



# **East Ayrshire Council and Education Authority**

## **Equality Mainstreaming Report**

**2015 - 2017**

## Accessibility

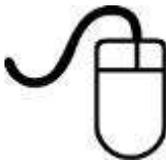
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## INTRODUCTION

This is East Ayrshire Council's second Mainstreaming Report and sets out how equalities has been further mainstreamed into the functions and activities of our organisation. It also provides information on our schools and employees, and demonstrates ways in which we have met the general and specific duties as set out in the Equality Act 2010.

Within this Mainstreaming Report we set out how we have further embedded equalities into everyday practice based on our understanding of East Ayrshire, our communities, the challenges we face, our strengths and the opportunities available to us.

In our first Mainstreaming Report we set out the context, our structures and the profiles of our communities, this report can be viewed [here](#). This Mainstreaming Report will focus on the work we have developed over the last two years (2013-2015).

Case studies have been integrated thought the report and attached as an appendix to highlight good practice in mainstreaming equality.

## BACKGROUND AND CONTEXT

On 5 April 2011, the Equality Act 2010 introduced a new public sector equality duty (also known as the General Equality Duty) which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under this 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 focus of this report is on the progress the Council has made in mainstreaming the equality duty, as well as gathering and using the employment information in relation to equality.

## LEADERSHIP AND GOVERNANCE

### Community Planning in East Ayrshire – 'East Ayrshire, One Plan'

The Council and its Partners approved the second Community Plan for East Ayrshire on 19 March 2015, which covers the period from 2015 to 2030. It builds on the longstanding and solid foundation of strong and effective partnership working in the delivery of the first twelve-year Community Plan and the many and notable achievements which have been realised throughout the area since its implementation in April 2003.

The Community Plan continues to be recognised as the sovereign planning document for the East Ayrshire area, providing the overarching strategic policy framework for the delivery of services by the Council and all Community Planning Partners. Importantly, the Plan acts as the Council's Corporate Plan.

The Community Plan, underpinned by our Single Outcome Agreement (SOA), sets out the Community Planning Partnership's ambition for our local communities through the achievement of agreed outcomes and provides the performance management framework to ensure effective links to the Scottish Government's National Outcomes. As a partnership, we continue to take collective ownership for delivering our Community Plan and achieving improved outcomes.

## **Review of the Council's Management Structure**

In October 2014, the Council concluded a review of its management structure which reflected the importance and status of the Community Plan and when taken together with our new arrangements for Health and Social Care, we have the benefit of a strategic lead at officer level within the Council, for each of the Community Plan themes (Economy and Skills, Safer Communities and Wellbeing) and therefore, an enhanced focus on priorities and resilience within a streamlined structure.

From 1 April 2015, the Council's management structure will feature an Executive Management Team, chaired by the Chief Executive with two Depute Chief Executives, the Director of Health and Social Care, the Chief Governance Officer and the Policy, Planning and Performance Manager. The wider Council Management Team will incorporate the Executive Management Team and all remaining Heads of Service.

## **Health and Social Care Partnership**

In 2012 the Scottish Government set out its plans to integrate adult health and social care. The Public Bodies (Joint Working Bill) Act was passed in April 2014 and East Ayrshire Health and Social Care Partnership following the shadow year in April 2014/15 are working towards the establishment of the Integration Joint Board by 1 April 2015. The new Health and Social Care Partnerships (HSCP) will have responsibility for approximately 2,000 employees and an annual budget of £193m. A Strategic Plan has been developed which will detail how the new Board is working in partnership with the NHS, the local authority, the third and independent sectors and local communities to deliver services. The HSCP will also have responsibility to co-ordinate the delivery of the Community Planning Wellbeing Delivery Plan. The new HSCPs will be accountable to Scottish Ministers, NHS, leaders of local authorities and the public for delivering new nationally agreed outcomes, which will focus initially on improving health and wellbeing of all our residents and will be included in the Single Outcome Agreement. The Corporate Officer (Equality and Diversity) presently supports the HSCP in relation to equality matters.

## **EQUALITIES AND THE COMMUNITY PLAN**

### **East Ayrshire Community Plan**

The Community Plan is a 15-year Plan for the period 2015 to 2030 with a three-yearly review process built into the planning cycle.

Over and above our planned programme of action via our Delivery Plans, within each three year period the Community Planning Partnership Board will focus on two or three priority issues, with the expectation of a demonstrable shift in relation to performance. For the period 2015- 2018, these are:

- Giving children the best start in life (tackling child poverty)
- Youth employment
- Alcohol and drugs.

The Single Outcome Agreement (SOA) underpins our Community Plan and provides us with a clear understanding of place and communities, plans for the delivery of improved outcomes and a robust performance management framework. The SOA details performance indicators and targets against which we will assess and improve performance.

## **Delivery Plans**

The new Community Plan will be delivered through high level, strategic Local Outcomes through three Delivery Plans in relation to:

- Economy and Skills;
- Safer Communities; and
- Wellbeing.

Through each Delivery Plan, we will take forward the activities/actions that have been shown to make the biggest difference and will bring about real change for local people and communities.

The Delivery Plans will have a 3-year lifespan and will be dynamic documents to allow amendment, where appropriate, to take account of emerging agendas. The responsibility for driving forward the activity/actions within the Delivery Plans will sit with the Community Planning Partnership Board, supported by three Strategic Lead Officers.

## **The Scottish Government and Cosla Guidance**

The Scottish Government and COSLA guidance on SOAs, published in December 2012, clearly states that equality considerations should run through all the activities of the Community Planning Partnership (CPP) and be woven into the development of its Single Outcome Agreement. To this end, CPPs should draw on the activity being undertaken by public bodies to take forward responsibilities under the Public Sector Equality Duty.

Consequently, the Council has linked the development of its Equality Outcomes into the Community Plan and the updated SOA to ensure that information and data collected in the process will be used to support wider planning and delivery activity.

Accordingly, where practicable, reporting in relation to the Equality Outcomes has been aligned to the Community Plan Delivery Plans and the SOA. Going forward, we will continue to ensure robust linkage between further development of the Equality Outcomes, the Community Plan and associated SOA.

Equality outcomes for other Community Planning Partners are linked, where appropriate, to outcomes in the SOA, for example, in relation to skills development and employability, educational attainment, tackling crime and anti-social behaviour, improving community safety supporting older people to remain independently in their community.

## CASE STUDY – TRI-CLAN RUGBY

The Clan (a rugby club for all) has developed since 2013 and now have a team of mixed abilities where participants with a Learning Disability play alongside able bodied rugby players known as 'enablers'. The Clan work in partnership with Enable Scotland, NHS Ayrshire & Arran, Scottish Rugby and East Ayrshire Council (EAC) to promote and encourage an appreciation of equality, diversity and social inclusion by proactively supporting the personal development of certain individuals through participation in rugby.



The aims of the group are to:

- Deliver weekly rugby sessions for adults with a learning disability to attend at Ayrshire Athletics Arena (AAA)/ Kilmarnock Rugby Football Club (RFC).
- Deliver taster sessions to EAC Additional Support Needs (ASN) schools / units.
- Give the opportunity for wheelchair user to get involved in rugby.
- Provide a pathway for players in rugby.
- Give volunteers the opportunity to develop their skills in coaching and Continuous Professional Development (CPD).

The Club delivers weekly sessions to local ASN schools and units and at local sports festivals. Where appropriate players work through the pathway to become rugby players with The Clan. Wheelchair Rugby League sessions are being delivered at Clan training sessions to give those in a wheelchair the opportunity to get involved in rugby. Weekly rugby sessions are delivered at the AAA and Kilmarnock Rugby Club T.

The Clan is also involved in the development of The Academy Community Sports Hub. Club coaches are encouraged and are given the opportunity to attend coach education and Professional Development opportunities. The club now trains at the Ayrshire Athletics Arena on Monday evenings. The Clan most recently played at half time during the Scotland V Tonga International Test match at Rugby Park (Kilmarnock). Two TRI NATIONS CUP championships were held at Kilmarnock Rugby club in 2013/14 <http://www.trustrugby.com/#!tri-videos/coqe>.

The Clan was crowned TRI NATIONS CUP champions in 2014. Players are making the transition through the player pathway and into The Clan squad. The Clan also spoke at the Scottish Parliament to spread the word about the good work TRI are doing in Ayrshire and Scotland.



The club is going to continue to deliver sessions across Ayrshire in schools, ASN units and at festivals. The Clan also has clubs growing in Aberdeen and Edinburgh and the Ayrshire Clan will be there to provide support to these clubs, as appropriate.

## MAINSTREAMING EQUALITIES IN SERVICE PROVISION

Mainstreaming the equality duty is an organisational responsibility, and leadership and employee awareness is central to its success. The Council continues to develop a range of mechanisms and processes to ensure that consideration of equalities underpins everything we do and that there is effective leadership at all levels.

### CASE STUDY - LILYHILL GARDENS

Lilyhill Gardens has been designed to offer accommodation for individuals with a range of support needs. Thirteen tenants will benefit from bright, modern flats with amenities such as wet floor showers; rise and fall kitchen units in wheelchair accessible flats; door entry systems with fob access; an enclosed, safe, private garden and a 24 hour link to the Council's Risk Management Centre. One of the flats will act as a staff base.

All of the 13 units consist of an overhead track and hoist system, rise and fall sinks and rise and fall hobs in all lower apartments. The design of the ground floor windows will also allow the tenants to live in a bright and airy accessible apartment.

Lilyhill Gardens forms part of the Council's Strategic Local Programme which supports a commitment to providing affordable housing as well as promoting town centre living as an aid to town centre regeneration.

These modern, accessible flats will provide tenants with safe, secure and fit for purpose surroundings which will allow them to live an independent lifestyle,

The new tenants moved in February 2015.



### Spokesperson for Equalities

In light of the ongoing importance of the equalities agenda within the Council, it was considered that an opportunity existed to further develop the Council's Elected Member portfolio arrangements and enhance integration of and focus on the equalities agenda in respect of the function and activities of the Council. Accordingly, the Council agreed in October 2013 that the overview of equalities remit transfer to the Depute Leader of the Council and Spokesperson for Improving Community Safety with the designation being amended to reflect the new areas of responsibility namely Spokesperson for Improving Community Safety and Equalities. Thereby aligning the existing remit of hate crime and violence against women with the equalities agenda.

### Equalities Structure

The Council's Corporate Equalities Strategy Group, established in 2006, is chaired by the Chief Executive and comprises representation at a chief officer level from all departments of the Council. The Group ensures a strategic approach to the equalities agenda across the Council; ensures effective monitoring in relation to equality issues; and maintains a consistency of approach to equality issues with particular emphasis on the continuation of mainstreaming equalities.

In recognition of the Council's new management structure and to further embed and mainstream equalities into the functions of the Council, the equalities structure within the Council is under review to ensure that it serves the purpose of the Council's new arrangements and continues to mainstream equalities.

This review will conclude in May 2015 and findings and recommendations will be presented to the Corporate Equalities Strategy Group thereafter.

In 2007 the Councils established an Equalities Forum to ensure the statutory obligation to consult and involve citizens in the pursuit of equality of opportunity and the removal of discrimination were being met effectively. The Equalities Forum, comprises individuals and members of groups, representing all of the protected characteristics; Elected Members; Council officers and partner representatives.

The Equalities Forum meets twice per year and, in addition, an annual equalities event is held, which reviews achievements in the previous year and identifies issues for consideration in the coming twelve months. Equalities Forum members have discussed and debated a wide range of issues, including communication, promoting citizenship, transport issues, community planning, Integrated Health and Social Care and the potential impact of Welfare Reform. Forum members have also been involved in the development of strategies and policies such as the Housing Allocations Policy and the Recruitment and Selection Policy, and in the development of the Council's Budget for 2013-2017.

A review of the Equalities Forum was carried out in June 2012, which confirmed that Forum members feel engaged and involved in Council business. The Forum continues to grow in membership with the group widened to represent religious establishments, Tenant's Associations, and LGBTQ, a local group representing lesbian, gay, bi-sexual, transgender and people who are questioning their sexual orientation.

### **Maintaining Awareness of Equalities within East Ayrshire**

The Council continues to use a range of methods to ensure that employees are aware of the equality duty in order that it is considered as part of their daily work, where relevant. To ensure that information is disseminated in new and emerging formats the Council utilises a number of methods to communicate information to employees and communities.

For example, the Council recently ran a social media campaign to mark the 16 Days of Action to End Violence Against Women. The Council, along with employees from Community Planning Partners was encouraged to make a pledge in support of the campaign. The launch photo requesting others to post their pledge was viewed by 2,697 people, and was liked and shared by 57 others.

The Council developed a Diversity Calendar which was piloted in 2013 and was further developed in 2014. The aim of the Diversity Calendar is to ensure equality activity is mainstreamed within the Council and events held throughout the year rather than being concentrated into an Equalities Week. Mainstreaming equalities events into the Council's annual Diversity Calendar contributes to developing a broader understanding of the equality agenda and building capacity of employees and communities to work in a way which promotes equality of opportunity, eliminate discrimination and promote good relations. The Diversity Calendar can be viewed [here](#).

The Diversity Calendar will be further developed during 2015, to incorporate links to resources and information to ensure that services and communities have information to take part in or organise their own events.

## Good Practice

The Council's progress in mainstreaming equalities can be demonstrated through the delivery of services. A number of good practice examples have been highlighted throughout this report and are also attached as an appendix.

### CASE STUDY - INTERFAITH WEEK



In November 2013, the Ayrshire Interfaith Forum held their first event supported by the Council. The event brought people from across Ayrshire to learn, discuss and debate faiths from around the world. The event was well attended and evaluated positively.

Building on the previous year, in November 2014, Interfaith Scotland's launch event took place in East Ayrshire and was attended by people from across Scotland. Participants enjoyed a variety of speakers discussing the theme 'Journeys of Faith' from different faiths and organisations including Jon Herd, Ayrshire Interfaith Forum, Frances Hume from Interfaith Scotland, representatives from the North Lanarkshire Abrahamic Roots Group and Pat Morrissey from the Baha'i community.

Participants were given performances from St Joseph's Academy Choir, and a Sikh hymn from Gurjit Singh Sidu and Navpreet Kaur.

At the end of the event participants discussed the meaning of the theme 'Journeys of Faith'. This event assisted the understanding and tolerance of different faiths, promoting good relations, and eliminating discrimination.



## Equality and Human Rights Impact Assessment (EHRIA)

The Council has in place a process to ensure that policies and strategies are assessed in line with the general and specific duties. To ensure continuous improvement, the Council is currently reviewing the EQIA toolkit and guidance and will take the opportunity to integrate a Human Rights element into the EQIA process.

To further embed equalities into the organisation, a benchmarking exercise will be conducted during 2015 to ensure that all managers are engaged in the development of the new toolkit and guidance. The exercise will ascertain the level of understanding in relation to the EQIA process and from the evaluation, a specific training package will then be developed and delivered alongside the new EHRIA toolkit and guidance.

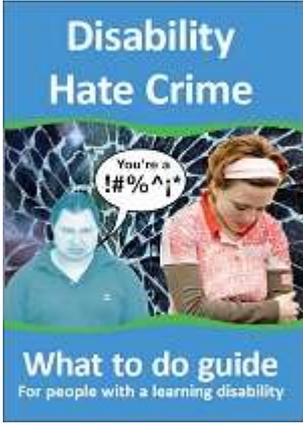
## MAINSTREAMING EQUALITIES PARTNERSHIP WORKING

The Council has a long and successful history of partnership working, particularly through our Community Planning Partnership. Our specific partnership arrangements in relation to the equalities agenda include the following sample:

- Ayrshire Equality Partnership
- LGBT Working Group
- Multi Agency Incident Monitoring Group
- East Ayrshire Violence Against Women Partnership
- Equalities Forum
- East Ayrshire Elderly Forum.

The Council continues to review and update arrangements for partnership working to ensure that we collectively work for all members of our communities and to share resources to ensure that mainstreaming is embed locally and across the East, North and South Ayrshire.

In addition, the case studies attached as an appendix to the report reflect a number of partnership initiatives.

The image shows a cover for a 'Disability Hate Crime' guide. It features a blue header with the title 'Disability Hate Crime' in white. Below the title is a photograph of two people, a man and a woman, looking at a document. A speech bubble above them contains the text 'You're a !#%&^\*'. At the bottom of the cover, it says 'What to do guide For people with a learning disability'.

### CASE STUDY – DISABILITY HATE CRIME

The Council recognises the importance of working together with people with learning disabilities, their families and supporters, along with other organisations to raise awareness of disability hate crime and ensure it is taken seriously when reported.

For the past year Scottish Consortium for Learning Disabilities has been working with local authorities and representatives from Police Scotland on a project which uses forum theatre workshops to highlight how to recognize disability hate crime. The workshops also aim to build the capacity of people with learning disabilities and local agencies to respond to this.

In response to this, the Council organised a Disability Hate Crime Conference in April 2014. The purpose of the conference and workshops was to raise awareness of Disability Hate Crime through the use of Forum Theatre. The Q Fusion Theatre Company facilitated an interactive live conversation and learning on the subject. The key messages and information were, how to recognise hate crime, how to report it and who to report it to. It also promoted the model of service users becoming champions in that they were trained and were able to impart their knowledge throughout the workshops. This also developed the capacity of those individuals to increase their own confidence and knowledge and therefore impart this to others in the community.

In total 134 people attended the series of Hate Crime and Disability events. The lead up to the Conference included a one day Facilitators Training Course and two half day workshops for people with disabilities, all co-facilitated with the Scottish Consortium for Learning Disabilities (SCLD) and Q Fusion.

The final conference was held on the 3 April 2014. Agencies represented included East Ayrshire Council (EAC) Social Work, NHS Ayrshire and Arran, Police Scotland, Scottish Fire and Rescue, EAC Housing and EAC Vibrant Communities. Delegates included Service users who had attended the workshops detailed above and people with a learning disability who had been trained as facilitators.

Work continues to be supported by the Adult Protection Team, Vibrant Communities, Police Scotland, NHS Ayrshire and Arran and local Voluntary organisations to ensure that issues in relation to disability hate crime are tackled.

## MAINSTREAMING EQUALITIES IN PROCUREMENT

East Ayrshire Council recognise that integrating equality into the commissioning and procurement process helps to improve value for money by ensuring that the right services are provided to the right people at the right time. Therefore, to further enhance the procurement process within the Council, in September 2013 we engaged with West of Scotland Regional Equality Council (WSREC) in relation to their 'Living Equality Project. Funded by the Scottish Government the aim of the project is to:

- support diverse communities and community organisations and public sector organisations to positively advance the Public Sector Equality Duty (PSED) across the West of Scotland; and
- develop and progress the PSED within the private sector procurement process equality based service provision in the public sector.

The event focused on the needs of the Public Sector requirements for buying in services in line with the PSED and how equality centered businesses and community projects can apply the 'products' in relation to the equality need and business opportunities.

The Council has continued to engage with WSREC to ensure that the Council's procurement process is inclusive and accessible. In March 2015 the Procurement Team Leader delivered a presentation at a Breakfast Seminar organised by WSREC to small, voluntary sector or protected characteristics led business to ensure that there is an understanding of the Council's Procurement processes and to encourage participants to bid as required.

## MAINSTREAMING EQUALITIES IN EMPLOYEE DEVELOPMENT

The Council has in place arrangements to ensure equality in relation to the development of all its employees.

Strategically, the Council's [Organisational Development Strategy](#) (our People Strategy) sets out how we ensure that all employees have the knowledge, skills and attitude required by them to make their contribution to delivery of the Community Plan. The Organisational Development (OD) Strategy has 3 key themes, namely:

- Leadership and Management
- Support and Development and
- Communication and Engagement.

The Strategy identifies OD interventions we deliver under each of the themes to ensure that all employees are suitably developed.

In addition, we have in place review and development processes (PRD for teachers and

East Ayrshire General Employee Review (EAGER) for all other employees) to identify and address relevant support and development needs of employees. These processes ensure that all employees can access development appropriate to their role, fairly and consistently, through an annual review and development process.

The OD Section delivers a raft of training courses for managers and employees aligned to the business needs of the Council and employees are supported to access this learning through the PRD and EAGER review processes.

All courses and OD interventions reflect and promote compliance and good practice in relation to equalities and diversity.

The OD Section delivers a range of Learning and Development activities and interventions designed to provide all employees with appropriate support and development to enable them to deliver their role.

These include:

- Corporate Training Courses
- Health & Safety Training
- Leadership and Management Development
- Core Skills Training and
- Tailored training courses by arrangement with Services

In addition, the OD Section provides tailored, bespoke training and development events to Services to meet need. OD work closely with each Service, through nominated Business Partners, to identify OD support and activity which can be provided to develop their Service, teams and individual employees aligned to delivery of the Council's Vision.

Going Forward the OD section has developed an Equality and Diversity section within their suite of e-learning pages. This section provides information on generic equalities and contains access to the e-learning equalities courses.

## CASE STUDY - VIOLENCE AGAINST WOMEN CONFERENCE

The "Inspiring Change - *Learn, Share, Connect*" conference was held on 5 June 2014, to promote local services amongst professionals. This included showcasing different approaches to tackling violence against women in East Ayrshire.

Organised by a short life working group comprised of members of the East Ayrshire Violence Ayrshire Women Partnership (EAVAWP) and facilitated by East Ayrshire Women's Aid, the 'Inspiring Change' conference featured interactive workshops covering topics including: working with children and young people; preventing sexual violence and supporting survivors of childhood sexual abuse, working with men and initiatives in schools with



pupils taking part in the White Ribbon and Mentor in Violence Prevention (MVP) Bystander.

The conference also included the launch of a Domestic Abuse Contact Card which has been developed by members of South West Scotland Community Justice Authority's Multi Agency Domestic Abuse Group. The credit card-sized, fold-out booklet includes contact details for a wide range of support services and organisations for people affected by domestic abuse. It will be issued by Police Scotland to anyone referred to their Domestic Abuse Investigation Unit and via local Violence Against Women Partnerships in East, North and South Ayrshire.

## **Equalities and Diversity E-Learning**

In addition, to ensure all employees and Elected Members are trained and developed to fulfil their role and responsibilities within the Equalities Act 2010 a number of equality and diversity training courses are delivered.

Equality and Diversity training is provided for Elected Members and is mandatory for all employees. It is delivered through an online training course designed in Partnership by the OD team and the Corporate Officer (Equality and Diversity). A face to face course is also available for delivery to employees unable to undertake the e-learning course. This course is mandatory for all new employees. In the period covering 2013 and 2014, 157 employees received the classroom based training and 1,117 completed the course e-learning.

Equality and Diversity training is also included in the Council's Corporate Induction process.

A number of other e-learning courses are available to raise awareness equality issues in the workplace and in relation to our Service delivery. These include:

- Gender based violence
- LGBT training and
- Respectful Relationships

The Council strives to deliver continuous improvement by providing new and relevant learning opportunities. 'Nil by Mouth' seeks to ensure that communities are free from sectarianism. The Council is delivering training within our schools and to employees to promote communities where cultural and religious diversity is respected and celebrated by everyone.

Three other training courses delivered support good practice in equalities and diversity in the workplace, namely:

- The Management of Workplace Stress
- A Positive Approach to Handling Stress and
- Mentally Healthy Workplace training.

We continue to review our training in relation to employee development to ensure that the training remains relevant.

## **Equality and Human Rights Impact Assessment (EHRIA) Training**

EHRIA training ensures that all relevant employees have the skills and knowledge necessary to assess Council Strategies, Policies and Plans in relation to their potential impact on people and groups with protected characteristics as standard practice. This training, which replaces the current Equality Impact training, will be developed in line with the new EHRIA toolkit and guidance.

## **MAINSTREAMING EQUALITIES IN EMPLOYMENT MONITORING**

### **EMPLOYMENT MONITORING**

East Ayrshire Council is one of the largest employers within East Ayrshire and believes that the recruitment and employment of Council employees, at all levels, is an important activity through which mainstreaming can be achieved. By having a higher and more diverse workforce, the Council can provide better quality services to all our citizens.

The Council aims to have a workforce which reflects the community the Council serves. The benefits of having a diverse workforce that is broadly representative of the local population is that the Council is seen as an employer of choice.

The data is collected from a number of sources including the Council's Integrated Payroll and Human Resources system (CHRIS21) and the Council's Recruitment Portal (national myjobsctoland portal). In analysing the information, some gaps have been identified and work will be undertaken to better improve the data collection. The information available is based on the periods 1 January 2013 – December 2014. A full analysis can be viewed on the council's website.

## MAINSTREAMING EQUALITY IN EDUCATIONAL SERVICES

The overall aims are to develop quality learning and teaching environments and facilitate the building of supportive learning communities within the context of Early Childhood Centres, Primary, Special and Secondary Schools.

The Council has:

- 1 early childhood centre (2-5 years)
- 3 early childhood centres (0-5 years)
- 10 early childhood centres (3-5 years)
- 1 integrated primary school with early childhood centre (2-11 years)
- 2 integrated primary schools with early childhood centres (0-11 years)
- 16 integrated primary schools with early childhood centres (3-11 years)
- 24 standalone primary schools
- 3 special schools
- 9 secondary schools.

The managers of these educational establishments play a key role in delivering national and local educational Curriculum for Excellence outcomes; Building The Ambition outcomes; implementing legislation in relation to children and young people with additional support needs; and taking forward the *Getting It Right For Every Child* practice model.

Educational Services are supported by a Departmental Equalities Group which is responsible for the strategic implementation of equalities initiatives and legislation and provides a forum for good practice for all educational establishments.

The group is chaired by the Head of Community Support and has a direct link to the Corporate Equalities Strategy Group. The group has been instrumental in the development of the anti-bullying policy titled Respectful Me Policy, Review of the Quality and Standards Report and is presently working on a number of initiatives to ensure that equalities is further mainstreamed into everyday practice.

### East Ayrshire Support Team

The East Ayrshire Support (EAST) Team recognises the importance of positive co-operative working and aims to build positive working relationships with all partners to ensure that children and young people are supported appropriately and timeously on their lifelong journey.

EAST is made up of:

- Core Support Team
- English as an Additional Language Team
- Visual Impairment Team
- Early Language Centre
- Hospital Education Service

The team consists of teachers, and classroom assistants, and works collaboratively with Learning Communities and schools to provide effective support for children and young people (aged 3-18 years) with additional support needs to help them to achieve their individual targets and reach their full potential. It supports the development and implementation of whole school approaches to effective teaching and learning and offers

specialist support where this is required. The team also supports the continuous professional development of colleagues, raising awareness of a range of additional support needs and their impact on children and young people as well as providing advisory support on appropriate strategies.

In addition, EAST provides support and training in relation to Gypsy/Travellers. The training session raises awareness of Gypsy/Traveller pupils in schools and discusses some of the issues/challenges involved in ensuring their educational needs are being met. It also draws attention to the Gypsy/Traveller support pack produced by EAST which has been distributed to all schools in East Ayrshire.

An East Ayrshire database for Travelling Communities has also been established and is now being updated bi-annually or when a school shares a new child or young person's information with the EAST Manager.

In addition, schools in East Ayrshire will be piloting a new training programme developed by STEPS in relation to supporting Gypsy/Travellers in school settings.

Specifically to support young people with additional support needs in relation to Opportunities for All, the Additional Support Needs Strategy Group has been established. This was developed following extensive consultation with stakeholders, including parents and carers. The second development plan is now being prepared. There is a particular focus on those young people looked after by the local authority.

In addition, the Peripatetic Hearing Impairment Service supports those children and young people with a hearing impairment.

The Council published its third [Accessibility Framework](#) to support educational establishments to ensure that we meet our obligations with respect to:

- Access to the curriculum;
- Access to the physical environment of the educational establishments;
- Improved communication.

The scope of the Framework starts with children in early childhood centres and extends to primary schools, secondary schools, supported learning centres, communication centres and special schools.

## **Sport, Physical Activity and Youth Work**

A range of specialist and integrated activities are available to ensure that local young people with additional support needs can access sport, physical activity and youth work programmes.

Within all Special Schools and Learning Support Units there is a programme of physical and recreational activities delivered during or after school via Active Schools Coordinators. There is also support to ensure that school pupils from Special Schools can access the range of youth related activities such as Consultative Forums and the Duke of Edinburgh Scheme.

East Ayrshire Council, in partnership with East Ayrshire Sports Council, also offer a support programme for talented athletes including those with a disability and those competing at the Special Olympics.

Examples of good practice as an Education Authority are set out below and in the appendix to the report.

### CASE STUDY – PARK SCHOOL ASN BADMINTON CLUB



Park School's ASN Badminton Club is one of Scotland's first Disability Badminton Clubs, specifically designed for children and young people with physical, sensory and learning disabilities. The Active Schools and Young

People, Sport and Diversion Teams from East Ayrshire's Vibrant Communities have been working in partnership with Park School and Badminton Scotland to develop and strengthen the club.

Children and Young People attending the provision have been receiving expert coaching from former Scotland National Badminton coach Billy Fulton of Hurlford Badminton Club. As the club membership has grown significantly to over 30 children and young people participating the club have recruited Andy Muirhead, a level 2 badminton coach and five Grange Academy senior pupils from the Active Schools Community Sport Leadership programme to mentor, coach and support the children and young people.

## GOOD PRACTICE CASE STUDIES

### ACCESS PANELS - EXCELLENCE AWARDS

The Kilmarnock and District Access Panel was established in 1981 in response to the Secretary of State for Scotland recommendations that each local authority nominate an access officer and encourage the setting up of an access panel with the purpose of improving disabled people's access to the built environment

The remit of the Access Panel is to improve the environment for everyone, but essentially ensure that all disabled people can gain access to all buildings and services. The Panel is also a key voluntary sector organisation involved in the Council's Equalities Forum and they also provide practical feedback on inclusive design issues at the planning and building warrant stage.

The Kilmarnock and District Access Panel is supported by the Disability Awareness Advisor and regularly meet with architects and designers to review their proposals. The Panel also carry out site visits to completed projects supported by the Disability Awareness Advisor and record what accessibility items have been incorporated.

In 2013, the Panel decided to acknowledge architects and designers who had gone above and beyond the minimum Building Standards and introduced the annual Excellence Awards. The recipients of the first year's awards are detailed below together with the building they designed:

- Andy Flinn – Willowbank School
- Garry Blackwood – Stewarton Sport Centre
- Robin Patterson – Darvel Early Years Education Centre
- Rachel Murray – Ayrshire Athletics Arena

The Panel also presented certificates which could be displayed inside each of the buildings.



The 2014 Awards were presented to the architects listed below at a recent meeting. Again a certificate was also presented which could be displayed within the building and on this occasion representatives from each department collected the certificate.

- Matt Graham – Flowerbank
- Stuart Ritchie and Scott McCann – Sir Alexander Fleming Centre
- Tony Anderson – Galston Community Centre.

## SAFE PLACE SCHEME

Leading on from the Disability Hate Crime Conference, the Council in partnership with Police Scotland is developing the 'Safe Place' scheme. The scheme helps people with learning disabilities deal with any incident that takes place whilst they are out and about in the community – for example harassment, bullying or maybe the person they are meeting fails to turn up.



The idea is simple - stickers like the one at the top of the page are issued to establishments that sign up to the scheme and people with a learning disability carry a card with emergency contact details on.

The staff in the safe place venue will be trained to be able to assist anyone who goes to them for help.

## TELECARE AND TELEHEALTH

The Council provides telecare peripheral devices such as smoke detectors, fall detectors, bed occupancy sensors, epilepsy sensors, door monitors and medication dispensers. All of these are monitored from the Council's Risk Management Centre (RMC) which has embraced the use of technology to provide services which helps people to live more independently than would otherwise be the case.

Peripheral devices can offer the possibility of faster responses to care needs and can improve the quality of life for service users. There are currently over 4,000 people supported via the use of smart technology in their homes. 784 of these are people using 'enhanced' technology packages (range of telecare sensors, activity monitoring, GPS location devices). This is an increase of 50.4% since the establishment of the East Ayrshire Smart Supports team in October 2013.



One such example sustains a person living in supported accommodation who was diagnosed with dementia and suffered small seizures. Staff routinely visited him throughout the day but were particularly concerned that he may require assistance during the night. After intervention it was agreed to issue a falls detector to alert staff if assistance was required. A bed monitor was installed to give off an alert if he did not return to bed after a period of time and a door monitor was installed to alert staff if he went out during the night. All alerts were sent to a carers' pager which staff held onsite so that they could respond to the service users as and when required.

As a result of the telecare support the gentleman has increased his independence and privacy within his home. Staff report him feeling more relaxed and they are confident in supporting this independence as they know they will be alerted should he require assistance.

## EDUCATION GOOD PRACTICE CASE STUDIES

### HOLOCAUST MEMORIAL DAY



The Council organised an event in the Council Chambers on 27 January 2015. Pupils from Stewarton and Loudoun Academy, and from Park School attended the event and delivered presentations on their experiences of visiting Auschwitz. To mark the 70<sup>th</sup> anniversary of the liberation of Auschwitz-Birkenau and the 20<sup>th</sup>

anniversary of the genocide in Srebrenica, Bosnia, the programme was interspersed with short video clips on experiences of survivors from the Holocaust and the Bosnian genocide. The event ended with a one minute silence in memory of those who died during the holocaust and genocides with the lighting of candles.

### MENTORS IN VIOLENCE PREVENTION PROGRAMME (MVP) / BYSTANDER APPROACH



The Mentors in Violence Prevention Programme (MVP) Model utilises a creative 'bystander' approach to gender violence and bullying prevention. The heart of the MVP Model is discussion, using real life scenarios that speak to the experiences of young people in secondary schools. The intent of the interactive dialogue is to help create a male peer culture climate whereby the abuse of girls and women by some boys and men, and the bullying of other boys, will be seen as socially unacceptable.

Doon Academy (test site) comprised of twenty three people selected from Doon Academy, EAC's Vibrant Communities, Police Scotland,

Barnardos, Women's Aid and Education Scotland all receiving mentor training. Mentors are trained to speak out against rape, dating violence, sexual harassment, bullying and all forms of violent and abusive behaviour. In addition, a number of the MVP mentors and Trainers attended a two day MVP National Residential Conference in October 2013 at Tulliallan. As a result mentors delivered an MVP introduction lesson to the S1 pupils at the school in February 2014.

Four additional schools (Cumnock, Loudoun, Kilmarnock and Auchinleck Academies), EAST and Rathbone volunteered to join the MVP programme. In addition, at the EAVAWP Inspiring Change Conference MVP Workshop, held in June 2014, a number of participants expressed an interest to become involved with MVP. A taster session was held on 12 September 2014, in Kilmarnock. The attendees have been provided with the schools contact details to offer assistance as appropriate.

An MVP steering group was convened and the Police Scotland Violence Reduction Unit agreed to provide funding for the EAVAWP to run an East Ayrshire Peer Mentor Training session in December 2014. A roll out the programme will be developed and Secondary

Schools who have volunteered as part of the MVP Trainers Team/Mentors will deliver a presentation to the Secondary Head Teachers at a Head Teachers Meeting.

## **WILLOWBANK FAMILY SWIMMING CLUB**

In partnership with Kilmarnock Jets Swim Club, Willowbank School and Active Schools the Willowbank Family Swim programme was established to provide opportunities for children with additional support needs (ASN) to experience swimming with their families which has included grandparents, sibling groups and parents. For some of the families this was the first time they were able to swim as a family within a pool environment which catered for all their needs.

Seven children and their families were initially identified and invited to attend provision over a two week period. The families have full access to the school's state of the art hydrotherapy pool and are supported by experienced and ASN specifically trained swimming teachers from the Jets Club.

The impact for the children and families has been significant with one mum stating, "This has been a great opportunity for my son to swim with his brother for the first time in a safe and supportive environment. The swimming coaches are so encouraging and supportive".

The recreational and social element of the programme has developed bonds between families and allowed for sibling groups to experience swimming in a fun and safe environment.

The programme will continue with a further 18 children and families identified for the next programme. Children will also have the opportunity to develop their swimming skills with a specific ASN swim programme delivered by the Jet coaches.