

EAST AYRSHIRE COUNCIL

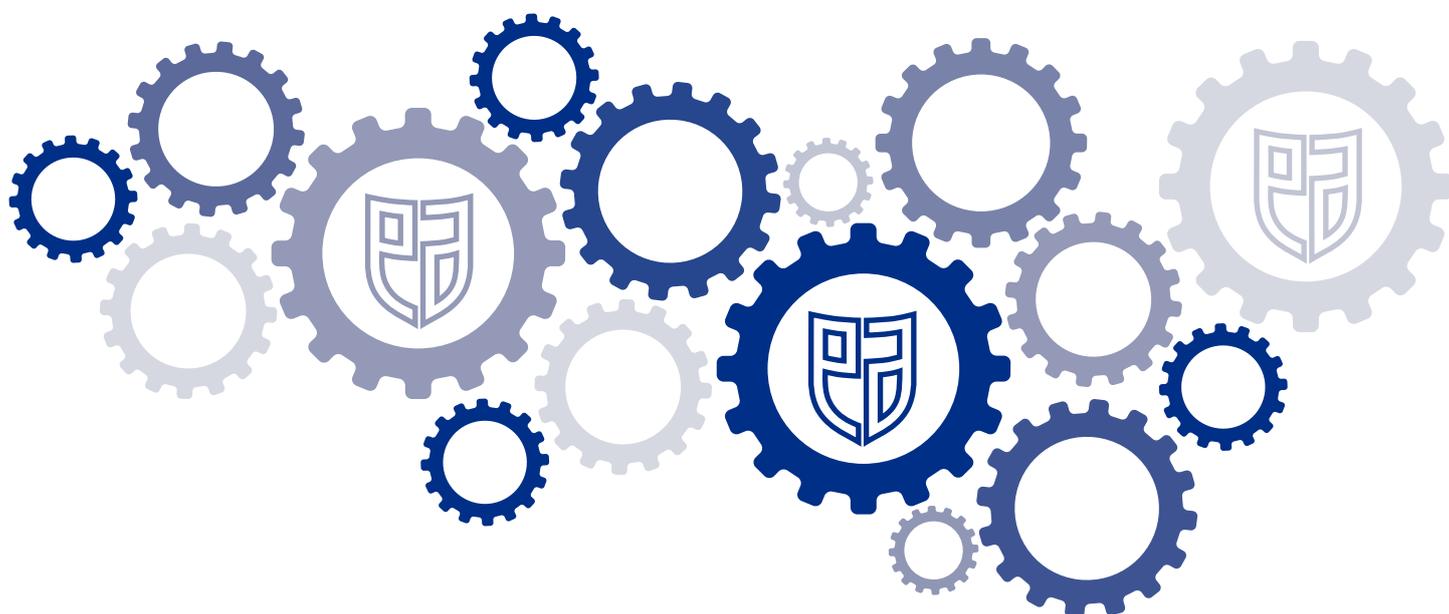
Education Authority

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EQUALITY MAINSTREAMING

REPORT 2017-2019



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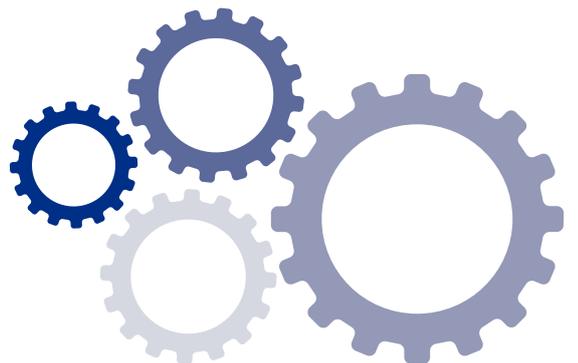
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East Ayrshire Council
Comhairle Siorrachd Àir an Ear

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INTRODUCTION

This is East Ayrshire Council's third Mainstreaming Report and sets out how equalities have been further 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.

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 addition, we also highlight the progress made across the four-year cycle of our first 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.

The Equality and Human Rights Commission Scotland recently published a national Equality and Human Rights Report Card. This report concluded that there was 'good progress, work still to do.' This also reflects the situation in East Ayrshire Council. This report highlights some of the wider range of work underway across our services which are contributing towards fair and equitable services for all our communities. 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 and good practice case studies have been integrated throughout the report to illustrate good practice in mainstreaming equality and reporting on progress in relation to the Equality Outcomes set in 2013.

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.

EAST AYRSHIRE

East Ayrshire is a diverse area covering some 490 square miles with a population of 122,440 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.

East Ayrshire's population is ageing significantly, with the 65-74 age group projected to rise by 20.2% between 2015 and 2030. Importantly, there will be a significant increase in the 75+ age group, where there is a projected increase of 51.4%. In addition, the number of residents aged 85 and over is projected to increase markedly from around 2,500 to 4,800 representing a rise of 94%.

Conversely, the working age population and children and young people aged 0-15 years are projected to decline in the same period by 9.4% and 1.4% respectively.

These 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 Council has a clear vision to make East Ayrshire a better place to live and work by having services, better opportunities and better communities.

Our priorities are:

Raise educational attainment and equip young people for the world of work

- Raise educational and skills attainment;
- Foster and grow the partnership between local schools and businesses to ensure our young people are 'work ready'; and
- Support young people in to apprenticeships with the Council and pioneer a new Apprenticeship Scheme to support local businesses.

Support older people to live independently in the community

- Encourage older people to participate in community life;
- Promote intergenerational work; and
- Support a greater number of older people to live independently in their own homes and ensure that they are well cared for within the community.

Promote town centre living

- Build new council houses in and around centres and encourage external investment in town centres; and
- Build on our investment on town centre regeneration.

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 12 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.

The Community Plan, underpinned by our Single Outcome Agreement <http://www.eastayrshirecommunityplan.org/resources/files/Single-Outcome-Agreement-2015-2018-Final.pdf> (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.

EQUALITIES AND THE COMMUNITY PLAN

East Ayrshire Community Plan

The **Community Plan** <http://www.eastayrshirecommunityplan.org/resources/files/COMMUNITY-PLAN-2015-2030.pdf> 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.

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

- **Economy and Skills;** <http://www.eastayrshirecommunityplan.org/resources/files/Economy-and-Skills-Delivery-Plan-2015-2018.pdf>
- **Safer Communities;** <http://www.eastayrshirecommunityplan.org/resources/files/Safer-Communities-Delivery-Plan-2015-2018.pdf> and
- **Wellbeing** <http://www.eastayrshirecommunityplan.org/resources/files/Wellbeing-Delivery-Plan-2015-2018.pdf>.

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.

COMMUNITY EMPOWERMENT ACT

The Community Empowerment (Scotland) Bill 2015 was passed by the Scottish Parliament on 17 June 2015 and received Royal Assent on 24 July 2015.

The overall aim of the Act is to “help to empower community bodies through the ownership of land and buildings, and by strengthening their voice in the decisions that matter to them. It is also intended to improve outcomes for communities by improving the process of community planning, ensuring that local service providers work together even more closely with communities to meet the needs of the people who use them.”

The Council has developed a whole system approach to embedding the principles of community empowerment, through the ethos of:

- Coproduction;
- Valuing local people and recognising them as assets;
- Building social networks;
- Promoting reciprocity; and
- Inclusion and equality.

The Act states that CPPs must prepare and publish a locality plan for each locality that it has identified as experiencing significantly poorer outcomes. The CPP should use its understanding of local needs, circumstances and opportunities to identify those localities for which it should undertake locality planning.

In developing the proposals for locality planning in East Ayrshire, consideration was given to the fact that there are currently a range of 'locality planning' arrangements in place. In setting out the proposals, consideration has been given to the purpose of locality planning, the current arrangements in existence and good practice from across the country. As a result, a three tier approach has been adopted as summarised below.

Locality Planning - Community Led Action Plans: A number of local communities have already engaged actively with colleagues within the Council's Vibrant Communities Team to develop their own 'community led action plans' for their local area – a total of 16 Action Plans have been published to date and it is anticipated that this model will be rolled out across all of our communities in the years ahead. Given the significant momentum which these Action Plans have already engendered within their local communities, it is proposed that Community Led Action Plans be used as the foundation of our locality planning approach in East Ayrshire.

Targeted Locality Plans: The locality planning guidance also requires the CPP to develop, by 1 October 2017, locality plans that focus on communities which 'experience significantly poorer outcomes than either the rest of the CPP area or Scotland as a whole', rather than a universal approach across the authority area. It is therefore proposed that to tackle the complex issues facing our most deprived communities, we build on the asset based approach adopted through the Community Led Action Plans and 'wrap around' tailored public sector provision, based on a robust analysis of current and future need, within these communities.

A list of the East Ayrshire communities with data zones in the worst 0-5% as identified in the Scottish Index of Multiple Deprivation (SIMD) 2016, is summarised below and has been agreed that in the first instance targeted locality plans are developed for each of these communities.

- **Kilmarnock North**
- **Kilmarnock South**
- **Bellsbank/Dalmellington**
- **Muirkirk**

Localities: Targeted locality plans alone are unlikely to be enough to fulfil the duty on CPPs under Section 5 of the Community Empowerment (Scotland) Act, to act with a view to reducing inequalities of outcomes which result from socio-economic disadvantage. To ensure a co-ordinated approach to our multi-agency working on a geographical basis, it has been agreed that we will build on the 3 boundaries adopted by the Integrated Health and Social Care Partnership, which ultimately align to consolidated Council Electoral Ward Boundaries.

As the new Local Outcome Improvement Plan (LOIP) is developed to replace the existing SOA, detailed area profiles will be required to inform the overall LOIP, locality plans and locality working. As part of the development of the LOIP consideration will be given to the connection with the Equality Outcomes, to ensure that the LOIPs are connected to the diverse communities living and working in East Ayrshire.

SOCIO-ECONOMIC DUTY

On 25 May 2016, the First Minister Nicola Sturgeon gave a speech outlining the Scottish Government's programme for the next five years, including a commitment to enforce the socio-economic duty in the Equality Act 2010. In relation to poverty and equality the First Minister pledged to:

- continue to take action across a range of fronts to tackle poverty and inequality;
- publish a Fairer Scotland Action Plan;
- implement all of the recommendations of the independent Poverty Adviser and commence the socio-economic duty contained in the 2010 Equalities Act; and
- bring forward early legislation for 50:50 gender balance on public boards.

In anticipation of the Socio-Economic Duty the Council recognises the sharp contrast in the prosperity of communities across East Ayrshire. While many parts of the area are prosperous, significant inequalities continue to exist within and between our communities.

The Scottish Index of Multiple Deprivation (SIMD) 2012 highlights that 20% (1 in 5) of East Ayrshire residents live in the 0-15% most deprived areas in Scotland. The challenge for the Council and Community Planning Partners, therefore, is to continue to provide high quality services for all, while specifically targeting additional resources in our most disadvantaged communities to improve outcomes.

Income deprived	Employment deprived	Health deprived	Education deprived
26,030	22,984	33,290	21,828

Source: Scottish Index of Multiple Deprivation 2012

CASE STUDY

Learning Disability Week

A mix of sports, music, drama and art made up the many events that were held across East Ayrshire to mark Learning Disability Awareness Week in June 2016, which celebrates the inclusion of people with learning disabilities in our communities.



Now in its twelfth year, the week kicked off with showcase events in Stewarton and New Cumnock. There were performances by Mauchline group Djembe Drummers; i-Dance, a group which meets every week to learn a variety of skills through the medium of dance, and the Vibrant Communities Drama Group which provides specialist activities for children and young people who have additional support needs. People from the day opportunity centres Riverside and Balmoral Road also performed, as well as Margaret Bunten's School of Dance. To round the showcases off, a group of employees from across all agencies and people who use supports, known as 'The Happy Tappers', got into the spirit of things by putting on a tap routine to celebrate Learning Disability Awareness Week.

Other events included an All Ability Sports and Information Day at Ayrshire Athletics Arena which enabled people to try different sporting pursuits including specially adapted bikes; and a football fun day at Cumnock Juniors Football Park which included a five-a-side tournament. Sponsorship for the events came from Awards for All.

Learning Disability Awareness Week serves as a platform to share with the wider community the skills, talents and attributes of people with learning disabilities. The week featured a very enjoyable series of events which highlighted all of the excellent work that goes on across East Ayrshire and between partner agencies to help people with learning disabilities.

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

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 the 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 the 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 (CESG), 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 was reviewed in 2016 to ensure that it continues to serve the purpose of the Council's new arrangements and strengthens the mainstreaming of equalities.

In order to further mainstream equalities into the Council's corporate structure, it was agreed that a new Operational Equalities Group was established that links into the CESG and replaced the former Departmental Groups. This Group was formed in 2016 and meets on a quarterly basis in advance of the CESG to ensure that information in relation to local and national policies are discussed and disseminated.

To ensure that the Equalities Duty is understood and mainstreamed across the Council, all service areas that are impacted upon by the equality duty, or that provide a front facing service, are represented on the Group.

CASE STUDY

Menzone

Laughter filled the air when the first ever Vibrant Communities Menzone event was held at the town hall in Cumnock.

The free event provided dads and male carers with the opportunity to spend quality time playing and having fun with the children in their care within a safe environment. There was a bouncy castle, giant games, badge making and den building for all to enjoy plus face painting and parachute games.

MEND, which is a family-based healthy weight programme for children run by the Council's Vibrant Communities Service, had their participants on hand providing the children and the adults with a healthy snack.

Event sponsors, ASDA, Cumnock Playhouse and Visions also donated vouchers and fabulous freebies for goodie bags handed out to everyone who attended.

It was brilliant to see so many men having fun and playing with their children. Often these types of activities are targeted towards women so it's very refreshing to be part of a project which turns traditional ideas on their head.



Equalities Forum

In 2007, the Council reviewed its engagement arrangements 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. As an outcome of this review, in 2008 an Equalities Forum was established, which is now chaired by the Depute Leader of the Council, Spokesperson for Community Safety and Equalities, and comprises individuals and members of groups, representing all of the protected characteristics, namely, 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, 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 review of the Equalities Forum was undertaken 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, bisexual, transgender and people who are questioning their sexual orientation.

CASE STUDY

Young People Celebrate Abilities

100 young people from East Ayrshire secondary and additional support needs schools gathered in January 2017, for the inaugural Celebrating Abilities Conference.

The conference was the brain child of a team of young people who have additional support needs. They formed a committee and with support from their teachers and Vibrant Communities, designed and delivered the special conference.

They invited Chief Executive Fiona Lees to open the conference. The Chief Executive spoke about the importance of inclusion and how proud she was of the committee who had worked so hard to make their ideas a reality. She introduced Derrick Hughes, a pupil from Cumnock Academy who had visited the European Inclusive Conference and whose drive and determination led to the East Ayrshire conference taking place.

Derrick spoke about his own experiences before inviting the young people to participate in four specially designed workshops.

Each workshop provided an insight into a different disability. The first workshop focused on physical abilities where young people experienced what it was like to use a wheelchair and perform everyday tasks. The second focused on learning abilities where young people experienced what it was like to have autism.

The third focused on visual abilities and was an introduction to how scary the world can be through someone else's eyes. The fourth and final workshop was about hearing abilities.

Young people learned some basic sign language and experienced what life is like for pupils who have hearing loss.

After the workshops the young people gathered together to make a pledge to consider the needs of others. The pledges were varied from – 'I pledge to help my friend who has dyslexia' to 'I pledge to be understanding and helpful'.



Young People's Forum

East Ayrshire Young People's Forum comprises of Members of the Scottish Youth Parliament, Secondary Pupil Councils, Local Youth Forums, Looked After and Accommodated Forum, young people with a disability, representatives from minority ethnic groups, young employees from East Ayrshire Council, representatives from the colleges in East Ayrshire and Elected Members.

The Forum members have discussed issues such as Lesbian Gay Bisexual and Transgender (LGBT) community and the problems of discrimination, taking part in the Council's budget consultation and debated employment and young people. They also took part in a training event to enable them to take on the task of representing the young people in their organisations.

Members assisted with the development of a LGBT awareness raising DVD which was launched during LGBT month in February. This work was supported by LGBT Youth Scotland, CashBack for Communities Funding and East Ayrshire Council. The Forum also met with East Ayrshire Chief Executive, Fiona Lees and Elected Members to give their views on the Budget consultation.

The Forum has also focused on Employability & Young People and the assistance and resources available to young people in East Ayrshire from Skills Development Scotland and East Ayrshire Council's Opportunities for All Co-ordinator. They gained valuable insight into CV writing and felt they had improved their chances of gaining employment and improved their communication skills.

Key Issues relating to the topics, outcomes and decisions taken at the Forum meetings have been recorded then passed on to the relevant Community Planning Partners and Council Departments.

In order to strengthen the link with the wider community, two adult representatives from the Coalfields Federation of Community Groups and the Federation of Community Groups North are invited to attend meetings and feedback to their members.

Syrian Vulnerable Person 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 Council confirmed to CoSLA, following approval by Cabinet at its meeting on 7 October 2015, that it was committed to working with the Scottish Government and other partners in any way possible to help those refugees in need of urgent assistance and to participate in the resettlement scheme. Cabinet agreed to receive up to 50 refugees over a 5 year period. The Leader of the Council, along with other Group Leaders and Council Members has met on two occasions with representatives of local churches, faith groups and East Ayrshire CVO. Firstly, to begin discussions on developing effective local responses to the humanitarian crisis and secondly, to ensure that engagement with key partners and our wider communities will continue over coming months. A commitment was also given to provide background information in relation to the crisis in Syria and to give a brief update in relation to the number of families coming into East Ayrshire in December 2015.

A strategic steering Group which includes representation from all key services in the Council, Health and Social Care Partnership and Police Scotland, chaired by the Depute Chief Executive (Safer Communities) was established in September 2015 to lead the work in supporting the VPR programme.

To date the Council has welcomed 5 families in East Ayrshire, and they have been settled in and around the Kilmarnock area. This is to ensure that they are not isolated and are housed within a short distance of one another. Support has come in many forms from the local community, faith organisations and the local mosque have been instrumental in providing ongoing support for the families.

Within the families there are 2 children in nursery, 6 children in primary education and 2 young people in secondary

education. All of the children have settled well and are making excellent progress. Some of the adults have taken up opportunities within our communities for volunteering and are enjoying meeting and engaging with new people. The families are continuing to build on their language skills and are very eager to learn and expand their vocabulary.

In general terms, all families are settling and making progress with intensive support being carried out. To ensure continuity of support, and to address any issues in relation to providing support for additional families settling in East Ayrshire, a Bilingual Re-settlement Officer was appointed in 2016.

In addition to the VPRS, the Vulnerable Children's Resettlement Scheme (VCRS) was announced by the UK Government on 21 April 2016 and set out the UK's commitment to resettle up to 3000 children and their families from the Middle East and North Africa (MENA) region over the life of the current Parliament. The Government's intention was to resettle several hundred people in the first year with the vast majority of children expected to arrive with their parents, with the remainder arriving with other carers or on their own. Scotland's share of this cohort would be approximately 300 persons. Based on the formula applied in respect of the Syrian Refugee Resettlement Scheme, the Council's subsequent share would be approximately 10 persons, or 2 to 3 families. This would be in addition to the Council's existing commitment to take 50 people under the Syrian Refugee Resettlement Scheme.

The crises in the MENA region have resulted in many people, including children being displaced and in need of protection. Children have been forced to flee their homes, and many lose their schools, friends, aspirations, sense of security and, often, their childhoods. Over half of the refugees in the MENA region are children.

In December 2016, a report was presented to Cabinet outlining VCRS, MENA and a request received from CoSLA to assist in accommodating vulnerable unaccompanied children and young people being evacuated from the migrant camps in Calais, France.

CoSLA's request stressed that this was an emergency situation requiring places of safety for children to be found over an immediate two week period. The Council has advised CoSLA that, regrettably, it was unable to offer any immediate support for children under 16 years of age. The Council currently has no capacity for additional looked after children placements with current resources for looked after children already under considerable pressure. However, it is considered that the Council could provide supported accommodation for a number of young people aged 16-17 years that would be received under the National Transfer Scheme. The Home Office are hoping that the secondary legislation to extend the provisions contained within the Immigration Act 2016 that would then allow Scotland to be part of the National Transfer Scheme will be in place in the coming months.

In summary the Council is still committed to receiving up to another 25 people under the Syrian scheme (VPRS), up to 10 persons under the Vulnerable Children's Scheme (VCRS) which relates to children and families from the MENA region and to accept a number of 16-17 year old unaccompanied asylum seeking children from Kent and the South West, subject to clarification being received in respect of the application of the National Transfer Scheme in Scotland and being able to provide a model of supported accommodation within the parameters of the funding available.

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. In 2016 the Council developed a new on-line EIA Toolkit to ensure ease of access for employees undertaking EIAs. The new 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.

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:

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

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 embedded locally and across East, North and South Ayrshire.

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.

CASE STUDY

Accessible Housing

A new development which consists of four three bedroom family homes and four two bedroom family homes which face onto West Donington Street. In a courtyard off the main road, there are a further four two bedroom bungalows and a two bedroom home suitable for wheelchair users, with an integral car port.

The development in Darvel combines a range of homes which meet the needs of a variety of tenants including families, older people and wheelchair users. The homes have been designed with this in mind and are easily accessible, with large airy kitchens and walk in showers in the bungalows. They are also well insulated, making them warm and more economical to heat.

One new resident said: "How could anyone not be happy with such a wonderful home? We were living in an upstairs flat and while we loved our home and had brilliant neighbours, it wasn't suitable for our needs and we were struggling with the stairs. This house will completely transform our lives for the better and I think it is going to feel like a great wee community once everyone has settled in."



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 myjobsctoland 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](#).

Local Labour Market and Employability

The unemployment rate for East Ayrshire at September 2016 was 6.8% which is above the Scottish average of 4.9%. East Ayrshire has the fourth highest rate compared to all 31 local authorities in Scotland. Employment is one of the most strongly evidenced determinants of health. The World Health Organisation (WHO) notes that 'unemployment puts health at risk' and 'unemployment has a direct bearing on the physical and mental health and even life expectancy for unemployed people and their families'. Unemployment therefore has a direct impact upon service provision.

Supporting employability is a shared goal of the Community Planning Partnerships and the Council is committed to contributing to this goal, and as such the Council works in partnership with local providers to help address issues of unemployment undertaking the following activities:

Modern Apprenticeships

Modern Apprenticeships (MAs) offer people 16+ paid employment combined with workplace training and off-the-job learning, in order to gain new and enhanced skills and recognised qualifications. We have MAs in Business Administration, Building and Works and IT and are continuing to seek MAs in other areas of the Council.

We also recognise that young disabled and BME candidates are less likely to be involved in modern apprenticeships. Therefore, in the course of our equality outcomes 2017 – 2021 we will seek to take positive steps to address this, beginning with an audit of the current cohort by protected characteristic.

CASE STUDY

Celebration of Learning

A celebration event was held recently to recognise the success of Outdoor Amenities employees who secured a SQA Level 2 or Level 3 in horticulture.

Outdoor Amenities run their own SQA approved training centre to ensure that employees and Modern Apprentices have the opportunity to learn new skills and work towards national qualifications.

In addition to the 16 employees who received a certificate from the Chief Executive, Fiona Lees, a group of five modern apprentices were congratulated on completing a modern apprentice challenge.



The challenge was called The MA Potters and involved five young people who worked closely with two local primary schools, Shortlees and Kirkstyle, creating planters for the schools and a community garden in Onthank for the Workers Education Association (WEA).

The five young people became involved in the scheme after working with Margorie Harvie, 16+ Transitions Officer, on an activity agreement. An activity agreement is the first step into work for some of our hardest to reach younger people who have become disillusioned with school.

Working with Margorie, the young people grew in confidence through literacy and numeracy training and support from the Education team and Vibrant Communities. They then took part in work taster sessions gradually building up to 12 week work placement programmes. All five young people really flourished in the workplace and their placements provided them with the appropriate experience to then successfully apply for modern apprentice places.

When the five apprentices started their challenge, they brainstormed ideas and came up with the idea of creating planters. The team approached John Wilson, Senior Education Manager, who was very enthusiastic about the idea of introducing a hands-on, educational dimension to horticulture in early years.

The team met with the two Headteachers and developed their ideas further creating a 'food train'. The apprentices designed and built train carriage planters for the little ones to grow both vegetables and plants. The planters were made with support and guidance from Council tradesmen and were painted by young people from Enable. Once the planters were in situ, the apprentices then delivered a presentation on the food chain at each school and a fun planting workshop which all the pupils thoroughly enjoyed.

The children also named their own train station. Kirkstyle named their station Rainbow Flower Station and Shortlees named theirs Rosie Bloom Station. MA Potters has been such a huge success that the team has been entered into the annual Chamber of Commerce Modern Apprentice Challenge. Working through the application process with Margorie and their mentor, and SQA Verifier, Roddy Hood, the team impressed with their confidence and maturity. The team will now take part in the grand final which will be held at the Park Hotel in October.

Schools Work Placements

The Council participates in the Schools' Work Experience Placement Programme. This involves taking secondary school pupils, (normally S4 to S6 year), for one week's placement within various departments throughout the organisation, thus giving the pupils some understanding of the working environment and also ensuring that they are better prepared for working life. Not only does this forge links with the local community, it also helps promote the organisation and attract local school leavers as future East Ayrshire Council employees.

Internships

The Council participates in the internship programme. We recognise the need to support the transition into employment and to maximise the opportunity to build on the experiences gained by graduates during their university experience by giving them the opportunity to consolidate and expand on their learning in the world of work.

Project Search

Project Search is a supported internship programme, designed to help young people with learning disabilities and/or those on the autistic spectrum into work. This project first launched in December 2013. We are now in to our fourth year of the programme with the most recent intake in August 2016, and advertising for new posts was published in February 2017.

CASE STUDY

Project Search

David's journey started at St Joseph's Academy where he developed a keen interest in computing and business admin. After finishing school David knew that he wanted to work but didn't know where start.

David enrolled on the Project Search programme at Crosshouse Hospital where he completed 3 supported work placements in the hospital mailroom, pharmacy and HR admin department. David picked up valuable work experience in a busy environment and particularly excelled during his time in the HR department. This experience gave David the direction and drive to pursue a career in admin.

After completing the Project Search programme David worked with his job coach and they identified a 6 month paid opportunity at a local day care centre as a receptionist/admin assistant. The day centre provided new challenges in a public environment, where David honed his communication skills and learned to interact with different groups of people.

Nearing the end of his temporary job David applied for a Community Jobs Scotland opportunity at a local charity. This provided David with experience in answering general enquiries, processing payroll details and providing day to day admin support for officers at the project. During this time David was supported to complete his ECDL at the local library through ILA funding.

After searching for permanent positions David soon discovered that most jobs he identified required an SVQ2 in Business Admin or at interview there was someone with more qualifications. At this point David and his family decided to explore modern apprenticeship opportunities. David's job coach introduced him to Braehead. After some job analysis and initial discussions with the company David was offered a modern apprenticeship post funded by the Scottish Employers Recruitment Incentive (SERI).

David is now making steady progress on his SVQ2 in Business Admin and is slowly becoming an indispensable member of the good inn team.



POSITIVE RECRUITMENT POLICY

As the largest employer in East Ayrshire, the Council has a corporate social responsibility to the community. Although it is everybody's responsibility to ensure equitable opportunities for employment, there are specific services within the Council whose aim is to improve the employability of individuals furthest from the labour market including the Employability Service and Opportunities for All.

In its role as "Corporate Parent", the Council is also responsible for joined up working across services, with key partner agencies and the third sector, to meet the needs of looked after children and young people. This includes "taking the lead" in offering work opportunities to young people who have been looked after by East Ayrshire Council and require some support to enter the world of work and making available opportunities where young people can find jobs and begin to reach their potential.

Assistance is provided to support individuals to make the transition to independent adult living, including improving employability and securing employment, is provided through Integrated Children's Services, mainly through the 16+ Transitions team and through the Employment Support Service.

SCOPE

East Ayrshire Council's Positive Recruitment Policy is designed to ensure that work opportunities are available, with appropriate support if required, within EAC to improve the employment prospects of those furthest from the labour market including:

- Young people who have been looked after by East Ayrshire Council;
- Young people in the justice system;
- People with mental health issues ;
- People in recovery from addiction;
- People with disabilities or long term health conditions;
- People with learning disabilities; and
- People from black and minority ethnic communities, including gypsy/travellers and refugees.

OUTCOMES AND BENEFITS

As well as providing positive outcomes for the individuals involved, it is recognised that there are also a number of benefits to the Council and the community from positive recruitment. These benefits particularly assist those who are out with education, unemployed, and who are receiving support and training through either the Council's services or external agencies.

Outcomes and benefits include:

- Employee becomes more engaged, connected and accepted within their local community and as a result improves mental health and wellbeing.
- Employee has the ability to contribute to the local economy through employment.
- Enhance the Council's reputation as an employer of choice by reflecting the general population in the East Ayrshire within its workforce.
- Completion of tasks to a high standard by individuals who bring a variety of outlooks and perspectives to the organisation.

- Current employees will be able to access development opportunities which arise through the mentoring process which will help to enhance the Council's pool of potential supervisors/ managers for the future.
- The satisfaction of being able to offer someone an opportunity and seeing them develop into fully respected members of the workforce.

POSITIVE ACTION INITIATIVES

As part of the Council's Recruitment and Selection Policy there are a number of positive action initiatives to improve the employment prospects of those further from the labour market, these are as follows:-

- **Disability Confident Employer**

The Council has been recognised as a Disability Confident Employer by Department of Work and Pensions due to the positive action taken to attract, recruit and retain disabled people.

In this connection the Council guarantees to interview applicants with a disability who meet the essential criteria for a job vacancy and also give every assistance when required.

Applicants must indicate at appropriate section of application form that they have a disability.

- **Care Leavers – Guaranteed Interviews**

The Council, as Corporate Parent, operates a guaranteed interview scheme for young people under age 26 who are or have been looked after by East Ayrshire Council. Applicants who meet the essential criteria for a job vacancy will be offered an interview and also given every assistance when required.

In this connection, looked after children and young people are children and young people who have been subject for a period of time of a Statutory Supervision Order while living at home or with a relative or family friend including Kinship care, or have been in care/accommodated in a children's house, residential school or foster care

Applicants must indicate at appropriate section of application form that they are a young person under age 26 who is or has been looked after by East Ayrshire Council.

- **Supported Employment – Job Carving**

When a vacancy arises or when an employee reduces their hours, as part of the review process services should consider job carving and details of this review entered on the Recruitment Administration Form (RAF).

Job carving is whereby each post should be reviewed to determine if the duties of the post can be separated and as a result advertise at reduced hours with a balance of hours being available for an individual in supported employment.

An example of this would be a 35 hour Clerical Assistant vacancy, when duties have been reviewed it is determined for 5 hours per week the postholder is required to carry out shredding and photocopying duties, therefore the vacancy is advertised for 30 hours per week and the balance of 5 hours per week is available for an individual within supported employment.

- **Ring-fenced Job Opportunities**

The Council operates a guaranteed interview scheme for individuals who are within the target groups and are seeking employment whilst supported by a Council service. The individuals must meet the essential criteria for a job vacancy.

When vacancies have been approved by the Vacancy Review Group (VRG), Human Resources will identify and advise the Council's Supported Employment Service of suitable posts which can be made available to

those within the outlined target groups prior to being advertised.

The Supported Employment Service will then liaise with appropriate services to determine if there are any individuals that they are working with and who are seeking employment within the target groups who meet the essential criteria and wish to be considered for the post. This will require to be highlighted to Human Resources within 3 working days who will liaise with the Chair of the interview panel to arrange restricted interview. If there are no suitable candidates identified by this time the post will be advertised in the normal manner.

In advance of interview, a range of supports can be given to both applicant and the interview panel including Mentoring, Job Coaching and option for video CVs ('C ME, C U – CV'), as well as advice about the interview process including appropriate questions or alternative options for work trial rather than standard interview

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 <https://www.east-ayrshire.gov.uk/CouncilAndGovernment/About-the-Council/EqualityDiversityAndCitizenship/EqualityOutcomesandMainstreaming.aspx>.

East Ayrshire Council as an employer has ensured, via the nationally agreed pay scales, which the Scottish Living Wage, of £8.25 per hour, is the minimum pay rate.

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.

CASE STUDY

No Bystander Campaign

“We'll never be bystanders” – that was the clear message from East Ayrshire's Health and Social Care Partnership and East Ayrshire Council as senior representatives of all the partner organisations proved when they signed Stonewall's No Bystanders pledge.

East Ayrshire Council Leader Douglas Reid was joined by Ian Welsh, Chair of the Health and Social Care Partnership, Chief Executive Fiona Lees and Eddie Fraser, Director of Health and Social Care to endorse the national campaign, which was launched to tackle homophobic bullying and abuse.

They signed this pledge:

“I will never be a bystander to bullying and teasing language. If I hear it, I will call it out and if I can, I will stop it. By adding my name I promise to stand up for fairness, kindness and never be a bystander.”

This campaign closely reflects our commitment to having an open, fair and just culture and is in line with our organisational values of being caring, safe and respectful.

It also highlights the damaging effect of abusive language and behaviour across our society, and it makes us think about how we, as individuals and as an organisation, have a responsibility to challenge it.

The Council recognises that we can go further to ensure equality for all of our residents by raising awareness and educating people through campaigns, conferences and events. The close work with Stonewall Scotland, LGBT Youth Scotland and the Equality Network and our commitment through the Ayrshire LGBT+ Development Group and the Ayrshire Youth Development Group ensures that we engage with and support our LGBT community to promote inclusion, wider diversity and address discrimination.



Employment Monitoring

The Council has established equalities monitoring and reporting systems but acknowledges the gaps which exist in its staff identifying themselves by the protected characteristics of disability, race, religion and belief and sexual orientation.

Use of Equality and Diversity Workforce Data

Equality and diversity workforce data is routinely used to support both workforce planning and Human Resources activities.

The full range of equality and diversity strands are used in the context of employment relations, recruitment, redeployment, and promoting attendance undertaken by Human Resources employees.

Age and gender strands have a particular focus within workforce planning and are routinely used and reported within workforce plans and intelligence. This detail has also been essential in work undertaken in relation to the Working Longer Review. Maternity detail also features in workforce planning discussions given the gender and age profile in some services correlates to elevated maternity leave rates in comparison to the overall organisational rate

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 can be delivered for employees unable to undertake the e-learning course. This course is mandatory for all new employees. To date, 327 employees received the classroom based training and 2484 completed the e-learning course.

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 of equality issues in the workplace and in relation to our Service delivery. These include:

- **Gender based violence;**
- **LGBT training;**
- **Respectful Relationships;**
- **PREVENT;** and
- **Nil By Mouth.**

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.

Development of an On-Line Equality and Impact Assessment (EIA) Training

EIA 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. A new training course was developed in 2016/17 to complement the new on-line EIA and is presently being rolled out to all our employees involved in the development of policy.

An awareness session was also delivered to our Elected Members to ensure that they are aware of the new process. Elected Members were fully engaged and asked for further access to the new system. This training will also be delivered to the new administration during 2017/18 following the Local Government Elections in May 2017.

MAINSTREAMING EQUALITY IN EDUCATIONAL SERVICES

Access to quality services is an entitlement for all learners irrespective of where they live in East Ayrshire, or their gender, race, ethnicity, disability, sexual orientation, learning difficulty or disadvantage.

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.

Through further mainstreaming equality into what we do, we will build on our work to date and:

- embed the culture across all educational establishments which fosters respect, choice and understanding and values diversity;
- continue to ensure that unlawful discrimination, harassment or bullying is not tolerated;
- better understand and address the needs of different groups;
- continue to ensure that our strategies, policies, services and plans are assessed in relation to their impact, particularly on groups and individuals who share protected characteristics; and
- importantly, improve outcomes for all of the people who live and work in East Ayrshire.

Best practice activities in relation to equalities are showcased across the Council. Educational establishments engage fully with these events to keep equalities at the heart of what we do.

The range of events noted below support the promotion of diversity:

- Holocaust Memorial Day;
- LGBT History Month, including the annual flag raising;
- International Women's Day;
- Gypsy Roma Traveller Month;
- Learning Disability Week;
- International Day for Older People;
- Anti-bullying Week; and
- International Men's Day

CASE STUDY

Doon Academy Pupils Win National Award

The work of Doon Academy pupils as part of the Mentors in Violence Prevention Programme (MVP) was recognised at a national awards ceremony recently.

Students and staff at Doon Academy in East Ayrshire have been part of MVP for some time and have been using the skills they have learned on the programme whilst also spreading the message to other schools, institutions and the wider community in East Ayrshire.

The MVP model is a tool to help tackle rape, dating violence, sexual harassment, bullying and other forms of violent and abusive behaviour. The programme aims to give both men and women the skills to safely intervene and prevent violence.

The Doon Academy pupils won the Anti-Bullying Champion category of this year's Diana Awards and on Wednesday 9th December, nine current and former pupils who have been involved in the programme received their awards at the INSPIRE Glasgow awards ceremony held at the Emirates Arena in Glasgow. The prestigious award ceremony included a packed day of awards, activities and workshops including inspirational speeches from Scotland's most capped netball player and current Scotland netball coach Lesley McDonald, and top class entertainment from X-Factor finalist Nicholas McDonald.

The Diana Award was founded as a legacy to Diana, Princess of Wales' belief that young people have the power to change the world for the better. Since 1999, the Diana Award has recognised 44,000 ordinary young people who have made an extraordinary difference to their community.

Campus Officer PC Hurren who attended the event said "We are very proud of the commitment that Doon Academy pupils have shown to the MVP programme. It was great to see this commitment recognised at the awards ceremony."



CASE STUDY

Rising Business Star Awarded At Special Schools

An enterprise initiative exclusively for pupils with Additional Support Needs (ASN) and one of the first of its kind in Scotland – has held its finals in Kilmarnock.

The Enterprising Stars Challenge was specially created for ASN pupils after Park School successfully competed in the 2015 Sir Tom Hunter Challenge, an event which encourages pupils to explore business and develop marketable ideas

Park pupils created an innovative ID badge with a pen holder and their excellent pitch to a panel of 'dragons' encouraged organisers to develop an initiative just for teams from special schools and supported learning centres.

A total of 13 teams took part and judging took place at the Park Hotel.

Prizes awarded in three age categories: Primary School, Secondary School (Broad General Education BGE, S1-S3) – and Secondary School Senior (S4-S6).



East Ayrshire Support Team (EAST)

EAST Team recognises the importance of positive cooperative working and aims to build positive working relationships with all partners that children/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 3-18years) 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 support 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.

CASE STUDY

Willowbank Duke of Edinburgh

Five pupils from Willowbank School in Kilmarnock earned a prestigious Duke of Edinburgh Bronze Award.

The five pupils took part in a series of demanding challenges which tested them physically, mentally and emotionally on their route to success. In the course of the award, the pupils had to complete a number of tasks and learn new skills – which included mapping, walking, wall climbing, sailing and volunteering.

For many of the mainstream pupils, completing any of these would be a triumph, but the pupils went further – as well as the set tasks, they also had to complete a two day and one night camping expedition in the great outdoors – which they passed with flying colours!

Not only did the five set up camp with minimal support, they also cooked on stoves, had a BBQ and worked well as a team making the expedition a great success and a pleasurable experience for all involved, school staff included.

Only one of the boys had ever slept in a tent before, so it was a real test of character.

Staff and parents are very proud of them and we were amazed at how resilient, responsive and motivated they were to meet the massive challenges of sleeping away from home and braving it in torrential rain too!"



EAST also provide support and training in relation to Gypsy/Travellers. The training session raises awareness of Gypsy/Traveller pupils in schools and discuss some of the issues/challenges involved in ensuring their educational needs are being met. It also draws attention 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 was also established and is now being updated bi-annually or when a school shares a new child/young person's information with the EAST Manager.

The EAST Team has also provided and continues to provide support to the Syrian Refugees who attend our early years centres, primary schools and secondary school. Although this work has been demanding at times it has been extremely rewarding for not only the children, but also for their families, schools, pupils and the local community.

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

Attainment Challenge

The Scottish Government have announced that they will introduce a new socio-economic duty on public authorities in 2017. This is to ensure that organisations in the public sector take account of socio-economic disadvantage when they are making strategic decisions.

The Scottish Index of Multiple Deprivation (SIMD) 2012 highlights that 20% (1 in 5) of East Ayrshire residents live in the 0-15% most deprived areas in Scotland. The challenge, therefore, is to provide high quality services for all, while specifically targeting additional resources in our communities in our most disadvantaged communities to improve outcomes.

To support children and young people in relation to literacy, numeracy and health and wellbeing and to tackle poverty related attainment, East Ayrshire Council is a Challenge Authority.

In February 2015, the Scottish Government announced the Scottish Attainment Challenge, which is about

achieving equity in educational outcomes. Equity can be achieved by ensuring every child has the same opportunity to succeed, with a particular focus on closing the poverty-related attainment gap. The Attainment Scotland Fund is a targeted initiative focused on supporting pupils in the local authorities of Scotland with the highest concentrations of deprivation. Schools are identified on the basis of supporting a significant proportion of pupils and families from communities which are facing some of the greatest challenges across Scotland.

When the Scottish Attainment Challenge was announced in February 2015 the focus was on primary schools and targeting improvements in literacy, numeracy and health and well-being. When the second element of the Challenge was introduced in October 2015 six primary schools in East Ayrshire were chosen by the Scottish Government to take part.

The third aspect of the Challenge is the Innovation Fund which was introduced in January 2016, for this cohort, 15 completed applications were submitted. The following schools and services were successful in their bids; Willowbank School, St Joseph's Academy, Cumnock Supported Learning Centre, Hurlford Primary, the Outdoor Learning Service and Doon Academy.

On June 9, 2016 East Ayrshire Council was invited to become a Challenge Authority. This invitation coincided with the launch of the Attainment Scotland Fund Secondary Programme. The authority was asked to prepare a plan detailing what interventions would be taken forward over the next five years to address the poverty related attainment gap.

An Improvement Plan for the Scottish Attainment Challenge in East Ayrshire has been developed. The development of the plan involved significant consultation and working with head teachers and officers and close analysis of data and our specific authority context. The plan reflects the work already underway in the Schools Programme and the successful initiatives already ongoing across East Ayrshire involving EAST and ongoing development of literacy and numeracy.

Our challenge is now to build on the evidence based innovations introduced in the Schools Programme as we move forward as a Challenge Authority and participate in the Secondary Schools programme. The opportunity to develop a coherent range of initiatives over the next 5 years to address the poverty related attainment gap will bring transformational change to the lives of children and young people in East Ayrshire.

CASE STUDY

Science Week – Willowbank

National Science Week was a big hit with the pupils at Willowbank School, as they celebrated and explored science in all its forms at their Science Fair. With the help of volunteers from the Kilmarnock Engineering and Science Society KESS, teachers from St Joseph's Academy and senior pupils from Stewarton Academy, the pupils explored rockets, astronomy, electricity and the properties of mass with a series of fun activities and experiments.

KESS adopted Willowbank when the society sponsored the school last year and returned to Willowbank after their involvement last year. The school have kept up and developed their interest in science and engineering. The Fair was organised by KESS, with the help of eight volunteers from our society, two teachers from St Joseph's and senior pupils from Stewarton Academy. Between them they have a wide range of experience in science and engineering and because of this they were able to create fun activities which reflect many areas of interest.

Willowbank has always had a very proactive approach to science, and their involvement with the Kilmarnock Engineering and Science Society last year helped them develop and sustain the interest of the pupils. A day like this provides huge benefits for the volunteers and pupils alike, as they all share their enthusiasm, knowledge and thirst for learning about all areas of science. Everyone took something positive away from the day. A real triumph of inclusive education in action.



School Estate Programme

East Ayrshire Council has committed to a £469.483m investment in the communities of East Ayrshire. The updated 10 year Capital Investment Programme provides a framework for Capital Investment whereby projects are aligned to the Council's asset management aspirations and designed to support the overall objectives of the Community Plan and Transformation Strategy.

A significant sum, from this major investment, has been allocated to improving the schools' estate to ensure that our children and young people experience a learning environment that is modern, inspiring, accessible and fit for purpose.

A significant number of projects are being developed:

New builds

- William McIlvanney Campus, Kilmarnock – a merger of Kilmarnock Academy, James Hamilton Academy, New Farm Primary and Early Childhood Centre, Silverwood Primary, 2-18 provision for Gaelic education and flexible facilities for the community. The Scottish Government has awarded additional revenue support for this project
- East Ayrshire Learning Campus, Knockroon – a merger of Auchinleck Academy, Cumnock Academy and Supported Learning Centre, Barshare Primary, Early Childhood Centre and Supported Learning Centre, Greenmill Primary and Early Childhood Centre, Hillside School and flexible facilities for the community
- Whattriggs Primary School, a new build incorporating Bellfield Primary and Early Childhood Centre, Kirkstyle Primary and flexible facilities for the community
- A new build incorporating Muirkirk Primary and Early Childhood Centre and flexible facilities for the community
- A new build incorporating Bellsbank Primary and Early Childhood Centre and flexible facilities for the community
- A new build co-locating St Sophia's Primary School on the site of Galston Primary

Extensions

- A extension and a programme of refurbishment at Stewarton Academy
- An extension to Fenwick Primary School to provide a new gym hall/dining facilities and two upgraded classrooms
- An extension to Hurlford Primary School and Early Childhood Centre to provide new dining facilities, new toilets, upgraded provision for early years and external fabric upgrades
- An extension to Dalrymple Primary and Early Childhood Centre to provide upgraded facilities for early years and upgraded facilities for the community
- An extension to Dunlop Primary School and Early Childhood Centre
- An extension to Crosshouse Communication Centre
- Extensions to Lainshaw, Cairns Auchinleck and Riccarton Early Childhood Centres

Refurbishments

- Loudon Academy
- Hillhead Primary School
- Kilmaurs Primary School and Early Childhood Centre
- Lainshaw Primary School
- Loanhead Primary School and Early Childhood Centre
- Logan Primary School
- Netherthird Primary School
- Nether Robertland Primary School

CASE STUDY

Anti Sectarianism

New Farm Community Council, which started an anti-sectarian project back in January 2015 with funding from the Voluntary Action Fund, held the celebration event to recognise the achievements of the young people.

The Youth Initiative Organiser from the Community Council, worked with East Ayrshire Council's Vibrant Communities Service and local schools to identify nine pupils who would be interested in taking part in this worthwhile project.

The pupils, with four teachers and a youth leader, travelled to Northern Ireland where they toured Belfast and met a variety of people including the mediation Northern Ireland offices and local peace groups.

The group stayed at Corrymeela Peace Camp for the weekend and participated in workshops with two local facilitators learning about transition and change and how people from different backgrounds can live and work together.

This was just the beginning for the pupils. Since returning from Northern Ireland, the young people became involved in peer education within their schools, local youth groups and faith groups. They have shown great maturity by presenting their experiences at large scale events including an event at Dynamic Earth in Edinburgh.

The young people also trained the next group of eight pupils who visited Northern Ireland earlier in 2016. This team of young people have delivered presentations and workshops to their peers and to local Syrian refugee families, and they also helped to organise a Celebrate Diversity music festival in aid of local refugee families where they raised £640.

There are more activities already planned or in the pipeline, the work of everyone involved, in setting good, positive examples of community spirit and showing that prejudices, whether new or old have no place in this or any other community.

The project was made possible by funding from In Wi' the Mix, the Scottish Government and East Ayrshire Council.

The group are now planning their third trip which will include pupils from Park School.



Early Childhood Centres have supported the Violence Against Woman Partnership by taking part in the 16 days of Action Against Violence during the months of November and December. The focus for early years during the 16 Days of Action over the last 2 years has been promoting positive relationships in the early years.

Examples of activities that have taken place in centres to support the 16 days of action are:

- open days;
- inviting parents into centres and providing workshops to inform parents how staff work with the children to promote positive relationships; and
- inviting parents to take part in play activities with the children.

Early Childhood Centres continue to support the Violence Against Woman Partnership by taking part in the 16 days of Action Against Violence during the months of November and December. The focus for early years during the 16 days of action over the last 2 years has been promoting positive relationships in the early years.

CASE STUDY

Protecting People Superheroes

Pupils from across East Ayrshire attended Council HQ to receive certificates for work they did to design 'Protecting People superheroes'.

Members of the Council's Adult Protection team have been visiting schools to talk about the importance of children sharing their worries if they feel that they, or someone they know, is in need of help or protection. Pupils got to watch a three minute animation within which child characters perform 'special acts of kindness' that would turn them into Protecting People superheroes. The special act is about sharing worries about someone in need of help or protection with a trusted adult who can then take action to access help and support for the person at risk.

After watching the animation, pupils got to discuss the topics contained within it such as bullying, self-harm, domestic violence and neglect. The pupils were then tasked with producing a poster, story, comic or leaflet which would help share the Protecting People message, and these were entered into a competition.

17 schools from across East Ayrshire got involved in the project and Protecting People sessions have now been delivered to over 1,250 pupils.



Rights Respecting Schools

Supporting the embedding of children's rights across the curriculum, the department has continued to work in partnership with UNICEF, providing a number of courses supporting educational establishments in achieving Rights Respecting Schools Award status. As at 31 July 2016, 41 of 54 (76%) establishments are now registered with UNICEF. 100% of secondary schools have registered, with 5 schools achieving Record of Commitment (RoC) status. 30 primary schools (71%) are now registered, with 10 having achieved RoC status. One school has been awarded Level One status. 2 of 3 SEN establishments have registered and both have achieved RoC status. A further five schools are being supported through a partnership with BT.

Transgender Toolkit

In June 2016 a Transgender Toolkit was launched for all schools and services that support young people in East Ayrshire

The purpose of the Toolkit is to offer supportive and practical information to all employees in East Ayrshire Council who work with children and young people in order to support young people who are or may be gay, lesbian, bisexual or transgender.

The guidance has been developed by the Principal Officer Equalities in consultation with LGBT Youth Scotland, four schools, two youth groups, two parents, two former transgender students, NHS Services and others. It was initiated by draft guidance shared by Fife Council in early 2015, and adapted to fit into the principles of East Ayrshire Schools.

While it is expected that the school's Equality Lead and/or Senior Management Team representative become familiar with this guidance, it is not anticipated that all employees will read all the guidance at one time but rather be able to select sections as required.

The Toolkit will be monitored, reviewed and updated as required.

CASE STUDY

Confucius Hub

Pupils at Grange Academy celebrated the launch of a Confucius Hub at the School, aimed at giving pupils a head start in learning Mandarin.

The Hub builds on work the Council has already done to develop Mandarin and an awareness of Chinese culture in schools and within the curriculum.

Chinese language and cultural studies are well established in Grange and Loudoun Academies and options to study the language from S1 to National Qualifications are available.

The new Hub is supported by the Chinese National Office for Teaching Chinese as a Foreign Language (HANBAN), the Scottish Government and the Confucius Institute for Scotland's Schools at the University of Strathclyde.

The launch event was marked with a series of celebratory activities, with P5 pupils from Annanhill Primary School and S1 and S4 pupils from Grange Academy singing and dancing, demonstrating some of the skills and cultural knowledge they had learned.

The launch event was attended by representatives from the Confucius Institute for Scotland's Schools, Dumfries House, Ayr College, Councillors and Council Officers and was hosted by Kate McKenzie and Cameron Hill, Head Girl and Boy at Grange Academy.

The Confucius Hub will help broaden the understanding our young people have of the world, through links and exchanges between fellow pupils in Tianjin.

It will also help them develop the knowledge, confidence and skills to meet the challenges of our ever changing world through real-time interactions with pupils in a completely different culture.

The experience is fun, helps build confidence in language learning and is a fantastic way to learn a complex but very rewarding language.



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 undertook equality training to ensure that there is an understanding of equality issues in relation to the work of the Board, and this will be repeated for new members following the Local Government Elections in May 2017.

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.

In April 2014 the East Ayrshire Licensing Board published three Equality Outcomes which support the Equality and Human Rights Improving Equality Outcomes Project:

Progress in relation to the East Ayrshire Licensing Board Equality Outcomes

Equality Outcome 1
Service users across equality groups are positive and engaged with the Licensing services.
Equality Outcome 2
Licensing information in East Ayrshire is accessible.
Equality Outcome 3
Members of the Licensing Board and Licensing Forum knowledge and understanding of equality issues increased.

Equality Groups are Engaged

In order to ensure that the Licensing Board could ascertain that information in relation to the functions and instructions of Licensing was accessible, the first step in this action was to capture the equality monitoring of data for personal license holders which was mainstreamed in 2015. However, there has been a very low response rate with only 48 (14.8%) returned.

To further develop and enhance engagement in relation to equalities, the Statutory notification issues in relation to mandatory refreshers will also contain equality monitoring forms.

Licensing Information in East Ayrshire is Accessible

Translation statement available on website and applications – Application forms can be translated on request. However, to date no request has been made. Support is also available from employees to assist applicants to complete application forms.

Members of the Licensing Board and Licensing Forum Knowledge and Understanding of Equality Issues Increased

During 2014/2015 we ensured that all Board members received equality training to increase an understanding and awareness of the general and specific duties. East Ayrshire Council's e-learning equality and diversity was undertaken by all Board and Forum members.

The Equality and Diversity Training for Board and Forum members has been mainstreamed into the induction of new members. In May 2017, and new Licensing Board will be informed in line with the local Council Election and the Equality and Diversity training is now a mandatory component of the overall training package.

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.

EQUALITY OUTCOME - PROGRESS

In April 2013, East Ayrshire Council published a set of Equality Outcomes <https://www.east-ayrshire.gov.uk/Resources/PDF/E/Shared-Equality-Outcomes.pdf>. The Council has made good progress in the last few years in improving its approach to the equalities agenda. There is clear evidence that the majority of Equality Outcomes have been progressed, however where there is still work to be undertaken in relation to one outcome with regards to Gypsy/Travellers, namely:

- Transit site identified and developed for Gypsy/Travellers.

The new Equality Outcomes have been developed in partnership with 9 other statutory bodies in Ayrshire, including North and South Ayrshire Councils, and NHS Ayrshire Arran. These outcomes apply to our schools and East Ayrshire Licensing Board.

Outlined below is the progress we have made in relation to all our outcomes set in 2013.

Equality Outcome: The gap in educational attainment between protected characteristics reduced

What we set out to do:

Narrow the gap in relation to educational attainment. Attainment is a challenge for all and whilst many parts of East Ayrshire enjoy prosperity, significant inequalities exist within and between our communities and these impact upon the lives of our children and young people.

We know from the Scottish Indices of Multiple Deprivation (SIMD 2012) and Scottish Neighbourhood Statistics that East Ayrshire is and consistently has been one of the most deprived areas relative to Scotland as a whole.

What we did:

Literacy and Numeracy

Through the established Numeracy Hubs, our Numeracy Leaders have supported establishments in engaging with the professional learning resources on the National Numeracy and Mathematics Hub. Colleagues attended National Forums and Conferences and disseminated information and shared their key learning. The Numeracy Leaders regularly signpost resources through the Glow system. This approach ensures that all staff have the most up to date guidance and advice on best practice in learning, teaching and assessment in numeracy and mathematics.

Training was provided to class teachers and classroom assistants on the use of the Numeracy 5 Minute Box resource. This targeted intervention strategy, which focuses on the development of early mental agility, is helping individual children and young people to complete simple calculations more quickly and accurately and supporting these young people in becoming more confident in their approach to learning in numeracy.

The East Ayrshire Assessment Toolkits are now used effectively in almost all primary schools, and in increasing numbers of secondary schools, to provide evidence of children's progress and achievement and to support teachers in making valid and reliable professional judgements. The results of these assessments are being used to support transition, particularly from primary to secondary, ensuring that children's learning is based on previous knowledge and skills. Practitioners report that this information is helping them plan more effectively for the children and allowing them to increase the pace of learning. Young people commented that the assessment tools help them in identifying things they are doing well and areas that they needed to improve.

Using the Improvement Science Model to carry out small tests of change, one learning community has focused on developing reading comprehension strategies. The data gathered from this shows that children's reading ability has improved from their previous levels of attainment and the plan is to reciprocate this approach in other establishments.

East Ayrshire Support Team (EAST) demonstrated their commitment to early intervention by providing blocks of targeted input in the Primary 1-3 stages. In Primary 1, there were 58 pupils across 10 establishments who accessed targeted literacy support from the team; the Early Level Literacy Assessment Tool (ELLAT) diagnostic assessment was the main tool used to identify the focus. In Primary 2, the team supplemented EAST's allocation of 'Closing the Literacy Gap' (CLG) input to identified pupils. In total, 76 pupils received an average of 27 lessons delivered on a 1-1 basis. In addition, an extension to this intervention was introduced enabling pupils to transfer skills covered within the intervention to the classroom setting. In total, 34 pupils accessed this support. The Quest screener assessment tool, administered across all East Ayrshire establishments, identified twenty primary establishments who would benefit from additional targeted support for their Primary 3 cohort of pupils. In a bid to build capacity, EAST delivered a model where some of the pupils with the greatest literacy difficulties were directly supported by their class teacher. In total, 5 pupils received this support and an additional 64 were supported by the Raising Attainment teacher from EAST or as a joint class teacher/EAST teacher intervention.

In all of these targeted interventions pre and post assessment information is collated to measure impact and shared with stakeholders through EAST's summary report.

Wider Achievement Awards

Wider Achievement continues to be recognised as an important contributor to improved attainment, particularly for those young people who have become disengaged and who subsequently experience success through outdoor learning, or perhaps participation in a team-building activity, which signposts a new direction or a change of attitude. Wider achievement is open to all and all can benefit from participation in this type of activity where learning is not confined to the classroom.

Schools continue to develop and refine wider achievement programmes. As a result of the new Insight benchmarking tool being implemented secondary level pupils will have wider achievement activities which carry SCQF tariff points formally recognised along with group award qualifications which previously did not feature in formal publication of statistics.

Reflecting the revised senior phase curricular structures and the support from the Business Enterprise Fund coupled with strong partnerships with colleges and local businesses, pupils have access to an extensive range of non-SQA courses, including: Caritas, Duke of Edinburgh, John Muir, Activity Leadership, Caledonian Awards, RYA Sailing Award, Dynamic Youth Awards, ASDAN Awards, New Horizon, Transition Challenge, Towards Independence, Health & Wellbeing Awards (Level 3, 4 & 5), Employability Awards, SFW, Saltire, People in Society, Sports Ambassadors, Personal Development, CREST (Science Award), National Navigation Award, HeartStart, Junior Sports Leader Award (JSLA), Community Sports Leader Award (CSLA), Young Enterprise, Mark Scott Leadership for Life Award.

Over the last year we have continued to work with a range of partners including the Council's Vibrant Communities Service. The Duke of Edinburgh Award is now undertaken at Bronze, Silver and Gold levels. The award is being offered in all 9 academies, 2 special schools and two community based open groups providing additional avenues to participate within the Award. This work has resulted in the achievement of over 52 Duke of Edinburgh Awards being achieved in 2014/15 across bronze and silver levels.

"I have really enjoyed helping at Brownies. I have loved getting to know the girls and assisting them each week. I also feel my confidence has grown"

Bronze Duke of Edinburgh participant, Loudoun Academy, 2014-15.

What difference did we make?

Exams results data focusing on all pupils, rather than school leavers, was published formally by INSIGHT on 9 September 2016. High level (pre-appeal) results indicate improvements in performance in S5 and S6 in six of the eight indicators covering Literacy and Numeracy at Level 5 and Level 6.

Analysis of data shows an upward trend in attainment of young people in S5 and S6 who achieved SCQF Level 5 in literacy and numeracy in East Ayrshire. In each year since 2013 East Ayrshire's performance at SCQF Level 5 and 6 has been above the National performance.

What we will do now?

East Ayrshire Council have been awarded funding from the Scottish Government to take part in the Attainment Challenge Programme. When the Scottish Attainment Challenge was announced in February 2015 the focus was on primary schools and targeting improvements in literacy, numeracy, and health and well-being. When the second element of the Challenge was introduced in January 2016 six schools in East Ayrshire were chosen to take part.

Our challenge now is to build on evidence based innovations in the Schools Programme as we move forward and participate in the Secondary Schools programme. The opportunity to develop a coherent range of initiatives over the next 5 years to address the poverty related attainment gap will bring transformational change to the lives of children and young people in East Ayrshire

Equality Outcome: Children and young people supported to develop strategies in relation to self-esteem and confidence building

What we set out to do:

The Council set out a commitment in the Children and Young People's Service Plan 2011-2015 to survey young people's views in relation to the four key capacities and the SHANARRI wellbeing indicators.

A questionnaire, based on the Scottish Government's Establishment Guide to Evaluating Wellbeing publication, was designed to provide a subjective snapshot of how children and young people feel in respect of safe, health, achieving, nurtured, active, respected, responsible, and included (SHANARRI).

What we did:

The Council and its community planning partners set out a commitment in the Children and Young People's Service Plan 2011-2015 to survey young people's views in relation to the four key capacities and the wellbeing indicators.

A questionnaire, based on the Scottish Government's Establishment Guide to Evaluating Wellbeing publication, was designed to provide a subjective snapshot of how children and young people felt in respect of safe, healthy, achieving, nurtured, active, respected, responsible, and included (SHANARRI).

It is important to note that the survey is not an assessment tool and records children and young people's views only. It is not designed to replace or align with the professional judgements of teachers or other education, health or social work professionals.

The 2016 survey remains unchanged from the 2014 survey to allow for a comparison of perceptions of children and young people from year to year. However, it is important to note that the 2016 responses refer to a different cohort of children and young people, rather than tracking the same children and young people through school, and variation between years is expected. In 2015/16, children and young people continued to take part in multi-agency awareness raising roadshows such as:

- Substance Misuse (SPICE)
- No Knives Better Lives
- Mental Wellbeing
- Embracing the Arts (Stewarton and Loudoun Academy)

The shows were delivered in each of our academies and evaluated. Young people stated that they were more aware of HWB issues and services available to support them.

Initiatives including, Jenny the Bear, SPICE, Positive Mental Attitudes (PMA) and peer mentoring have continued and given children and young people information on substance misuse and its effects.

What difference did we make?

Supported by Police Scotland, the roll out of the Mentors in Violence Prevention (MVP) gender based violence programme was extended. In session 2015/2016, eight secondary and two Additional Support Needs schools delivered the programme. Over 90 young people from 10 establishments attended the Mentor training session.

To assist schools to achieve the Children and Young People's Service Plan's stretch aims, via GLOW, staff have access to 3-18 HWB teaching materials to help them deliver inputs to their children/ young people on topics such as Relationships, Sexual Health & Parenting (RSHP), Substance Misuse, Internet Safety, MVP and Mental Health.

To assist the adults who work with the children/young people here in East Ayrshire a full suite of free HWB training was offered to council and partnership agency staff.

On 19 October 2016, the survey link was circulated to all primary and secondary schools in East Ayrshire. Establishments were asked to issue the survey to P3, P6, S1 and S3 pupils for completion by 30 October 2016.

A total of 1,744 children and young people participated in the survey, which given the pupil population of 15,824 children and young people, produces, at 95% confidence level, a confidence interval of +/- 2.2%. The level of responses in 2016 is similar to the levels recorded in 2014 (1,497 responses) and 2015 (1,553 response).

What we will do now?

We will evaluate the effectiveness of the Children and Young People's Service Plan 2015-2018. It is proposed that the Wellbeing Survey is issued to schools in May of each year, until 2018, with results collated and published by the end of July each year.

In keeping with the 2015 survey, wellbeing scores noticeably dip as pupils move through each class/stage. It is proposed that focus groups are organised to gain further clarification from pupils and teachers regarding how they felt wellbeing is supported in East Ayrshire, and to identify improvement activities that could be taken forward during academic session 2017/18.

Equality Outcome: Number of people who are training achieving positive destinations

What we set out to do:

The Council will continuously develop innovative programmes for our most vulnerable groups to ensure that they achieve positive destinations.

What we did:

Developing the Young Workforce

- A range of activity has been taken forward under the auspices of **Developing the Young Workforce (DYW)** since the Regional Group was awarded funding in August 2015. The Group is led and hosted by Ayrshire Chamber of Commerce, which works with key stakeholders, including East, North and South Ayrshire Councils, Ayrshire College, Skills Development Scotland, Scottish Enterprise, Federation of Small Businesses and the wider business community. The DWP Ayrshire Group is focused on:
 - Encouraging and supporting employers to engage directly with schools and College
 - Encouraging more employers to recruit more young people.
- Activity progressed in 2015/16 specific to East Ayrshire includes the following:
 - **Connecting with employers:** DYW Ayrshire has presented to a number of small business networking groups, held face to face meetings with a number of employers across East Ayrshire and held a SME (small and medium sized enterprises) focus group. Ayrshire College engages extensively with employers and activity has included hosting an Engineering Skills Seminar at the College during Scottish Apprenticeship Week in March 2016.
 - Ayrshire has developed a number of outstanding school and college employer partnerships and work placement models. Examples of this work in East Ayrshire includes the **Learn4Work programme**, aimed at S3 learners, who have an opportunity to go off timetable for a school week and become employees of a host company and with an opportunity to work towards accredited SQA qualifications. Cumnock Academy was the pathfinder school for Learn4Work, with pupils participating in session June 2016 as an entire year group.
 - Innovative activity includes the **2plus3 Initiative**, piloted by Grange Academy in Kilmarnock in session 2015/16. Pupils in the senior phase of secondary education spend 2 days in full time education (at both school and college) and 3 days gaining experience in work. The initiative is targeted at young people in danger of disengaging with full time education, enhancing their employability skills and making them more job ready. Seventeen young people participated in the pathfinder programme at Grange Academy in session 2015/16.
 - **Flexible Pathways Initiative (FPI)** (formerly 2plus3 Initiative) seeks to provide people with an opportunity to gain a valuable workplace learning experience which is complemented by their school based curriculum. The initiative runs for a full school session and gives pupils an opportunity to experience an employment sector of their choice, supported by a partner network. East Ayrshire secondary schools have each been allocated 10 FPI places during the 2016/17 school session.

What difference did we make?

Young People into Positive Destinations

- There were 1,328 leavers from East Ayrshire's mainstream schools in June 2015. The proportion of leavers who were in a **positive destination** in October 2015 was 93.9% and by the follow up survey in March 2016 this had fallen to 90.7%. Statutory winter leavers were the group that had the highest proportion of leavers reported a negative destination in both returns (8.5%).

- **Employability and Engagement Officers** from Ayrshire College are currently working in schools with young people who are most at risk of not progressing to a positive destination. They build relationships with the young people, facilitate visits to the college and support them through both the transition to college and when they start. This has already been successful with this year's winter leavers.
- The success of the 2014/15 **summer programme with Ayrshire College** was consolidated and extended through a range of activities tailored to the needs of young people, which took place during June and July 2015. Based at the Hive in Kilmarnock Campus, and supported by Ayrshire College employability and engagement officers, 34 young people participated in the 6 week programme. An important addition was a regular input from the Council's Vibrant Communities Essential Skills service with a focus on supporting young people with literacy and numeracy skills.
- **Skills Development Scotland (SDS)** delivered 6,239 career sessions for 3,590 people through a mix of group and one to one sessions, and the employer engagement team provided skills advice to 48 local businesses.
- The **Activity Agreement** programme continues to be implemented for young people most at risk of not entering a positive destination when leaving school.

What we will do now?

We will continue to work with partners to ensure that young people achieve their potential and ensure that they reach a positive destination.

Case study

David came in contact with the Supported Employment Service after looking for some assistance moving into work. Working with his job coach David identified that he was seeking a job where he was outside completing manual work.

David's job coach set up a meeting with East Ayrshire Council's Outdoor Amenities Team to explore possible placement opportunities within the Council. Following funding from the Employability team David completed his SVQ2 in horticulture and gained valuable work place experience. After completing his SVQ2 David was still struggling to find employment after his placement and joined the Project Search Programme up at Crosshouse hospital to expand his skill base.

During David's time at Crosshouse Hospital he completed placements in the pottering and grounds maintenance departments of the hospital.

After finishing the programme at Crosshouse Hospital David re engaged with the Supported Employment Service who used David's new experience base to market him to prospective employers.

After some discussion Billy Bowie tankers met with David and offered him a work trial as a vehicle valet. After some job coaching assistance from the Supported Employment Service David was offered a contract at Billy Bowie tankers. David couldn't be happier and takes pride in maintaining the fleet of bright yellow tankers.



Equality Outcomes: Women, older people and disabled people have access to safe and sustainable transport

What we set out to do:

To work in partnership with Ayrshire Roads Alliance, Strathclyde Partnership, for Transport, Network Rail, Scot Rail (Abellio) Stagecoach and Coalfield Community Transport etc. to ensure that women, older people and disabled people have access to safe and sustainable transport.

What we did:

Transport services and infrastructure

A76 Transport Corridor Partnership between East Ayrshire and Dumfries and Galloway Councils continues to meet regularly to develop an integrated strategic plan for the multi modal corridor.

SPT invested £1.095 million in East Ayrshire in 2015/16 as part of its capital programme for a number of projects, including A70 and A71 Route Improvements, Galston to Newmilns Cycle Route, Kilmaurs Park and Ride Extension, and improvements to Kilmarnock and Cumnock bus stations.

Financial support is also provided for bus services, including the MyBus demand responsive transport service, which fills gaps in the commercial bus network and supports access to services and employment for local people.

Bellfield Interchange has been identified as a strategic junction, which links to key development sites. Through the Ayrshire Growth Deal, the Council will seek to work with Transport Scotland to design and review the options for the Bellfield Interchange to overcome development constraints.

Kilmarnock Railway Station

Access for All: Kilmarnock railway station is included in the Department of Transport's 'Access for All' programme, with the aim of ensuring improved access to the station for passengers. Works will be taken forward by Network Rail in partnership with Transport Scotland and ScotRail (Abellio) and the Ayrshire Roads Alliance. The initial feasibility work at Kilmarnock railway station was completed in January 2017.



In addition, the Kilmarnock Station Railway Heritage Trust was formed in 2014 to bring a number of redundant railway offices and rooms into community use.

During the summer of 2014, plans were finalised and funding achieved through the Scottish Stations Community Regeneration Fund and the Railway Heritage Trust.

The official opening of the first phase of this project to bring the redundant part of the station back into full use was on August 2015. The fully-refurbished rooms offer office space, meeting rooms, a gift shop, book shop, coffee shop, and a records office for the Glasgow & South Western Railway Association.

The second phase of the project will see a multi-media facility, complementary therapies suite, washing and shower facilities for cyclists and a storage area for bikes established at the station.

These refurbishments not only bring regeneration into the town centre but also ensure accessibility for people with mobility issues.

Kilmarnock Bus Station

The Ayrshire Roads Alliance (ARA) placed an order for the replacement of two internally illuminated fascia signs. The ARA is also conducting a feasibility study, with funding from SPT, which is looking at further improvement options at the bus station including the cladding and waiting areas. Smith Findlay Architects have been commissioned to undertake the feasibility study and this must be completed before the end of March 2017. The ARA has submitted a bid to SPT's capital programme for 2017-18 for £110,000 for the bus stations. This is for detailed design of the options coming forward from the current study plus the replacement of the shelter waiting facilities at Cumnock bus station.

Real Time Passenger Information Bus Stops

A modern real-time bus information system has been introduced at bus stops throughout Ayrshire, the Real Time Passenger Information system, is a joint initiative between (SPT), East Ayrshire Council, North Ayrshire Council, South Ayrshire Council and Stagecoach. The new system was rolled out to the busiest bus stops.

The buses on these services have been fitted with tracking devices which will allow the actual arrival time of the next bus to be displayed on a screen at the bus stop. The screen will also show timetabled arrival times for other bus services that are not fitted with a tracking device.

People with impaired vision have also been able to benefit from this system with a fob activated voice system.

Stagecoach

Following the success of easy access lo-liner buses, all future new bus deliveries to Stagecoach will feature low-step entrances and buggy zones. In time, their entire fleet will feature lo-liner facilities.

Coalfield Community Transport

The expansion of the Coalfield Community Transport has allowed more people to access the service. The project now has ten minibuses, seven of which are fully accessible by anyone who uses a wheelchair. All services are available all year round. Membership of the Group Transport service is open to all community and voluntary groups, with an appropriate constitution, within East Ayrshire. There are currently 145 groups who have membership. The project has a pool of 197 volunteer drivers, all trained to the nationally recognised Minibus Driver Awareness Scheme (MiDAS). Over 30 volunteers drive regularly for a number of groups.



What difference did we make?

This has been a partnership approach to improving transport and connectivity in East Ayrshire. The availability of accessible and affordable transport is essential in ensuring that communities in East Ayrshire are connected. The developments have seen an improvement in local transport, especially in terms of accessible transport with real time bus stops and lower level buses.

What we will do now?

We will continue to work with the local transport services to ensure that issues in relation to accessing public transport are resolved.

Case study

The Equalities Forum held an event which brought together Ayrshire Roads Alliance, Scot Rail, Network Rail, Stagecoach and SPT together with members of the Equalities Forum to discuss issues in relation to transport in East Ayrshire.

This allowed members of the Equalities Forum to air issues in relation to local transport with the main providers and discuss solutions that benefit all.

The event allowed a platform for engagement for local people who would not normally be able to access all services at one time.

Equality Outcomes: Women, older people and disabled people have access to goods and services

What we set out to do:

The Council worked with local communities in the development of Community Led Action Plans. This allowed local people to have the opportunity to have a say in not only on their local environment, but also on access to goods and services.

The development in and around town centre living has also allowed women, older people and disabled people to have access to goods and services locally.

What we did:

Community Led Action Plans

Community Led Action Plans form a core part of the business of East Ayrshire's Vibrant Communities section, empowering communities to plan, priorities and progress community led regeneration in their area, thereby transforming the Council's relationship with the communities it serves.

To date, 16 Action Plans have been launched, with plans in place to roll this approach out across all of our communities.

Local communities are supported to work with local businesses, voluntary organisations and public sector partners to realise their vision, as set out within the Action Plans. The Plans also underpin the Community Planning Partnership's new approach to locality based planning, in line with the Community Empowerment (Scotland) Act.



Innovation: The innovation in this work is the genuine shift in the balance of power: it is no longer about the Council 'doing things to' or even 'doing things for' the community - the Community Led Action Plan process empowers local residents to shape and to drive forward the regeneration of their own communities.

Importantly, the Community Led Action Plans which evolve are not East Ayrshire Council's but belong to the community.

We are truly seeing the transformation of our relationship with communities from one of dependency to one of empowerment.

Impact:Community Led Action Planning:

- Provides communities with an opportunity to participate in planning for their future.
- Generates more involvement and interest in communities from local residents, businesses, organisations and other stakeholders.
- Enables communities to be both leaders and partners in their own development.
- Assists communities in seeking additional funding to support projects identified within their plans.
- Encourages innovation and co-operation within communities across East Ayrshire.

New council housing

Since December 2016, five new build affordable housing sites were completed; 3 in Kilmarnock and 2 in Galston, providing 133 affordable, energy efficient, fit-for-purpose homes in town centres as part of the Strategic Local Programme (SLP) 2012/2015.

Two further new build affordable housing sites have commenced on site; 1 in Cumnock and 1 in Kilmarnock. Two bungalows for older and ambulant disabled residents are being provided to increase the supply on the former Cumnock Chronicle site, adjacent to the recently completed development of 8 bungalows for older and ambulant disabled residents along with 1 wheelchair access bungalow. In response to identified need, 7 new homes are being developed on the site of the former Flowerbank Nursery to provide a mix of general needs housing and wheelchair accessible bungalows in Kilmarnock.

What difference did we make?

The development of the Community Led Action Plans have allowed communities to take ownership of their surroundings, ensuring that they have what they need locally. This has also allowed community members to be decision makers of their communities and ensure that they have the goods and services they need locally.

In relation to the development of new builds, again this has put the people at the heart of their community, which allows for easy access to the goods and services they require, in addition to having homes that met their needs physically, financially and efficiently.

What we will do now?

The Council's Vibrant Communities team will continue to support the Community Led Actions Plans. To date, 16 Action Plans have been launched, with plans in place to roll this approach out across all of our communities. Local communities are supported to work with local businesses, voluntary organisations and public sector partners to realise their vision, as set out within the Action Plans. The Plans also underpin the Community Planning Partnership's new approach to locality based planning, in line with the Community Empowerment (Scotland) Act.

The Council will also be developing a number of new builds across East Ayrshire which will allow more women, older people and disabled people to have access to goods and services locally.

Case Study

Mr and Mrs Ferguson were delighted to show visitors from the Council around their beautiful new home at Hillhead Crescent in Kilmarnock recently.

Their home is part of the Council's stunning new development which consists of a mix of 32 homes including two two-bedroom homes for wheelchair users with integral sheltered car ports, five two-bedroom bungalows for older people, seven three-bedroom family homes, 13 two-bedroom family homes and four four-bedroom townhouses.

The development at Hillhead Crescent combines a range of homes which meet the needs of a variety of tenants including larger families, older people and wheelchair users. The homes are built in three blocks and designed to curve round the road in a crescent which means that the gardens to the rear are very quiet and private.

Mrs Ferguson said: *"Our new home is wonderful; it has changed both of our lives for the better. In our old home my husband was confined to just one room but now we are living in a specially adapted home he is able to move easily around from room to room in his wheelchair. In the summer he will be able to sit in the garden as it is easily accessible from the kitchen thanks to the larger doors which are designed to fit his wheelchair."*

Equality Outcomes: The proportion of disabled people living in homes suitable for needs increased

What we set out to do:

To ensure that disabled people residing in East Ayrshire have access to housing that meet their needs.

What we did:

Housing Adaptations

As part of the integration of Health and Social Care Services, the East Ayrshire Strategic Planning Group was established in 2015 to develop the East Ayrshire Health and Social Care Partnership Strategic Plan 2015-2018 on behalf of the East Ayrshire Integration Joint Board. The Group includes representation from clinical health professionals, social work services, housing services, care home and home care providers, voluntary and community services and people who use health and social care services.

In 2015/16, 117 adaptations were carried out in Registered Social Landlord (RSL) stock in East Ayrshire, supported by Scottish Government funding. As at September 2016, a further 26 adaptations had been completed with financial support from the Scottish Government and RSL partners.

It is anticipated that the need for adaptation works to be carried out within the home will continue at, or increase above, current levels given the prevailing demographic trend. Data to inform future adaptation works and the delivery of more homes designed for older and ambulant disabled residents will be informed by the updated HNDA; the delivery of which is underway.

Delivering Appropriate Accommodation Solutions for People with Disabilities

Innovative supported accommodation solutions require to be identified in response to increasing pressures on public service resources so as to assist the growing numbers of people with additional support needs.

Working in conjunction with colleagues in the Health and Social Care Partnership, the Strategic Local Programme (SLP) 2012-2015 delivered an award-winning housing model at Lilyhill Gardens in Kilmarnock. The development offers support to adults with a range of disabilities so as to promote the successful move from a range of care settings to their own homes. The development benefits from on-site support and provides a mix of wheelchair accessible and general needs homes, housed in one building, all with wet floors, rise and fall kitchen units, assistive technologies, a glass elevation to bring the outdoors indoors and a safe enclosed garden area for the residents' private use.

Properties that are wheelchair accessible are included in the proposed sites, where possible, and in response to identified need. The Housing Service continues to liaise with colleagues in the Health and Social Care Partnership to identify families who require wheelchair accessible homes, to inform both the location and design of these homes.

What difference did we make?

The Case Study illustrates the difference that this has made to people's lives.

There has also been a marked increase in relation to housing adaptations which ensures that people can stay in their own homes, decreasing their isolation and increasing their health and wellbeing.

What we will do now?

Increase the Supply of Suitably Designed Properties to Meet the Needs of Older People and Those with a Physical Disability. Nationally and locally, it is a policy objective to assist older people to live in their own homes for as long as it is safe and practicable to do so.

New Supply

The high density area at Witch Road, Witchill Place and Hill Street, Kilmarnock, which is home to a significant number of flatted blocks, has undergone significant demolition works to open up the space to facilitate the provision of a number of new bungalows within the development that are designed for older and ambulant disabled residents, with private courtyards and adjacent open space areas. The development area is located close to the award-winning development at Lilyhill Gardens, Kilmarnock, which provides site-based additional support to residents with a range of disabilities living in their own homes. It also sits close to the Cunninghame Housing Association new build development at Hill Street which achieved a site start in September 2016 and will provide 45 new homes across a mix of general and community care needs, and which is book-ended by the iconic crescent-shaped affordable housing development at Hillhead Crescent and the new build at Old Kirk Place which is overlooked by the Viaduct.

Another development of new bungalows for older and ambulant disabled residents has been identified for the cleared site of the former Day Centre in Patna, following the successful development of this type of model as part of the Strategic Local Programme 2012-2015 at both Ayr Road, Cumnock, and Gilbert Burns Place, Mauchline. A further development of this type is due to be delivered on the cleared site at Mason Avenue, New Cumnock.

It is proposed to replicate this type of provision in the authority in response to identified need, given the benefits which may be derived from the development of this type of model both for the residents and in terms of the efficient delivery of care. The potential to roll-out the core and cluster model where care may be delivered within the community by the care provider located in the new build development will be explored, where it is appropriate.

The SHIP 2017-2022 allows for the development of this model on three more sites that have been identified in Hurlford, New Cumnock and Mauchline, thereby enhancing the opportunity for people to live as independently as is possible within their own communities with access to appropriate support across East Ayrshire.

Case Study

Lilyhill Gardens

Lilyhill Gardens has been designed to offer accommodation for individuals with a range of support needs. 13 tenants will benefit from bright, modern flats with amenities such as wet floor showers; rise and fall kitchen units in wheelchair access flats; door entry system 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 sink 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.



Equality Outcomes: Difference of employment between the general population and the protected characteristics reduced

What we set out to do:

To tackle unemployment for the residents of East Ayrshire, particularly in relation to the protected characteristics.

What we did:

In 2015/16, there were 727 Modern Apprenticeship (MA) starts with a range of employers across East Ayrshire, an increase of 6.8% from the baseline position of 681 MA starts in 2013/14.

The Council introduced a Graduate Intern Scheme to support residents of East Ayrshire who had attained an HNC or HND or Degree and had not yet secured employment or were under employed, having been unable to find employment in their chosen field. For the duration of the year-long internship, graduates are full time employees of the Council and have access to all job opportunities that arise. Interns are provided with an intensive programme of support and development as part of their training. Nine graduates completed the scheme in 2015/16 and have moved to employment within the Council and elsewhere. Following the success of the scheme, the Council will be recruiting a further 13 graduate interns in 2016/17.

What difference did we make?

Priority support for vulnerable groups

Activity Agreement provision at Stage 1 of the authority's strategic skills pipeline supporting some of the most vulnerable young people until their 20th birthday continues to develop and expand provision across the authority, with the roll-out of new programmes in Cumnock/Auchinleck and Dalmellington in Quarter 4 of 2015-16.

In 2015/16, of the 96 young people aged between 15 and 18 registered for school work experience identified as 'looked after', 45 had work placements logged on the 'Workit' database. Generally, work experience is offered to young people from S4 who can participate across the senior phase.

Youth Employment Initiative (YEI) funding has been secured to support the Job Coach support for Project Search and will continue until June 2018. YEI funds will also support young people who are not in education, employment or training, including vulnerable young people.

Partnership working with Values Into Action Scotland created 10 Modern Apprenticeship opportunities for young people with autism or a learning disability.

A framework for recruitment of vulnerable groups to extend the guaranteed interview scheme for Council recruitment was developed to include care leavers, young people with learning disabilities and BME young people.

In February 2016, 65% of pupils within our ASN schools participated within Active Schools Extracurricular programme.

Vibrant Communities Essential Skills Service provided literacy and numeracy support to 490 learners. This included ESOL (English for Speakers of Other Languages) support, family literacies, youth literacies, support for adults with a learning disability and work with the Criminal Justice Service to provide a pathway to literacies programme for offenders.

What we will do now?

The Council will continue to develop and deliver programmes that tackle unemployment in East Ayrshire by strengthening the existing partnership working arrangements with local businesses, the third sector and Community Planning Partners.

Case Study

Intern Programme

In June 2016, the Council's first group of graduate interns completed their year of working on special projects in various departments and they're all ready to take the next steps up their career ladders.

The seven graduates, who all went to school in East Ayrshire, hold degrees in subjects as diverse as business studies, politics, psychology, computing and games design. East Ayrshire Council employed them on year-long internships, giving them specific projects, training and work experience, with a view to gaining valuable on-the-job expertise and support to help them secure permanent employment in their chosen fields.



The graduates themselves are all enthusiastic about the scheme. For Euan Caldwell, 21, a former pupil of Auchinleck Academy who studied Computer Networking at UWS in Ayr, the key benefit of the internship was the confidence he gained working with a team and the hands on experience which allowed him to put his theoretical learning into practice. He worked with the IT team at the Opera House, and now has a permanent job as Assistant Business Support Analyst with the IT service working on the integration of the Health and Social Care computer systems.

A few examples of our successful interns are as follows:

For Josh McLaughlin, 26, who attended Kilmarnock Academy before graduating from Strathclyde University with a degree in politics, his role in the Chief Executive's department was "most satisfying". He says ***"I worked on projects to do with increasing uptake of free school meals and tackling child poverty. I learned a lot about how to present information in a corporate format, and I've found everyone I worked with helpful and friendly."*** He's now moving on to his new job at the Crown Office, working for the Fiscal Service. He's convinced it was the experience he gained at East Ayrshire which has enabled him to land the new job.

Jo Cox, 25, studied at Kilmarnock Academy and initially started training as a teacher before changing direction and studying Games Design at Glasgow Caledonian University. She's enjoyed the boost her internship has given her: ***"The whole experience has given me confidence in my own ability to adapt and make a change of direction. While I trained in games design, my internship has focused on working with smart supports telecare. I've been working with all sorts of people, helping them use innovative technologies to keep their independence. It's been great for networking and I've really enjoyed getting out and about. I'm really looking forward to starting my new job, working with CVO at the new Digital Hub in WG13"***.

Natalie Owens 25 agrees. She went to St Joseph's Academy before studying Business Studies at UWS. Working with Early Years projects on healthy starts to help improve literacy levels said: ***"Working with the team gave me confidence and a better understanding of large organisations. From the start we've had a lot of support from our mentors, and we've had help from Organisational Development. We've also had regular meetings of all the interns which has been very helpful, knowing that we're not alone and we've been able to help each other through."***

Natalie is now away to work at Glasgow University doing administration for their Health and Wellbeing Research Team.

Equality Outcomes: Confidence in reporting domestic abuse increased Detection rates for domestic abuse increased

What we set out to do:

East Ayrshire Violence Against Women Partnership (EAVAWP) are the lead driver in tackling all forms of violence against women. The EAVAWP bring together individuals and organisations who can provide a comprehensive partnership response to violence against women.

What we did:

Mentors In Violence Prevention Programme (MVP) is a school based programme, run in conjunction with Police Scotland, which provides training for senior pupils to raise awareness of low level violence and domestic abuse issues with younger pupils. Nine schools (2 of which are ASN schools) have been delivering the programme and 120 senior pupils have taken on a mentoring role; 76 MVP sessions have been delivered to over 2,200 pupils. Doon Academy won a Diana Anti- Bullying Champion Award for the school's MVP work

- The establishment of a multi-agency group to plan and coordinate the **White Ribbon campaign** ensures that this campaign is highlighted regularly throughout the year to improve understanding and awareness.
- Planning is underway for this year's **16 Days of Action Against Domestic Violence**. EAVAWP is co-ordinating the development of a wide ranging programme of targeted and public events during the 16 Days of Action period, which commenced with a launch event in Cumnock, facilitated by Centre Stage, a local Theatre Company, on Friday 25 November 2016. EAVAWP will build on the social media campaign introduced last year by using Twitter and Facebook to communicate a different #16Days message on each of the days. The large "16 Days" letters will again be utilised to create a different photo opportunity on each of the days.
- The **Children and Young People's Strategic Partnership** has set a challenging stretch aim of ensuring that all staff working with children and young people have access to multi-agency awareness seminars and training programmes to enable them to respond appropriately and consistently to children and young people affected by violence against women by end of March 2017. Good progress has been made during 2015/16, with the multi-agency Children's Service's Learning and Development programme of events delivering 62 courses to 705 participants from a range of agencies and services across East Ayrshire.

Cumnock Women's Centre Development

- Representatives from the East Ayrshire Violence Against Women Partnership have been working closely with the Robertson Trust in relation to the development of a Women's Centre in East Ayrshire. Premises in Cumnock have been secured for the Centre, which has been named "Heart and Soul" by local women involved. Two "Ladies Day" events have been held since the start of this year to engage local women in the design of the new Centre and influence how it will operate.
- The **Cumnock Women's Centre Development Worker** started in post on 1 February 2016 and the centre now has an office based in the centre of Cumnock. Links have been made with women and professional agencies within Cumnock and the surrounding areas.

The temporary Centre base and Development Worker appointment has allowed women in Cumnock and the surrounding areas to have a **support network and access a broad range of services and social connections**. Ongoing engagement and events have encouraged women in the local area to contribute views on the design and development of the new Centre.

What difference did we make?

East Ayrshire Violence Against Women Partnership

- The East Ayrshire **Violence Against Women Partnership (EVAWP)** service user survey will inform the future EVAWP action plan. This work ensures that service user views are informing the future focus of the EVAWP.
- In 2015/16, 67 children and young people accessed outreach support services. **Individual safety and support plans** are developed and reviewed every six weeks or earlier if their circumstances change. Safety plans help children and young people manage their individual situations as well as knowing how and when to ask for help.
- EVAWP and Barnardos deliver a range of workshops within primary schools that raise **awareness of domestic abuse and gender based violence**.
- EVAWP has also developed a draft position statement in relation to the prevention and eradication of prostitution in East Ayrshire. This statement was agreed by members' host organisations and launched before the end of the year. It will consider how best to support women and children impacted by prostitution.

What we will do now?

On 9 November 2016, a dedicated strategic plan development session was held with members of EVAWP. The output from this session has informed the development of the EVAWP Strategic Plan. The Plan has also been informed by service user engagement work undertaken in 2015 which identified key areas for improvement:

- Developing a public awareness campaign on gender-based violence;
- Learning from good practice and pilot work in relation to the response pathway in General Practice;
- Developing a standard for gender-based violence training across services;
- Increase awareness of the availability of gender-based violence training;
- Developing a good practice self-evaluation checklist for services, and;
- Review local pathways.

It is proposed this Plan covers the period January 2017 – December 2019 and will be augmented, as appropriate, by national developments in relation to the Violence Against Women performance framework and Equally Safe Delivery Plan.

Case Study

A pioneering pilot scheme to tackle harassment, abuse and violence by men against women is being rolled out by the EAVAWP in Doon Academy.

The £40,000 Mentors in Violence Prevention (MVP) project – developed by the Scottish Violence Reduction Unit and funded by the Scottish Government – was previously introduced in two schools in Inverclyde and Edinburgh.

MVP trainers, including school pupils and staff, statutory and third sector providers, recently delivered a training session to Doon Academy staff to outline the basic principles of the programme.

A key element was the use of mentoring. Senior pupils, teachers and multi-agency staff have been trained as mentors to deliver the programme to S1 and S2 pupils.

The scheme's principal aim is to reduce domestic abuse by educating pupils about unacceptable behaviour within relationships, from persistent mobile phone texting to violence.

Crucially, the project seeks to alert pupils to the responsibilities they have to intervene or report such incidents if they witness them or become aware of them.

While the long-term aim of the scheme is to tackle domestic abuse in the wider population, officials believe it will also improve behaviour in schools.

The programme gives young people the ability to discuss these issues in a safe environment, to engage when they see an incident and to create a positive climate within their school.

The programme also helps young people in secondary schools to tackle issues that relate to culture, beliefs and attitudes towards violence, in particular gender-based violence. This addresses some of the key aims of Curriculum for Excellence.



Equality Outcomes: Confidence in reporting hate crime Detection rates hate crime increased

What we set out to do:

To raise awareness in relation to Hate Crime.

What we did:

- Weekly Youth groups provide LGBT (Lesbian, Gay, Bisexual and Transgender) young people with a safe and secure environment to participate in a range of universal activities and discuss issues that matter to them. The first annual **LGBT Youth Conference** took place in 2016, with over 70 young people attending. Workshops were led by young people who are members of LGBT Youth Groups and covered mental health awareness and connection to homophobia, and LGBT Awareness, including hate crime and how to report it.
- Campus Police officers within all of East Ayrshire's secondary schools work with partners from the Council's Education Service and other stakeholders to raise awareness of the impact that hate crime has on victims and communities, and proactively encourage the **reporting of hate crime**. Improvements in third party and online reporting facilities have resulted in flexible reporting systems, which increase the quality and accessibility of the Police service to all communities, in particular those which are hard to reach.
- East Ayrshire Council act as a liaison with the local mosque to ensure a partnership approach to hate crime and that if any issues in relation to hate crime are identified are dealt with swiftly.
- Nil By Mouth – the Council have been working with Nil By Mouth to tackle anti-sectarianism in the workplace. The package provides the Council with a framework to address sectarianism in the workplace and includes advice on policy and procedure, awareness raising workshops and a line management development module. The Council worked with Nil By Mouth to ensure that the training was tailored to our needs for both managers and frontline employees. To date 610 employees have been part of the training programme.
- PREVENT is about safeguarding people and communities from the threat of terrorism. Prevent is 1 of the 4 elements of CONTEST, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism. The Council is a specified authority in the Counter Terrorism and Security Act (2015) that has a role in preventing vulnerable people from being drawn into terrorism and being radicalised. The related Prevent strategy seeks to reduce terrorism by focusing on preventive action.



This duty may be seen as an extension of the existing duties regarding adult and children safeguarding and protection, though additional training may be required for frontline staff and reporting protocols put in place. Accordingly the Chief Governance Officer has been designated as the single point of contact (SPOC) for Counter Terrorism including Prevent. In addition, East Ayrshire Council incorporated Serious And Organised Crime And Counterterrorism within its new Strategic Resilience Group to ensure a local approach to the Prevent Strategy.

To ensure the effective rollout of response the Council has to date trained 610 employees across the Council.

What difference did we make?

- The slight increase (3 crimes) in hate crime reporting in 2015/16 against the baseline year is partly attributed to the Scottish Government and Police Scotland Hate Crime campaign, which took place last year and sought to highlight awareness of hate crime and encourage reporting. Hate crime is an area which is kept under constant review and scrutinised locally on a daily basis.

What we will do now?

This work will be driven by the Ayrshire Equality Partnership and Police Scotland's review of Hate Crime. It is the intention across Ayrshire to increase the number of Third Party Remote Reporting Centres and to raise awareness of these centres throughout Ayrshire.

This work will be taken forward across Ayrshire to ensure a strategic approach to tackling Hate Crime in Ayrshire.

Case Study

In August 2015, an Open Day was organised in partnership with the Kilmarnock Mosque. This open day was attended by all the Community Planning Partners and was open to all members of the community. The Open Day aimed to break down barriers, myths and stereotypes and bring together the communities of East Ayrshire together. It was also an opportunity for local services to engage with the Muslim community. The event was evaluated well by all those who attended and achieved its goals.



Equality Outcomes: Needs of all carers who provide unpaid and support met Care needs for individuals met

What we set out to do:

The Council set out to ensure that carers were supported and that the needs of people receiving care were met.

What we did:

Carers Assessments

- There has been a significant increase in the uptake of carers assessment from the baseline position of 342. In 2014/15, 1,917 carers were identified through **My Life, My Plan** and My Life, My Review documentation developed to implement the Social Care (Self-directed Support) (Scotland) Act 2013. The development of carer support plans is integral to the assessment process. This increased level of carers assessment was maintained in 2015/16 with 1,573 being undertaken. Carers support plans are key to supporting people to live independently in their own homes and ensuring that carers are supported to continue caring. The target set was for a 10% increase on the baseline figure from 342 to 455 and this has been surpassed. A new progress target to maintain this level at 1,500 has been set. The impact of the implementation of new carers legislation will need to be taken into account in future target setting.

Carers Support Plans

- The number of carers with their needs identified in assessments increased markedly last year and this level has been maintained in 2015/16. Carers Centre and Integrated Care Fund initiatives such as the Older People's Support Project contribute to the identification, assessment and support for carers.
- The **Older People Support Project**, funded through the ICF, assists carers either unknown to services or who have recently become carers. This is done on an individual one-to-one basis, through information, advice, benefits checks, training and making links to sources of support. Regular and seasonal activities are provided. Over 180 new carers have been identified in 2015/16.

New legislation was passed during 2015/16, namely the Carers (Scotland) Act 2016, and implementation of this will have implications for carers assessment, support and performance monitoring.

What difference did we make?

Telecare services to support older people and carers maintain their independence

- Technology enabled care plays a critical role in enabling older people and carers to maintain independence. In East Ayrshire, the full range of technology enabled care is available. The number of people accessing technology enabled care has increased during 2015/16 with particular increases in the number of people using 'enhanced telecare'. There is a long-term increase in the number of people using telecare, rising from 2,840 in 2012 to 3,880 by 2015. East Ayrshire benchmarks well with comparator areas in the take up of telecare.

What we will do now?

The Health and Social Care Partnership have lead responsibility for taking this forward and new legislation was passed during 2015/16, namely the Carers (Scotland) Act 2016. The implementation of this will have implications for carers' assessment, support and performance monitoring.

Case Study

Promoting independence within the home

Situation

A person living in supported accommodation 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.

Intervention

The person was issued with a fall detector to alert staff if assistance was required during the day. A bed monitor was installed to provide 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 carer's pager which staff held onsite so that they could respond to the service user as and when required.



Outcome

The gentleman has increased independence and privacy within his home. Staff report feeling more relaxed and confident supporting this independence as they know they will be alerted should the service user require assistance.

Providing individualised support/care packages

Situation

A care package including two Waking Night Support Workers was being provided to a young parent with learning disabilities to support and reinforce positive parenting skills. Waking Night Support Workers normally work throughout the night and are responsible for ensuring the safety and security of people who use the service at this time. The care team was unsure of the parent's normal patterns of activity when support workers were not in the property.

Intervention

Using a system called 'Just Checking' allowed the team in partnership with the parent to identify the appropriate level of support required to meet her needs. This system can be installed for a four week period to provide information regarding normal activity patterns during the day and overnight. Staff were able to log on to a website to view activity patterns and provide support as required.

Outcome

The information provided from 'Just Checking' provided evidence of positive parenting skills which supported the removal of the two Waking Night Support Workers from the home. This resulted in increased independence, responsibility and privacy for the parent and family as well as cost savings from the care package.

Equality Outcomes: Facilities for Breastfeeding in workplace and for service users improved

What we set out to do:
To ensure that the Council supported facilities for mothers who breastfeed.

What we did:
The Council Breastfeeding and Returning to Work Policy aims to ensure that all pregnant and breastfeeding mothers employed by the Council are confident that they will be supported to continue breastfeeding on their return to work should they wish to do so. In 2016 the Breastfeeding Policy was reviewed and updated to ensure that the Council continues to meet its legislative requirements as an employer and continues to follow best practice guidelines.
The current Baby Book, which is issued to all pregnant employees, was updated to take account of impending legislation and a reference to the updated Breastfeeding Policy is included in the revised Baby Book. This will ensure that pregnant employees continue to be aware of the Breastfeeding and Return to Work Policy.
Encouraging more women to initiate breastfeeding and supporting those who choose to do so for longer are key actions contained in the Ayrshire Healthy Weight Strategy, which is a joint NHS and local authority strategy. The Breastfeeding Happily initiative intends to give support to breastfeeding mums and help them feel more comfortable breastfeeding in public places. The scheme aims to:

- Support the businesses taking part to welcome and assist mums wishing to breastfeed on their premises;
- Raise awareness on their premises;
- Provide mums with a positive experience of breastfeeding in public places; and
- Raise awareness to business of legislation in relation to breastfeeding in public places. At present the Council has 19 premises that support the Breastfeeding Happily initiative.

The Council continues to work in partnership with the Breastfeeding Network to provide support; and extension of the Breastfeed Happily Here scheme to create a supportive environment for breastfeeding mothers when they are out with their babies. The Council are currently undertaking a review of the Council premises involved in the scheme to ensure that all suitable buildings can accommodate the initiative.

What difference did we make?
The feedback from the Council's Breastfeeding Policy come directly from mums who returned to work after maternity leave:

One mum said:
Just a shout out to East Ayrshire Council. I've been in for a return to work interview today and had a very supportive working week timetable initially put in place that allows me to express milk in a suitable room three times a day, cover for evening work I did before maternity leave as {my baby} mainly feeds at this time, and flexibility around meetings to go home to breastfeed or finish early if need be. I'm gutted to return but this kind of support really really helps.

Another mum said:
I work for EAC also and returned to work at the beginning of January. I express twice a day at work and {my baby} still feeds great.

What we will do now?
The Council will continue to monitor the policy and take on feedback from mums returning to work, and we will continue to monitor the use of our buildings in relation to the Breast Feed Happily Here campaign.

Equality Outcome: Information and services for LGBT Improved

What we set out to do:

To support our educational establishments, residents and partners in raising awareness of LGBT+

What we did:

- Delivered LGBT Awareness Sessions to pupils
- Delivered Trans Awareness Sessions to H&SC Staff
- Delivered Trans Awareness Sessions to Campus Police Officers
- Support the promotion of LGBT Charter Mark achievement by Education Establishments
- Support the application of LGBT Foundation Charter Mark for East Ayrshire Council
- Promotion of LGBT+ Events and Initiatives, including LGBT History Month, IDAHO, International Aids Day
- Support / delivery LGBT+ Youth Groups
- Support the participation of young people within Glasgow Pride
- Support Pan Ayrshire LGBT+ Development Activities

What difference did we make?

- We believe we have ensured that LGBT+ continues to have a strong support base within East Ayrshire
- We believe that we have grown awareness of the LGBT+ to residents, staff and partners.

What we will do now?

We will build upon the work undertaken over the last year and previous years.

Case Study

EAC LGBT+ Youth Conference

The Young People, Sport & Diversion Team successfully applied for funding to Cashback for Communities to host East Ayrshire Council's first annual LGBT+ (Lesbian, Gay, Bisexual, Transgender, plus) Youth Conference, the purpose of which was to bring Young People from across East Ayrshire together to increase their knowledge around LGBT+ issues and terminology, to discuss the perceived and actual needs of LGBT+ Young People and to allow LGBT+ Young People to make links with other Young People to increase their own networks.

The conference programme was as follows:

Workshop 1 - Definitions prepared and delivered by the All About Us LGBT+ Youth Group. Designed to provide participants with the correct terminology;

Workshop 2 - Homophobia and Hate Crime prepared and delivered by the Proud LGBT+ Youth Group. This was designed to make participants think about the impact Homophobia has on LGBT+ Young People, raise awareness on Homophobic Hate Crime—what it is?, how to report it?, etc.;

Workshop 3 - Mental Health delivered by the YPSD Team. This was designed to engage the participants on the impact of external and internal factors on Mental Health for typical Young People and for LGBT+ Young People in particular, as well as looking at healthy coping mechanisms and where to get help; and

Workshop 4—Have Your Say delivered by YPSD staff. This was designed to gather information and suggestions as to how Vibrant Communities can develop their LGBT+ Youth Work.

The Young People delivering the Workshops did so excellently and really enjoyed the opportunity. The participants engaged exceptionally well and provided some excellent feedback in each workshop which will enable the YPSD Team to develop LGBT+ Youth Work in East Ayrshire.

Feedback questions—What have you learned? “I don't have to hide.” “That 1 in 4 Young People experience mental health issues.” “Definitions & awareness of gender expression that I wasn't aware of.” “What's going on in this area.” How will you use what you've learned? “Standing up to homophobic abuse.” “How to stick up to homophobic hate crime.” “Ways to cope with mental health issues.” “how to set up LGBT group in school.”

What were the best bits of the conference? “Mental Health workshop.” “Meeting new people.” “Meeting people who are open minded about the LGBT community.” “Learning more about my sexuality & meeting others from the LGBT+ community.” “Giving feedback & contributing ideas that could potentially make a difference.”

Equality Outcomes: Transit site identified and development for Gypsy/Travellers

Educational opportunities promoted to Gypsy/Travellers young people

What we set out to do:

To develop a transit site locally, and once the site was established to ensure that young people have educational opportunities.

What we did:

East Ayrshire has no established Gypsy/Traveller community site. Some Gypsy/Traveller community members live either permanently (on private sites or in settled accommodation) or in temporary encampments whilst travelling through the area. Work to help the latter group to access local services, is ongoing through the Gypsy/Traveller Services Coordinator, who provides a liaison service. The Council and other Community Planning Partners have a responsibility to provide services to all members of the community including those travelling through the area temporarily.

In recognition of this and to ensure that the Council provide suitable accommodation for Gypsy/Travellers a Member /Officer Working Group was established in June 2011. After consultation with Gypsy/Travellers and sites visits throughout the West of Scotland it was agreed that a permanent site was the best solution for Gypsy/Travellers rather than the development of a transit site.

In February 2015 the Council agreed:

- Gypsy/Traveller Strategy;
- Factors to be considered When Selecting a Site;
- Gypsy/Traveller Code of Conduct; and
- Management of Unauthorised Gypsy/traveller Encampments.

The Member/Officer Working Group have continued to meet to discuss a potential site for Gypsy/Travellers. A scoping exercise has also taken place and a number of sites were identified. Site visits were conducted by Elected Members, Council Officers, the Gypsy/Traveller Liaison Consultant and Gypsy/Travellers, however to date no preferred site has been confirmed.

This work is still ongoing and such will be carried over as a continuing outcome.

The Council's East Ayrshire Support Team (EAST) produced a 'Help File' containing information, leaflets for parents/young people from Gypsy/Travelling communities and a database return for East Ayrshire when children/young people from gypsy/travelling communities are enrolled in schools. EAST also provide Continuous Professional Development (CPD) opportunities for all teachers in respect of an awareness raising session in relation to supporting Gypsy/Traveller pupils in Primary schools. The session covers 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

Further avenues of educational support will be explored when a site is identified for Gypsy/Travellers in East Ayrshire.

What difference did we make?

The Council has made steady progress in relation to the development of a Gypsy/Travellers site. There have been meetings and site visits with members of the Gypsy/Traveller community to ensure that the best possible site is secured.

What we will do now?

The Council will continue to work with members of the Gypsy/Traveller community to ensure that a suitable site is secured and developed.

Equality Outcome: People buried according to their religious beliefs locally**What we set out to do:**

To ensure that people from different faiths could access bereavement services.

What we did:

East, North and South Ayrshire Councils strive to provide a professional, sensitive bereavement service that meets the needs of everyone within our communities. Ayrshire as a whole has seen a visible increase in its minority ethnic population and added to this is an impact on services. In 2009, the Muslim community in East Ayrshire worked with the Council to secure 100 Muslim burial lairs. To accommodate the diverse religious needs, the three Ayrshire Councils are working together to ensure that access to burial services is improved.

A Pan Ayrshire Development Group was established to ensure that bereavement services across Ayrshire could accommodate the different burial services for the diverse communities living in the area.

It is intended that services are provided for all our communities across Ayrshire regardless of their beliefs or non-beliefs.

What difference did we make?

For many years members of the Muslim, Hindu and Sikh communities have been accessing services in Glasgow, however as communities grow there has been a demand to provide services locally.

East Ayrshire Council has provided facilities in the Kilmarnock area for Muslim burials, and South Ayrshire Council provides the safe scattering ashes for the Hindu community.

What we will do now?

The three Councils will continue work together and assess need as and when required.

Equality Outcome: Provision of accessible and inclusive information and communication improved

What we set out to do:

We set out to improve both internal and external communication for our communities, employees and stakeholders

What we did:

The Council recognise that inclusive communication will enable people with communication support needs to:

- Gain full access to services.
- Understand what service providers are telling them so that the advice, guidance and information provided by the services makes sense to them.
- Be understood by services providers so that service providers provide better quality, more effective services first time.
- Have a more positive experience of services and be less likely to challenge service providers.
- Maintain the motivation to take up and stick with services that make positive changes to their lives.

The Council developed a Communications Strategy that clearly states how we will communicate with our communities, employees and Elected Members. Who we communicate with will determine how we communicate, so having a clear understanding of our audience groups is of vital importance. Our residents' survey provides some valuable insights into the lifestyles and habits of our local audiences.

The Council also consulted with the Equalities Forum in the development of the Communications Strategy and launched an Accessible Event Checklist. The Checklist act as a guide to ensure that meetings, events seminars etc. organised are accessible. The Checklist aims to guide staff through organising an accessible event from providing provision of hearing enhancement systems, to providing information in alternative formats.

A Delivering an Accessible Venue e-learning module was developed by the Incisive Design Advisor and Organisational Development. This ensures that when events are organised by employees that every scenario is considered, from an accessible venue, to accessible PowerPoint presentations, to easy read formats to large print materials.

What difference did we make?

We have raised employee awareness in relation to communication styles and the importance of alternative modes of communications. This will ensure that our communication, our meetings and our events are accessible to all those who attend.

What we will do now?

We will continue to improve the way that we communicate both internally and externally. We will take on board feedback received from our communities, our employees and our stakeholders to continuously improve the way that we communicate.