support existing companies to expand, create more jobs and bring new opportunities – all of which will benefit people and places across Ayrshire. Thanks to confirmed investment from both the UK and Scottish Governments – of £103 million each – with further funding of £45.5 million from the three Ayrshire Councils, Ayrshire now has the opportunity to realise the area’s potential and become a world-class business region for the aerospace and space, energy, marine, manufacturing and tourism industries.

AGD brings together a wide range of exciting projects that will have the biggest positive economic impact Ayrshire has ever seen. The Deal was officially signed ‘virtually’ in November 2020.

The AGD is based around the following five themes: Aerospace and space, Energy, Marine, Manufacturing and Tourism Industries. This will be taken forward by five programmes as detailed below:



Aerospace and space	This deal will position Ayrshire as one of the UK’s leading centres of aerospace and space activity
Energy, circular economy, and environment	Investing in centres of excellence, innovation and research across Ayrshire
Tourism	Developing the local area to attract increasing number of tourists
Economic Infrastructure	Building Ayrshire infrastructure for future generations
Community	Focussing on the health, wellbeing and progress of our local communities

Mainstreaming Equalities in Service Provision



Housing Services

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

- Tenants continue to be involved in the development and scrutiny of Housing services through our Tenant Participation Structures;
- Housing Services work closely with South Ayrshire Health and Social Care Partnership (HSCP) on a number of projects to support individuals to live independently;
- Housing Services, in partnership with South Ayrshire HSCP, continues to support and develop the Youth Housing Support Group to improve the housing outcomes for young people leaving care or experiencing homelessness;
- The Housing Service is working with all key services and agencies to ensure a consistent and continuous approach to service provision for individuals who are relocated to South Ayrshire via various resettlement schemes. They are ensuring young children are fully integrated to the Education system and that adults are able to live independently and have the opportunity to integrate into South Ayrshire life;
- Corporate and Housing Policy are leading on the development of the Local Housing Strategy 2023-2028;
- Our Housing First project works with households at risk of repeat homelessness, with the aim of supporting them to live independently. A Multi-Agency group made up of partners from a variety of agencies work together to ensure the needs of this group are understood and met effectively;
- Working with partners to prevent homelessness continues to be a priority and will become critical in the context of the proposed new Homelessness Prevention Duty;
- A review of housing support services in South Ayrshire was commissioned during 2019/2020. This involved considerable engagement with a range of local services and the people using these services. Our housing support contracts were then redesigned and commenced on 1st September 2021;
- Since 2021, The Empty Homes service has brought back 33 long term empty properties into use. This has been a mix of properties for sale, rent and council buy backs. The Empty Homes Officer can provide practical advice and assistance to owners of long-term empty properties to enable them to bring their properties back into use;
- A new Social Letting Services has been developed to prevent homelessness and improve access and affordability to the Private Rented Sector.



THRIVING COMMUNITIES

Exclusively Women's Groups

Thriving Communities staff continue to support the Ayr North Exclusively Women's group, Kincaidston Women's group, a young women's well-being group at Prestwick Academy and our Wallacetown Women's group. These groups were established to connect women with and in their local communities, provide a safe place to chat, share their thoughts and ideas and ultimately to gain confidence, resilience, and positive relationships. Recent examples of our work include:

- Ayr North Exclusively Women's Group held a celebration of women's event which included inputs on the effects of trauma by Council's dedicated Trauma Informed practice officer, and from South Ayrshire Women's Aid to raise awareness of gender-based violence and coercive control.
- Wallacetown Women's Group also held a celebration of women event including inputs from South Ayrshire Women's Aid and Police Scotland wellbeing team.



South Ayrshire Youth Forum (SAYF)

The SAYF is a youth-led organisation, made up entirely of young people but supported by the Council's Thriving Communities CLD team, to consult with young people to gather their views on issues affecting them and to share this feedback with young people on both a local and a national level. SAYF also feed the views of young people from South Ayrshire into the Scottish Youth Parliament to ensure they have an impact on national policies. Further details available at: [South Ayrshire Youth Forum \(SAYF\) - South Ayrshire Council \(south-ayrshire.gov.uk\)](https://www.south-ayrshire.gov.uk)



Health and Wellbeing

The Health & Wellbeing team provides opportunities across South Ayrshire for people to take part in sport, physical activity and outdoor learning. Working with a variety of partners we are able to provide support and provision to a number of different groups removing barriers to participation. The HWB team also receive referrals for 1-2-1 support with some of the most disengaged young people who are school refusers or have low attendance rates. Building relationships with the young people has led to increased attendance at school, improved attainment and gaining of extra-curricular qualifications such as the Duke Of Edinburgh's Award, National Navigation Award and the Go MTB qualification.



Active Schools

A range of free extra-curricular sport and physical activity clubs is provided across all South Ayrshire schools with over 4000 young people taking part last year. The team work closely with school staff and partners to identify and support those young people who experience barriers to participation. Our Developing Young Workforce programme offers a range of leadership opportunities across various programmes.

Over 1200 young people take part in our leadership programmes annually and gain 1500+ qualifications. This year we have worked across the Thriving Communities service to develop a pre-apprenticeship programme to support disadvantaged young people to gain the skills, knowledge and experience to support them to apply for a modern apprenticeship.

Working in partnership across the Thriving Communities service the Thriving Futures programme was developed to support secondary aged young people to engage in a programme of sport and youth work. This was offered as part of a diversionary programme for young people who require additional support to engage in school and move towards a positive destination.

Care Experience

The team work alongside the Virtual Headteacher and the team of Welfare Officers to identify young people and their families who are care experienced. This enables us to support them to take part in a variety of different opportunities such as residential trips to Dolphin House and Inverclyde, outdoor learning days, trips to local sports clubs & free access to community sport sessions.



Young Carers

Our team work alongside the South Ayrshire Young Carers team to support young carers to participate in outdoor learning, sport & physical activity opportunities across the authority. Recently the team worked in partnership with CLD to provide a residential experience at Dolphin House for young carers and their families building on previous day visits to the centre.

Changing Lives Through Sport Fund

Covid Recovery funding has allowed our team to be able to provide funding to local sports clubs and organisations to help support equality, diversionary and inclusive projects. This funding has supported South Ayrshire clubs to remove barriers to participation for identified groups within their communities whom they may not have connected with before. A few examples of some of the projects are:

- ASN Skating Project – The funding allowed the Kyle Figure Skating Club to purchase skating aids to help people with additional support needs to attend their beginner class, promoting social connections, independence and confidence.
- North Ayr Tennis Project – Funding is currently supporting a Prestwick Tennis Club to provide tennis coaching within schools in North Ayr as a taster to join sessions at their local courts.
- Walking Football Project – Funding provided an indoor space for a walking football group to support the group to continue all year round increasing physical wellbeing and reducing social isolation for the participants.

Inspire Active Communities Programme

As part of our Active Communities programme we deliver both junior and adult inspire disability sport and physical activity sessions. These sessions are delivered across a number of different venues in partnership with local schools, clubs & Ayrshire Sportsability providing a pathway for participation for those with disabilities from grassroots participation to elite pathways in sport.



Targeted Community Support

Over the holiday periods our wider Thriving Communities team deliver several multi-sport 'pop up' sessions across South Ayrshire. The majority of these sessions happen within our most deprived and/or rural communities. These sessions help us remove some of the barriers that communities have to participation such as transport and cost.

Dolphin House



Dolphin House strives to ensure every child has the same opportunity to succeed, with a particular focus on closing the poverty-related attainment gap. We work towards this by ensuring affordable rates for all and reductions for families who need this support, promoting healthy and active lifestyles and providing all equipment and facilities the young people need to enjoy their stay.

The team's fully inclusive ethos ensures all young people are able to take part in our residential programmes including adapting programmes for young people with additional support needs, pre visits and our ambition to build positive relationships with every young person who visits. The team have been supported by COVID-19 Recovery funding from South Ayrshire Council and have utilised this to support families most in need including those who are experiencing challenges with their physical and mental health, social isolation or missed experiences. Despite the restrictions in place the team have been able to increase capacity in the residential programme at Dolphin House with approximately 30% more young people accessing residential outdoor education.

Over the past year the team have worked collaboratively with Thriving Communities colleagues to increase opportunities for local community groups including the Glendoune Centre, The Carrick Centre, The Champions Board and Young Carers. The centre's fantastic location and exciting activities has also given targeted families opportunities to spend quality time together and develop a wide range of skills. Last year nearly 1500 young people were able to access the Dolphin House residential programme from 37 different primary and secondary schools as well as a range of bespoke groups.

The Duke Of Edinburgh's Award

The team support hundreds of young people every year to work towards their Duke of Edinburgh's Award. Unfortunately, some young people face challenges to complete their award. The team created a new group in conjunction with the Virtual School team and have supported 8 care experienced young people to complete their Bronze Duke of Edinburgh's Award. The young people attended a weekly session based at the Domain Youth Centre where they worked towards sections of the award including learning a new skill, volunteering and staying active. The project is aimed at supporting young people who are currently at South Ayrshire secondary schools. The target group of young people face significant barriers to accessing the Duke of Edinburgh's Award in school and have experienced challenges taking part in expeditions where they are away from home overnight. The expedition is a unique opportunity to challenge themselves, work with others and pivotal to them completing their award at all levels.

DRAFT

Organisational Development and Customer Services

Ukrainian Support Team

In April 2022, a dedicated Ukrainian Support Team was established to deliver the UK Government Homes for Ukraine scheme and the Scottish Government Super Sponsor Scheme across South Ayrshire. The work initially involved supporting guests matched to hosts in the community however, accommodation across the central belt reached capacity with new arrivals due to the influx of guests arriving between June and July 2022, so two temporary welcome accommodation hotels in Monkton and Ayr, with a combined capacity of 95 rooms, were procured by Scottish Government to accommodate people arriving in Scotland via the main Edinburgh Hub.



The role of the Ukrainian Support Team is to provide initial support to guests including help with Biometric Residency Permit appointments; setting up bank accounts; applying for National Insurance Numbers; help to complete Universal Credit applications; Education placement requests; and support to access health care including mental health support, ESOL and employability services.

The Ukrainian Support Team also provide support to hosts by administering safeguarding checks; identifying new matches in hotels, and rematches in the community; and being a single point of contact for hosts living with guests. This work is carried out in both hotels and in private residencies across the local authority area, where the Ukrainian Support Team are currently supporting 303 Ukrainian individuals. The team continue to welcome new arrivals and this is anticipated to continue throughout 2023/24. The team also co-ordinates initiatives and activities including gifts for children at Christmas; a gathering for the Ukrainian community at Christmas; a community kitchen; an art show; gardening at Belleisle; and support for young athletes to attend training venues.



Information and Advice Hub



The Information and Advice Hub is a free, confidential, and impartial, information and advice service to people living in South Ayrshire. The service provides a comprehensive and holistic advice service to all residents across South Ayrshire, aimed at reducing the impact of social economic disadvantage. Maximising income enables households to reduce impacts of poverty and meet the financial costs of daily living, which in turn has a

positive impact on their health and wellbeing.

Services provided include:

- Advice and information on welfare benefits
- Advice on money and debt related issues, including negotiating with creditors, such as credit cards or loans.
- Personal Budgeting Support
- Assistance with mandatory reconsiderations, tribunal preparation and written representation
- Income Maximisation checks/Better Off Calculations
- Accessing Food bank vouchers and emergency grant provision
- Delivering advice surgeries in all South Ayrshire foodbanks

The service holds twice-weekly training sessions for all front-line workers, including colleagues in the HSCP, Education, and NHS, in order to promote the advantages of partnership working through targeted early intervention and effective referral routes. In addition to this the sessions provide attendees with confidence to address non-complex matters with their service users particularly in relation to benefits and spotting the signs of debt.

You can find more about the service including how to make contact with them by going to their website:

[Information and Advice Hub - South Ayrshire Council \(south-ayrshire.gov.uk\)](https://www.south-ayrshire.gov.uk)



Mainstreaming Equalities in Licensing

The Licensing Board has continued to work with the local Licensing Forum as a means of improving communication and understanding, relating to licensing issues. The Forum is comprised of named individuals representing holders of premises and personal licenses, young people, Police Scotland, people working within Health, Education or Social Work, as well as people representing local residents. Although meetings of the Forum were affected during the Covid 19 pandemic, they have been restarted in 2023, and going forward there will be a focus on expanding Forum membership.

Licensing staff have, within legal protocols, continued to work to ensure that as far as possible each of the protected characteristics are represented within the Licensing Forum, although it has continued to be difficult to find anyone from the minority ethnic community to become a member.



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

The Council, as part of its commitment to promoting equal opportunities, has ensured that all licensing service staff have undergone equality training and receive information on equalities and updates through the Council's Equality Champions Forum.

A Licensing Best Practice Seminar for members of the Licensed trade was held in November 2022, which included advice on CCTV, drug use, and post-Covid requirements for the trade, and included partners from Police Scotland and Environmental Health.

General mainstreaming activities include:

- Ensuring all policies and procedures are equality impact assessed;
- The Licensing Service has participated in all relevant Consultations, including the Licensing of Sexual Entertainment Venues Consultation; and
- The Licensing Service participates in the Community Safety Partnership as appropriate, and in particular is attending regular meetings of the Reducing Violence Joint Action Group (of South Ayrshire Community Safety Partnership).

Sexual Entertainment Venues

The Scottish Government in April 2019 passed legislation which allows local authorities to decide if they wish to licence sexual entertainment venues ('SEVs'). A sexual entertainment venue is defined as any premises at which sexual entertainment is provided before a live audience for (or with a view to) the financial gain of the organiser. The consultation process for this matter was delayed by the Covid-19 pandemic. Following the outcome of this consultation, a policy will be produced for South Ayrshire Council and published in due course.

South Ayrshire Council as an Employer



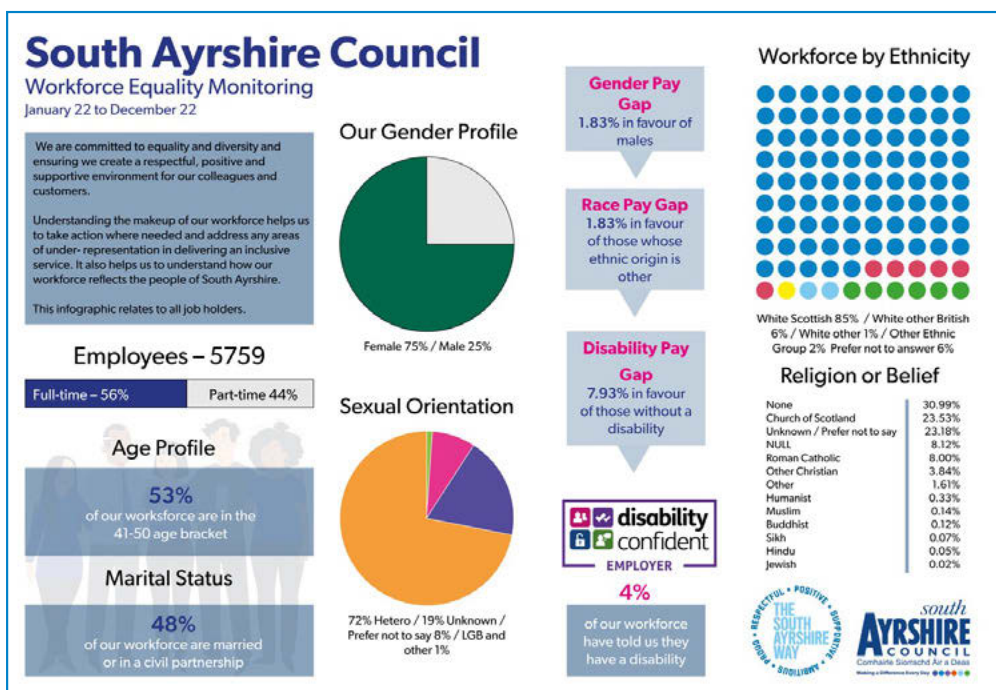
Introduction

Our employees work every day to deliver services which make a difference to the people of South Ayrshire. We are committed to ensuring that we are an employer of choice and that our employees work in an environment where equality is embedded and aligned to our values – respectful, positive, supportive, proud and ambitious. To further this commitment, each year we gather information relating to the different protected characteristics of our workforce. We use this data to inform a wide range of activities including our policies and procedures.

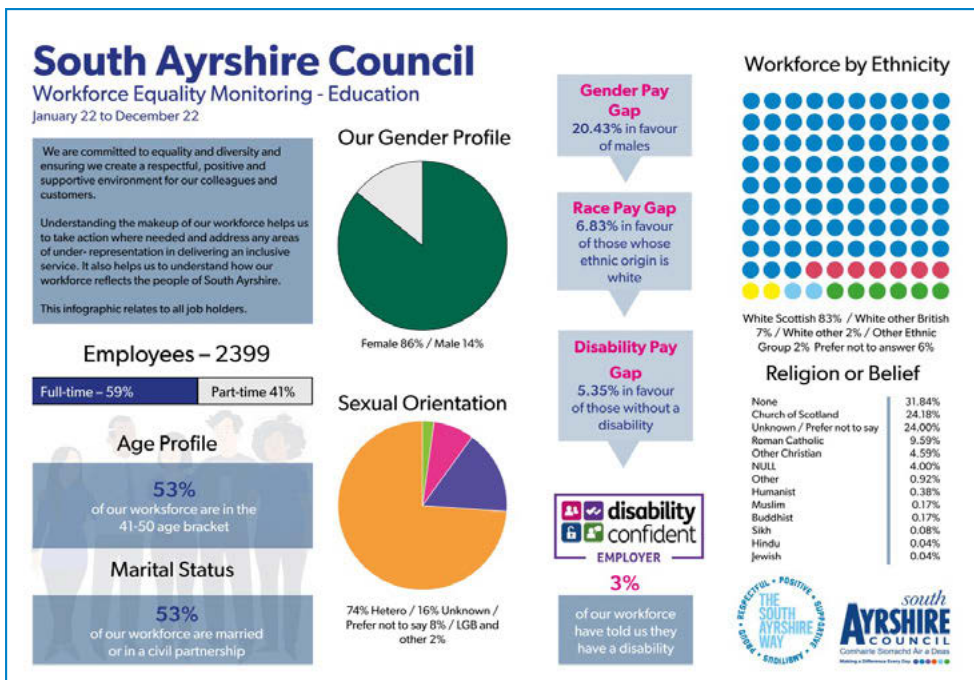
An overview of the summary information on our current workforce can be found at Appendix 1.

Employment Equality Outcome 1 – Our Employees Work in a Fair and Inclusive Environment

The infographic below shows summary information on the composition of our overall Council workforce as at 31 December 2022. Our workforce data shows no significant changes since 2021/22.



The infographic below shows summary information on the composition of our Education workforce as at 31 December 2022. Our workforce data shows no significant changes since 2021/22.



Learning, Development and Resources

We offer a range of equality at work resources to support employees and managers to access and implement our equality related policies and procedures such as Safe Leave.

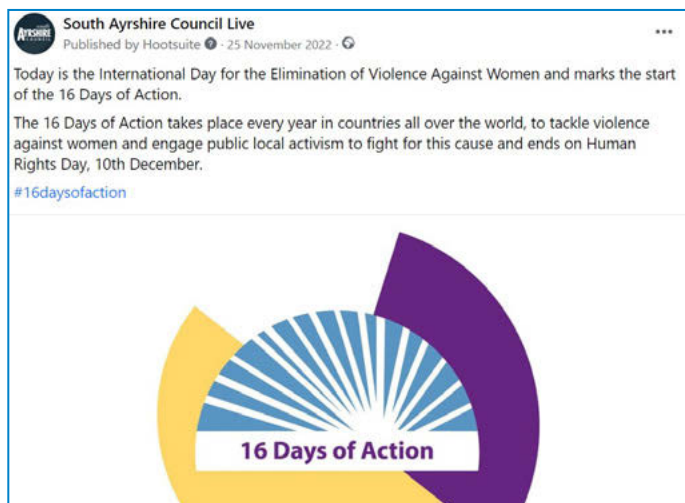
We also offer a range of online development modules relating to equality including:

- Introduction to Gender Based Violence
- Deaf Awareness
- Visual Impairment
- Equality and Diversity Awareness
- Supporting Employees Who Are Carers

Managers and employees can also request targeted development related to equality through our Performance and Development Review process.

16 Days of Action

In November 2022, we recognised the International Day for the Elimination of Violence Against Women which marked the start of 16 Days of Action to end violence against women. Our Thriving Communities team organised a variety of events which included employees in support of the campaign over the duration of the 16 days across South Ayrshire. These included violence prevention workshops; community cinema events; creative writing group sessions; and the popular Reclaim the Night Walk which took place in December.



Breastfeeding Friendly Scotland

Our head office officially signed up to the Scottish Government backed 'Breastfeeding Friendly Scotland' scheme. The scheme aims to provide mums with positive experiences of breastfeeding when out and about, enabling mums to feel confident and supported, and to raise awareness breastfeeding.



Menopause

We developed a guide to support menopausal symptoms at work, alongside development of employee workshops



Child Poverty

We promoted Child Poverty week via our social media and corporate employee communication channels.



LGBT History Month

We raised the LGBT flag above our head office to show our support for LGBT History Month and invited employees to celebrate by making a donation to LGBT Youth Scotland and wearing something purple.



Recruit with Convictions

We achieved Recruit with Convictions 'Ambassador' Status and updates all key documents and guidance to ensure best practice. This was following a motion raised at a meeting of South Ayrshire Council in March 2022 – further information can be found [here](#).

A message from our HR team

We are committed to provide candidates with a fair and robust recruitment and selection process.

To this end, we have undertaken work to ensure that individuals with convictions are treated within best practice guidelines when applying for jobs at South Ayrshire Council.

We carried out an extensive review of our Recruitment & Selection Policy, Handbook, and Charter not only to achieve the [Recruit with Convictions Ambassador Status](#), but also to incorporate:

- Reference to the online recruitment resources developed by Organisational Development;
- Changes to the Right to Work legislation;
- Payment of SSSC fees.

The updated versions are now available on the Core, together with a new guidance document for managers on the Recruitment of Ex-Offenders.

If you have any queries in relation to these documents or the Ambassador status, please contact your HR Advisor or email HR-policyoperations@south-ayrshire.gov.uk
see less



Employment Equality Outcome 2 - Improved Access to Employment Opportunities within the Council



THRIVING COMMUNITIES

Thriving Communities employability programmes are designed to support young people and adults, some of whom may be experiencing barriers to employment, to develop the skills and experience to successfully progress into/back into work.

The team's collaborative approach to employability aligns with the UK and Scottish Governments approach to No One Left Behind and the European Social Fund. Programmes include:

- In-school senior phase support
- Care experience and young carers enhanced tailored support
- Employability pipeline provision
- Town Centre programme
- Pre-apprenticeships
- Family Engagement- including helping to tackle child poverty and promoting flexible working
- Community Justice- including promoting recruit with conviction
- Employability support for Ukraine guests
- SALUS- support for individuals experiencing problems with their health and wellbeing

South Ayrshire Council's employment opportunities under Thriving Communities:

- A wide range of Modern Apprenticeships opportunities, including our Care Experience and Young Carers Guarantee
- Supported Employment Tailored Job Opportunities for individuals with additional support needs
- Evolve Programme - creation of temporary jobs with SAC for individuals who have been long-term unemployed



Key achievements 2022/2023:

Care Experience Support

The Council ensures every care experienced young person in South Ayrshire is given support to access a wide range of vocational learning opportunities, including apprenticeships. Our Thriving Communities service supports employability outcomes for young people who are care experienced, aged 16-25.

- During 2022/23 the team supported 168 young people (103 school pupils and 65 post school).
- 60 have progressed to a positive destination and are continuing to receive aftercare support from the team to help sustain their destination (46 progressed to college and 14 into employment)

Enhanced School Support

The team are providing enhanced employability support to 18 Ukraine pupils and 52 young carers in the Senior Phase

Supported Employment

- The Supported Employment programme supports individuals, aged 16 and over, who have additional support needs. The programme includes flexible, personalised, one-to-one support.
- In 2022/23 the team supported 51 individuals, with 10 progressing to employment or further education.
- COVID has had a significant impact on young people struggling to get back into a routine and having the confidence to meet with staff and peers out with their home environment. The team continue to offer enhanced employability support to 41 individuals to try and overcome these barriers and support them in to employment or further education.
- To enhance the supported employment programme South Ayrshire Council created new, tailored, part-time jobs. 12 individuals secured part-time employment with the council, with 5 then progressing to permanent employment.

Modern Apprenticeships

South Ayrshire Council are committed to equality of opportunity in supporting young people to access apprenticeship opportunities, one example of which is supporting individuals from under-represented equality groups onto our programme.

Equality Category	South Ayrshire Council	National Average
Care Experienced	4.5%	1.8%
Disability	23.8%	14.7%
Ethnicity	5%	3.2%

Adult Employability Support

The Evolve programme is a job creation scheme launched in April 2022 for participants over 25 living in South Ayrshire who are long term unemployed.

- 48 jobs have been created with South Ayrshire Council and 3rd Sector organisations (31 LA and 17 Third Sector)
 - Participants are offered employment between 16 and 30 hours per week for a period of 6 months and are paid the Real Living Wage £10.18/hr Local Authority Rate or £10.90/hr for 3rd Sector.
 - A Better Off Calculation was completed in every case to ensure the number of hours was appropriate for the individual to start work without it having a detrimental impact on household finances to ensure that they would be able to sustain the employment opportunity.
-

Parental Employability Support

Our Thriving Communities Family Engagement team take a whole family approach for parents and carers who require support returning to work or for those on low incomes upskill or retrain in order to secure and sustain fair work ensuring households are better off when parents are in work.

- The team provided intensive support to targeted family groups further disadvantaged in the current labour market
 - An additional key worker was recruited to provide support for families where there is a disability (parent or child).
 - The team supported 110 families to access financial support
-

Community Justice

Having a job is considered to be one of the main positive influences on an individual's ability to not re-offend. Thriving Communities provided tailored employability support for 65 people who identified that their criminal conviction was the main barrier to them accessing employment opportunities.

CASE STUDY

Cerys has a keen interest in sport. Cerys has Down's Syndrome and is a competitive swimmer and trains with South Ayrshire Para Squad. Cerys has travelled the world to compete with the Down Syndrome Great Britain Team and has competed in the Special Olympics with the Scotland West Team. In total Cerys has won an amazing 5 medals and broke a European Record in Girls 50m front crawl relay team.

When Cerys was 18 years old, she was referred by the school to South Ayrshire Council's Thriving Communities Team for employability support. An Officer supported Cerys to develop an action plan to reach her goal of becoming a swimming instructor.

Cerys had completed her secondary education at Prestwick Academy and had found school to be a good experience, securing several National 4 qualifications. In 5th year Cerys completed Thriving Communities and Education's extended work experience programme - Work Out! where she was based at the Citadel Leisure Centre. Cerys thoroughly enjoyed this experience and when she finished the programme was given the opportunity to continue her placement one day a week during her 6th year at school, allowing her to gain experience in different areas of the centre including reception, gym and assisted in teaching primary school children to swim.

Due to COVID restrictions, employability support moved online or was delivered outdoor on a one-to-one basis. Cerys participated in online groups such as 'Personal Development' to increase confidence, 'Steps to Employment' to explore the world of work and received literacy support from the Adult Learning Team.

Cerys' officer was in regular contact with Cerys' supervisor at the Citadel to discuss and explore the possibility of creating a 23-month tailored part-time job for Cerys. It was identified that a post could be created to support Cerys to learn to be a swimming coach and could use swim sessions to gain her Swimming Coach Qualification.

A tailored job was created for her within Sport and Leisure. Her officer and supervisor ensured tasks were appropriate for her and ability and regular reviews took place to ensure that she was supported.

On completion of her tailored job, Cerys was successful in securing a 12-hour Sport and Leisure Assistant post, where she is continuing her Swimming Coach qualification and is in employment that suits her needs.

Cerys states:

'I felt the support that I was given was good, and helpful because it helped me gain my confidence and skills and enjoying the experience of teaching classes on my own and support where I needed it. I felt the program has helped me to gain these skills because it will help with my confidence and teaching skills in the future.'

Employment Equality Outcome 3 - Improved Employment Practice within the Council

Accreditation and Awards

We have achieved and continue to retain recognition of our supportive employment practices via a number of organisations/programmes including:

Disability Confident

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



Carer Positive

Following the achievement of the Carer Positive Engaged Award, we successfully attained the next level Carer Positive Established Award in recognition of our commitment to supporting employees who are carers through our family friendly policies, services and practices. We are currently looking at ways in which we can provide more support to employees who are carers.



Investors in Young People

We are an IIYP Gold Employer.



Employer with Heart

We are acknowledged as an 'Employer with Heart' by The Smallest Things Charity in recognition of our support for employees who have had a premature



LGBT Charter

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

Our Thriving Communities team achieved the LGBT Youth Scotland's silver charter mark in recognition of their work to be an LGBTQ+ inclusive service which is a safe place for people of all orientations and gender expressions.



South Ayrshire as an Education Authority

The key outcomes of Educational Services for 2020-2023 are outlined in the Service and Improvement Plan and relate to medium-term and long-term equality outcomes as follows:

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

In September 2022 there were 14,274 pupils attending South Ayrshire's 41 primary and 8 secondary schools and 2 special schools. Provision for schools with complex additional support needs is made through 6 supported centres in mainstream schools. As well as this, there are 36 Early Years Centres which include 5 independents where 1,794 young children were attending. There are also 12 funded Early Years Centre providers working in partnership with South Ayrshire Council.

Educational Services in South Ayrshire continue to improve, with detailed information set out in the Standards and Quality Report 2021/22.

The report highlights a number of areas:

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



Improved accessibility to Council Buildings

Included in the number of school refurbishment projects completed in 2021/22 was the conversion of the previous Forehill Primary School Nursery. Following the opening of the new Forehill Early Years Centre in 2021, the conversion of the old nursery was completed in March 2022. This involved the creation a new mainstream classroom, multi-purpose room, and support room for pupils, which is much needed additional accommodation for this busy school.

Holmston Primary School also benefitted from the alteration of four older Classrooms in August 2021, to form a single open-plan Classroom, much better suited to the modern needs of the school.

Works have also been completed at Straiton Primary School, where the previously vacant school-house building has been re-purposed for use as a Staff Base and Changing Places accessible toilet, which can be accessed by the whole community and any visitors to the village.

Another completed project in 2021/22 was the introduction of an acoustic solution at Dundonald Primary School. The acoustic baffling works undertaken will mitigate excessive noise in the open-plan teaching environment. The impact of this project has been extremely well received by teaching staff and pupils alike and will inform similar works planned for Heathfield and Barrhill Primary Schools over the next year.

Works have been progressing well on several school construction projects over the last session, with a focus on three, major new build education facilities.

The replacement Sacred Heart Primary School is a fantastic project, which was for opened in September 2022 and construction on two ambitious education campuses in Prestwick and Maybole with Prestwick North Education Campus opened for the new school session in August 2022. This will be the new home of Glenburn Primary School, St Ninians's Primary School, and a new standalone Prestwick North Early Years Centre.



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Construction of the new Maybole Community Campus will be completed for August 2023 and is the largest education project that South Ayrshire Council has undertaken to date. As well as a swimming pool, leisure facilities, sports pavilion and two all-weather sports pitches, the campus will encompass the existing Carrick Academy and St Cuthbert's Primary School along with the new Culzean Primary School and Early Years Centre, named through a public consultation which took place during the 2021/22 school session. The new school will be formed from the merger of the existing Cairn and Gardenrose Primary Schools.

Major alteration works has taken place at Kyle Academy with the refurbishment of the entire Science Department underway during the last school session. This has provided seven state-of-the-art science labs and improved accommodation for staff.

At Kyle Academy, two Beach Volleyball Courts have been added to the school's sports facilities this year and were recently used to host a European Small Countries Association beach volleyball competition in June through Scottish

Volleyball, the first time such an event has been held in Ayr.

Continuing the sporting theme, A brand new MUGA facility at Girvan Academy was completed in the last school session, replacing old, hard surface tennis courts. The new facility can be used for multiple court sports and will be a well-used, flexible space for the school's PE department.

Construction has also been completed on a brand-new Early Years Centre at Struthers Primary School, with the works due for completion in April 2023. Space Place EYC will also benefit from an extension and refurbishment which is underway and due for completion by April 2023. Other works in our early years centres include the formation of a new main entrance and reception at Wallacetown EYC, improving the building's layout and access to the centre, this project will be finished by April 2023. Braehead Early Years Centre has also benefitted from the Formation of a new external Classroom exit, leading to a decking and soft play area with canopy. These works were completed in February 2023.



The new Maybole Community Campus

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

All South Ayrshire schools follow procedures outlined in the National Guidelines for Child Protection in Scotland (2021) and the Getting It Right For Every Child (GIRFEC) framework which provides assessment tools to assist staff to identify when a child, young person or family might need an early offer of support. Staff provide support to children and young people in their daily work and have a vital role to help protect them from harm and help them to keep safe by:

- Supporting children and young people to increase understanding of their own personal safety, including how to stay safe when they are online.
- Maintaining trusting relationships with children and young people who understand that adults within school can listen and offer help or supports.
- Identifying when children and young people might need help, at the earliest possible stage.
- Knowledge of which steps to take to if there are concerns for the safety or wellbeing of a child or young person for example, how and when to request support from colleagues in Health or Social Work.

Staff respond to any concerns for children and young people by passing them onto the school's designated Child Protection Co-Ordinator (CPC). The CPC will work with the Council's designated Child Protection and Wellbeing Officer to help to ensure that schools work effectively to keep children safe and well. Work to promote awareness or personal safety and protection in schools is supported by a range of partners including Campus Police Officers and the Community Safety Team.

School staff are trained in line with national and local strategies and action plans in relation to; child sexual exploitation, Prevent, internet safety, violence against women and girls, and risk assessments. The CPC delivers annual

child protection and wellbeing training to all staff in schools including, non-teaching and staff from other support services working in schools. Additional training is shared and offered throughout the year via the monthly CLPL Bulletin which all staff can access, including accredited courses from NSPCC. In addition to this the CPC receives on-going Child Protection training throughout the year via twice yearly inputs with a focus on current Child Protection strategies or issues.

All schools continue to deliver internet/online safety inputs and both the Campus Police Officers and Community Safety Team support with this. All schools in South Ayrshire are signed up to the Rights Respecting Schools Programme and Article 19: the right to be safe underpins this work. All secondary schools are taking part in the Mentors in Violence programme (MVP). School staff and partners have been trained and implementation plans are in place. There is a multi-agency steering group supporting the drive of this important initiative.

Some primary schools have agreed to pilot the new 'Gender 10' initiative which will prepare children and young people for the work of MVP. The Children's Rights Steering Group is currently working with the resource this session to streamline the programme and make it accessible for all schools to use.

Moving on Ayrshire has continued to work with Education Services to support young people to understand the dangers of online grooming. Resources are available to support in schools.

All schools are encouraged to use the governments Relationships, Sexual Health and Parenthood resources which continue to be available online. These cover many sensitive issues to include; grooming, sexting and pornography.

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Increased awareness raising of equality and diversity issues throughout our community

Education Services submitted their portfolio of evidence to LGBT Youth Scotland in 2020 successfully gained the LGBT Service Foundation Award. There continues to be training of staff across the sector to support staff working with children and young people.

The following has also taken place:

- Continued training and recording of bullying issues via SEEMIS
- Mental Health Training
- Supporting transgender and young people training
- Stonewall training for Newly Qualified Teachers
- Gender bias training
- Supporting equality days across schools



South Ayrshire Council is committed to supporting and celebrating equality and diversity. Marr College pupils have a very strong LGBT Allies group and work both across the school and cluster. Their work contributed to their recent Rights Respecting Schools Silver accreditation award.

Appendix 1 – Equality Data Workforce Monitoring Report 2022

Part 1 - Key Findings

Council Employees

This data is based on the position of the Council as at 31 December 2022 with a total headcount of 5750 (including Education Authority Workforce). The following analysis is based on the Council workforce profile on that date. Analysis of this data shows no significant changes to the composition of the workforce as follows:

- Our workforce remains predominantly female (75%). Women also make up the majority of part-time workers.
- The majority of employees are White and Scottish (86%) which reflects the population of the local area.
- 30% of our workforce are in the 51-60 age category.
- 13% of employees are aged 30 or under.
- 4% of employees stated that they have a disability, with 25% unknown.
- 72% of employees identified as heterosexual/straight, with 1% identifying as either gay, lesbian, bisexual or other.
- Due to inaccuracies in reporting, statistics on the number of employees stating they identify or have identified as transgender have not been provided.

Education Authority Employees

This data is based on the position of the Council as an Education Authority as at 31 December 2022 with a total headcount of 2399. The following analysis is based on the Education Authority workforce profile on that date. Analysis of this data shows no significant changes to the composition of the workforce as follows:

- The majority of the education workforce is female (86%).
- The majority of employees are White and Scottish (84%) which reflects the population of the area.
- 3% of Education Authority employees stated they have a disability, with 21% unknown.
- 73% of employees identify as heterosexual/straight, with 1% identifying as either gay, lesbian, bisexual or other.
- Due to inaccuracies in reporting, statistics on the number of employees stating they identify or have identified as transgender have not been provided.

In calculating the Gender Pay Gap we have applied the technical guidance from The Equality and Human Rights Commission (EHRC) which states that:

'Gender pay gap information is the percentage difference between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime). This should be produced as one set of comparative figures for the whole workforce. All staff, including part-time and temporary employees, should be included ¹.

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

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Gender Pay Gap

Council - Our gender pay gap in 2022 was 1.83% in favour of men. This is compared to 2021 when the gender pay gap was 1.93% in favour of men

Education Authority - Our gender pay gap in 2022 was 20.43% in favour of men. This is compared to 2021 when the gender pay gap was 19.99% in favour of men.

The most recent figures available from the Office for National statistics show that in 2022 the pay gap for all workers in the UK was 14.9%². Our full organisational gender pay gap over the last two years can be viewed positively when compared with this figure. We do, however, still recognise that, as with other organisations and local authorities, our gender pay gap is largely attributable to occupational segregation and the number of women in part-time roles. Our female workforce is mostly concentrated in roles such as home care, catering, administration and clerical roles while 86% of our part-time workforce is female. We are a Living Wage employer and will continue look at ways to reduce occupational segregation within our organisation, including positive action measures where appropriate.

Disability Pay Gap

Council - Our disability pay gap in 2022 was 7.93% in favour of those who are not disabled (this is categorised as those employees where disability status is either unknown and those who have identified themselves as not having a disability). This is compared to 2021 when the disability pay gap was 9.41% in favour of those who are not disabled.

Education Authority - Our disability pay gap in 2022 was 5.35% in favour of those without a disability. This is compared to 2021 when the disability pay gap was 8.59% in favour of those who are not disabled.

Race Pay Gap

Council - Our race pay gap in 2022 1.83% in favour of those whose ethnic origin is other. This is compared to 2021 when the race pay gap was 3.04% in favour of those who are from a non-white ethnic origin.

Education Authority - Our race pay gap in 2022 was 6.38% in favour of those who stated that they were from a white ethnic origin. This is compared to 2021 when the race pay gap was 7.06% in favour of those who stated that they were from a white ethnic origin.

¹<https://www.equalityhumanrights.com/en/publication-download/technical-guidance-public-sector-equality-duty-scotland>

²<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022#the-gender-pay-gap>

Part 2 - Council Workforce Profile

Part 2 shows data on the workforce of the Council by protected characteristic. As previously indicated, this data is based on the position of the Council as at 31 December 2022 and is based on a total headcount of 5750 (including Education Authority Workforce). A further breakdown of disability and race was performed but is not included within this report as it could lead to individuals being identified. In relation to discipline and grievance, data from our Oracle HR system indicates that there were only a small number and, as such, a breakdown of this data by protected characteristic has not been provided for reasons of confidentiality.

Council Workforce by Sex

Figure 1 - breakdown of workforce status by sex

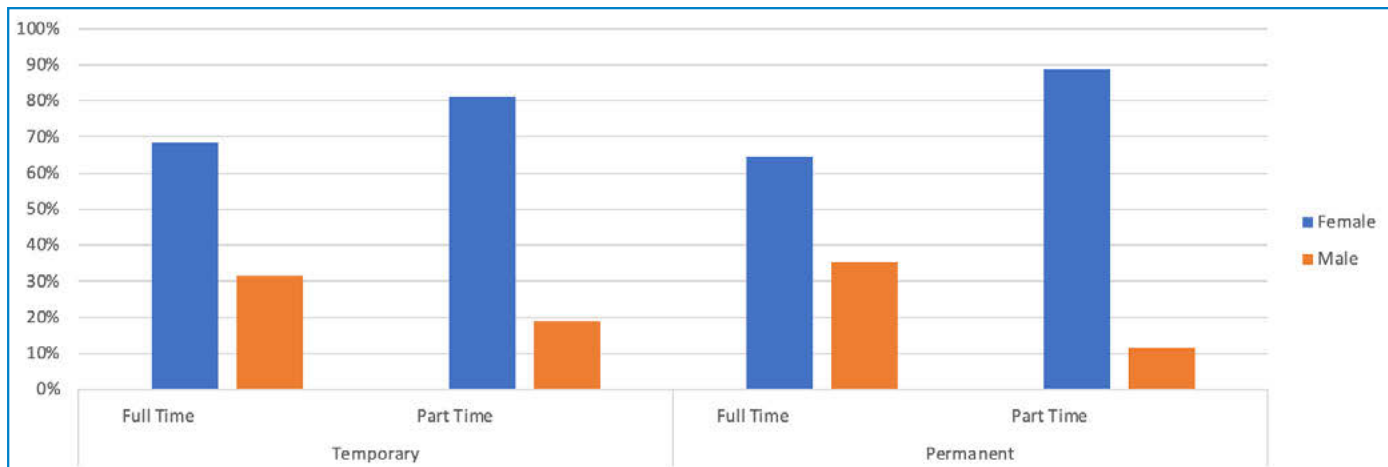
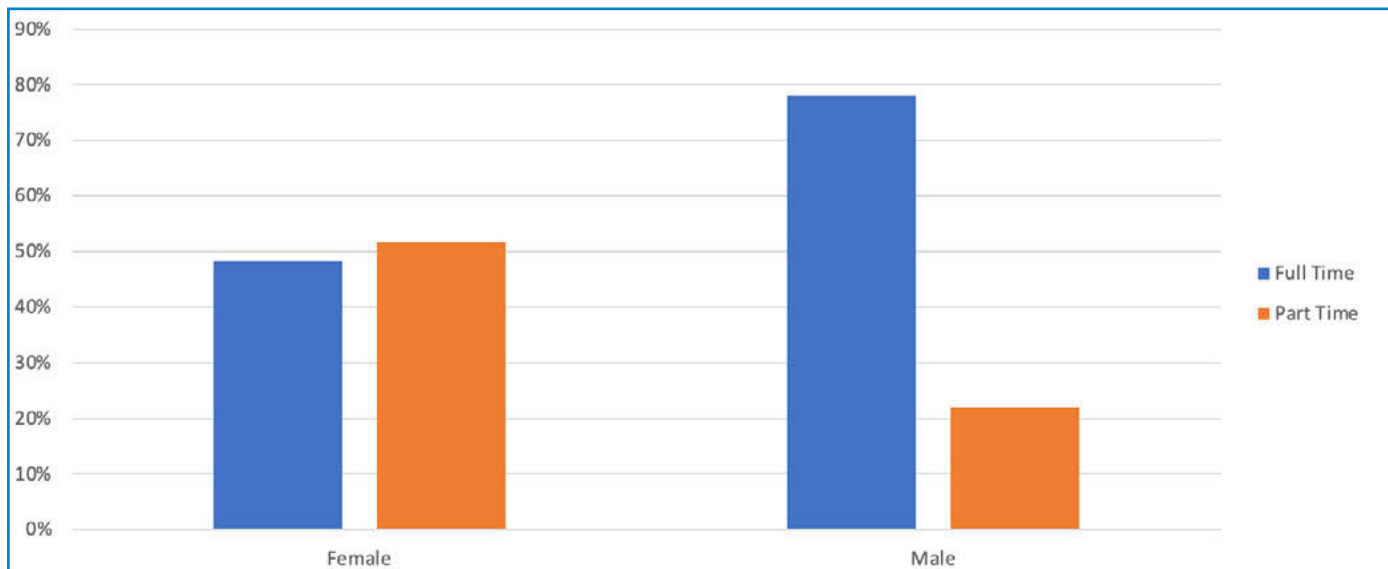


Figure 2 - breakdown of workforce working patterns by sex



Leavers

30% of employees who left the Council in 2022 were men and 70% were women.

Gender and Occupational Segregation

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

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

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

Figure 3 - breakdown of the percentage of workforce (by role) in each pay grade by gender

Grade MIN	Female	Male
Care And Repair	100%	0%
Chartered Teacher	87%	13%
Chief Official	36%	64%
Craft Apprentice	0%	100%
Craft Apprentice 18-20	0%	100%
Craft Apprentice 21-22	25%	75%
Craft Apprentice 23+	0%	100%
Depute Head and Headteachers	73%	27%
Education Support Officer	100%	0%
Educational Psychologist	100%	0%
Level 01	100%	0%
Level 02	57%	43%
Level 03	63%	38%
Level 04	81%	19%
Level 05	80%	20%
Level 06	77%	23%
Level 07	73%	27%
Level 08	65%	35%
Level 09	61%	39%
Level 10	70%	30%
Level 11	56%	44%
Level 12	66%	34%
Level 13	62%	38%
Level 14	87%	13%
Level 15	60%	40%
Level 16	42%	58%
Level 01	88%	12%
Level 02	79%	21%
Level 03	52%	48%
Level 04	77%	23%

Main Grade	85%	15%
Music Instructor	47%	53%
Princ & Depute Princ Psychologist	50%	50%
Principal Teacher	68%	32%
Quality Improvement Manager	50%	50%
Quality Improvement Officer	100%	0%
Snr Educational Psychologist	100%	0%
Teacher (Maingrade)	67%	33%
Trainee Education Psychologist	100%	0%
Trainee Risk Safety Officer	100%	0%

Council Workforce by Disability

Current Workforce

71% of our workforce stated that they do not have a disability, 4% of our workforce stated they have a disability, the rest are unknown.

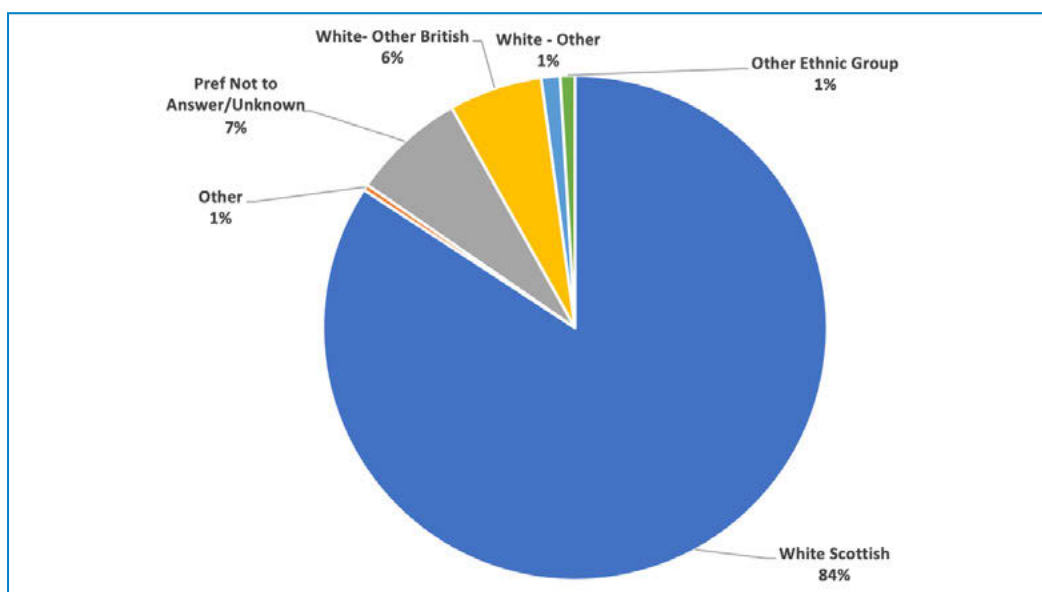
Leavers

Of the 644 employees who left the council in 2022, 70% stated they do not have a disability and 3% stated they have a disability, the rest are unknown.

Council Workforce by Race

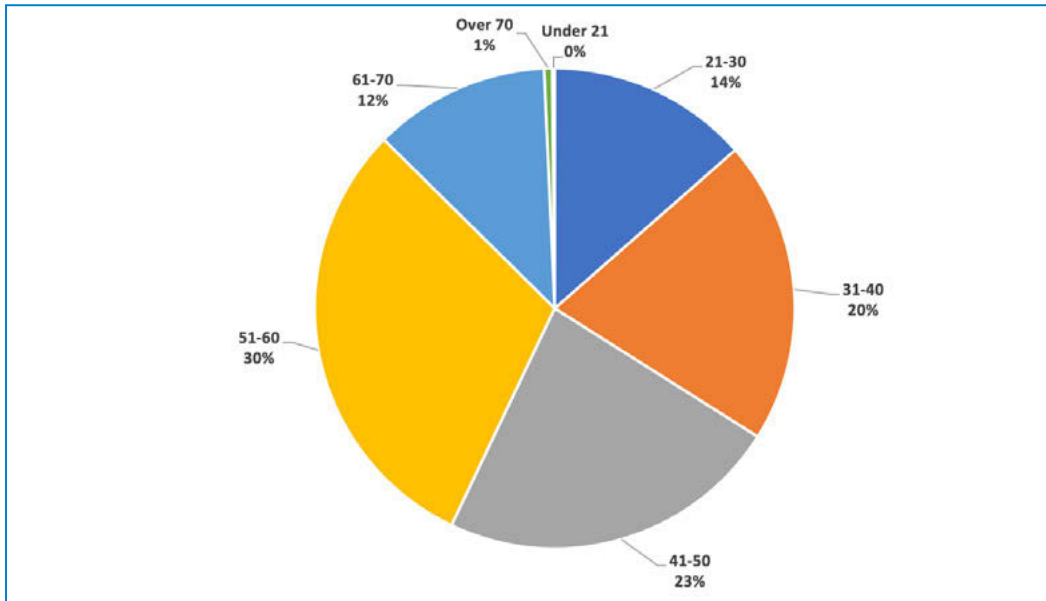
The ethnic profile of our workforce is broadly reflective of our wider community where 86% of residents in South Ayrshire are White Scottish, with the remainder belonging to a range of other ethnic minorities.

Figure 4 - ethnic profile of the workforce



Council Workforce by Age

Figure 5 – workforce age-bracket profile



Council by Pregnancy and Maternity

Return to Work of Women on Maternity

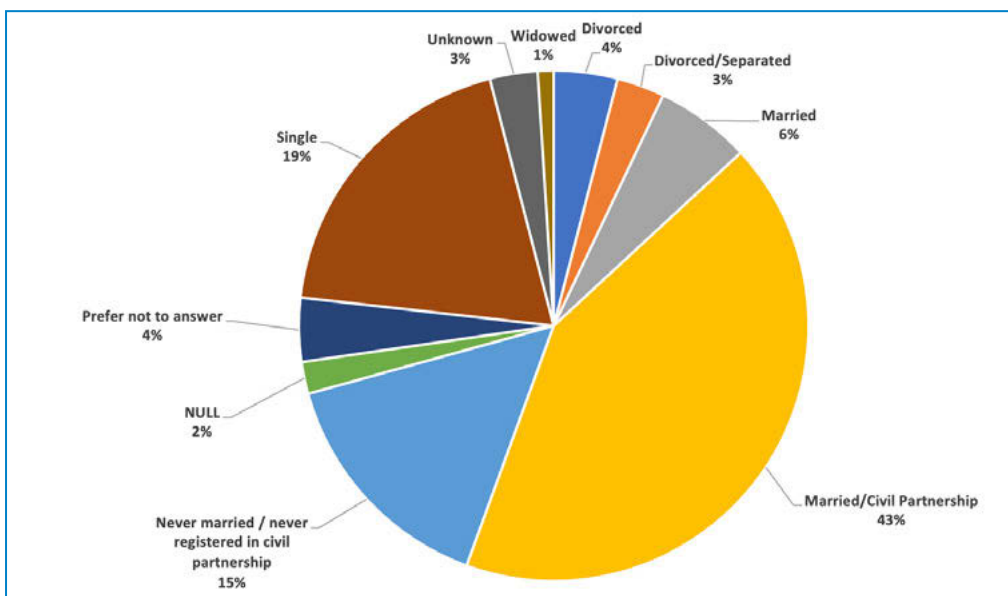
During 2022 there were –

- 184 employees on Maternity Leave
- less than 5 employees on Adoption Leave
- 26 employees on Paternity Leave.
- No employees on Shared Parental Leave

A further breakdown of pregnancy and maternity information was carried out but is not included within this report as it could lead to individuals being identified.

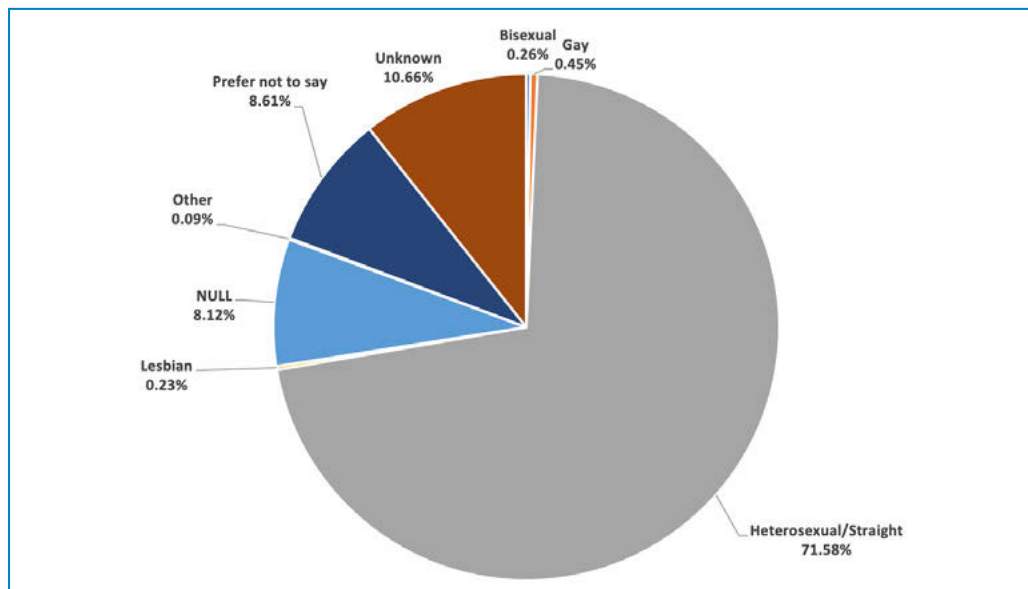
Council by Marital Status and Civil Partnership

Figure 6 – marital and civil partnership status of the workforce



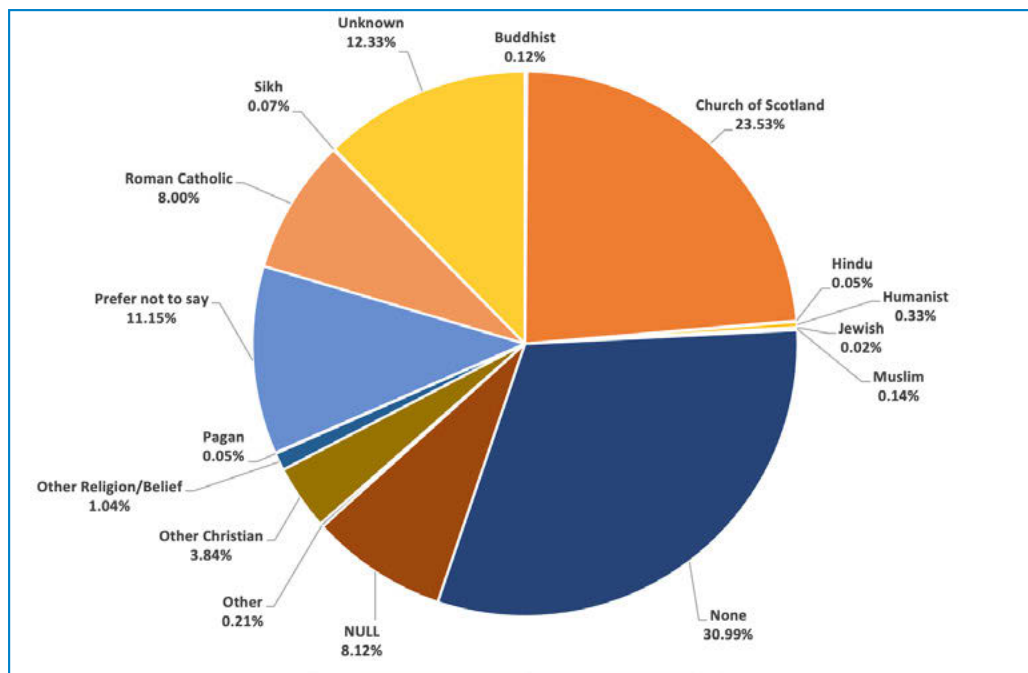
Council by Sexual Orientation

Figure 7 – sexual orientation of the workforce



Council by Religion or Belief

Figure 8 – workforce by religion or belief



Part 3 – Education Workforce Profile

Education Authority by Sex

Figure 9 - breakdown of workforce status by sex

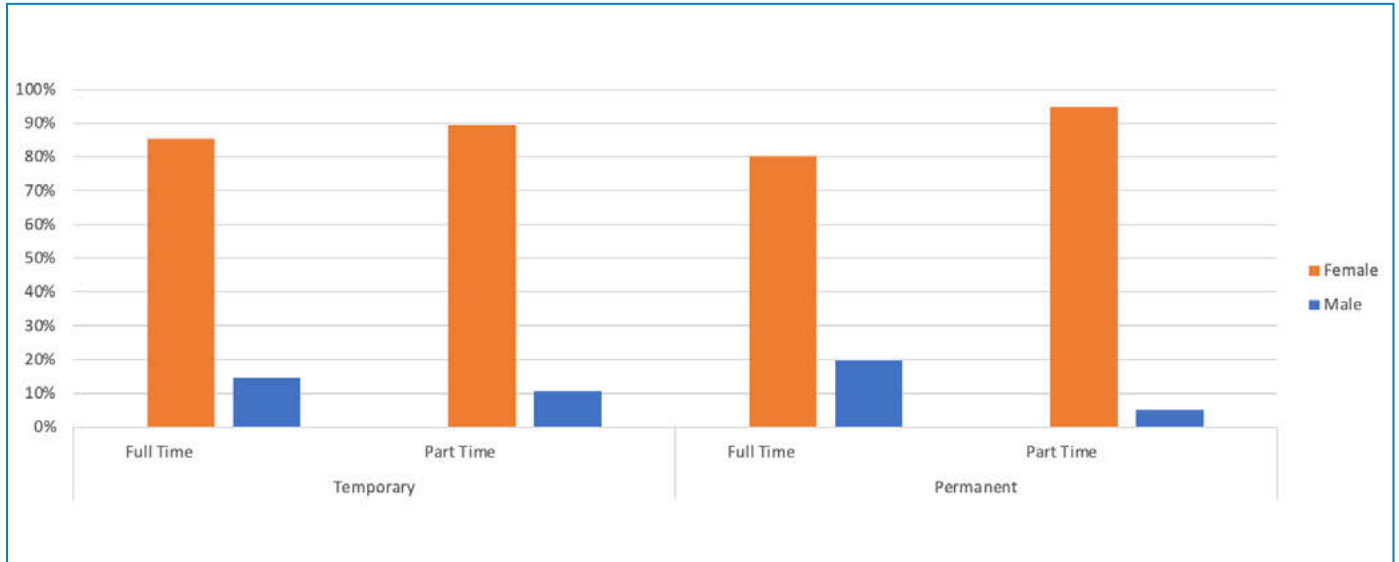
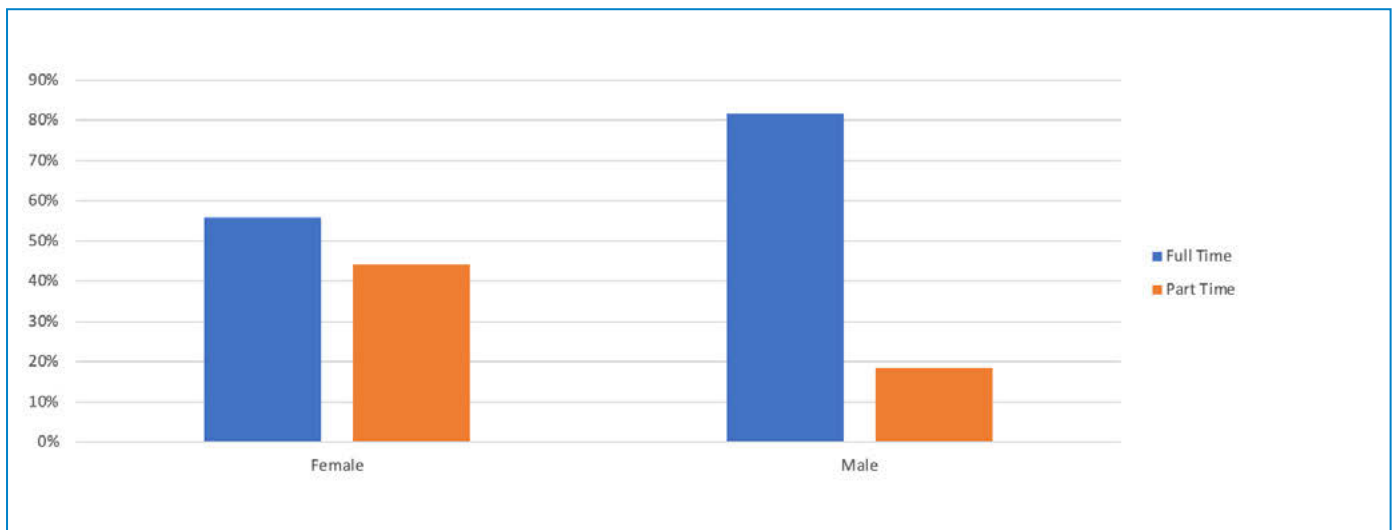


Figure 10 – breakdown of workforce working patterns by sex



Leavers

13% of leavers were men and 87% were women.

Gender and Occupational Segregation

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

Figure 11 - breakdown of the percentage of workforce (by role) in each pay grade by gender

Grade	Female	Male
Chartered Teacher	87%	13%
Depute Head and Headteachers	73%	27%
Education Support Officer	100%	0%
Educational Psychologist	100%	0%
Level 04	100%	0%
Level 05	82%	18%
Level 06	96%	4%
Level 07	85%	15%
Level 08	75%	25%
Level 09	80%	20%
Level 10	67%	33%
Level 11	71%	29%
Level 12	93%	7%
Level 13	75%	25%
Level 14	100%	0%
Level 16	0%	100%
Level02	100%	0%
Level03	100%	0%
Level04	95%	5%
Main Grade	85%	15%
Music Instructor	47%	53%
Princ & Depute Princ Psychologist	50%	50%
Principal Teacher	68%	32%
Quality Improvement Manager	50%	50%
Quality Improvement Officer	100%	0%
Snr Educational Psychologist	100%	0%
Teacher (Maingrade)	67%	33%
Trainee Education Psychologist	100%	0%
Level 03	52%	48%
Level 04	77%	23%
Main Grade	85%	15%
Music Instructor	47%	53%
Princ & Depute Princ Psychologist	50%	50%
Principal Teacher	68%	32%
Quality Improvement Manager	50%	50%
Quality Improvement Officer	100%	0%
Snr Educational Psychologist	100%	0%
Teacher (Maingrade)	67%	33%
Trainee Education Psychologist	100%	0%

Education Authority by Disability

Current Workforce

77% of our workforce stated that they do not have a disability, 3% of our workforce stated they have a disability and the rest are unknown.

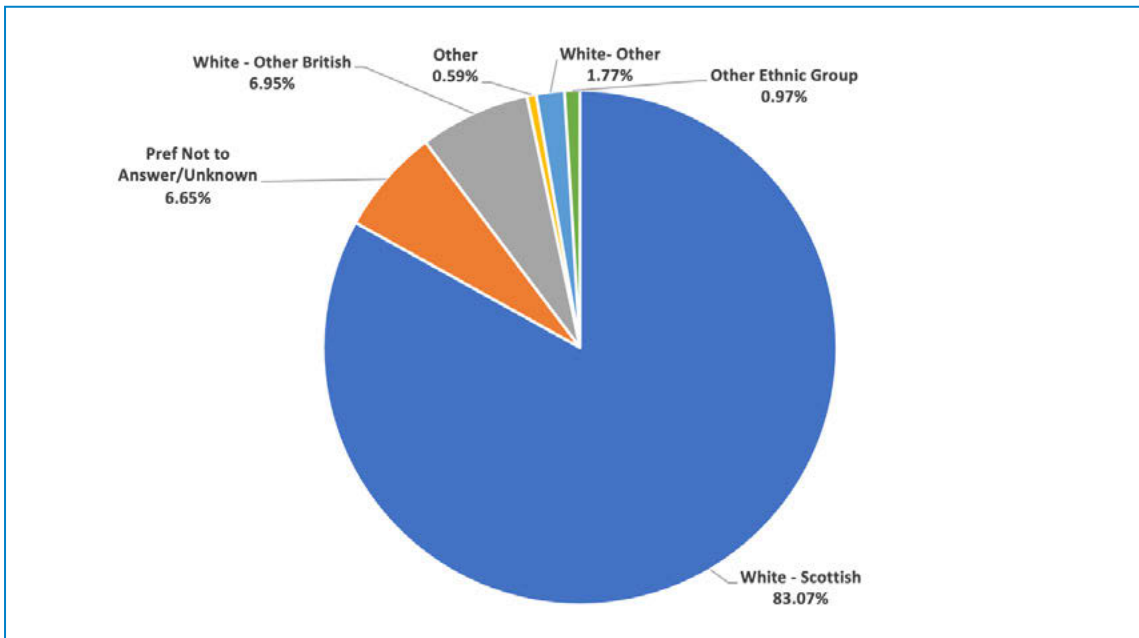
Leavers

Of the 219 employees who left the education authority in 2022, 79% stated they do not have a disability and 3% stated they have a disability, the rest are unknown.

Education Authority by Race

Current Workforce

Figure 12 - ethnic profile of the workforce



Education by Pregnancy and Maternity

Return to Work of Women on Maternity

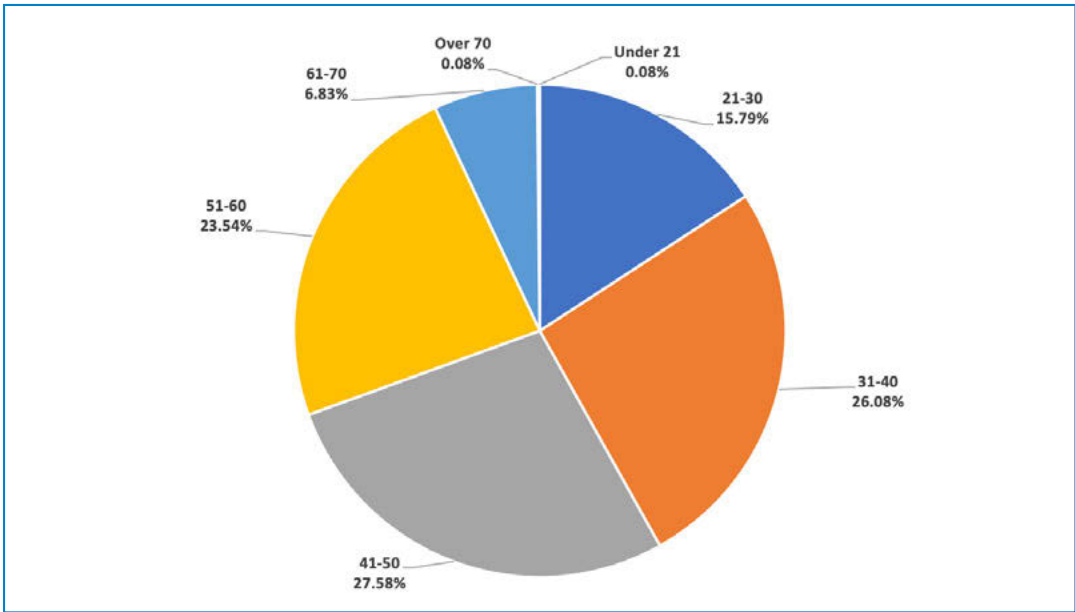
During 2022 there were –

- 128 employees on Maternity Leave
- less than 5 employees on Adoption Leave
- 14 employees on Paternity Leave.
- No employees on Shared Parental Leave

A further breakdown of pregnancy and maternity information was carried out but is not included within this report as it could lead to individuals being identified.

Education Authority by Age

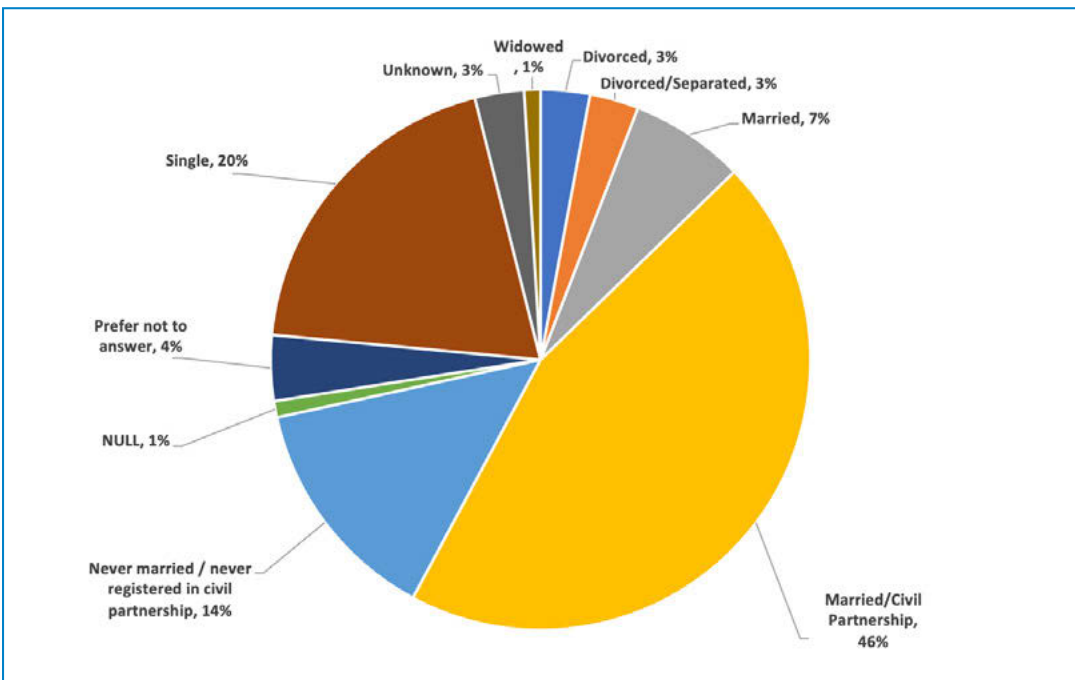
Figure 13 – workforce age-bracket profile



Education Authority by Marital Status and Civil Partnership

Current Workforce

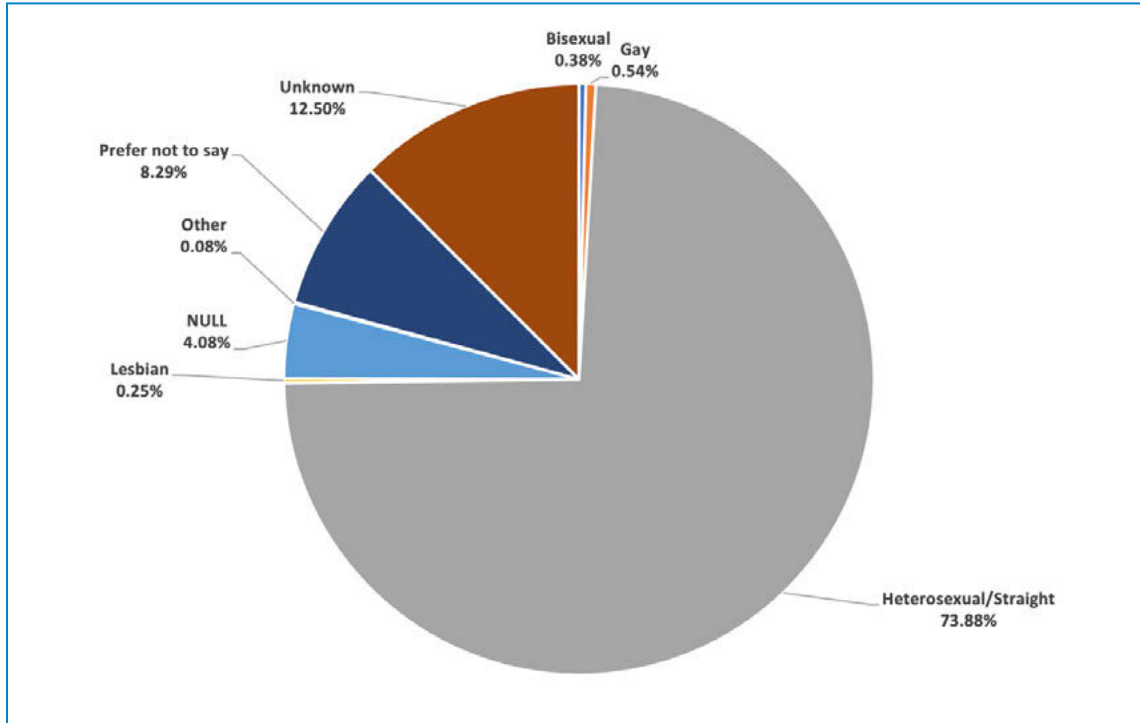
Figure 14 – marital and civil partnership status of the workforce



Education Authority by Sexual Orientation

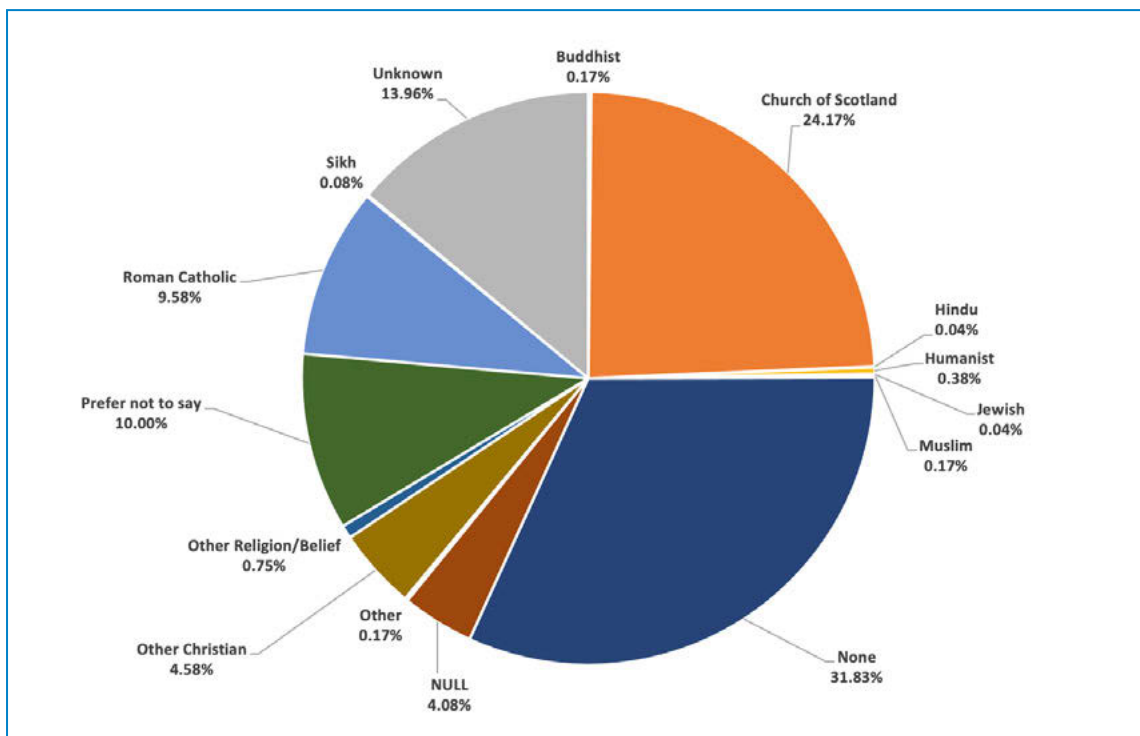
Current Workforce

Figure 15 – sexual orientation of the workforce



Education Authority by Religion or Belief

Figure 16 – workforce by religion or belief



If you would like this document in a language or format of your choice including large print, audio or Braille please contact: Equalities Officer

Equalities@south-ayrshire.gov.uk

Or call: **0300 123 0900**

This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات نابینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اس کا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

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ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸੁਣਨ ਵਾਲੇ ਰਖ ਵਿਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਦਿੱਤੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie, w alfabecie Braille'a, w druku powiększonym lub w formacie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iartas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.



Shared Equality Outcomes 2021 – 2025

Draft Mid –Term Progress Update 2023

1. Introduction

All public authorities in Scotland must comply with the Public Sector Equality Duty, also known as the General Equality Duty, set out in the Equality Act 2010. This means that all public authorities, as part of their day-to-day business, must show how they will:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics referred to, as listed in the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. We are all likely to have more than one protected characteristic, (intersectionality) which make up our individual identities.

North Ayrshire Council and East Ayrshire Council, along with the members of the Ayrshire Equality Partnership, adopted shared Equality Outcomes for the previous term 2017-2021, while South Ayrshire Council set our own independent outcomes from 2013 onwards. For the period going forward – 2021-2025 – South Ayrshire Council have worked with our neighbouring authorities and the Ayrshire Equality Partnership to develop these Pan-Ayrshire Equalities Outcomes. Working together, we have reviewed the progress and relevance of previous outcomes, and developed, updated and appended these to provide this fresh set of outcomes.

By reviewing, revising and publishing Equality Outcomes on a regular basis, we aim to make better, more positive and fairer decisions, and show that these decisions are bringing tangible benefits for our communities and our employees.

2. What are Equality Outcomes?

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

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

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

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

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

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

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

3. Rationale for Shared Equality Outcomes

A number of organisations across Ayrshire deliver public services to local communities. In doing so, these organisations must ensure that no person or group is discriminated against on the basis of any protected characteristics they may possess.

Each public sector organisation has a requirement to develop and publish a set of Equality Outcomes. Considering the close links between many public sector organisations in Ayrshire, it was proposed that joint working in the development of Equality Outcomes should be undertaken. More importantly, as all organisations are delivering, or supporting the delivery of services to the same communities, their experience could be improved if approaches to equalities issues were consistent across these bodies. As a result, a decision was taken that public sector organisations across Ayrshire could develop a shared set of Equality Outcomes, whilst still maintaining individual accountability for their part with some separate actions delivered locally.

This approach to setting shared Equality Outcomes builds on an already established joint working relationship through the Ayrshire Equality Partnership (AEP). This partnership consists of representatives from the three local authorities from North, East and South Ayrshire Councils; NHS Ayrshire & Arran; HSCP from North, East & South Ayrshire; Ayrshire College; University of the West of Scotland; Ayrshire Joint Valuation Board; Police Scotland; Scottish Fire & Rescue Service; Community Justice Ayrshire and The Terence Higgins Trust.

The following tables outline the progress made to date and what further work we seek to do over the next two years. The RAG (red, amber, green) status has been used to signify action status: red (not yet started), amber (progress is slow) and green (progress is either complete or on target).

OVERARCHING SHARED EQUALITY OUTCOME 1: IN AYRSHIRE, PEOPLE EXPERIENCE SAFE AND INCLUSIVE COMMUNITIES

Links to National Outcomes:

- We have tackled the significant inequalities in Scottish Society
- We have improved the life chances for children, young people and families at risk
- We live our lives safe from crime, disorder and danger
- We have strong, resilient and supportive communities where people take responsibility of their own actions and how they affect others

Local Equality Outcome 1.1: Victims, witnesses and partner agencies feel more confident in reporting hate incidents through a variety of methods.

Inequality being addressed: People suffer hatred and violence because of their protected characteristics

Outputs: Increase people's awareness of hate crime

Actions:

- Raise Council, Education Employees and Licensing Board Members' awareness to better understand hate crime

Measurements:

- Develop a Hate Crime e-learning course
- Number of staff/Board Members undertake training

Progress Update:

Work has yet to start on the development of a Hate Crime e-learning course – this will be considered during 2023 with a potential launch of late 2023. The Equality and Diversity Forum are in the process developing a suite of training webinars for all staff and it is proposed to arrange a Hate Crime Webinar for staff which will complement the online course when developed.

RAG Status:



Actions:

- Work with partners to raise awareness of hate crime with community members through the development of a conference

Measurements:

- Number of people attending the conference
- Evaluation of the conference

Progress Update:

Work has taken place with partners to raise awareness of hate crime within the community. In October 2022, the East Ayrshire Council led in partnership with the Ayrshire Equality Partnership, a conference to Empower communities in Ayrshire to End Hate Crime. With hate crime figures on the rise, the ever present need existed to support understanding of diversity and foster community cohesion, and thus in early 2022, East Ayrshire Councils' Corporate Officer (Equality and Diversity) brought a sub group of the Ayrshire Equality Partnership partners together and began organising the conference which was subsequently held on 5 October 2022. The conference offered opportunities to support learning in relation to hate crime through the lived experiences of its speakers and the good practice demonstrated across Ayrshire and beyond to tackle the issues related to hate crime and promote positive solutions. Dave Scott, Campaign Director from Nil by

Mouth hosted the conference with keynote addresses from Dr Christian Harrison, Reader in Leadership and Khadjia Mohammed, Senior Lecturer both from the University of the West of Scotland. The conference also offered workshops for participants to choose from including I am me charity (Keep Safe initiative); Scottish Refugee Council; Police Scotland, Criminal Justice Authority and others. Over 100 people attended the conference which was deemed to be a huge success in meeting its aim of raising awareness but moreover giving people the chance to consider what they can do in their role and workplace.

RAG Status:



Actions:

- Improved use of third-party reporting
-

Measurements:

- Increased reporting via third party reporting using a variety of media tools and promotional materials
-

Progress Update:

In order to improve the use of third party reporting, awareness has taken place of the Ayrshire third party reporting sites [ayrshire-third-party-reporting-centres.docx](#) ([live.com](#)) Work will continue to raise awareness of third-party reporting through our community planning partners.

RAG Status:



Local Equality Outcome 1.2: More young people and care leavers have access to suitable appropriate accommodation to live independently and safely in the community

Inequality being addressed: Young people and Care Leavers have lack of access to suitable accommodation and supports

Outputs: Better understanding of the needs of young people and care leavers to effectively meet their housing needs

Actions:

- Continue to work in partnership to develop our services for young people through the Improving Housing Outcomes for Young Care Leavers and Youth Housing Support groups

Measurements:

- Number of young people and care leavers taking up suitable accommodation
- Number of young people and care leavers maintaining a suitable tenancy

Progress Update:

- Housing Services has continued to work in partnership with the HSCP and other partners to support the needs of those with housing need and to prevent young care leavers becoming homeless. There is an ongoing review of the Youth Housing Support Group to improve the internal processes for young care leavers transitioning into their own tenancies.

RAG Status:**Local Equality Outcome 1.3: To embed a human rights ethos across schools in South Ayrshire to eliminate discrimination, advance equality of opportunity and foster good relations in schools and the wider community**

Inequality being addressed: Inconsistency in developing a shared understanding of everyone's rights and a commitment to respect one's own and other people's rights

Outputs: All schools in South Ayrshire are registered with UNICEF**Actions:**

- Support the embedding of children's rights across the curriculum

Measurements:

- An increase in Schools achieving Bronze status
- An increase in schools achieving Silver status
- Increase in schools achieving Gold

Progress Update:

Rights Respecting Schools Award in South Ayrshire (RRSA) supports schools across the UK to embed children's human rights in their ethos and culture. All schools in SAC are registered with UNICEF. **Rights Respecting Schools Awards:**

- Re-accredit Gold: 13 schools
- Gold: 4 schools
- Silver: 27 schools
- Bronze: 9 schools
- Registration: 4 schools

- Children's rights development officer 0.4 secured for a year.
- Professional Learning sessions delivered to EYC establishments across the authority to support knowledge and understanding of implementing rights in the early years setting.
- CRD Officer has delivered bespoke inputs for schools in relation to children's rights.
- Incorporation Bill updates have been shared at Head Teacher meeting.
- Education Central Services Team has had input on CRIWA from Scottish Government.
- Children's Rights Steering Group established with a focus on looking at Gender 10 Equalities Programme of Study

- Education and Community Learning and Development (CLD),(supported by Scottish Government) led an authority event with pupils on the National Discussion. Results uploaded to the national site.
- Partnership working with CLD and across the RIC has been established to look at a consistency of approach to pupil participation.
- SAC is building a team of assessors to support UNICEF's accreditations. CRD Officer is trained and 2 other staff members are currently moving through UNICEF's Programme.
- 1 School is ready to re-accredit at Gold and 2 schools at Silver. 1 Early Years Centre is also ready to accredit at Silver. These assessments should be completed by June 2023.

RAG Status:



OVERARCHING SHARED EQUALITY OUTCOME 2: IN AYRSHIRE, PEOPLE EXPERIENCE SAFE AND INCLUSIVE COMMUNITIES

Links to National Outcomes:

- We have tackled the significant inequalities in Scottish society
- We live in well-designed, sustainable places where we are able to access the amenities and services we need
- Our public services are high quality, continually improving, efficient and responsive to local people's needs

Local Equality Outcome 2.1: More disabled people, older people and women access public transport safely and in comfort with an integrated service that provides accessible information, appropriate assistance and support from transport staff.

Inequality being addressed: *Disabled people, older people and women experience difficulties accessing public transport because of safety, comfort, availability, connectivity, information and assistance, staff training and customer service*

Outputs:

- **The barriers facing disabled people, women and older people and their needs are identified**
- **The changes, support and resources required are understood and agreed**
- **Delivery of a programme of travel improvements and passenger assistance**

Actions:

- Engagement with disabled people, women, and older people, relevant organisations and third sector orgs
- Meetings with transport providers
- Consultation about changes
- Programme of support and improvements agreed
- Test and pilot new and modified service methods, technology around vehicles, including electric vehicles and practices

Measurements:

- Develop system for evaluating impact and measuring progress
- Collect and analyse data on disabled people, women and older people to evaluate impact and measure progress

Progress Update:

This action is due for completion in March 2025. The council in partnership with North and South Ayrshire Councils will host a pan Ayrshire event with transport providers in Ayrshire to bring together equality groups to discuss the issues in relation to accessing transport. This will allow people to raise issues and concerns directly with providers, and for providers to gather information directly from service users. This event will allow for data to be collated and analysed to track progress and inform future provision.

RAG Status:



Local Equality Outcome 2.2: Improve engagement with Council Services and enhance access to information for marginalised and under-represented groups

Inequality being addressed: *Opportunities to engage with marginalised and under-represented groups by considering any barriers they may be experiencing and to address these issues to improve engagement*

Outputs:

- **The experience of marginalised or under-represented groups continue to inform decision making**
- **Ensure processes are in place to welcome, support and encourage marginalised or under-represented groups to improve engagement with Council Services**

Actions:

- Continued involvement of tenants in the development and scrutiny of Housing Services through Tenant Participation (TP) Structures

Measurements:

- Number of Tenant Participation (TP) meetings
- Number of consultations
- Number of events, including the TP Fun Day

Progress Update:

Housing Services have continued to engage with tenants through various methods to ensure full involvement in the performance and review of the housing service. Involvement has progressed to hybrid meetings becoming the most favoured style of meetings. Various consultations have taken place such as; new housing developments, rent consultation, Housing Need and Demand Assessment and the Local Housing Strategy. To support community engagement within our local communities, South Ayrshire Council has an approved [Community Engagement Strategy](#)

RAG Status:



Actions:

- BSL Action Plan to be further implemented and engage with other services e.g. Sensory Impairment Team

Measurements:

- Review and implement actions as per pan Ayrshire BSL Action Plan 2018-2024

Progress Update:

Continued implementation of the British Sign Language (BSL) Local Plan 2018-2024. A [mid-term progress report](#) was produced in October 2021 with the final progress report due for publication in 2024. [BSL \(British Sign Language\) - South Ayrshire Council \(south-ayrshire.gov.uk\)](#). BSL Training was held in October 2021, with a further block arranged for March 2022. Each block was a 6 week course and was facilitated by Signs4Life. October 2021 – 16 participants – 15 Thriving Communities Team (Employability), 1 Sensory Impairment Team and March 2022 – 14 participants – 7 Modern Apprentices (SSHC and Childcare), 7 Thriving Communities (CLD/Employability/Health and Wellbeing)

RAG Status:



Actions:

- Scoping review of documents and materials distributed or available from Council be checked for Accessibility by Equality Champions

Measurements:

- Report of scoping review on Accessibility of documents and materials

Progress Update:

Information that the Council provides can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. To ensure that we comply with *The Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018* all documents which are available online must be accessibility checked. Guidance has been produced for staff on publishing accessible documents.

RAG Status:

OVERARCHING SHARED EQUALITY OUTCOME 3: IN AYRSHIRE, PEOPLE HAVE OPPORTUNITIES TO FULFIL THEIR POTENTIAL THROUGHOUT LIFE

Links to National Outcomes:

- We realise our full economic potential with more and better employment opportunities for our people
- We are better educated, more skilled and more successful, renowned for our research and innovation
- Our young people are successful learners, confident individuals, effective contributors and responsible citizens
- Our children have the best start in life and are ready to succeed
- We live longer, healthier lives

Local Equality Outcome 3.1 and 3.2: Young people, disabled people and women have access to training and employment

Inequality being addressed: Young people, disabled people and women have barriers to accessing training and employment opportunities

Outputs: To provide support to access employment to reduce health as a constraint to build an inclusive economy (3.1)

Actions:

- Provide support for unemployed people, in particular people with disabilities, women and residents to overcome health barriers to economic activity
- To support residents to retain employment by addressing health barriers
- Support local business to access health related supports to improve retention and productivity of their workforce

Measurements:

- Number of unemployed people who declare a disability engaging at support stage to employment
- Number of unemployed women engaging at support stage to employment
- Number of people who declare a disability entering the AGD workforce
- Number of women accessing AGD workplace supports to improve retention in the workforce

Progress Update:

The Ayrshire Growth Deal sees approximately £251 million of funding from the Scottish and UK Governments being invested across East, North and Ayrshire.

The Ayrshire Growth Deal programme has a strong focus on inequality and inclusivity and through our award winning 'Ayrshire Inclusive Growth Diagnostic' tool has identified a number of key target groups for our employability programmes. These groups include, females, young people and those with disabilities and long-term health conditions. The implementation of the various projects within the Growth Deal programme should bring lasting and long-term benefits to people in these equality groups and many others across East, North and South Ayrshire. We have embedded actions for the Ayrshire Growth Deal within our Equality Outcomes and although these will take some time to realise, they help to ensure a continued focus on equality groups within the Ayrshire Growth Deal programmes.

Working for a Healthy Economy is a large-scale investment, totalling £5 million, to deliver occupational health to ensure that Ayrshire has the requisite workforce to drive economic growth in the future. This project, implemented in May 2021, will serve to widen the labour pool and provide the basis for the maximisation of benefits arising from Ayrshire Growth Deal capital investments and will support:

- unemployed residents overcome health barriers to economic activity
- employed residents to retain employment by addressing health barriers
- local businesses to access health related supports to improve retention and productivity of their workforce

To date across Ayrshire the Building a Healthy Economy Programme has supported

- 514 unemployed individuals engaged with Working for a Healthy Economy service
- 34.6% anxiety levels reduced
- 43.3% depression reduced
- 26.5% health and wellbeing improved
- 51 gained employment

The Equality Outcomes report in 2025 will contain a full breakdown for those supported across each of the council areas

RAG Status:



Outputs: (3.2)

- **Disadvantaged and identified PC groups have increased access to relevant employment and training opportunities.**
- **Increased availability of suitable employment opportunities**
- **Disadvantaged and identified PC groups have improved functional skills to access training and employment**
- **Disadvantaged and identified PC groups have improved interpersonal skills.**

Actions:

- To continue to support the Young Person's Guarantee initiative in South Ayrshire with supported employment and tailored jobs scheme
- Increase number of young BME people joining Modern Apprenticeship Scheme
- To develop and provide support packages
- To plan effectively for interventions across South Ayrshire/pan Ayrshire to support and reduce the attainment gap

Measurements:

- Establishment of a pan Ayrshire Young Person's Guarantee Board Number of people supported from protected characteristic groups
- Number of people gaining training and employment from PC groups
- Number of people accessing non -traditional roles tackling occupational segregation

Progress Update:

The South Ayrshire Local Employment Partnership (LEP) is committed to reducing inequality and closing the gap is core to the LEPs vision, while ensuring we create a fair, inclusive, suitable economy through employability and volunteering by creating opportunities across South Ayrshire. South Ayrshire's LEP is now well-established partnership which is made up of representative from South Ayrshire Council, Skills Development Scotland (SDS), Ayrshire College, Department for Work and Pensions (DWP), Developing Scotland's Young Workforce (DYW) and Voluntary Action South Ayrshire (VASA), as the 3rd sector interface. The LEP lead the planning, decision-making and implementation of employability provision across South Ayrshire to ensure individual needs and labour market demands are met. The LEP has supported a range of initiatives to support COVID recovery resulting in the South Ayrshire claimant account reducing from a peak of 7.5% in August 2020 to 3.6% in December 2022. The most recent school leaver destination (SLDR) report shows that 98.6% of South Ayrshire school leavers were in a positive destination three months after leaving school. This is the highest on record. The LEP is currently focusing on the following priority areas

- Creating pathways for young people and adults into the Aerospace industry
- Supporting Ukrainian and other refugees settling in South Ayrshire to progress into employment/training.
- Developing and funding sector-based work academies that assist unemployed people to move into occupational areas that currently have labour market gaps.
- Working with local employers to help close the disability employment gap.
- Supporting parents into fair, flexible and sustainable work.

Thriving Communities Employability Programmes are designed to support young people and adults, some of whom may be experiencing barriers to employment, to develop the skills and experience to successfully progress into/back into work. The team's collaborative approach to employability aligns with the UK and Scottish Governments approach to No One Left Behind and the European Social Fund. Programmes include:

- In-school senior phase support
- Care experience and young carers enhanced tailored support
- Employability pipeline provision
- Town Centre programme
- Pre-apprenticeships
- Family Engagement- including helping to tackle child poverty and promoting flexible working
- Community Justice- including promoting recruit with conviction
- Employability support for Ukraine guests
- SALUS- support for individuals experiencing problems with their health and wellbeing

Employment opportunities under Thriving Communities include:

- A wide range of Modern Apprenticeships opportunities, including our Care Experience and Young Carers Guarantee
- Supported Employment Tailored Job Opportunities for individuals with additional support needs
- Evolve Programme - creation of temporary jobs with SAC for individuals who have been long-term unemployed

Key achievements 2022/2023:

Care Experience Support

The Council ensures every care experienced young person in South Ayrshire is given support to access a wide range of vocational learning opportunities, including apprenticeships. Our Thriving Communities service supports employability outcomes for young people who are care experienced, aged 16-25.

- During 2022/23 the team supported 168 young people (103 school pupils and 65 post school).
- 60 have progressed to a positive destination and are continuing to receive aftercare support from the team to help sustain their destination (46 progressed to college and 14 into employment)

Enhanced School Support

The team are providing enhanced employability support to 18 Ukraine pupils and 52 young carers in the Senior Phase

Supported Employment

The Supported Employment Programme supports individuals, aged 16 and over, who have additional support needs. The programme includes flexible, personalised, one-to-one support.

- In 2022/23 the team supported 51 individuals, with 10 progressing to employment or further education.
- COVID has had a significant impact on young people struggling to get back into a routine and having the confidence to meet with staff and peers out with their home environment. The team continue to offer enhanced employability support to 41 individuals to try and overcome these barriers and support them in to employment or further education.
- To enhance the supported employment programme South Ayrshire Council created new, tailored, part-time jobs. 12 individuals secured part-time employment with the council, with 5 then progressing to permanent employment.

Modern Apprenticeships

South Ayrshire Council are committed to equality of opportunity in supporting young people to access apprenticeship opportunities, one example of which is supporting individuals from under-represented equality groups onto our programme. Data on equality categories is as follows:

- *Care Experienced:* South Ayrshire Council 4.5%, National Average 1.8%
- *Disability:* South Ayrshire Council 23.8%, National Average 14.7%
- *Ethnicity:* South Ayrshire Council 5%, National Average 3.2%

Adult Employability Support

The Evolve programme is a job creation scheme launched in April 2022 for participants over 25 living in South Ayrshire who are long term unemployed.

- 48 jobs have been created with South Ayrshire Council and 3rd Sector organisations (31 LA and 17 Third Sector)
- Participants are offered employment between 16 and 30 hours per week for a period of 6 months and are paid the Real Living Wage £10.18/hr Local Authority Rate or £10.90/hr for 3rd Sector.
- A Better Off Calculation was completed in every case to ensure the number of hours was appropriate for the individual to start work without it having a detrimental impact on household finances to ensure that they would be able to sustain the employment opportunity.

Parental Employability Support

Our Thriving Communities Family Engagement team take a whole family approach for parents and carers who require support returning to work or for those on low incomes upskill or retrain in order to secure and sustain fair work ensuring households are better off when parents are in work.

- The team provided intensive support to targeted family groups further disadvantaged in the current labour market
- An additional key worker was recruited to provide support for families where there is a disability (parent or child).
- The team supported 110 families to access financial support

Community Justice

Having a job is considered to be one of the main positive influences on an individual's ability to not re-offend. Thriving Communities provided tailored employability support for 65 people who identified that their criminal conviction was the main barrier to them accessing employment opportunities.

RAG Status:



OVERARCHING SHARED EQUALITY OUTCOME 4: IN AYRSHIRE, PUBLIC BODIES WILL BE INCLUSIVE AND DIVERSE EMPLOYERS

Links to National Outcomes:

- We realise our full economic potential with more and better employment opportunities for our people
- We are better educated, more skilled and more successful, renowned for our research and innovation

Local Equality Outcome 4.1 to 4.3: Our BME, disabled and LGBT+ staff have safe and supportive work environments to thrive, and the Council is seen as an employer of choice

Inequality being addressed: BME, disabled and LGBT+ staff lack access to peer support which can lead to isolation and low morale at work

Outputs: Relaunch of the Equality Champions and the Equality & Diversity Forum (4.1)

Actions:

To identify colleagues within the Council, Education and Licensing Board, Elected Members

Measurements:

- Relaunch of Equality Champions and the Equality & Diversity Forum – number of meetings held and initiatives

Progress Update:

- The role of the Equality and Diversity Forum is to support the Council to deliver on its equality and diversity responsibilities by providing a consultative and inclusive link to the diverse communities of South Ayrshire, and through the work of the Forum, promote equality and diversity and encourage good relations throughout South Ayrshire. The remit of the Equality and Diversity Forum was refreshed in 2022, with the main areas of focus:
 - To support the Council to meet its Public Sector Equality Duty responsibilities, including the Specific Duties to progress the Council's Equality Outcomes and to Mainstream Equalities;
 - To support the development of the Council's policies and procedures relating to equality and diversity;
 - To promote inclusion and participation of the diverse communities and hard to reach and under-represented minority interests in South Ayrshire;
 - To raise awareness of the needs and priorities of the diverse communities in South Ayrshire;
 - To provide a link to the voluntary sector and organisations representing the diverse communities within South Ayrshire; and
 - To support the development of the Council's policies and procedures relating to Fairer Scotland Duty.

Membership of the of the forum comprises Elected Members supported by staff from Policy, Performance and Community Planning. The Equality and Diversity Forum now has in place an Improvement Plan focusing on areas such as training, the development of an integrated equalities impact assessment and increasing the number of equality champions.

RAG Status:



- To ensure that the Equalities Duty is understood and mainstreamed across the Council, all service areas that are impacted upon by the Equality Duty, or that provide a front facing service, have a representative on the Equality and Diversity Forum as a 'Champion'. Due to several factors including staff absence,

staff changes and a recent organisational restructure, work will now take place during 2023 to appeal for new Equality Champions to come forward, however current Equality Champions have attended the first meeting of the Equality and Diversity Forum in 2023.

RAG Status:



Outputs: Establishment of a safe and supported environment for staff from the Council, Education and Licensing Board who identify with a particular protected characteristic (4.2)

Actions:

Explore with the workforce the desire to establish a BME staff network either locally or with employees from North and East Ayrshire Council.

Measurements:

- BAME staff network established

Progress Update:

- Following recommendations from the Scottish Government's report on Race Equality, Employment and Skills: Making Progress Report, the Council adopted some of these recommendations and actions into its Equality Outcomes. The concept of a Black and Minority Ethnic (BAME) Forum had been considered before, however the relatively low numbers of employees from a BAME background (1% of the total workforce) working within the Council raised doubt around the viability of trying to create a group. Following the Scottish Government recommendations, the three Ayrshire local authorities decided to create a Pan Ayrshire Group. The group first met in June 2022, with 12 participants signing up and is supported by Human Resources and the Unions. Still in its forming stage, the group will continue to meet moving into 2023 to explore issues and support mechanisms for employees from a BAME background. The group is currently focused on developing a diverse workforce across Ayrshire through strengthened recruitment and retention and are analyzing statistics and recruiting methods to identify gaps and highlight good practice.

RAG Status:



Actions:

Explore with the workforce the desire to establish a disability staff network.

Measurements:

- Disability staff network established

Progress Update:

- An 'Employees with a Disability Forum' has been established. Engagement has taken place with the forum on the Future Operating Model. Work will continue to develop the forum with further engagement to take place following implementation of the operating model.

RAG Status:



Actions:

- Explore with the workforce the desire to establish a LGBT+ staff network

Measurements:

- LGBT+ staff network established

Progress Update:

- Work will take place with staff to gauge the interest of establishing an LGBT+ employee forum. If there is interest it would be hoped to establish one no later than March 2024.

RAG Status:



Outputs: Council vacancies are advertised through specialised partnership organisations who target and support PC groups (4.3)

Actions:

- Contact various specialist organisations to seek opportunities to advertise Council vacancies to gain a range of more diverse applicants and future employees

Measurements:

- Number of partner organisations advertising Council vacancies

Progress Update:

- Specialist organisations were contacted to seek opportunities to promote council vacancies, including organisations such as the Council for Ethnic Minority Voluntary Organisation, however despite our best efforts, they would not support the advertisement of council vacancies. The three Ayrshire councils are now engaging with other organisations to encourage them to promote council vacancies, this will include organisations such as Amina Muslim Women's Resource Centre, the British Deaf Association, and other organisations who support protected characteristics.

RAG Status:

