



**East Ayrshire Council  
East Ayrshire Education Authority  
East Ayrshire Licensing Board**

**Equality Mainstreaming Report**

**2021**

# Accessibility

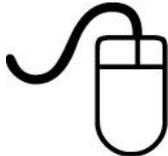
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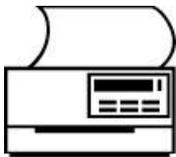
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## INTRODUCTION

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

However, this report is set in the background of the Coronavirus pandemic. The Coronavirus (Covid-19) Pandemic is having a significant impact in countries across the world. The first case of Covid-19 in Scotland, was confirmed by the Scottish Government on 1 March 2020.

The impact on day-to-day life for every person is unprecedented and the public sector is at the forefront of efforts to respond to and mitigate against the challenges of this Pandemic. The Council has been working closely with Partners and local communities, building on a well-established network of contacts, skills, knowledge and expertise to help protect and support residents.

In a very short space of time, the Council had to rapidly transform the way it works, in order to maintain essential services. This has included changing the way we deliver some services and making difficult decisions in respect of standing down others. However, throughout this process we have ensured that our most vulnerable communities, including those with protected characteristics, are supported and this report contains examples of how the Council has adapted to provide services for people covered by the Equality Act 2010.

Within this Mainstreaming Report we set out how we have embedded equalities into everyday practice based on our understanding of East Ayrshire, in these changing times, on our communities, the challenges we face, our strengths and the opportunities available to us. In addition, we also highlight the progress made across the four-year cycle of our second set of equality outcomes, as well as an update on the further work we have undertaken to embed equalities. This report also continues to communicate our commitment to providing quality services for all our communities, in particularly those covered by the Equality Act 2010 throughout this pandemic and will highlight our response.

This report focuses on some of the wider range of work underway across our services which are contributing towards fair and equitable services for all our communities before and during this pandemic. However, we are aware that we cannot be complacent and further work is still required to ensure particular groups are not left behind.

Going beyond our legal requirements is a clear statement of our intent to deliver services that reflect and respond to the needs of all the communities we serve in East Ayrshire.

To highlight and demonstrate progress, good practice case studies have been integrated throughout the report to illustrate the range of activity in mainstreaming equality and reporting on progress in relation to the Equality Outcomes set in 2017

## BACKGROUND AND CONTEXT

The Equality Act 2010 became law on 1 October 2010 and replaced previous anti-discrimination laws with a single Act. It simplified the law into a single source and ensures that everyone who is protected under law from discrimination, harassment or victimisation is afforded the same level of protection.

The Equality Act introduced the concept of nine protected characteristics (PCs), namely:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation.
- Marriage and civil partnership but only in respect of the requirement to have due regard to the need to eliminate discrimination.

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.

On 27 May 2012, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force. The purpose of the specific duties in Scotland is to help public bodies, such as the Council, in their performance of the general equality duty.

The Specific Duties place a statutory duty on the Council to:

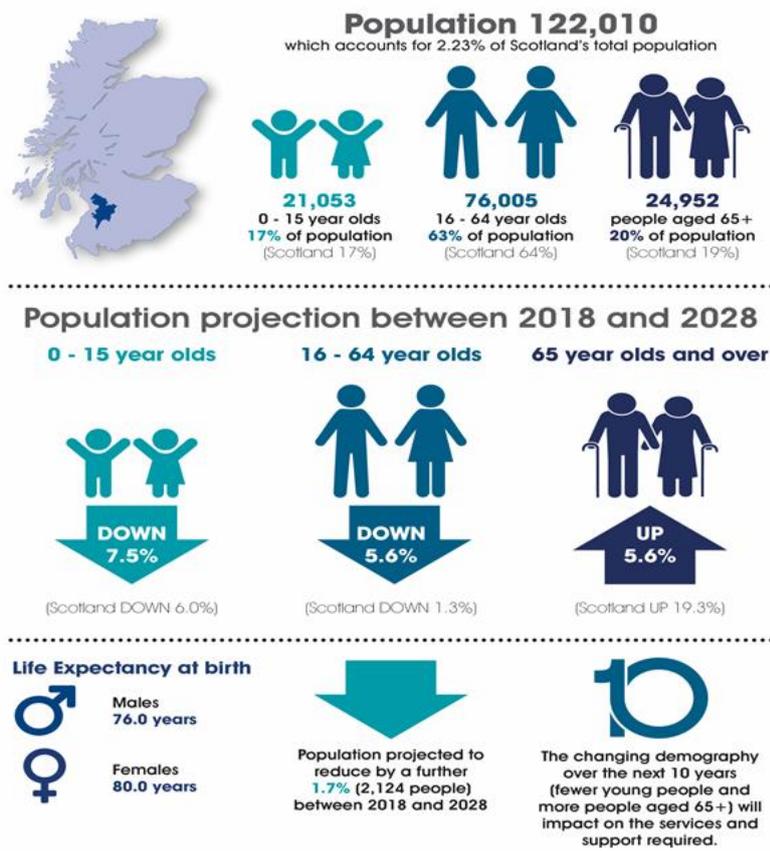
- report progress on mainstreaming the equality duty;
- publish equality outcomes and report progress;
- assess and review policies and practices;
- gather and use employment information;
- publish gender pay gap information;
- publish statements on equal pay;
- consider award criteria and conditions in relation to public procurement; and
- publish in a manner that is accessible.

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.

# EAST AYRSHIRE

East Ayrshire is a diverse area covering some 490 square miles with a population of 122,010 people spread over both urban and rural communities.

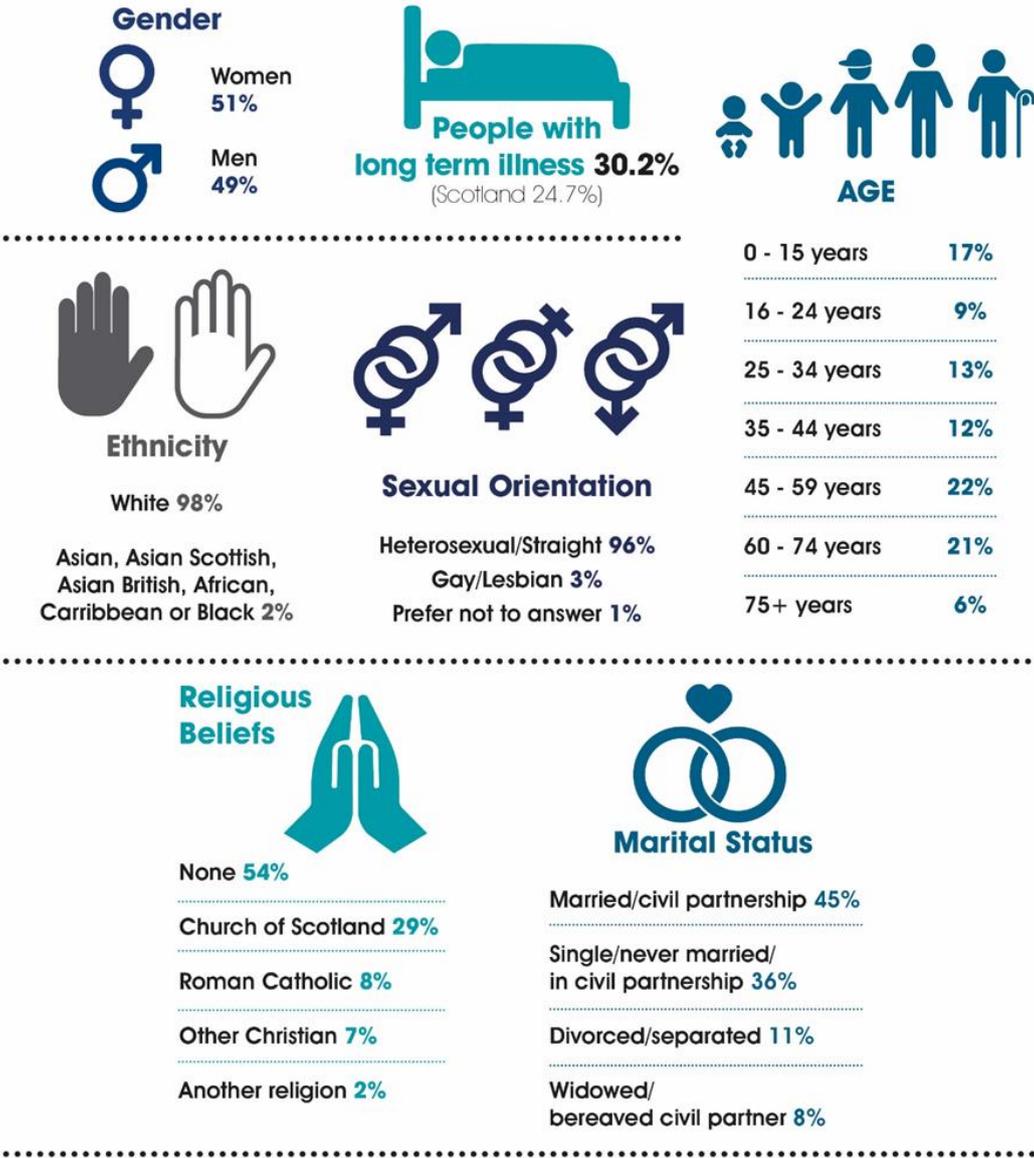
The population of East Ayrshire is projected to remain relatively static between now and 2030, while the rest of Scotland is set to increase.



changes present significant challenges for the shape and delivery of our public services and the resources required to deliver them. In particular, while most older people do not require formal support, as people live longer we know from experience that they are likely to develop health conditions which become complex and, as a consequence, require a growing reliance on local services.

# EAST AYRSHIRE EQUALITY PROFILE

East Ayrshire has not seen a significant change in relation to the demographics, and as the information above states, the population is to remain relatively static. We know that we have a slight increase in relation to our black and ethnic minority communities due to the Refugee Programme, however this will not have a significant impact. The two largest protected characteristic groupings in East Ayrshire still remain age and disability. The equality profile from the Household Survey 2018 is as follows:



## 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 in 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 Council, 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. It sets out the following Community Planning vision for East Ayrshire, which partners would work together to achieve:

***“East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high quality services which are sustainable, accessible and meet people’s needs.”***

A three yearly review cycle was built into our community planning arrangements, to afford partners a regular, planned opportunity to reaffirm their commitment to work together towards achievement of the shared vision; and also to allow the work of the partnership to be reviewed and recalibrated if required, in response to changing circumstances.

As we come to the end of the current three year period, 2018-2021, consideration is now being given to activity for the next three years, 2021-2024. The three thematic Delivery Plans and the Local Outcomes Improvement Plan (LOIP) are being reviewed and updated, as are shared strategic priorities of the Community Planning Partnership (CPP) Board and East Ayrshire Council, which are aligned to the same three year cycle.

The review also presents an opportunity to consider our current locality planning arrangements, to ensure that these continue to meet the community planning requirements set out within the Community Empowerment (Scotland) Act 2015, and the development of the Council’s Equality Outcomes.

This review is timely, in that it will also provide an opportunity for the Partnership to take stock of the unprecedented challenges presented by the Covid-19 pandemic and to set out, within the new Delivery Plans and related documents, our partnership approach to renewal and recovery.

### Delivery Plans

As stated above, the 2015-2030 Community Plan is delivered through high level, strategic Local Outcomes set out in our three Delivery Plans namely:

Economy and Skills;  
Safer Communities; and  
Wellbeing

Through each Delivery Plan, we are taking 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 have a 3-year lifespan and are 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 sit with the Community Planning Partnership Board, supported by three Strategic Lead Officers.

## IMPACT OF COVID-19

It is clear that the impact of the Covid-19 crisis has impacted on equality across several key domains: health, economic, education, safety and security, social and wellbeing, housing, digital, and environmental. With the UK having now withdrawn from the EU, the report takes recognition of all these factors and how the Council has worked to support our communities and deal with this and the Covid-19 impacts.

It is also now clear from emerging evidence that the impacts of the Covid-19 crisis arising from the direct and indirect effects of contracting the illness, as well as the lockdown measures put in place to control spread of the virus, are significant and unequal. While the pandemic and lockdown initially resulted in a twin public health and economic crisis, its effects transcend far beyond health and economics, with some impacts potentially having long term consequences.

The Council mobilised to respond to the Covid-19 pandemic in March 2020, with a focus on delivering safe and effective services for those most at risk in our communities. The nature of the pandemic required a swift and proactive response, comprising a number of workstreams to ensure that people in the community were kept safe. Examples of vital work undertaken within this response included: establishing a Covid-19 Community Clinical Assessment Centre, creating additional community and social care capacity, community testing, ensuring provision of personal protective equipment, maintaining a sufficient workforce to support the delivery of core services and revising local operating and management arrangements.

## Renewal and Recovery

With the onset of Covid-19 in March 2020, the focus necessarily shifted towards the immediate needs of our communities, to ensure that the most vulnerable were fully supported.

In June 2020, Council agreed a [report](#) which set out our programme for recovery and renewal, within the context of the Scottish Government's [Framework for Decision Making](#) and [Route Map](#). The report placed the three cross-cutting priorities of Children and Young People, Economy and the Environment and Wellbeing at the heart of our renewal and recovery planning and set out our priorities within a Dynamic Renewal and Recovery Action Plan. This Action Plan builds further on our Transformation Strategy and the innovations that were delivered at pace during our emergency response.

Two further reports outlining the [Vibrant Voices](#) engagement and the progress against the [Dynamic Renewal and Recovery Action Plan](#) were considered and agreed by Council in October 2020 and again in March 2021. These described the work that has been undertaken across services and with our partners and communities, to tackle emerging inequalities due to the impact of Covid-19 and updated Elected Members on the direction that Heads of Service were taking in their Service Recovery and Renewal Plans. These have been developed through a recovery and renewal, and an equality lens, reflecting our strategic priorities, and are fully aligned with the Community Plan and Transformation Strategy.

## Community Resilience

With 'People at the heart of Everything We Do' as the cornerstone of our [Transformation Strategy](#), we already recognise the importance of placing the people and the communities that we serve, at the very centre of our organisational renewal. As a Council, we committed to place-based working and community empowerment and this focus on working in partnership with our communities to plan, design and deliver services around people and place has been central to and assisted in shaping our immediate response to lockdown. This is evident in how our communities have responded to the very real risk to life posed by the virus and in the way in which they have stepped up to support those who are currently shielding.

The way in which our vibrant and empowered communities have responded with kindness and compassion to support the most vulnerable in our society has been simply overwhelming. In so many ways our communities have demonstrated their resilience and capacity to look after each other. Their local knowledge and understanding of the needs of their communities has been vitally important and we now have over 100 community resilience groups actively supporting our response across East Ayrshire. Working alongside these groups we have also recruited and supported an unparalleled number of volunteers with over 1,400 people now helping to deliver our emergency response in their communities. Services being delivered in partnership with our communities include:-

- Providing Community Leadership through our Community Resilience Hubs, supported by local place-based community and voluntary groups;
- The delivery of meals to over 2,000 families receiving around 7,200 meals per day;
- A sustainable model of food provision in local communities through Community Larders and 12 Larders are now operating across the area;
- Over 1,400 volunteers supporting the wider community and those in need of shopping, food deliveries, medical supplies, wellbeing and befriending assistance;
- Volunteer support for Care homes to assist with collection and delivery of prescriptions and other essentials; and
- Volunteers assisting with gardening, litter collection and assisting vulnerable people with bin collections.

The strong foundations of the [Council's Transformation Strategy](#) have continued to shape our recovery and renewal from Covid-19. Our progress on place-based working, community and workforce empowerment, collaboration and digital transformation were especially evident in our emergency response.

The [Dynamic Renewal and Recovery Action Plan](#) has consolidated and further developed the Transformation Strategy through a series of key actions to be progressed under 8 Strategic Objectives. These actions have been advanced at pace in recent months by the Council Management Team, through a programme of special renewal and recovery meetings, which have considered update reports and driven progress against the actions agreed.

Throughout the past year, we have been listening to people's experiences of Covid-19 and looking for the common threads that will help us to build back better. We have been inspired by people's willingness to talk with us to share their experiences, and about how they came together to support each other in a time of crisis. The conversations with our communities, workforce and Elected Members have identified what is important to them going forward, and have reaffirmed our commitment to our three recovery and renewal strategic priorities. A core aspect of outworking with our communities is our recovery [Engagement Plan](#) is to hear from equality groups and from those who have experienced a disproportionate impact

as a result of Covid-19 including shielding people, people experiencing social isolation and loneliness, people in recovery, care experienced young people and carers. We have also been reaching out to our children and young people through the Young Persons' Cabinet and the East Ayrshire 5000 Voices Campaign. Targeted engagement work is also underway with our BAME, gypsy/travelers, BSL users, and refugee communities to ensure that they also have a voice.

As well as sharing our own experiences and learning across East Ayrshire, we have been closely following the work of others to learn and apply the lessons from Covid-19 in our recovery and renewal. Throughout the pandemic, a considerable amount of work has been undertaken to support people and communities, which was delivered at pace and challenged existing ways of working, cultures and mind sets.

### Case Study – Gypsy/Traveller Engagement Officer

In June 2019, East Ayrshire Council reinforced its commitment to support the needs of Gypsy/Traveller communities with the appointment of a new Gypsy/ Traveller Integration and Engagement Officer.

The Council's Gypsy/Traveller Integration Engagement Officer. Since June 2019, Margo MacMillan has been providing a single point of contact within the Council for all matters relating to Gypsy/Travellers within the local area.

Margo has been working extensively with local Gypsy/Travellers communities to find out how the Council can better meet their needs. The council believes that engagement rather than enforcement is the best way forward. This will provide opportunities to challenge stereotyping and prejudices that unfortunately still exist.



Since taking up post Margo has developed a Gypsy/Traveller cultural awareness training and development framework, including an e-learning module and live training sessions for staff, Community Planning Partners, Elected Members and local communities.

The Council will be one of the first local authority in Scotland to pilot 'Negotiated Stopping Places' – an initiative which offers an alternative to the traditional enforcement-based approach to Unauthorised Encampments. It involves open dialogue and negotiation between the Council and Gypsy/Travellers who pass through the area. The purpose is to enable Gypsy/Travellers to stay for an agreed limited period of time, whilst adhering to a code of conduct specified by the Council. In return for adhering to the code of contact, the encampment will be provided with basic facilities such as water, toilet facilities and domestic refuse uplift.

Scottish Gypsy/Travellers experience amongst the highest levels of discrimination and it is right that East Ayrshire Council is taking steps to tackle this locally.

## FAIRER SCOTLAND DUTY

While we have all been affected by the Covid-19 Pandemic, we know that for some groups, the social, economic and health harms caused by both the virus and associated lockdown measures, will be greater, and that this could have a profound and long-lasting impact, exacerbating already existing inequalities in our communities. The pandemic is likely to drive more individuals and families into poverty and we have already seen significant increases in the unemployment rate and in the number of people applying for Universal Credit.

Understanding these impacts is crucial to the development of our future work programme in relation to poverty. Consequently, while during 2020/21 we continued to progress the essential activity which we have already identified in relation to poverty and in particular child poverty, we will also take an opportunity to reset and recalibrate our partnership activity, to take account of the impact of the pandemic on our children and families.

This partnership approach will build on the initial Covid-19 response, recovery and renewal work that has already been taken forward by our partners, and the emerging renewal themes, in particular relating to economic recovery and the wellbeing of our communities.

In relation to the financial drivers of poverty, our aspiration in emerging from this crisis must be to build a strong local economy which supports fair work and tackles inequality.

It is important that we take time to understand the particular impact of Covid-19 on our most vulnerable children, families, and equality groups and to this end a comprehensive local impact assessment of the pandemic has been taken forward across our community planning partnership, the findings of which was presented to Elected Members of East Ayrshire Council and the CPP Board for consideration in September 2020.

The table below reflects the total number of datazones and the percentage local share (shown in brackets) in the 0-15% most deprived for the overall SIMD and each of the domains in 2004, 2006, 2009, 2012, 2016 and 2020:

Year	Overall SIMD Index	Income Domain	Employment Domain	Health Domain	Education, Domain	Housing Domain	Access Domain	Crime Domain
2004	28 (18.2%)	27 (17.5%)	25 (16.2%)	29 (18.8%)	28 (18.2%)	0	16 (10.4%)	N/A
2006	28 (18.2%)	31 (20.1%)	31 (20.1%)	31 (20.1%)	27 (17.5%)	0	23 (14.9%)	23 (14.9%)
2009	27 (17.5%)	29 (18.8%)	29 18.8%	39 (25.3%)	30 (19.5%)	0	19 (12.3%)	22 (14.3%)
2012	32 (20.8%)	35 (22.7%)	31 (20.1%)	45 (29.2%)	29 (18.8%)	0	18 (11.7%)	22 (14.3%)
2016	36 (22.1%)	35 (21.5%)	38 (23.3%)	39 (23.9%)	30 (18.4%)	3 (1.8%)	26 (16.0%)	24 (14.7%)
2020	37 (22.7%)	39 (23.9%)	38 (23.3%)	37 (22.7%)	31 (19.0%)	3 (1.8%)	29 (17.8%)	26 (16.0%)

NB: There are 163 datazones in East Ayrshire for SIMD 2020 and SIMD 2016, compared to 154 datazones in previous editions of the SIMD.

Relative to other local authorities, it is evident that:

- the percentage local share of datazones in the 0-15% most deprived in terms of the overall SIMD index has increased between 2016 and 2020;

- income (23.9%), employment (23.3%) and health (22.7%) are the largest elements of deprivation in East Ayrshire in SIMD 2020;
- between SIMD 2016 and SIMD 2020, there is an increase in the percentage local share of datazones reported in the 0-15% most deprived with regard to income (from 21.5% to 23.9%), education, skills and training (from 18.4% to 19.0%), access (from 16.0% to 17.8%) and crime (from 14.7% to 16.0%);
- in relative terms, 22.7% of the datazones in East Ayrshire are among Scotland's 0-15% most health deprived in SIMD 2020, compared to 23.9% in SIMD 2016;
- employment and housing in the 0-15% most deprived datazones have remained constant, at 23.3% and 1.8% respectively, in SIMD 2020 and SIMD 2016.

With this in mind and the impact of Covid-19, the Council is working with Community Planning Partners to tackle poverty through a number of measures including:

[East Ayrshire Child Poverty Action Plan](#);  
[Dynamic Renewal and Recovery Action Plan](#);  
[Community Planning Delivery Plans](#); and  
[Local Outcome Implement Plans](#).

### Case Study – Period Dignity

Due to the Covid -19 lockdown rules and the closure of most public buildings the Council launched an online ordering service providing free access to sanitary products in August 2020, for any resident across East Ayrshire who needs them.

This is all part of the Council's drive to end period poverty backed by funding from the Scottish Government. Many girls and women are unable to meet the relatively high cost of basic sanitary products, meaning they might miss school or work, lose confidence or have to forego opportunities because they can't afford to buy them.

Residents can now receive two months' worth of Hey Girls period products at a time by filling out an online form at <https://eastayrshi.re/FSP>. Alternatively, the products can be ordered by phone for those who do not have internet access. Please call 01563 554400.



Hey Girls is an award-winning social enterprise organisation which provides ethically sourced biodegradable products at cost price. It aims to eliminate the stigma of period poverty with the promise that for every product bought, they will provide one free to a woman/girl in need.

The Council believe that is so important that sanitary products are still accessible during this time for all members of our community.

The online form should be completed on a per person basis. If there are multiple people in a household who require products one form for each person should be completed. Products may take up to three weeks to arrive depending on demand. If you have any queries the [PPP.Division@east-ayrshire.gov.uk](mailto:PPP.Division@east-ayrshire.gov.uk) can be contacted.

## 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 has further developed 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.

### Spokesperson for Equalities

The Council continually review the ongoing importance of the equalities agenda and have taken further measures to mainstream equality at a strategic level, The Council appointed a portfolio lead for Equalities, Social Inclusion and Poverty. In addition to this lead the Council have also developed leads for Violence Against Women Gypsy/Travellers, White Ribbon Campaign Ambassador. and a Children and Young People's Champion.

### Case Study – Assisted Living Homes

Andrew Nisbet Place, Hurlford, was built as part of the Strategic Housing Investment Plan 2019-24 and was officially opened on 5 November 2019. Andrew Nisbet Place provides 13 assisted living homes in addition to a care provider's base and is located adjacent to the Hurlford Community Centre. The homes are designed to support people with a range of disabilities to live independently and safely in their own homes with the support of an on-site care provider, The Richmond Fellowship Scotland. The build benefits from being Housing for Varying Needs and Secure by Design compliant, as well as meeting the Silver Standard.



The living space is bright, energy efficient and incorporates specially designed features including wet rooms and rise and fall kitchen worktops in the wheelchair accessible ground floor flats. The building has a lift, power assisted doors and a welcoming entry. All of the flats can be accessed from an internal street that has been designed to face onto the residents' private, enclosed garden.

### Equalities Forum

The Council continue to engage with equality through the Equalities Forum, which 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, 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 Budgets.

A Pan Ayrshire Equalities Meeting was held hosted by the Council in February 2020 to facilitate consultation and engagement in relation to the Caring for Ayrshire agenda, despite the horizon of Covid-19 this was well attended. However, due to Covid-19 the Annual

Equalities Forum was cancelled, it was hoped to host smaller satellite meetings in November 2020, unfortunately tougher social distancing rules did allow this to take place.

Nevertheless, we have continued to stay in contact Equality Forum members providing them with updates and information throughout lockdown. We have also made closer connections with some members via video calling, and messaging. It is proposed to host smaller virtual sessions throughout April/May 2021, giving digital support to those who do not have access to technology.

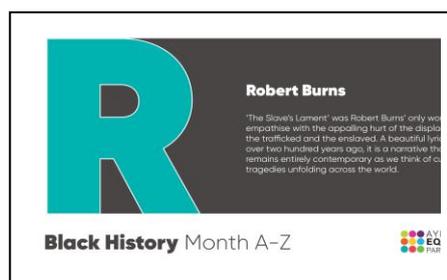
We will also take this opportunity to review the membership and remit of the Equalities Forum.

### Case Study - Black Lives matter

Following the public outcry over the death of George Floyd, a number of residents in East Ayrshire contacted their local elected members to find out what they were doing to support this global movement. The Council reviewed its current policies and developed the following statement which sets out its support for the campaign:

**Quality, Equality, Access and Partnership are the core values of East Ayrshire Council. We denounce all forms of prejudice and discrimination and stand in unity with members of the black and minority ethnic communities in East Ayrshire. We must actively work in partnership and stand together to end all forms violence and racism. There is no place for racism in our society.**

Over the last several years, the Council has created and supported a number of campaigns and initiatives designed to promote equality for members of our black and minority ethnic communities. Just last year, Ayrshire Equality Partnership (AEP) organised a programme of activities around 'Celebrating Diversity' to raise awareness and understanding about equality in Ayrshire.



Each October, the Council supports Black History Month which in 2020 was a virtual campaign due to Covid-19 restrictions. Throughout the month, the Council, as part of the Ayrshire Equality Partnership, led in hosting webinars covering education and the curriculum, the Black Lives Matter campaign and Ayrshire's connections to the slave trade.



Show Racism the Red Card (SRTRC), the UK's leading anti-racism educational charity, has also been supported by the Council for many years. Pupils in East Ayrshire have benefited greatly from a sport-based race equality programme delivered by the Show Racism the Red Card organisation and Kilmarnock Football Club. The Council also supports SRTRC's Wear Red Day, a national day

of action which encourages schools, businesses and individuals to raise money to fund anti-racism education for children and young people.

## Refugee Resettlement Programme (VPR)

In September 2015, all 32 local authorities agreed to sign up to the national Syrian Vulnerable Persons Relocation Scheme (VPRS) and the first families to be welcomed into the UK were by Scottish local authorities. There are now over 400 families dispersed throughout Scotland with each local authority welcoming families in their own unique way. The final family to be resettled in East Ayrshire through the UK's Syrian Vulnerable Person's Scheme arrived in February 2019. This arrival completed the Council's previously pledged numbers, and we are eagerly awaiting the start of the New UK Resettlement Scheme which is currently delayed due to Covid 19. We have, to date, welcomed 57 individuals, consisting of 26 Adults and 31 children, this includes 3 babies born in the UK.



Two of our families have now applied for Indefinite Leave to Remain in the UK, having now lived here for 5 years, 1 family has already been granted this and the other is still awaiting a decision.

The ongoing pandemic has had a significant impact on how the Council's Resettlement and ESOL Teams have supported our families over the last year,

staff are in regular contact with our families via text messages and phone calls with video calls currently replacing home visits. The team also work closely with COSLA and the Home Office ensuring all information is passed to the families regarding Covid-19 and other relevant information, this is provided both in English and Arabic.

Our ESOL Team continue to provide online English classes daily and those with a higher level attend Ayrshire College. Currently the majority of our families are working, studying at College/University or volunteering and all not currently employed are registered with the Council's Employability Service. The team are also continuing to work closely with colleagues from Department of Work and Pensions, Health, and other Council Services to ensure integration and services continue during the pandemic.

Additional support has been provided to colleagues in Education to support our refugee children to access online learning resources where possible. Support is also being provided to our families in relation to the Right to Vote and the May Elections will be the first opportunity for them to exercise this right.

To ensure digital inclusion, the Resettlement Team and colleagues from Vibrant Communities, made a successful application to the Connecting Scotland Scheme and have been awarded 12 Chrome Books and internet access, ensuring all the families have digital access. Staff have also trained as Digital Champions to enable support provision with the new devices.

## Unaccompanied Asylum Seeking Young People

The Council is also supporting the resettlement in East Ayrshire of up to six unaccompanied asylum seeking children and young people (UASC) fleeing danger, conflict and persecution from war-torn countries.

The skills developed by support staff within East Ayrshire's Health and Social Care Partnership while working with 57 asylum seeking individuals as part of the Syrian

resettlement scheme, and funding available from the Home Office, appropriate housing support will be offered to these children.

Under the voluntary National Transfer Scheme, unaccompanied children can be transferred to other local authorities willing to take responsibility for them. Since October 2017 four unaccompanied children have arrived in East Ayrshire and have received housing support.

Participation in the National Transfer Scheme aligns with the values of East Ayrshire's Health and Social Care Partnership and the Council's Community Plan which promotes equality, diversity and inclusiveness.

## Digital Inclusion

### Connecting Scotland info for Equalities Mainstreaming Report

The Connecting Scotland Programme was set up by the Scottish Government in response to the Coronavirus and aims to get digitally excluded people online. This is achieved by providing eligible people with a device, connectivity and dedicated support to help realise the benefits of the internet, whilst also supporting them to develop their digital skills.

The table below summarises East Ayrshire's allocation of the Programme to date, the number of devices issued and the targeted groups:

PROGRAMME	TARGETED GROUP(S)	AWARDED
Phase 1	- People at risk of isolation as a result of Shielding	217
Phase 2	- Families with children (or where the child is not yet born) - Care leavers	608
Winter Support Package	- Older and/or disabled people	136
Care Homes	- Older people	26
<b>TOTAL</b>		<b>987</b>

The Programme has transformed the lives of almost 1,000 people in East Ayrshire by supporting them to keep in touch with their family and friends and reduce the feeling of isolation. The case studies below demonstrate the life changing impact this programme is making.

A recent announcement confirmed a further phase will be launched in May / June 2021.

The ESOL team, were also successful in securing a grant by Connecting Scotland which addressed the need for our refugee women whom we support to gain more independence and autonomy. Laptops were obtained for our women and were delivered in March 2021. Together with members of the ESOL, the Council's Refugee Resettlement Team will undergo training to become digital champions to better support our refugee families to become more IT aware



## Equality and Impact Assessment (EIA)

The Council has in place a process to ensure that policies and strategies are assessed in line with the general and specific duties. We continue to review and develop the on-line toolkit to ensure ease of access for employees undertaking EIAs. The system allows EIAs

to be tracked, updated and quality assessed by an approved assessor. The system also allows for a summary of the EIA to be published directly onto the Council's website.

To support the rollout of the new on-line EIA Toolkit, a training package was developed in house and is presently being rolled out to all employees involved in undertaken EIAs. An awareness session on the new EIA Toolkit was also delivered to our Elected Members to ensure that not only were they aware of their responsibility in relation to decision making, but also how the toolkit has been designed, how to complete the EIA and where they can access the information.

As well as the local engagement for EQIA, the Council continues to access information on the Scottish Government [Equality Evidence Finder](#). This tool makes it easier for people to locate and access equalities information, and provides a wealth of data and other evidence with accompanying commentary, background papers, and links to further information.

As a result of the impact of Covid-19 and the necessity for fast pace of changing in how we deliver services, we have continued to progress local EQIAs but also worked with the NHS Scotland Equality and the Scottish Council's Equality Network to support national pieces of work such as the EQIA for the rollout of the National Covid-19 Vaccination Programme.

The Council also developed an Ayrshire Growth Deal Equality Impact Assessment Toolkit that will be used by the three Councils to undertake EQIAs for projects.

## **MAINSTREAMING EQUALITIES PARTNERSHIP WORKING**

The Council has a long and successful history of partnership working, this partnership approach as strengthened during Covid19 and we have developed stronger connections in relation to taking forward campaigns such as Black History Month, LGBT History Month and consultation for our shared equality outcomes. Our specific partnership arrangements in relation to the equalities agenda include some the following:

- Ayrshire Equality Partnership
- LGBT+ Development Group
- East Ayrshire Violence Against Women Partnership
- Equalities Forum
- Young People's and Children's Cabinet
- Equality Network
- LGBT Youth Scotland
- CEMVO
- Stonewall Scotland

### **East Ayrshire Violence Against Women Partnership (EAVAWP)**

At local level, the EAVAWP recognises that it is a multi-agency approach which will lead to success and the partnership will fully embrace the four priorities of [Equally Safe](#), in conducting its work. EAVAWP is a multi-agency partnership established with the aim of addressing violence against women and girls, including domestic abuse and gender based violence, within the strategic framework of the East Ayrshire Community Plan, which is the sovereign and overarching planning document for East Ayrshire. EAVAWP contributes to the Safer Communities and Wellbeing themes of the Community Plan through its work to; reduce inequality and build a fairer and more inclusive

East Ayrshire, protect vulnerable people and families, encourage responsible citizenship and support positive health and wellbeing outcomes across the lifespan. EAVAWP is comprised of East Ayrshire Health and Social Care Partnership, Police Scotland, NHS Ayrshire and Arran, Ayrshire College, the Third Sector, HMP Kilmarnock and wider East Ayrshire Council services across Education, Housing, Corporate Equalities, Vibrant Communities, Early Years and Community Safety services.



[The EAVAWP Strategic Plan 2021 - 2024](#) outlines the key themes that EAVAWP has identified to continue to implement Equally Safe in East Ayrshire and work towards preventing and eradicating all forms of VAWG in East Ayrshire. Using a co-ordinated approach, the partnership will achieve this by:

- Leadership and governance
- Promoting equality
- Support needs - Specialist Services
- Preventing violence - Early intervention
- Interventions with perpetrators and building an evidence base of unmet need
- Engaging with women and girls with lived experience
- Learning together by building up local evidence
- Learning and development
- Monitoring and evaluating our progress

The Plan sets out how the EAVAWP will tackle violence against women over the next 3 years, working in partnership to ensure women experiencing domestic abuse are supported.

During the 16 Days of Violence Against Women Campaign in November 2020, the partnership organised a series of online seminars and conference to address issues particularly looking at the impact of Covid-19 and the increase in reported domestic violence incidents. These sessions were well received and well attended. There was also a social media camping running in tandem with the online sessions, and the opening statement was introduced by Jane Goody, which can be accessed [here](#).

## MAINSTREAMING EQUALITIES IN PROCUREMENT

The procurement of goods and services to support the Council, including education and the East Ayrshire Licensing Board's activities is undertaken by the Council.

All procurement activity by the Council is required to meet basic principles of transparency, accountability, fairness and proportionality. The Council procurement documentation is regularly reviewed to meet the requirements of new legislation and case law and has been examined in the context of the Equality Act 2010 and supporting guidance.

## Ayrshire Growth Deal and Community Wealth Building (Income from Employment)

The [Ayrshire Growth Deal](#) was virtually signed on 19 November 2020, the three Ayrshire Council, joined Cabinet Secretary for Transport, Infrastructure and Connectivity, MSP, and Secretary of State for Scotland, to sign the deal and ratify the implementation and financial arrangements which signal major investment into the region.

The signing of the £251 million deal represents a massive boost to the area, and is the culmination of four years' work by the councils, partner organisations and both governments. The deal will galvanise efforts to develop key strategic sites and sectors in Ayrshire. It will help leverage private sector investment of more than £300 million, with the potential of creating up to 7,000 new jobs.

A range of projects will be delivered across Ayrshire with a clear focus on innovation, productivity and inequality. The deal will create new business spaces, improve infrastructure and connectivity, and boost research and development ventures, while growing local talent and providing new opportunities and routes into employment for people throughout Ayrshire.

Since the signing of the Ayrshire Growth Deal Heads of Terms in March 2019, considerable work has been taken forward to progress the deal to implementation stage. One key element of this, in relation to our longer term work to address child poverty by increasing income from employment, is the establishment of a regional Ayrshire Community Wealth Building Commission

This has been made possible by the inclusion, within the Ayrshire Growth Deal, of a £3 million fund for an Ayrshire approach to Community Wealth Building (CWB), which will represent Scotland's first regional approach to CWB. This funding will make a significant contribution towards the rebuilding of the local economy and to the creation of a more inclusive society.



The CWB approach is underpinned by five pillars: procurement, employment, land and assets, financial power and democratic ownership of the local economy. The project in Ayrshire will be predominantly focussed on the first two pillars (procurement and employment). All Ayrshire Growth Deal projects will require to capture and demonstrate the community benefits of their procurement spend.

In June 2020, the Ayrshire Economic Partnership Board and Ayrshire Economic Joint Committee agreed to expand the current North Ayrshire Council Community Wealth Building Commission to become a regional Ayrshire Community Wealth Building Commission. Activity under this banner will sit at the heart of future economic recovery and growth across Ayrshire.

The principles of Fair Work (including No Zero Hours Contracts, Tackling the Gender Pay Gap, Workforce Development and Trade Union recognition) will also be important to the overall success of our Community Wealth building initiatives. Work had commenced prior to the current Covid- 19 pandemic to enshrine the principles of Fair Work in community planning in East Ayrshire, and the new CWB Commission will build on this existing commitment.

CWB, like everything else that we do, will be taken forward on a partnership basis and the wide a range of social enterprises, voluntary organisations and community groups that have proved so essential in building capacity across East Ayrshire and in driving forward community- led regeneration; will be essential partners in our future community wealth building activity.

The Ayrshire-wide Community Wealth Building Commission is expected to yield significant benefits for communities across East Ayrshire and represents just one strand of the

economic renewal and recovery activity that will now be taken forward, providing future employment opportunities for local residents.

## MAINSTREAMING EQUALITIES IN EMPLOYMENT

### 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 myjobscotland portal). In analysing the information, some gaps have been identified and work will be undertaken to better improve the data collection. A full analysis can be viewed [here](#).

### Case Study – Supporting Trans Employees in the Workplace

The Council marked Transgender Day of Remembrance in 2019 with the adoption of a new policy, [Supporting Trans Employees in the Workplace](#) which outlines all aspects of how the organisation supports Trans people to enable them to perform comfortably in their workplace, free from constraints or discrimination.

The policy, written in accordance with legislation from the Equality Act 2010 and the Gender Recognition Act 2004, is written in an easy to follow style and includes checklists for both Trans employees and their managers to make sure everyone understands what is expected and what it is possible to achieve in the workplace.

The new policy is the next step in a rolling programme of seminars and awareness raising initiatives. It seeks to ensure no Transgender person, whether working for the council or coming into contact with council employees, suffers the kind of discrimination and harm which led to the establishment of Transgender Day of Remembrance.

The Remembrance Day was set up following the 1998 murder of Rita Hester, a highly visible member of the Transgender community in Boston, USA who worked to educate the public about transgender issues. The day was set up in 1999 by advocate and writer Gwendolyn Ann Smith, who held a vigil in Rita's honour. It commemorated her and many others whose lives have been lost due to anti-transgender violence. It is now celebrated worldwide on 20 November.

In East Ayrshire, the new policy recognises and values the diverse talents, skills, experience and perspectives that exist within society and believes that those qualities should be reflected within the composition of its workforce, employment practices and in the planning and delivery of its services.



## Apprenticeships Framework

In March 2020 the Council agreed an [Apprenticeship Framework](#) which details how services will implement the new rates of pay for Modern Apprentices which details how services can incorporate apprentices into their teams. In addition it outlines some examples of existing apprenticeship pathways and new routes which are under development.

The Apprenticeship Framework brings together a co-ordinated approach to developing a young workforce, offering opportunities for young people in schools and graduate interns, Having a consistent and clear approach across the Council will support the development of a young workforce and support our succession planning for the future.

Currently people under 25 accounts for only 5.7% of the total workforce and accordingly developing a clear framework and modern pathways for prospective employees will help us attract young people to come and work for us as well as supporting our transformational goals in this area.

### Case Study – Project Search

Callum is a 26 year old man who has Aspergers Syndrome and Dyspraxia. Callum also suffers from anxiety and lack of confidence.

Callum was keen to pursue a career within the NHS as he had previously had a taster from completing Project SEARCH which involved three rotational placements within Crosshouse Hospital. Callum applied for various posts he seen advertised, he attended numerous interviews to be advised he was unsuccessful as he did not have sufficient experience. This really impacted on Callum's mental health and he became very withdrawn and depressed, he was turning day into night and would not leave the house. We discussed possible volunteering opportunities to gain experience and also to get him socialising with others. Callum sourced two volunteering placements within the Ayrshire Hospice where he assisted staff with Admin and laundry duties. This really boosted Callum's confidence, he really enjoyed it and fitted well within the team.

Callum applied for a temporary Admin post with Occupational Health within the NHS where he was successful. Callum now works full time hours in shifts. He works within Crosshouse and Ayr Hospitals and has been involved with coordinating flu and COVID vaccines to staff within the NHS.

Since Callum has started working this has gave him the boost he required, his mood has been totally lifted and he is much brighter and happier. Callum has become more independent and focused.



## Equal Pay

The Council is committed to the principles of equality of opportunity in employment and believes that employees should receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value, regardless of their protected characteristics. To achieve this, pay systems require to be transparent, based on objective criteria and free from unlawful bias. Our equal pay statement can be found on our [website](#).

East Ayrshire Council is committed to the real Living Wage and ensuring that people are paid fairly for the work they do. In April 2020, the Council achieved accredited living wage status after undergoing a rigorous application process. As a result, 350 of our third-party contracted employees will receive a real Living Wage of £9.30.

By paying the real Living Wage rather than the national Living Wage, which stands at £8.72 for workers aged 25 and over, employees aged 25 and over will earn an average of £1131 more a year. The difference between the national Living Wage and the real Living Wage is even more marked for younger workers. Those aged 18 and over can earn an average of £5,558 more each year.

## MAINSTREAMING EQUALITIES IN EMPLOYEE DEVELOPMENT

### Employee Information

East Ayrshire Council greatly values the contribution of its employees in the delivery of services to local communities. As an employer, we are committed to equality and treat our employees with the dignity, respect and consideration they deserve, helping staff to reach their full potential at work. We also recognise that a diverse organisation with a range of abilities, experience and skills is more likely to be sensitive to the needs of the diverse community that we serve.

As outlined in our previous mainstreaming reports, the Council continues to provide opportunities for flexible working practices balancing both individual and organisational needs.

### 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 new 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 can be delivered for employees unable to undertake the e-learning course. This course is mandatory for all new employees.

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

The Council continuously review and develop training available to employees. A number of other e-learning courses are available to raise awareness of equality issues in the workplace and in relation to our Service delivery. Since 2019, we have introduced a number of new e-learning modules. These include:

- Gypsy/Traveler Awareness;
- Challenging Anti-Muslim Prejudice;
- Myths Of Immigration
- Cultural Awareness

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 and good practice in equalities and diversity in the workplace, namely:

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

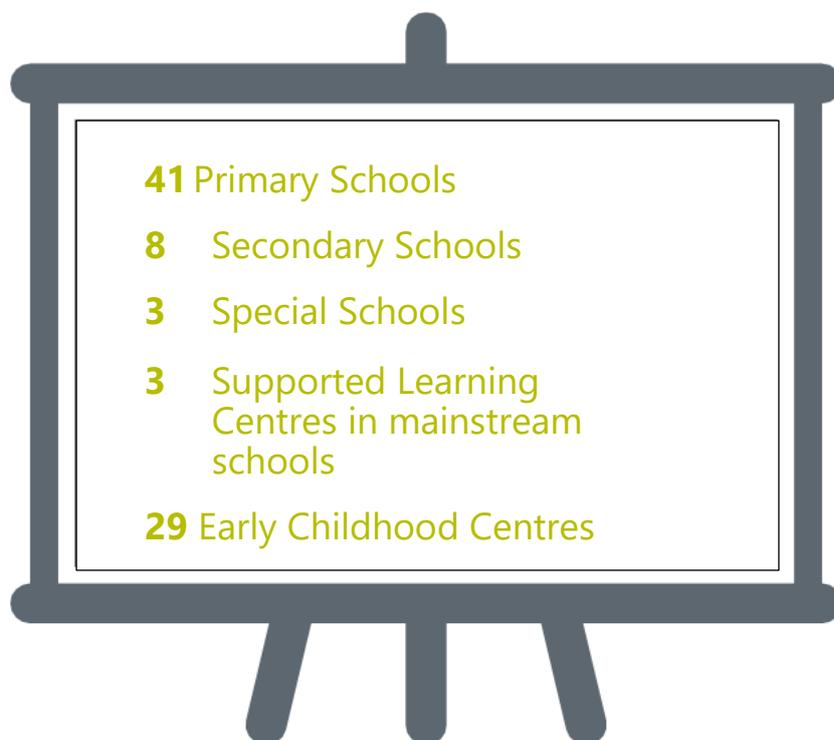
We continue to review our training in relation to employee development to ensure that the training remains relevant.

## MAINSTREAMING EQUALITY IN EDUCATION SERVICES

The full information for the Mainstreaming Equality in Education is contained within the Quality and Standards Report which can be accessed [here](#). Below is information extracted with a focus on equalities.

We cannot begin this report without acknowledging the impact of Covid-19 on our schools and early learning education centers. Following the lockdown announcement in March 2020, schools and Early Childhood Centres were required to close and we opened our Critical Childcare Provision for children of keyworkers and some of our most vulnerable young people. In addition to this, many of our schools and centres offered community based supports, such as resources and the new “Walk and Wave “sessions went down very well indeed in many areas. Our Facilities and Property colleagues delivered meals and resources to children and families who requested these, and over 50,000+ meals were provided in this space of time.

At present our school estate consists of:



The service is responsible for the education of 16,000+ school age children  
3,050 0-5 years attending an early childhood centres

### Improving School Estate

East Ayrshire Council’s 10 Year General Services Capital Investment Programme outlines the commitment of the Council to invest significant sums in updating and upgrading the educational estate.

There remains further ambition to continue to improve all aspects of the school estate. Ongoing investment is planned in order to continue to meet the 21st century learning needs of all children and young people; to ensure our schools support ‘place-based’ approaches and serve as a central resource for all our communities; to ensure all Council assets have a

focus on sustainability and to be sector leading in the delivery of digitally enabled establishments. Completed/completing projects include:

- Bellsbank Primary School, Early Childhood Centre and Community Facility opened in February 2020. This £6.100m investment is already transforming the lives of every member of the community in Bellsbank.
- Barony Campus, handed over to the Council on 9th October, is one of the largest and most complex in Scotland. This investment of £68m will be transformational for the communities of Cumnock, Auchinleck and the surrounding areas.
- Loanhead Primary School and a new Early Childhood Centre are due for completion in February 2021.
- A new modular building is being built at Lainshaw Primary School to accommodate the increasing roll: 2 new classrooms are likely to be ready for use in January 2021.

### **Projects at the development stage**

- An investment of £10.3m in Netherthird Primary School, due to start on site in 2021, will complement the excellent facilities of the Early Childhood Centre opened in August 2020.
- An investment of £6.200m will upgrade and extend Crosshouse Primary School and Communication Centre. The development will begin in the spring of 2021.
- Following an extensive consultation process, St Sophia's Primary School is to be refurbished on its current site. It is set to be the first EnerPHit retro-fit school project in Scotland.

A planned extension at Stewarton Academy will accommodate the increasing roll and upgrading works provide a learning environment that is more suited to current learning and teaching approaches. Nether Robertland Primary School will also benefit from a programme of upgrading. A new improved external environment will link the secondary school, primary school and newly opened Early Childhood Centre.

### **Early Learning and Childcare Expansion**

The Children and young People (Scotland) Act 2014 set out the statutory duty to provide 1140 hours of funded early learning and childcare (ELC) for all 3 and 4 year olds and eligible 2 year olds from August 2020.

The Scottish Government Blueprint for 2020 established the timeframe, principles and standards which would apply to the expansion over a 3-year period. The ELC expansion plan for East Ayrshire set out 3 phases during 2018-19, 2019-20 with universal roll out across academic and financial year 2020-21.

Three new build Early Childhood Centres (ECCs) and a programme of extensions/refurbishments/ external works across 17 ECCs would ensure the Early Years estate could deliver the increased hours and meet the new national standard for early learning and childcare.

**Phase 2** between August 2019 and March 2020 added 11 ECCs and 2 Funded Providers taking the total to 26 services providing 1140 hours of ELC with 34 childminders offering the Blended Model which is a mix of ELC with a childminder and an ECC or funded provider.

The **final phase** of expansion was planned for April 2020 to January 2021. However, the Coronavirus pandemic halted this progress. In March 2020, the Scottish Government and COSLA took the difficult decision to delay the full implementation of the increased hours and suspended the statutory duty to deliver 1140 from August 2020 to a later date, yet to be confirmed.

### Young people across East Ayrshire bring Light to the Darkness on Holocaust Memorial Day

Young people from secondary schools across East Ayrshire recognised Holocaust Memorial Day in January 2021 with special interdisciplinary learning projects and engaging with live broadcasts of survivor stories.



At Loudoun Academy, young people from S1 explored this year's theme 'Be the light in the darkness' as part of their online learning in social subjects. Led by Mrs McLaughlin, Acting PT of Social Subjects, the young people used their knowledge of the historical period to interpret evidence and present an informed view. They studied groups who have experienced inequality and action that

has been taken to address this inequality globally.

The young people also learned key skills and strategies to support them during challenging times, particularly in relation to change and loss. They created candles of hope and shared stories about the people in their lives who have helped create light, particularly during the pandemic.

A young person wrote – "My mum is my light in the darkness. She is the one I chose to be on my candle of hope because she helps me and my siblings every day. Now because of Covid-19 she has to help us do home school by herself cause my dad is at work. She is going from an S1 to a P6 to a P1 and sometimes an S4 teacher. She is the best mum ever."

Doon Academy worked closely with Ayrshire Chamber of Commerce on their plans to recognise Holocaust Memorial Day. The Chamber had helped to create a video about the life of Martin Anson, told by his son Steven, who escaped Nazi persecution eventually settling in Glasgow. The incredible, and very moving, video was shared with our young people and [is still available to watch online](#).

The young people also worked on a task called 'Why Remember', which challenged them to consider conflict and the consequences for society then and now.

At Park School, secondary pupils watched a live Holocaust survivor webcast as part of their recognition of Holocaust Memorial Day.

Despite the pandemic, our schools have continued to show their support for Holocaust Memorial Day and I am very grateful to our teachers, parents and carers. Education is key to ensuring that our young people have a path to follow, one that is well lit and never returns to darkness. We all have a role to play, we all have to be brave and do what we can to challenge inequality and persecution.

## Wellbeing

In the area of supporting and promoting wellbeing a range of approaches and achievements have been made through session 2019-20:

Relationships Framework: developing relational practice

A range of training for staff via Psychological Services has continued in developing relational practice:

- Working with early learning and childcare practitioners who are Communication Champions across our ECCs; and with key classroom practitioners in school settings, providing training in nurture, attachment, assessment and intervention.
- Targeted sessions have been held with Senior Managers across all sectors to provide ongoing insight into relational practice as part of understanding Rights, Relationships, Inclusion and Wellbeing.
- A small group of senior managers have been supported to undertake Level 1 Developmental Dyadic Practice (DDP) training, and ongoing coaching with supervision has been implemented as an initial test of change. This has shown promising results for practice in those establishments, impacting with children and their families, and in relation to staff wellbeing.
- The Psychological Service, in partnership with key teaching leads, have been undertaking training in the Neurosequential Model in Education, to then deliver appropriate training and support to our secondary school sector and targeted primary and asn schools as part of our approaches to improve outcomes for care experienced young people. This has already added significant value to the knowledge base and practice of those involved in the learning.

Following the onset of the Covid-19 pandemic a framework to support wellbeing for all was agreed:



- As part of the Education renewal approaches a range of senior leaders have been part of the Wellbeing Workstream. One of the outcomes of that group has been to develop and disseminate guidance on supporting staff wellbeing. This has been completed in coordination with Health and Safety colleagues from the authority such that staff are well informed on what they can do to support their own wellbeing, and where they can access wider advice and support. [Practitioner Wellbeing Guidance](#)
- In addition a comprehensive guidance document for all education staff was produced to support their work with children and young people on the return to school buildings in August 2020, emphasising the importance of wellbeing in ensuring a successful transition. [Guidance for Supporting Children and](#)

## Young People

- Parents have also been part of the Wellbeing Workstream and have contributed feedback on the various guidance developed, including one targeted at supporting parents and carers with the return to school and ECC buildings for their children. Analysis of local data gathered from the national Lockdown Lowdown survey has been incorporated into the guidance documents. [Parent Carer Guidance](#)

This information was also summarised into colourful one page poster format for ease of access and publication via social media channels. Here is a link to an example of one of them. [Parent Poster Top Tips](#)

- A range of guidance was provided to managers and practitioners in the early stages of lockdown to support managers in their support of their staff teams, in their communication with parents and families, particularly those most vulnerable and in need of additional support.
- Targeted nurture, inclusion and wellbeing training was developed and delivered on-line during June 2020 to over 60 mainstream and ASN staff, to support them in how to ensure most supportive environments for teaching and learning upon return in August.
- Materials to provide advice to staff and parents/carers on loss and bereavement have been produced and disseminated. Curricular materials on coping with change and loss have been revised and updated for use in the new session.

### **Additional Universal Wellbeing Outcomes Achieved via Scottish Attainment Challenge:**

- Relationships, sexual health and parenthood (RSHP) training was postponed due to lockdown, but staff continue to use the national resource. The LGBT Education Network, Mentors in Violence Prevention (MVP) and Gender 10 (primary project) training have resulted in raising the profile of inclusive education across East Ayrshire.
- Working in conjunction with respectme parents, pupils and staff from several schools undertook training and then delivered anti-bullying awareness sessions in their communities.
- To capture the views of the wider pupil forum the Youth Cabinet co-design and deliver the East Ayrshires Youth Conferences. They regular meetings with the Head of Schools and other council groups and their views are feedback to the Academies. Schools consult with pupils on a regular basis to review the suitability and standard of provision. Locality evaluations helps to ensure that individual needs are addressed.
- EAC's Home Learning Hub provides parents with home learning materials which support learning across the curriculum and mental wellbeing. As of the July 2020 there was over 2,700 visitors to the site.

EAST is the central support team for education within East Ayrshire. The team supports educational establishments to meet the spectrum of additional support needs (ASN) across the authority.

In order to ensure East Ayrshire is at the forefront of implementing best practice around ASN, EAST has a comprehensive Improvement Plan. The 3 key priorities from the Improvement Plan 2019/20 are:

1. Building capacity in EAST and in educational establishments across East Ayrshire
2. Meeting the spectrum of additional support needs of learners in East Ayrshire to ensure they reach their full potential
3. Partnership working

Through their work EAST have:

- carried out a number of action research studies using improvement science. Four EAST staff have been trained as trainers in Talk Boost KS1 in September 2019. A Listening and Talking targeted intervention for Early Level was developed. A model of modelling and coaching over a 10 week block rather than one off training sessions was used to support mainstream colleagues.
- Star Emotions was piloted in two mainstream classes and a SLC class within one primary establishment. The impact of this intervention demonstrates how powerful and necessary spoken language is in a child's development.

“I know what feelings are.”

“I don't feel worried anymore.”

- To support EAL parents with literacy at home story bag sets stories were developed in Polish, Arabic and Urdu. This resulted in an increase in parental engagement with parents indicating the packs promoted oral language at home. A peer learning activity to promote confidence, vocabulary and literacy development provided an opportunity for partnership working between a secondary school and ECC and allowed a senior pupil to gain confidence and extend English vocabulary through discussion and preparation for the activity.
- The timing of delivering the CLG P2 and CLG trans programmes were reviewed. In P2 a focus on equipping pupils with core foundation literacy skills and developing positive reading behaviours proved beneficial in better identification of the most appropriate pupils. Primary 5 pupils were included in the CLG trans intervention to ascertain if the intervention would be suitable for this stage. Post assessment results for Primary 5 pupils indicate gains. Feedback showed pupils enjoyed “going up a level” and the choice of fiction or non-fiction.
- Feedback this session showed 92% of pupils stating that EAST support sessions are helping them and 91% stating they enjoy their sessions. The majority of pupils also identified that they would like either more time/ more sessions to make their support better.

## Case Study

In November 2019, Janie Allen, Strategic Education Manager (Early Intervention) was the winner of Quality Improvement Champion Award at Quality Improvement Awards 2019 in recognition of her commitment to collaborative working across services and as a key champion for quality improvement as a vehicle to drive Early Intervention and Prevention to support children in their earliest years.

In addition, the Get Doon Tae Chat network which is made up of colleagues from early childhood centres in the Doon Valley, speech and language therapy and health were winners of the Compassionate Collaboration Award at the Quality Improvement Awards 2019.

Get Doon Tae Chat uses universal and targeted child and family centred approaches to reduce the risk of language and communication difficulties in under 5 year olds across the Doon Valley. This approach has had a positive impact on children and families in the area, helping to reduce speech, language and communication problems.



## Scottish Attainment Challenge (SAC)

East Ayrshire Council is a designated Scottish Attainment Challenge (SAC) authority. The authority therefore receives an additional monetary sum to support us to make progress in improving attainment and outcomes for our most deprived learners and to close the poverty related attainment gap. The authority must publish plans and continually review its progress in relation to the EAC Scottish Attainment Challenge plan. In 2019/20, a wide variety of interventions were in the SAC plan across our three main workstreams of Excellence in Literacy and Numeracy, Working together with Families and Communities and Leadership for all.

### Youth Literacies (Literacy and Numeracy)

Youth Literacies workers, 'improvements in attainment teachers' and Principal Teachers of English and Maths have worked together to link Youth Literacies programmes to Curriculum for Excellence outcomes specific to 2nd Level. Youth Literacies' innovative and creative workshops and pupil centred learning styles and methods have been a success in engaging pupils.

Within our Inclusion Hubs we have continued to support leadership and model effective practice in the classroom. We have recently opened a fourth Inclusion Hub sited within Kilmarnock Academy. Intensive implementation planning took place to ensure the Hub mirrored best practice from our existing models at Loudoun, Doon and Auchinleck Academies.

## Case Study – Rights Respecting Schools

In January 2020, Hillbank Early Childhood Centre achieved Unicef UK Rights Respecting Schools Gold Award. Hillbank ECC is the first standalone early years establishment in Scotland and only the third in the UK to have achieved this standard. The report stated:

It was clear that the highly skilled and motivated staff at Hillbank are fully committed to promoting a Rights Respecting ethos and environment and that the United Nations Convention on the Rights of the Child (CRC) guides their work with children and families/carers. Staff advised that the concept of rights, although challenging for some of the children due to the age range of 0-5 across the nursery, is giving the children the 'building blocks' to ensure that they grow up knowing that they are entitled to all of the rights of the CRC.



It was evident that children's rights are embedded across the nursery and underpin every facet of nursery life. Particular strengths include:

- Rights clearly underpin the ethos and values of the nursery
- Knowledgeable staff who understand their role as duty bearers and are passionate about helping them to thrive
- Strong support to parents and carers to ensure every child is nurtured

## Improving Employability and Skills and sustained positive destinations for all young people

### Developing the Young Workforce

Developing the Young Workforce in East Ayrshire has impacted on the educational experience of children and young people from early years through to senior phase. Our ongoing partnership with Ayrshire Chamber of Commerce and Industry complemented by input from organisations such as Founders4Schools, gives all of our schools access to a range of meaningful employer engagement which can influence and inspire the career aspirations of learners and offer business partners opportunities to directly influence school curricular planning. Schools continue to access a broad range of labour market information and, with the launch of the SDS Regional Skills Assessment Data Matrix in August 2019, have a new curricular planning tool that provides detailed, accurate and up-to-date information on skills supply, skills demand and skills mismatches.

## Case Study – Dyslexia Friendly Schools Award

Nine schools have received a prestigious award at the fifth annual East Ayrshire Dyslexia Friendly Schools Award Ceremony sponsored by Morrison's Construction and held at Dumfries House this week.

East Ayrshire Dyslexia Friendly Schools is a model which cultivates inclusive learning environments where the talents of pupils can flourish.



All schools are encouraged to engage with parents, carers and members of the school community to create classroom environments catering for all learning styles to make learning easier and more accessible for everyone.

Each of the nine winning establishments had key aspects of their journeys showcased and were

presented the awards.

Three primary schools received their Bronze Award: Drongan Primary, Fenwick Primary, Mount Carmel Primary.

Three primary schools and one secondary school received their Silver Award: Littlemill Primary, Onthank Primary, Shortlees Primary, Loudoun Academy.

Two primary schools received their Gold Award: Mauchline Primary, St Xaviers Primary.

Embedding the principles and ideas of an inclusive school community is central to East Ayrshire's Dyslexia Friendly School pathway. It creates a community of learners, empowering everyone to fulfil their potential, and establishing a firm foundation for lifelong learning. People sessions have now been delivered to over 1,250 pupils.

## EAST AYRSHIRE LICENSING BOARD

### **Constitution**

The Board is constituted in terms of Section 5 of the Licensing (Scotland) Act 2005. The Board is entrusted with the administration of liquor licensing and with certain other statutory duties.

The Board is comprised of 10 elected members of the Council, elected at the first Council Meeting after each ordinary Council election. A Licensing Board must consist of at least 5 members.

Board meetings are held in public but deliberations can be made in private. All decisions taken by the Board must be made in public.

The Council is charged with the responsibility for providing such property and services as are required in respect of the proceedings of the Board.

### **Statutory Governance**

This Strategy sets out how the Board is meeting its duties in terms of equality and diversity legislation. The Equality Act 2010 introduced a single equality duty covering the nine protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The single equality duty is in two parts. The general duty came into effect from 5 April 2011, and requires public authorities to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The specific duties, which came into effect on 27 May 2012, provide a framework to help public authorities meet their general duty, such as a duty to report progress on mainstreaming the equality duty.

Apart from equalities duties, the Board has objectives laid down in statute specifically related to work around which the Board must organise all of its licensing functions as detailed below:

### **Board Staff**

East Ayrshire Licensing Board is supported by a Clerk, a Depute Clerk and support staff. All staff carrying out the Board's responsibilities are recruited and employed by the Council. The Council also employs two Licensing Standards Officers.

## LICENSING FORUM

The Licensing Forum ("the Forum") is the medium through which the Board can engage with representatives of all parts of the community and ensure community views are taken into account in the development of Board policies and guidelines.

The Licensing (Scotland) Act 2005 lays down statutory groups that must be represented within the Forum, these being:

- holders of premises licenses and/or personal licenses
- the Chief Constable for the area
- persons having functions related to health, education or social work
- young persons

- persons resident within the Forum's area
- Licensing Standards Officer

The Act also prescribes minimum and maximum members for the Forum. At present there are 15 members, comprising of:

- 3 holders of premises licenses and personal licenses
- 1 representative of the Chief Constable
- 1 Elected Member
- 2 persons having functions related to health, education or social work
- 2 persons resident in the East Ayrshire Council area
- 1 representative of the Health Board
- 4 persons representing Community Councils
- 1 Licensing Standards Officer.

The Board understands that equality of opportunity is not achieved by treating everyone in the same way, but by recognising that sometimes it is necessary to treat people differently to allow them the same opportunities to participate and achieve their potential. Therefore, the success of the Board's policies and functions in the future will depend on its ability to work with representatives of diverse groups. The Forum is the main vehicle for this involvement and the makeup of the Forum is therefore of primary importance. The Council is responsible for the appointment of and support for the Forum.

### **Procurement**

The procurement of goods and services to support the Board's activities is undertaken by the Council on the Board's behalf. The Board recognises the Council continues to take measures to address equality in its procurement activities.

### **Employment Considerations**

Employees employed to deliver the Board's functions are covered by the employment policies of the Council's on recruitment and selection, training and development, and flexible working opportunities. The Council's policies on harassment, equal opportunities and maternity and paternity apply. The Licensing Board, as it is not an employer, is not required to provide public employee data. Information on the Council's employees concerned have however been incorporated into the Council's Reports, along with the Council's pay gap information and equal pay statement.

The new Equality Outcomes developed for the East Ayrshire Licensing Board have been incorporated into the Council's Equality Outcomes.