

**East Ayrshire Council
and
Education Authority**

**Equality Outcomes
Progress Report 2013/15**



Introduction

This document presents East Ayrshire Council's progress in relation to the Equality Outcomes published in April 2013, and covers the period April 2013 – March 2015. A further report will be published in September 2015, in line with the publication of the updated Single Outcome Agreement (SOA) Annual Performance Report, covering the period April 2014 – March 2015, and thereafter an annual report will be published to ensure that Equality considerations are reported as part of the annual SOA reporting process.

This is in line with the Scottish Government and Convention of Scottish Local Authorities (COSLA) guidance on SOAs, published in December 2012, which clearly states that equality considerations should run through all the activities of the Community Planning Partnership (CPP) and be woven into the development of its Single Outcome Agreement.

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

Accordingly, where practicable, reporting in relation to the Equality Outcomes for the 2013/14 financial year has been aligned to the Community Plan Action Plans (2011-2015) and the SOA (2013-2015). Going forward, we will continue to ensure robust links between the further development of the Equality Outcomes and the Community Plan 2015 – 2030, the associated SOA, and the Community Plan Delivery Plans.

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

Promoting Lifelong Learning

Equality Outcome:	The gap in educational attainment between protected characteristics reduced. Number of people who are training achieving positive destinations increased.
National Outcome 2:	We realise our full economic potential with more and better employment opportunities for our people.
National Outcome 3:	We are better educated, more skilled and more successful, renowned for our research and innovation.

PROGRESS AT MARCH 2014 ON LOCAL OUTCOMES

Local Outcome	Indicator/s (noting frequency/ type/source)	Baseline at 2011/12	Progress at March 2014	'Progress' target/s to 2014/15 (where available)	'End' target/s and timescale/s or direction of travel	Current status
Positive and sustained destinations for learners improved	1. Percentage of school leavers in positive and sustained destinations Annual/Scottish Government (E: Gender, Disability* and Race*) The Scottish Government uses the School Leaver Destination Return follow up (March) results to report on school leavers in positive, sustained destinations.	89.9% (2011/12 cohort in positive destinations at September 2012)	90.8% (2012/13 cohort in positive destinations at September 2013) Male: 90.8%; Female: 91.1%	Increase to 94% by 2014 Increase to 96% by 2015	All school leavers into positive destinations by 2016/17	✓
		90.0% (2011/12 cohort in sustained destinations at March 2013)	92.1% (2012/13 cohort in sustained destinations at March 2014) Male: 91.9%; Female: 92.3%	Update on 2013/14 cohort destinations anticipated in December 2014 and follow up destinations in June 2015		✓
	2. Percentage of economically active working age persons with no qualifications Annual/Annual Population	16.5% (2010)	14.9% (2013) Data currently not available by gender.	Reduction in the percentage of economically active working age persons with no qualifications	Reduction in the percentage of economically active working age persons with no qualifications	✓

Local Outcome	Indicator/s (noting frequency/ type/source)	Baseline at 2011/12	Progress at March 2014	'Progress' target/s to 2014/15 (where available)	'End' target/s and timescale/s or direction of travel	Current status
	Survey/Scottish Government (E: Gender)					
Positive and sustained destinations for learners improved	Number of Skills Development and Employability Service (SDES) participants achieving full qualifications Quarterly/East Ayrshire Council (E: Gender, Disability* and Race*)	210 (March 2012)	1,123 (March 2014) Total figure comprises 974 P5 ESF participants and 149 SDS Employability Fund participants. Gender: 243 Female; 880 male Disability: 37 Race: 1,068 White Scottish 38 White English 55 Other	Increase to 1,555 participants by 30 June 2014.	Targets from 1 July 2014 to be agreed with the Scottish Government	✓
Skills development and employability improved	1. Number of Skills Development and Employability Service (SDES) participants entering employment Quarterly/East Ayrshire Council (E: Gender, Disability* and Race*)	90 (2011/12)	872 (March 2014) Gender: 266 Female; 606 male Disability: 54 Race: 839 White Scottish 33 Other	Increase to 700 by 30 June 2014.	Targets from July 2014 to be agreed with the Scottish Government	✓
	2. Number of SDES participants entering education and training Quarterly/East Ayrshire Council (E: Gender, Disability* and Race*)	330 (2011/12)	1,139 (March 2014) Gender: 361 Female; 778 male Disability: 10 Race: 1,101 White Scottish 38 Other	Increase to 990 by 30 June 2014.	Targets from 1 July 2014 to be agreed with the Scottish Government	✓
Key: Improving progress ✓ Maintaining progress = Improvement required X Data unavailable O						

'E' denotes equality indicators.

*denotes that information in respect of protected characteristics is redacted due to confidentiality as numbers are low.

Literacy and Numeracy of School Leavers

The 2013 results in relation to Literacy and Numeracy Levels 4 and 5 for East Ayrshire school leavers are broken down for gender, race and additional support needs, and are as follows:

Literacy and Numeracy - Level 4:

- 77.9% of East Ayrshire school leavers achieved Level 4 in literacy and numeracy, in line with national average (77.9%) and greater than the virtual comparator (75.0%) average.
- 77.0% of male East Ayrshire school leavers achieved Level 4 in literacy and numeracy, in line with national average (76.6%) and greater than the virtual comparator (73.9%) average.
- 78.9% of female East Ayrshire school leavers achieved Level 4 in literacy and numeracy, greater than the national average (79.3%) and the virtual comparator (76.1%) average.
- 44.0% of East Ayrshire school leavers with an ASN achieved Level 4 in literacy and numeracy, below the national (52.0%) and virtual comparator (44.7%) average.
- 60.0% of East Ayrshire minority ethnic school leavers achieved Level 4 in literacy and numeracy, below the national average (85.7%) average.

Literacy and Numeracy - Level 5

- 52.1% of East Ayrshire school leavers achieved Level 5 in literacy and numeracy, below the national average (52.3%) and greater than the virtual comparator (48.2%) average.
- 48.2% of male East Ayrshire school leavers achieved Level 5 in literacy and numeracy, below the national average (49.5%) and greater than virtual comparator (45.1%) average.
- 56.6% of female East Ayrshire school leavers achieved Level 5 in literacy and numeracy, above the national average (55.6%) and greater than virtual comparator (51.8%) average.
- 13.0% of East Ayrshire school leavers with an ASN achieved Level 5 in literacy and numeracy, below the national (24.5%).
- 53.3% of East Ayrshire minority ethnic school leavers achieved Level 5 in literacy and numeracy, below the national (63.6%) average.

The departmental Educational and Social Services Equalities Group has agreed to co-ordinate a desktop exercise in respect of early years and primary school assessment data available, which can be interrogated by protected characteristics, and a report on the robustness of the data will be presented to the Group in due course. This information will also be benchmarked against the results for 2014 and actions developed to address any issues identified.

Summary of progress and achievement 2013/14:

Key performance highlights and success during 2013/14, which contributed to increased educational attainment for learners across all age groups, are summarised below.

- Skills Development Scotland (SDS) data locally indicates that the proportion of East Ayrshire school leavers who were in a positive destination in September 2013 was 90.8% and by the follow up survey in March 2014 this had risen by 1.3 percentage points to 92.1%. In comparison, nationally, the proportion of leavers who were in a positive destination in September 2013 was 91.4% and by the follow up survey this had fallen by 1.4 percentage points to 90.0%. This indicates that the percentage of leavers from East Ayrshire reported in a positive destination at March 2014 was 2.1 percentage points higher than the national average. While youth unemployment remains a challenge and a priority area for Community Planning Partners in East Ayrshire, it is encouraging to see that progress is being made, in terms of securing positive and sustained destinations for school leavers.
- The Skills Development and Employability Service (SDES) continues to provide Jobs Access and Transitional Employment opportunities from premises in Kilmarnock, Cumnock and Dalmellington. The Priority 5 pipeline delivers a continuum of provision for participants to access the necessary skills and qualifications to meet the needs of the labour market and secure sustainable employment. A total of 1,123 SDES participants achieved qualifications between 1 July 2011 and 31 March 2014; however, training is ongoing and there are a number of participants who will complete qualifications between April and June 2014.
- Between 1 April 2013 and 31 March 2014 (Yearly Contract) 149 (81%) SDS Employability Fund participants achieved a full qualification as at 31 March 2014, against a target of 183. This shortfall was due to early leavers and participants not progressing with any qualifications due to moving into employment prior to completion of the course.

Skills Development

- **National Training Programmes:** Between 1 April 2013 and 31 March 2014, there were 761 participants supported through Employability Fund provision (Level 2/3 and Level 4), with 250 gaining a qualification and 283 progressing to employment, self-employment, Modern Apprenticeship or an advanced form of learning. Some of the participants are continuing to complete their qualifications in 2014/15. There were 681 Modern Apprenticeships at 31 March 2014, including 318 individuals aged 16-19 years and 363 individuals aged 20+ years, located with a range of employers across East Ayrshire. Ayrshire College supported 94 East Ayrshire residents through the Employability Fund in 2013-14 and has 134 people undertaking Modern Apprenticeships, ranging from engineering to care to hospitality, and supporting employers such as Dustacco Engineering.
- **Employer engagement:** A co-ordinated approach to provide a simplified offer of support to employers throughout Ayrshire continues to cover schools link; signposting; recruitment; work experience and financial support. The information is hosted on the Ayrshire Chamber of

Commerce website and updated on a quarterly basis. In addition, the East Ayrshire offer is comprehensively advertised on the East Ayrshire Works website.

Youth Employment

With regard to youth employment, actions progressed in 2013/14 include the following:

- From 1 July 2011 to 31 March 2014, a total of 900 young people participated in the East Ayrshire Works project, including 869 disadvantaged young people and 115 participants with disabilities/health issues, with 387 participants entering employment; 616 participants entering education/training; and 313 gaining full/partial qualifications.
- In addition, the Council's Economic Development service delivers a Supported Employment service, which aims to assist individuals (all ages) with learning disabilities, autism spectrum disorder (ASD) or those affected by long term and enduring mental health issues to find and sustain paid employment. This service is integral to the delivery of Project Search, being piloted in University Hospital Crosshouse. In Year 1 of the programme feedback from the young people and their families reported significant improvement in participants' confidence and employability skills. Feedback from departments within the hospital also has been positive with other departments expressing interest and keen to get involved. Ten young people have completed 12 months training with Project Search and, to date, 6 young people have secured further employment and 10 new recruits will commence Project Search in September 2014.
- As one of the six youth employment hotspot areas in Scotland, East Ayrshire secured £720,000 in 2012 to provide additional job opportunities for young people. The funding was awarded in September 2012 and concluded at 30 September 2013.
- In 2013/14, this funding has provided 118 additional Modern Apprenticeship (MA) opportunities for 16-19 year olds in East Ayrshire, against an initial target of 100 MAs. All of these young people have commenced employment and are working towards achieving qualifications while gaining valuable on the job training, with a commitment given by all employers that these jobs will be sustained beyond the initial 12 month period; an Employer Recruitment Incentive provides up to 75% of the national minimum wage for up to 26 weeks to encourage employers to create job opportunities and this has created 59 new and additional job opportunities for young people; the Graduate Recruitment Incentive provides up to 100% of the national minimum wage for up to 26 weeks to provide opportunities for graduates to gain work experience and also allow businesses to tap into research and innovation skills of recent graduates as well as their up to date, profession-specific skills set – 6 young people have been supported to access sustainable employment to date.
- An additional £1.2 million EU and Scottish Government monies for the period 1 April 2013 to 31 December 2014 have been secured to deliver 550 new jobs for young people aged 16-24 years by providing third sector/social enterprise organisations with a range of wage subsidies/Modern Apprenticeships. Within the 550 new jobs there is support to employers to recruit a young person to participate on a jobs programme, hosted by the local authority, and this provides a 100% wage subsidy. These subsidies specifically target vulnerable young people, including those with disabilities, health needs, criminal convictions and care leavers, and aims to provide 6 months paid work experience. A total of 350 young people have been supported to date and, since August 2014, support has been extended to the 16-19 year old age group for the remainder of the funding period.

- East Ayrshire Works website is a live training directory of available provision for young people. This is updated by providers who all can and have access to upload information. The East Ayrshire Works website www.eastayrshireworks.co.uk includes information on local providers as well as current interventions and how to access them and is continually updated by all partners.

EQUALITY OUTCOME: CHILDREN AND YOUNG PEOPLE SUPPORTED TO DEVELOP STRATEGIES IN RELATION TO SELF-ESTEEM AND CONFIDENCE BUILDING

The Council sets 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 (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included) 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's views, and included SHANARRI. A copy of the questionnaire is attached for information at Appendix 1.

Paper copies of the questionnaire did not have a "don't know" option as respondents were free to not answer questions they were unsure about. The electronic 'Survey Monkey' version of the questionnaire was set up to expect answers for all questions and a "don't know" option was added. For ease of reporting "don't know" responses from the Survey Monkey returns and blank responses from the paper returns have been combined into a Don't Know/No Answer category.

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

Survey Implementation - On 24 March 2014, 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 7 April 2014. A total of 1,497 children and young people participated in the survey, which given the population of 15,768 pupils, produces, at 95% confidence level, a confidence interval of +/- 2.4%. A summary of the survey results is attached as Appendix 2.

Survey Results indicated that pupils' wellbeing scores noticeably dropped as they got older and it was agreed that focus groups should be established in order to further investigate the survey findings. The purpose of the focus groups was to consult with young people to further explore their views, how they felt and what would make a difference. Eight focus groups were convened within schools across the authority, four with P6 pupils and four with S3 pupils.

P6 pupils were selected as it was noted that at this stage wellbeing scores began to dip and S3 pupils were selected due to scoring the lowest wellbeing scores overall. To ensure that various factors would be accounted for there would be a mix of schools in both rural and urban locations.

To ensure that there was a proportionate mix of pupils in each focus group; names were selected at random, including reserves in case of absence or withdrawal, via the use of SEEMIS. Parental consent was sought and pupils had the option of withdraw from the research at any time. In total, 71 pupils took part in the wellbeing focus groups with 38 P6 pupils and 33 S3 pupils.

Focus groups lasted 30 minutes and involved discussions around statements which had been made in survey responses in order to determine what issues may impact on the wellbeing of pupils in East Ayrshire Council's schools.

The discussion focused on the following categories:

- Section 1 - Feeling safe
- Section 2 - Talking about feelings and relationships
- Section 3 - Being listened to.

A full report and recommendations will be presented to Head Teachers and an action plan developed to take forward work in ensuring that young people feel safe and confident in school.

A follow up survey will be conducted in May 2015 and the results benchmarked against the results of the 2014 survey.

Delivering Community Regeneration

Equality Outcome:	Women, older people and disabled people have access to safe sustainable transport.
	Women, older people and disabled people have access to goods and services in their local area.
National Outcome 10:	We live in well designed, sustainable places where we are able to access the amenities and services we need.

Summary of progress and achievement 2013/14:

Key performance highlights and success during 2013/14, which contributed to improved transport solutions and access to goods and services, including for women, older people and disabled people, are summarised below.

- **Transport Services and Infrastructure:** Partnership working in East Ayrshire has sought to address the demand for bus services to meet the needs of rural communities, enabling service provision where it may not be commercially viable. Priorities taken forward in 2013/14 in relation to developing transport solutions include: 15 Strathclyde Partnership for Transport (SPT) managed contracts provided for subsidised bus services (often weekend and evening provision) to meet social/rural need and which are not provided commercially (332,000 passenger trips); 3 SPT contracts to provide 4 demand responsive services and 36,000 passengers carried on MyBus services; the further development of park and ride facilities at Kilmaurs railway station (design completed and planning consent granted for the car park extension at March 2014); community transport operations expanded in the north of East Ayrshire between 2012/13 and 2013/14 (group transport in Kilmarnock and surrounding area increased from 29 to 37 groups; 110 Kilmarnock dayhopper members; excursions increased from 28 to 48 and passengers carried increased from 354 to 705).
- **Transportation and Land-Use Planning:** The A76 Transport Corridor Partnership between East Ayrshire Council and Dumfries and Galloway Council has been re-established to develop an integrated strategy plan for the corridor and a transport study brief prepared for completion during 2014-15; and the A70 Glenbuck realignment road improvement design work is continuing but significant revisions to the scheme are required due to extensive peat deposits identified during site investigation works.
- **Parking Solutions:** A detailed residents' parking consultation for Kilmarnock was undertaken during March 2014; consultation contained exhibition of proposals and distribution of 3,000 consultation questionnaires, plus online consultation materials. Results of the consultation were reported to the Council's Cabinet on 8 October 2014, which recommended no change was required. An amendment order was made in March 2014 in accordance with the Disabled Persons' Parking Places (Scotland) Act 2009 containing 101 new on-street residential disabled bays and removing 66 bays no longer required.

Connectivity

- Good transport is essential to economic growth; improved levels of employment and employability; reducing carbon emissions; cohesive, sustainable communities; and healthy, active and independent lives. The challenge in terms of transport infrastructure is to build on the good transport connections which we currently have and develop an integrated and sustainable transport system to further improve accessibility to town centres, particularly Kilmarnock, and the road and rail links between East Ayrshire communities and beyond. In recognition of the economic importance of external transport links, work continues to be taken forward to plan and implement improvements to the strategic transport infrastructure. Community Planning Partners in East Ayrshire, in particular East Ayrshire Council and Strathclyde Partnership for Transport (SPT), continue to work with other key stakeholders to invest in and deliver transport services and infrastructure.

Living Streets

Real Time Passenger Information Bus Stops

A modern Real Time Passenger Information system has been introduced at bus stops throughout East Ayrshire through a joint initiative between Strathclyde Partnership for Transport (SPT), East Ayrshire Council, North Ayrshire Council, South Ayrshire Council and Stagecoach. As of 2013/14, there were a total of 59 real time bus stops in East Ayrshire, which has increased to over 100 real time passenger displays across the local authority to date. The buses on these routes 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.

In addition to the bus stop screens, a website www.ayrshirerealttime.com will allow public access to the real time system so that passengers can find out when a bus is due at a particular stop. This site displays information for all bus stops and not only the stops where screens have been installed.

For visually impaired travellers the scheme also allows the user to access the information via a fob which, when switched on, links to the voice activation system at the bus stop. In 2013/14, 25 fobs had been distributed across East Ayrshire.

The use of this technology is continually updated and East Ayrshire Council is investing in the use of a phone app to allow people with visual impairment to access passenger information through the use of a fob or the app on their phone. Future developments in respect of the real time bus information system are likely to allow bus passengers to text a number and receive timetable information directly on their mobile phones. This will reduce the time that passengers need to wait at bus stops and reduce overall journey times.

Sustainable transport solutions to improve the environment

East Ayrshire Council has been proactive in promoting sustainable forms of travel, including walking, cycling and public transport. The Council has also secured funding for further major extensions to the cycle network from partners, including Strathclyde Partnership for Transport and Sustrans.

EQUALITY OUTCOME: THE PROPORTION OF DISABLED PEOPLE LIVING IN HOMES SUITABLE FOR NEEDS INCREASED

Understanding the varying needs of specific household groups is important to ensure an appropriate range of housing solutions are made available. The Housing Needs and Demand Assessment describes the issues concerning key groups with specific housing needs:

- older people;
- people with physical disabilities;
- people with learning difficulties;
- people with mental health issues;
- people with addiction issues;
- vulnerable young people;
- women fleeing domestic abuse;
- Gypsy/Travellers; and
- black and minority ethnic groups.

Increasing 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. As well as providing bespoke supported accommodation, it is recognised that the needs of older people may best be met by creating suitable properties that allow them to move to smaller, more accessible and manageable accommodation.

In terms of new build proposals, the Strategic Housing Investment Plan 2011/2012-2015/16 ([SHIP](#)) details a pattern of investment that will deliver new homes specifically designed to meet the needs of older and ambulant disabled people. These tenants will benefit from a move into modern, affordable homes, and will free up family-sized accommodation for those applicants in need of a larger home.

Properties that have been designed for wheelchair users have been included in the majority of the proposed sites; this provides suitable and appropriate accommodation for prospective tenants and their families' with wheelchair access. It also provides for the Council to build a stock of accessible housing for an older and disabled people and their families. The Housing Service continues to liaise with colleagues in Social Services to identify families who require this type of accommodation for the purpose of designing and allocating these homes.

The Council invested £594,941 and £554,005 on disabled adaptations to Council properties and to Private Sector stock respectively to support residents to remain living in their homes in 2013/2014. These works are coordinated by the Council's Housing Asset Service through the Scheme of Assistance, and are further supported by the East Ayrshire Care and Repair Service which is managed by Shire Housing Association. The Housing Asset Service oversees the work of Care and Repair in East Ayrshire. Adaptations to Registered Social Landlord tenants' properties are financed directly by the Scottish Government. The Housing Revenue Account budget of Aids and Adaptations in 2014/2015 is estimated to be £1,006, 570.

Anticipated spend on Adaptations across Council housing and Private Sector stock for 2015/2016 and 2016/2017 is £2,400,000. It has been developed based on actual spend patterns over the past couple of years.

Delivering Appropriate Accommodation Solutions for People with Learning Disabilities.

Innovative supported accommodation solutions require to be identified in response to increasing pressure on public service resources to support the growing numbers of people with additional support needs due to learning disabilities and other associated physical needs.

Working in conjunction with colleagues in Social Work, the Strategic Local Programme 2012/2015 which forms part of the SHIP 2013/2014 – 2017/2018, allows for the provision of a housing model, which offers transitional support to adults with learning disabilities to promote the successful move from the family home, with older carers, to their own homes. The use of this type of development will be explored and considered for inclusion in the future SHIP submissions in terms of the requirement of this type of facility to be replicated elsewhere in East Ayrshire. In this way, the expansion of an independent accommodation model will be considered where supports can be shared amongst several

people, along with the use of assistive technology. This cost-effective solution enables people to continue to live in their own communities with access to appropriate support.

A mixture of new housing, and adapting and remodelling existing properties can allow individuals to remain in their current home or might offer a more cost effective way of facilitating a move for a household in need.

DRAFT

Equality Outcome:	Difference in rates of employment between the general population and the protected characteristics reduced.
National Outcome 2:	We realise our full economic potential with more and better employment opportunities for our people.

PROGRESS AT MARCH 2014 ON LOCAL OUTCOMES

Local Outcome	Indicator/s (noting frequency/ type/source)	Baseline at 2011/12	Progress at March 2014	'Progress' target/s to 2014/15 (where available)	'End' target/s and timescale/s or direction of travel	Current status
Skills development and employability improved	1. Employment rate Annual/Nomis	70.2% (March 2012)	68.7% (March 2014)	Increase to 71% by 2014 Increase to 72% by 2015	Increase in employment rate	X
	2. Number of Skills Development and Employability Service (SDES) participants entering employment Quarterly/East Ayrshire Council (E: Gender, Disability* and Race*)	90 (2011/12)	872 (March 2014) Gender: 266 Female; 606 male Disability: 54 Race: 839 White Scottish 33 Other	Increase to 700 by 30 June 2014.	Targets from July 2014 to be agreed with the Scottish Government	✓
	3. Number of SDES participants entering education or training Quarterly/East Ayrshire Council (E: Gender, Disability* and Race*)	330 (2011/12)	1,139 (March 2014) Gender: 361 Female; 778 male Disability: 10 Race: 1,101 White Scottish 38 Other	Increase to 990 by 30 June 2014.	Targets from 1 July 2014 to be agreed with the Scottish Government	✓

Key: Improving progress ✓ Maintaining progress = Improvement required X Data unavailable O

Employment and Employability

With regard to employment and employability, actions progressed in 2013/14 include the following:

- East Ayrshire Employability Forum is chaired by the Ayrshire Chamber of Commerce and brings together the main employability agencies, including Skills Development Scotland, Department for Work and Pensions, Ayrshire College, East Ayrshire Council Economic Development and Third Sector agencies, in particular social enterprise companies and the voluntary sector, including 17 third sector/social enterprise organisations. The Forum continues to address employment issues in East Ayrshire and identifies opportunities through guidance services, funding or training to support individuals and employers to alleviate unemployment locally. The Forum drives forward actions relating to employability as detailed in the Community Plan Delivering Community Regeneration Action Plan and linked to the outcomes in the Single Outcome Agreement.
- The Council's Economic Development Employability Service is designed to address the need to ensure that the skills base of local people, in particular those who are unemployed, meet the needs of existing businesses and potential inward investors. East Ayrshire Council leads the Community Planning Partnership (CPP) European Structural Funds (ESF) East Ayrshire Works project, which secured over £4.4 million through ESF Priority 5 and partner investment for the two year period from 1 July 2011 to 30 June 2013. This programme was extended until 30 June 2014 at which time another 6 months extension was granted up until 31 December 2014. The following partners have provided a range of training and employability support for local people linked to opportunities within the labour market, namely East Ayrshire Council; East Ayrshire Carers Centre; East Ayrshire Woodlands; The Wise Group; Centrestage; The Zone; Volunteer Centre East Ayrshire; yipworld; and the Workers' Educational Association (WEA) Scotland.
- Between 1 July 2011 and 31 March 2014, a total of 2,830 participants across East Ayrshire were supported through the **Strategic Skills Pipeline** activities, led by the Skills Development and Employability Service, including 900 More Choices More Chances participants and 321 people with disabilities or health issues. In terms of specific outputs, 693 (25%) people were supported into employment and 1,002 (36%) individuals went into further education or training, targets are set until 30 June 2014.
- In addition, the Council's Economic Development Service delivers a Supported Employment service, which aims to assist individuals (all ages) with learning disabilities, autism spectrum disorder (ASD) or those affected by long term and enduring mental health issues to find and sustain paid employment. This service is integral to the delivery of Project Search, being piloted in University Hospital Crosshouse. In Year 1 of the programme feedback from the young people and their families reported significant improvement in participants' confidence and employability skills. Feedback from departments within the hospital also has been positive with other departments expressing interest and keen to get involved. Ten young people have completed 12 months training with Project Search and, 6 young people secured further employment and 10 new recruits commenced Project Search in September 2014.

- Work continues to be taken forward to increase opportunities into employment for people with disabilities/mental health issues through the national Supported Employment Framework. In 2013/14, a total of 20 new ILM (Intermediate Labour Market) jobs were funded directly to support people with disabilities/mental health issues (against a target of 12 new jobs), including 10 new jobs supported through Project Search.
- A **Job Brokerage** scheme, funded through the European Regional Development Fund and managed by the Council's Skills Development and Employability Service, has delivered support to 246 local businesses in 2013/14, including matching job vacancies with suitable candidates and providing funding for up-skilling existing members of staff. Eight ICT learning facilities provide drop in facilities for clients, namely Millbank, Cumnock; Netherthird Community Centre; Business Technology Training Centre, Dalmellington; Skills Development Scotland, Kilmarnock; North West Learning Centre, Kilmarnock; Onthank Community Centre, Kilmarnock; Shortlees Community Centre, Kilmarnock; and Drongan Community and Education Centre. Between 1 July 2011 and 31 March 2014, a total of 137 (91%) individuals were supported into employment through job brokerage (against a target of 150) and 120 (80%) people were supported into employment through ICT and e-learning (against a target of 150), these targets are set until 30 June 2014.

Improving Community Safety

Equality Outcome:	Confidence in reporting domestic abuse increased. Detection rates for domestic abuse increased.
National Outcome 8:	We have improved the life chances for children, young people and families at risk.

PROGRESS AT MARCH 2014 ON LOCAL OUTCOMES

Local Outcome	Indicator/s (noting frequency/ type/source)	Baseline at March 2011/12	Progress at March 2014	'Progress' target/s to 2014/15 (where available)	'End' target/s and timescale/s or direction of travel	Current status
Protection of children and the safety of vulnerable adults, individuals and families promoted	1. Rates of domestic abuse incidents reported to the police per 10,000 population Annual/Strathclyde Police/Total number of domestic abuse incidents per 10,000 population (E: Gender)	111 (5 year average 2007-2012)	129 (2013/14)	Increase in reported incidents of domestic abuse to the police over the 5 year average	Increase in reported incidents of domestic abuse to the police over the 5 year average	✓
Key: Improving progress ✓ Maintaining progress = Improvement required X Data unavailable O						

Victims of crime and domestic abuse

- **East Ayrshire Violence Against Women Partnership (EAVAWP)** brings together individuals and organisations that can provide a comprehensive partnership response to violence against women. The work of the EAVAWP continues to be taken forward on a multi-agency basis. The third sector service partners in the EAVAWP continue to play a central role in the response to support vulnerable people in East Ayrshire and have considerable expertise in responding to the wider violence against women agenda (including domestic abuse). Service provision is operated through a range of independent sector services in East Ayrshire which are specific services targeted at addressing violence against women; namely Women's Aid, Rape Counselling and Historical Abuse Services, Barnardos and Victim Support ASSIST (Advocacy, Support, Safety, Services Together). EAVAWP is working with service providers to develop options that ensure coordinated, complementary and targeted services and prevent duplication.

Address the needs of victims of crime, including victims of domestic abuse

- **Domestic Abuse:** A total of 1,548 domestic abuse incidents were reported to the police in 2013/14, an increase of 135 (9%) compared to 1,413 incidents in 2012/13. This is reflective of the confidence that victims of such incidents have in Police Scotland's reporting processes and of the impact of local partnership initiatives which promote the reporting of domestic abuse incidents. Robust monitoring processes are in place to review incidents to ensure every available evidential strand is explored in order to bring perpetrators to justice. Police Scotland has established a National Domestic Abuse Unit and an equivalent local unit within each division. These units, together with operational officers, proactively target domestic abuse perpetrators to make sure individuals understand the consequences of their behaviour. Analysis of domestic abuse incidents is undertaken to identify high tariff offenders with appropriate interventions made in respect of such individuals. It is anticipated that, in time, this will reduce instances of domestic abuse as perpetrators recognise the priority given by Police Scotland to this area of criminality. In addition, societal change through improved education of perpetrators, victims and the wider public on domestic abuse will contribute to a reduction in incidents. Currently, 90 domestic abuse alarms are monitored by the Council's Risk Management Centre, including 39 domestic abuse alarms installed in 2013/14.
- **East Ayrshire Women's Aid:** In 2013/14, a total of 317 women and 143 children and young people received support from East Ayrshire Women's Aid. A total of 54 women assessed as high risk of harm from domestic abuse accessed the Domestic Abuse Advocacy Service to enable them to engage effectively with criminal justice and court processes; 1,157 individual contacts were made and risk assessment and safety plans completed. There were 135 requests for refuge accommodation and 29 women and 22 children and young people moved into refuge in East Ayrshire. Fifteen mothers and 23 children and young people were referred to the East Ayrshire Cedar (Children Experiencing Domestic Abuse Recovery) Project.
- **Barnardos:** Barnardos Defuse Service supported 111 people in 2013/14, providing a wide range of intensive support to families affected by domestic abuse and alcohol, including one-to-one support and group work.

Equality Outcome:	Confidence in reporting hate crime increased. Detection rates for hate crime increased.
National Outcome 9:	We live our lives safe from crime, disorder and danger.

PROGRESS AT MARCH 2014

Local Outcome	Indicator/s (noting frequency/ type/source)	Baseline at 2013/14	Progress at March 2014	'Progress' target/s to 2014/15	'End' target/s and timescale/s or direction of travel	Current status
Crime and anti-social behaviour tackled, and the fear of crime and anti-social behaviour reduced	1. Hate crime rate per 10,000 population Annual/Police Scotland	7 (5 year average 2007-2012)	5 (2013/14)	Reduction in hate crime below the 5 year average	Reduction in hate crime below the 5 year average	✓
Key: Improving progress ✓ Maintaining progress = Improvement required X Data unavailable O						

Hate Crime

The number of hate crime incidents remains low in East Ayrshire, with 95 crimes reported in 2013/14. Activity to address hate crime continues to be progressed across the authority.

The Council is working with partners and a range of organisations to help tackle hate crime:

- **Disability Hate Crime:** In April 2014, the East Ayrshire Adult Protection Unit commissioned the Scottish Consortium for Learning Disabilities to deliver a conference on Hate Crimes; 134 people attended the conference and workshops to learn about what constitutes a hate crime and how to report it.

- **Sectarianism:** Throughout 2014, New Farm Community Council, supported by the Council's Vibrant Communities Team, took forward a number of initiatives to tackle sectarian behaviour with two local secondary schools in Kilmarnock. The outcome has been to break down barriers between the two schools and for young people and communities to work together to help eradicate sectarian behaviour.
- **Nil By Mouth:** In addition to work undertaken in the community, the Council has engaged with 'Nil By Mouth', a registered Charity existing for the sole purpose of achieving a society free from sectarianism where cultural and religious diversity is respected and celebrated by everyone. 'Nil By Mouth' will be supporting the Council to provide training for employees and schools to ensure that issues of sectarianism are tackled within the organisation.
- **Third Party Reporting** To ensure that all witnesses are able to report hate crimes confidentially, Police Scotland and the Council work in partnership to provide third party reporting centres throughout East Ayrshire. Staff within the third party reporting centres have been trained to assist a victim or witness in submitting a report to the police and can make a report on behalf of the victim or witness. The Council and Police Scotland are reviewing the locations of the centres with a view to ensuring that all five main towns in East Ayrshire, namely Kilmarnock, Cumnock, Stewarton, Galston and Dalmellington, have established third party reporting centres.

Improving Health and Wellbeing

Equality Outcome:	Needs of all carers who provide unpaid care and support met. Care needs for individuals met.
National Outcome 11:	We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.

Local Outcome	Indicator/s (noting frequency/ type/source)	Baseline at 2011/12	Progress at March 2014	'Progress' target/s to 2014/15 (where available)	'End' target/s and timescale/s or direction of travel	Current status
Older people, vulnerable adults and their carers supported, included and empowered to live the healthiest life possible	1. Uptake of carers support plans (assessments) Annual/East Ayrshire Council	106	342	Increase in uptake by 10% each year	Increased support to unpaid carers will result in more people with social and health care needs being supported to live at home	✓
Key: Improving progress ✓ Maintaining progress = Improvement required X Data unavailable O						

Summary of progress and achievement 2013/14:

Key performance highlights and successes during 2013/14, which contributed to supporting older people, vulnerable adults and their carers to live the healthiest life possible, are summarised below.

- As at March 2014, the uptake of carer support plans increased by over 222% from the 2011/12 baseline position, reflecting significant progress and exceeding the target of increasing the uptake of carers support plans (assessments) by 10% each year (128 carers support plans by March 2014). This contributes to the Council's strategic priority of supporting older people to live independently in their own homes and ensuring that they are well cared for in the community.
- Reshaping Care for Older People: Telehealth/Telecare:** Approximately 24% of local people aged 75+ have a telecare package, the impact of which is seen in more older people achieving their chosen outcome to remain at home and significantly less admissions of older people to care homes both from home and directly from hospital. Focused self-management and telehealth development work provides intensive, targeted support to people with chronic obstructive pulmonary disease (COPD) and reduces repeat hospital admissions. Twenty patients with

COPD in East Ayrshire are using telehealth pods and have anticipatory care plans in place. Alex Neil MSP, Cabinet Secretary for Health and Wellbeing, visited East Ayrshire Council's Risk Management Centre on 15 April 2013 to see some of the technology that helps people to live more independent lives. Over 2,700 people who are in receipt of the Council's community alarm service also get additional support through telecare, including telecare peripheral devices such as smoke detectors, fall detectors, bed occupancy sensors, epilepsy sensors, door monitors and medication dispensers. This work is being further supported through the establishment of a partnership East Ayrshire Telehealthcare Action Group, which will develop an action plan to develop services in relation to telehealthcare over the coming years.

- A recent evaluation completed in East Ayrshire has shown that recent referrals to the East Ayrshire Smart Supports team have comprised of client groups of all ages - 79% of new referrals were for older people, 18% of new referrals were for adults with disabilities or mental health issues, and 3% of new referrals were for children and young people. The evaluation showed that 42% of referrals to the team directly facilitated a hospital/care discharge or prevented a hospital/care admission. The evaluation also showed that a number of different service user outcomes have been met using smart technology, including people feeling safer, spending more time in their communities and supporting families/carers.

EQUALITY OUTCOME - FACILITIES FOR BREASTFEEDING IN WORKPLACE AND FOR SERVICE USERS IMPROVED

The Council developed a Breastfeeding and Returning to Work Policy in February 2013. The 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. The introduction of the policy will ensure that the Council continues to meet its legislative requirements as an employer and continues to follow best practice guidelines.

The 'Baby Book', which is issued to all pregnant employees, is currently being updated to take account of impending legislation and a reference to the Breastfeeding Policy. 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 Here 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 business premises;
- provide mums with a positive experience of breastfeeding in public places; and
- raise awareness of business regarding legislation in relation to breastfeeding in public places. Currently, the Council has 19 premises that support the Breastfeeding Happily Here initiative

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

DRAFT

GENERIC/CROSS CUTTING OUTCOMES

EQUALITY OUTCOME: INFORMATION AND SERVICES FOR LGBT IMPROVED

In May 2013, the Council published a development plan which aims to develop further the support to and widen inclusion of East Ayrshire's Lesbian, Gay, Bisexual and Transgender (LGBT) Community. The plan aims to promote inclusion, wider diversity and address discrimination, and provides a framework to promote a positive, inclusive approach for the Council, its staff and stakeholders.

The plan has 5 key workstreams as follows for which various actions are aligned:

1. Education
2. Visibility
3. Partnership
4. Recognition
5. Reporting and monitoring

The Council's Vibrant Communities Team leads on the LGBT Development Plan, supported by various departments/services across the Council.

Good progress has been made against each of the 5 Workstreams and 15 action points included in the LGBT Development Plan. As at February 2014, 7 action points were complete, 7 were in progress and 1 was delayed. Appendix 3 outlines the progress within each of the workstreams included in the Development Plan.

The one item that has been delayed is in relation to the creation of a LGBT Awareness Toolbox Talk for staff and volunteers. The implementation date for this action point was reviewed and will follow the development of the planned eModule to ensure a consistent approach across both tools.

The remaining 7 action points which are designated as in progress will continue to be monitored and progressed.

EQUALITY OUTCOME: TRANSIT SITE IDENTIFIED AND DEVELOPED FOR GYPSY/TRAVELLERS

There are no established Gypsy/Traveller community sites in East Ayrshire. Some Gypsy/Traveller community members live either permanently on private sites or in settled accommodation or in temporary encampments while 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 provides suitable accommodation for Gypsy/Travellers, a Member /Officer Working Group was established in June 2011. After consultation with Gypsy/Travellers and site 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:

- a Gypsy/Traveller Strategy;
- factors to be considered when selecting a site;
- a Gypsy/Traveller Code of Conduct; and
- management of unauthorised Gypsy/Traveller encampments.

All of the above documents can be viewed [here](#).

Gypsy/Traveller Strategy

The Gypsy/Traveller Strategy sets out the proposed Council approach to ensuring that the needs of Gypsy/Travellers are fully integrated into Council decision making. The Strategy emphasises the need to ensure that staff across the Council are appropriately trained to recognise the cultural identities of Gypsy/Travellers and to ensure their needs are fully understood.

Factors to be considered when selecting a site

The Member/Officer Working Group visited several Gypsy/Traveller sites in neighbouring authorities and engaged directly with members of the local Gypsy/Traveller community. As a result, the group gained a greater understanding of the needs of this community and that providing a transit site which would accommodate Gypsy/Travellers on a short term basis when travelling through the area would not be appropriate. Instead, the Council agreed that the Working Group should continue to work closely with the more settled Gypsy/Traveller community, residing locally, to ensure that the Council can help to meet their future housing needs. To this end, and based on the outcome of engagement with the travelling community, Council agreed that work to identify a suitable permanent site should be progressed.

Gypsy/Traveller Code of Conduct

The Code of Conduct has been agreed and will be issued in leaflet format to Gypsy/Travellers encamping on both Council and private land. The Code of Conduct outlines the responsibilities the Council would expect Gypsy/Travellers to take on board in order to ensure unauthorised encampments operate peacefully and with minimal disruption caused during or after their stay. The leaflet will include a list of locations deemed unsuitable for encampment and useful telephone numbers that may be of assistance.

Management of Unauthorised Gypsy/Traveller Encampments

This document sets out the procedures to be followed by East Ayrshire Council when responding to the unauthorised camping of Gypsy/Travellers. The policy document seeks to ensure that the Council's response to unauthorised encampments is fair and consistent, respecting both the needs and way of life of Gypsy/Travellers and the local settled community.

EQUALITY OUTCOME: EDUCATIONAL OPPORTUNITIES PROMOTED TO GYPSY/TRAVELLER YOUNG PEOPLE

In February 2014, the Council updated Standard Circular 78 (SC 78), the Support Framework For Scotland's Travelling Communities, which was issued to all schools. The SC 78 outlines the steps that schools should follow when a Gypsy/Traveller child is presented at school and encourages flexibility in supporting the child in school.

In addition to SC 78, the Council's East Ayrshire Support Team (EAST) produced a 'Help File' containing information for parents/young people from Gypsy/Traveller communities and a database return for East Ayrshire when children/young people from Gypsy/Traveller communities are enrolled in schools.

EAST also provides 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 that pupils' 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 areas of educational support will be explored when a site is identified for Gypsy/Travellers in East Ayrshire.

EQUALITY OUTCOME: PEOPLE BURIED ACCORDING TO THEIR BELIEFS

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, which has had 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 continue to improve.

A Pan Ayrshire Development Group has taken work forward to develop a questionnaire that will be available for completion on-line and distributed to all cemeteries, crematoriums, funeral services, religious establishments and community groups. It is anticipated that the questionnaire will be available in Summer 2015 and analysis of findings will form the basis of a report to the Ayrshire Equality Partnership by autumn 2015.

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

OUTCOME: PROVISION OF ACCESSIBLE AND INCLUSIVE INFORMATION AND COMMUNICATION IMPROVED

People with communication support needs can face widespread exclusion and discrimination. It is estimated that over a million people in Scotland have some form of communication support need. This means it is a concern for all of our communities and public authorities.

The Council recognises 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 service 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; and
- maintain the motivation to take up and stick with services that make positive changes to their lives.

Inclusive communication can save both time and money for service providers and the people who use services, and can improve outcomes for people with communication support needs and the wider community. Inclusive communication addresses the needs of people of all ages, people from different cultural and language backgrounds, and disabled people.

The Council is in the process of developing a new Communications Strategy that will clearly state how we will communicate with our communities, employees and Elected Members. **Who** we communicate with will determine **how** we communicate; therefore, having a clear understanding of our audience groups is of vital importance.

The Council has consulted with the Equalities Forum in the development of the new Communications Strategy in March 2015 and will also be launching an Accessible Event Checklist. The Checklist will act as a guide to ensuring that meetings, events and seminars organised by the Council will be accessible and aims to guide staff through organising an accessible event, including provision of hearing enhancement systems and availability of information in alternative formats.

QUESTIONNAIRE

School Name _____

<p>What year group are you in? Please tick.</p> <p>P3 <input type="checkbox"/> P6 <input type="checkbox"/> S1 <input type="checkbox"/> S3 <input type="checkbox"/></p>

	<i>(Please tick)</i>	Strongly Agree	Agree	Disagree	Strongly Disagree
1	I feel safe at school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2	I will ask for help if I do not feel safe	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3	I will ask for help if I am worried about myself or someone else	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
4	At lunchtime I can enjoy healthy food in a friendly environment	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
5	I can talk about my feelings and relationships	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
6	I learn about healthy lifestyles and I make positive choices	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
7	I want to learn and do my best at school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8	When I get the chance, I talk about what I like to do at school and the things I've achieved outside school	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9	When I have a problem, I know how to get help	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10	My teacher knows me well	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11	I can plan my learning and make choices about how I learn	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12	I take part in regular physical exercise	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13	When asked, I share my learning and show my understanding and achievements	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
14	People take time to listen to what I have to say	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
15	I can say what I think and contribute to decision making in my class and school	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
16	My views are taken into account and can lead to changes	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
17	I am clear about what people expect of my behaviour	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
18	I understand what I'm learning about at the moment, and what I'll be learning next	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
19	If asked to lead something I enjoy, I say yes	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
20	I feel I belong in my class, school and community	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
21	I know I will get support when I need it	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

22

I can help others in my school to make sure they feel included in play and learning

 1 2 3 4

Thank you for giving us your views

DRAFT

SUMMARY RESULTS

Question	Strongly Agree	Agree	Don't Know/ No Answer	Disagree	Strongly Disagree
I feel safe at school	49.5%	43.0%	2.3%	3.7%	1.5%
I will ask for help if I do not feel safe	46.4%	39.9%	3.9%	7.8%	1.9%
I will ask for help if I am worried about myself or someone else	49.9%	36.9%	3.5%	7.5%	2.1%
At lunchtime I can enjoy healthy food in a friendly environment	46.4%	39.5%	2.6%	8.2%	3.3%
I can talk about my feelings and relationships	33.7%	37.9%	5.7%	16.0%	6.7%
I learn about healthy lifestyles and I make positive choices	50.9%	41.0%	2.7%	4.0%	1.4%
I want to learn and do my best at school	78.2%	19.1%	1.0%	1.0%	.7%
When I get the chance, I talk about what I like to do at school and the things I've achieved outside school	45.3%	40.3%	3.1%	8.9%	2.4%
When I have a problem, I know how to get help	54.8%	37.1%	2.5%	3.8%	1.7%
My teacher knows me well	49.4%	33.9%	4.7%	9.6%	2.5%
I can plan my learning and make choices about how I learn	42.4%	45.9%	4.4%	5.4%	1.9%
I take part in regular physical exercise	67.7%	27.0%	.9%	2.8%	1.6%
When asked, I share my learning and show my understanding and achievements	43.8%	44.5%	3.4%	7.0%	1.3%
People take time to listen to what I have to say	34.1%	44.8%	4.6%	12.4%	4.1%
I can say what I think and contribute to decision making in my class and school	42.0%	44.9%	3.6%	6.8%	2.7%

Question	Strongly Agree	Agree	Don't Know/ No Answer	Disagree	Strongly Disagree
My views are taken into account and can lead to changes	35.3%	44.1%	5.3%	11.8%	3.5%
I am clear about what people expect of my behaviour	62.9%	31.3%	2.2%	2.3%	1.3%
I understand what I'm learning about at the moment, and what I'll be learning next	50.3%	39.9%	2.9%	5.2%	1.7%
If asked to lead something I enjoy, I say yes	53.7%	33.7%	4.2%	6.1%	2.2%
I feel I belong in my class, school and community	53.2%	35.3%	3.4%	5.3%	2.8%
I know I will get support when I need it	54.7%	35.1%	3.4%	4.8%	1.9%
I can help others in my school to make sure they feel included in play and learning	56.1%	36.1%	2.9%	2.9%	1.9%

LGBT DEVELOPMENT PLAN 2013-2016

This development plan aims to develop further the support to and widen inclusion of East Ayrshire's Lesbian, Gay, Bisexual and Transgender (LGBT) Community. The plan aims to promote inclusion, wider diversity and address discrimination and will provide a framework to promote a positive, inclusive approach for and reputation of the Council, its staff and its stakeholders.

The plan has 5 key workstreams for which various actions are aligned:

1. Education
2. Visibility
3. Partnership
4. Recognition
5. Reporting and monitoring

This development plan will complement all work being undertaken by the Council as part of its Equality Duties and commitments within the Community Plan and Single Outcome Agreement.

The Council's Vibrant Communities Team will lead on the plan; however, to ensure that the plan is achieved, support is required from other services across the Council, including Public Relations and Graphics and Organisational Development.

WORKSTREAM	1. EDUCATION
-------------------	---------------------

Actions	Outcome	Projected Outputs	Timescale	Action Owner	Progress to Date	
a	To support others to raise awareness of LGBT issues amongst young people within the Authority.	Young people are aware of the impact of homophobia on LGBT young people or young people assumed as LGBT.	<ul style="list-style-type: none"> LGBT Peer Education Group's Resource Pack (including Inspiring Change DVD) issued to all Secondary Schools, Children's Houses and community based youth provision. Awareness Workshops delivered in each of the Authority's Secondary Schools, children's houses and community based youth provisions as appropriate. 	<p>May 2013</p> <p>August 2013- June 2014</p>	<p>ESS: Vibrant Communities: YSD Team (LEAD)</p> <p>ESS: Schools</p> <p>ESS: Children & Families</p> <p>Voluntary & Community Youth Work Sector</p>	<p>Task Complete:</p> <p>Packs distributed to secondary & primary schools, children's units and Youth Partners and within Vibrant Communities Provision</p> <p>In Progress</p> <p>Vibrant Communities and young people from East Ayrshire LGBT Youth Group are currently delivering workshops to all NC classes at Ayrshire College Kilmarnock Campus as well as to other EA Youth Groups with potential for further delivery. Workshops have also taken place</p>

						with EAC Staff Group
b	To develop a resource bank for those who work with young people to assist in engaging this age group on the topic and issues of LGBT.	Service providers, groups and volunteers are supported and resourced to engage young people on the topic and issues surrounding LGBT	<ul style="list-style-type: none"> The Council's LGBT page is enhanced to include a range of downloadable resources aimed at those working with young people, including links to other supports. 	July 2013	Vibrant Communities: YSD Team in Partnership with Public Relations & Graphics	<p>Task Complete:</p> <p>A number of resources and sign posts, including the LGBT Peer Education Resource, is available online at www.eac.eu/lgbt</p>
c	<p>To raise awareness of LGBT and the affects of homophobia amongst EAC staff group by:</p> <ul style="list-style-type: none"> Explore in partnership with Organisational Development the creation of a Toolbox Talk to accompany the Inspiring Change DVD/ Video Clips to be delivered at Departmental Team/Staff meetings <p>Explore in partnership with Organisational Development the creation of an LGBT Awareness eModule aimed at staff groups to form part of the Council's CPD Framework (particular target audience of frontline practitioners / staff)</p>	EAC Staff are more aware of the affects of homophobia and feel more confident in challenging such attitudes as well as supporting East Ayrshire's LGBT community.	<ul style="list-style-type: none"> LGBT Awareness Toolbox Talk is Created 	December 2013	EAC Organisational Development in partnership with Vibrant Communities Service: YSD Team and LGBT Youth Scotland	<p>Delayed:</p> <p>This task has been delayed as it is felt that it would have a better impact if it followed the completion of the eModule. In doing so, the eModule could be promoted as part of Toolbox Talk ensuring consistency of message.</p>

			<ul style="list-style-type: none"> An eModule is created, promoted and utilised as part of the Council's CPD Framework. 	April 2014		<p>In Progress</p> <p>With support from Organisational Development, the first section of the module is complete with Section 2 and 3 underway</p>
--	--	--	--	------------	--	--

WORKSTREAM	2. VISIBILITY
-------------------	----------------------

Actions		Outcome	Projected Outputs	Timescale	Action Owner	Progress to Date
a	Corporate support given to promote LGBT campaigns through the display of LGBT material as appropriate throughout East Ayrshire premises.	East Ayrshire is recognised as LGBT friendly authority.	<ul style="list-style-type: none"> LGBT posters, etc. are clearly displayed in council buildings 	Ongoing	Vibrant Communities: YSD Team assisted by Public Relations & Graphics	<p>Task Complete for 2013/14</p> <p>To date, we have publicised International Day Against Homophobia & Transphobia (IDAHO) and have Supported the LGBT National Gathering, International Aids Day and LGBT History Month</p> <ul style="list-style-type: none"> Vibrant Communities Carried out Quiz

DRAFT

and poster competition to mark IDAHO – winning posters printed off and ready for launch end of April in time for IDAHO 2014

- EA Young People Attended National Gathering Event – Youth Group won Inspiring Campaign Award & 2 Young People won Individual Achievement Awards for EAC & SAC
- World Aids Day was marked by a quiz and positive sexual health messages – winner from Stewarton Youth Group
- LGBT History Month :

- eBulletin produced.

						<p>- Four workshops set up for staff across council & NHS colleagues</p> <p>- Rainbow Flag flown at HQ for first few days of History Month.</p> <p>- Our work was promoted within LGBT Youth Scotland History Month Brochure for 2014.</p> <p>- 7 workshops in Ayrshire College for History month</p>
b	East Ayrshire will encourage other service providers to consider applying for LGBT Charter Mark Status.	East Ayrshire is recognised as LGBT friendly authority.	<ul style="list-style-type: none"> 1 additional service/ establishment will achieve LGBT Charter Status annually 	(Annually) March 2015	Vibrant Communities: YSD Team partnership with other identified Service/Establishments	<p>In Progress</p> <p>Ayrshire College obtained LGBT Charter Mark Status.</p> <p>Due to other competing priorities, the schools have struggled to progress their charter application; however, remain committed to developing this work.</p>

						Work has been planned to progress Charter Mark Status for the Council's Children's Homes and Fostering Service, with dates scheduled to deliver training to foster parents.
c	East Ayrshire will support a range of LGBT events each year, including LGBT History Month and IDAHO (International Day Against Homophobia & Transphobia)	East Ayrshire is an Authority where its LGBT community is supported, promoted and valued.	<ul style="list-style-type: none"> • Minimum of two LGBT events/campaigns are supported each year 	(Annually) March 2015	Vibrant Communities: YSD Team	<p>Task complete for 2013/14</p> <p>To date we have supported 4 National Campaigns/events:</p> <ul style="list-style-type: none"> • IDAHO – May 17th year? • LGBT National Gathering - August 2013 • International Aids Day – 1st December 2013 • LGBT History Month – February 2014

WORKSTREAM

3. PARTNERSHIPS

	Actions	Outcome	Projected Outputs	Timescale	Action Owner	Progress to Date
a	To develop further in partnership the work of the Authority in the provision of youth work opportunities for LGBT young people and their allies.	LGBT Young people feel supported locally	<ul style="list-style-type: none"> 2 new youth work groups targeted at LGBT young people and their allies operating within East Ayrshire 	September 2014	Vibrant Communities: YSD Team (LEAD) In partnership with the community, voluntary and FE sector	<p>In Progress</p> <p>Discussions with interested stakeholders (Cumnock Academy, Zone, Ayrshire College & Yipworld) have commenced to look at the possibility of the development of further LGBT Youth Work provision.</p>
b	Working in partnership with LGBT Youth Scotland, East Ayrshire will review the potential for further partnership work to meet the needs of its LGBT youth population	East Ayrshire is an Authority where its LGBT community is supported, promoted and valued.	<ul style="list-style-type: none"> A scoping exercise for joint working/ partnership opportunities will have been undertaken 	November 2013	Vibrant Communities: YSD Team/LGBT Youth Scotland	<p>In Progress</p> <p>An Initial Meeting has taken place with the Head of Development at LGBT Youth Scotland.</p> <p>LGBT Youth Scotland has secured additional funding from Cashback for Communities to develop some work with Young People around LGBT. This work will focus on the south of the</p>

						Authority and will develop over the next 6-8 months.
c	East Ayrshire Council will continue to support the work of the Ayrshire LGBT Development Group	Ayrshire is a diverse and inclusive region.	<ul style="list-style-type: none"> East Ayrshire Council is represented at the development group and play an active role in its development 	Ongoing	PPP (Corporate Equalities Officer)(Lead) supported by Vibrant Communities: YSD Team/	<p>In Progress</p> <p>Vibrant Communities and the Corporate Equalities Officer continue to support the broader LGBT Developments as part of this Pan Ayrshire Group.</p>

DRAFT

WORKSTREAM	4. RECOGNITION
-------------------	-----------------------

Actions	Outcome	Projected Outputs	Timescale	Action Owner	Progress to Date	
a	The council will recognise and celebrate successes of Service Sections, Departments and Partners who are widening LGBT Inclusion including the achievement of LGBT Charter Mark Status	Increased positive press recognising LGBT Developments	<ul style="list-style-type: none"> Increased number of positive news stories celebrating/recognising LGBT Development 	Ongoing	Public Relations & Graphics	<p>Task Complete for 2013/14</p> <p>Work has progressed to publicise and promote our LGBT developments, including the success of our LGBT young people at the Young Scot Awards (April 2014), LGBT National Youth Awards (3 winners), Promotion within LGBT Youth Scotland's History Month Brochure, Vibrant Communities Champions (EA LGBT Youth Group)</p>

b	Circulate a regular progress report monitoring progress against all the delivery themes in this document	East Ayrshire is a local Authority which promotes inclusion, widen diversity and addresses discrimination	<ul style="list-style-type: none"> A progress report is prepared and circulated to key stakeholders as an update on key successes 	Annually	Vibrant Communities: YSD Team	<p>Task Complete for 2013/14</p> <p>There have been a number of regular updates to the Departmental Equalities Group and this progress report also gives an annual overview of progress.</p>
---	--	---	--	----------	----------------------------------	---

DRAFT

WORKSTREAM

5. REPORTING & MONITORING

Actions	Outcome	Projected Outputs	Timescale	Action Owner	Progress to Date
<p>a</p> <p>East Ayrshire will actively support the promotion of Hate Crime Reporting through the expansion of 3rd Party Reporting Stations within East Ayrshire's Community Hubs.</p> <p>The Council will monitor and track reported hate crimes with a particular focus on homophobic, biphobic and transphobic abuse and share findings with the relevant partners.</p>	<p>Our LGBT community are supported to report Hate Crimes.</p>	<ul style="list-style-type: none"> 3rd Party Reporting available within each of the Council's Community Hubs 	<p>June 2014</p> <p>ongoing</p> <p>ongoing</p>	<p>PPP (Corporate Equalities Officer)</p>	<p>In Progress</p> <p>As part of the East Ayrshire Violence Against Women Partnership. There is a refresh of the 3rd Party Reporting Sites due to office relocations.</p> <p>LGBT Young People are actively encouraged to report Hate Crime and are made aware regularly through Vibrant Communities staff.</p> <p>Hate Crime & 3rd Party reporting is covered by the LGBT Awareness emodule that is being developed.</p>
<p>b</p> <p>East Ayrshire will report annually on its LGBT development work.</p>	<p>East Ayrshire is a reflective Council.</p>	<ul style="list-style-type: none"> A report to CMT on LGBT developments is produced annually 	<p>Annually (March 2016)</p>	<p>PPP (Corporate Equalities Officer)</p>	<p>Task Complete for 2013/14</p> <p>This report will complement the annual return in terms of SOA / Community Plan Equalities return.</p>

DRAFT