



East Ayrshire Council and Education Authority

Equality Outcomes 2013 - 2017

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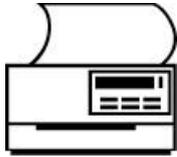
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Tha an sgrìobhainn seo cuideachd ri fhaotainn ann an cànanan eile, Braille, clò nas motha agus air teip ma tha sibh ga iarraidh.

本文件亦可應要求，製作成其他語文版本、特大字體、盲人點字及錄音格式版本。

درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی، بریل اور سننے والے ذرائع پر بھی میسر ہے۔

ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ, ਬਰੇਈਲ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਈਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।

Dokument ten jest na życzenie udostępniany także w innych wersjach językowych, w dużym druku, w alfabecie Braille'a lub w formacie audio.

INTRODUCTION

East Ayrshire Council is committed to promoting equality, eliminating discrimination and fostering good relations for all our communities and our employees. This means recognising that everyone has different needs; we want East Ayrshire to be a community where everyone has the opportunity to fulfill their potential.

All public bodies such as the Council now have a legal requirement to produce and publish a set of Equality Outcomes no later than the 30 April 2013. These are the results we will achieve in promoting equality, tackling discrimination and fostering good relations.

The equality outcomes do not encompass the work we already do to reduce inequality and ensure fairness. They have been developed in addition to this work based on a range of sources and evidence to further focus our efforts to deliver real change in people's lives.

In developing our Equality Outcomes, we have involved our communities to ensure that our Equality Outcomes are relevant and robust.

In order to ensure that equalities are mainstreamed into the work that we do we have aligned our Equality Outcomes, where possible, to our Community Plan, which is the Council's sovereign planning document and the associated Single Outcome Agreement.

THE LEGAL CONTEXT

On the 5 April 2011, the Equality Act 2010 introduced a new public sector equality duty which became law in Scotland. The public sector equality duty 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 Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on 27 May 2012. One of the requirements of the Regulations is that public bodies, such as the Council, must produce and publish Equality Outcomes. This document sets out the outcomes which the Council aims to achieve in relation to equality and diversity. Together, they must cover each of the nine 'Protected Characteristics' of equality as defined by the Equality Act 2010, namely age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex (male or female), and sexual orientation.

If a public body does not have an Equality Outcome(s) for each of these protected characteristics, it must publish its reasons for this.

When developing Equality Outcomes, public bodies must involve people with a relevant protected characteristic and their representative organisations. They must also consider relevant evidence relating to people with a protected characteristic.

DEFINITION AND CRITERIA

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

Outcomes are the changes or effects that result from an action we have taken.

Outcomes are not what we do, but the change or effect resulting from what we do. These changes may be for individuals, groups, families, organisations or communities. They relate to changes in behaviour, norms, decision-making, knowledge, attitudes, capacities, motivations, skills, conditions.

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

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

Equality Outcomes have been proposed on the basis that they are short, medium, and long term (1 – 4 years) and, wherever, possible the protected characteristic targeted has been specified.

The Equality Outcomes have been linked, where, possible, to the East Ayrshire Community Plan, which acts as the Council's Corporate Plan, and the associated Single Outcome Agreement to ensure that the Equality Outcomes become integral to the work we do and are mainstreamed into our activity.

Informed by the analysis of evidence and the consultation/engagement detailed below, twenty Equality Outcomes have been identified to address the needs of people with protected characteristics in East Ayrshire, which are attached at Appendix 1.

EQUALITIES, COMMUNITY PLANNING AND THE SINGLE OUTCOME AGREEMENT

The Community Plan is recognised as the sovereign planning document for the East Ayrshire area, providing the overarching strategic policy framework for the delivery of services by all Partner agencies. Importantly, the Plan acts as the Council's Corporate Plan.

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

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

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

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 supporting older people to remain independently in their community.

EVIDENCE REVIEW

In relation to equality and diversity, the Council is not starting with a blank sheet. Equality, together with Quality, Access and Partnership, has been a Core Value of the Council since its inception. There is a foundation of existing good practice on equalities, established through our Equality Schemes, built on and strengthened through the development of past equalities action plans.

In aligning our Equality Outcomes with our Community Plan, we have drawn on the robust consultation and engagement undertaken in 2010/11 during the Community Plan Four-yearly Review to establish the priorities for the East Ayrshire area for the period 2011/15. Consultation/engagement involved the Equalities Forum, the Local Community Planning Forums, which included representation from equalities groups, and the representative Residents' Panel. Consultation with our representative Residents' Panel early in 2013 has confirmed that these priorities should continue to be the focus of our efforts over the period 2013-15.

The Council identified its Equality Outcomes through consideration of the Community Plan, the Single Outcome Agreement, the Residents Survey 2011, complaints data, and national reports. These outcomes cover all of our communities and aim to ensure fair and equitable access to all Council services for all, and also provide timescales for doing this. Where issues were identified that did not necessarily align with the themes of the Community Plan, a Generic/Cross Cutting category was developed to ensure that all the evidence captured was considered and developed into Equality Outcomes.

In the summer of 2012, a desktop review of research and evidence in respect of the protected characteristics was undertaken. Local evidence reviewed during this exercise included the Community Plan, the Single Outcome Agreement, the Residents' Survey Results 2011, complaints data, and information from focus groups involving Minority Ethnic Communities. National data reviewed included the Equality and Human Rights Commission (EHRC) Triennial Review 2010, and the EHRC Research Report 'Significant inequalities in Scotland: Identifying Significant Inequalities and Priorities for Action, Education and Lifelong Learning.'

Key issue highlighted by the review of evidence and research generally, and specifically in relation to East Ayrshire where noted, include:

- The EHRC's Triennial Review 2010 estimates that the physical disability rate varies from 20% in the most deprived areas to 13% in the non-deprived areas. Disabled people are more likely to be living in poverty.

- The UK Government estimates that 5-7% of the population are gay, lesbian or bisexual. This group of people still experience targeted violence and homophobia continues to affect their lives, particularly at school age.
- The National Records of Scotland, 2010 state that over the 25 year period 2012 to 2035, the age group that is projected to increase the most in size in East Ayrshire is the 75+ age group, from around 8% of the population in 2010 to 14% in 2035. It is estimated that the proportion of those of pensionable age will increase to around 28% by 2035, compared to 18% in 2010.
- LGBT Youth Scotland's Annual Report 2011/12 states that 69.1% of all LGBT young people who responded to an LGBT survey on Life for LGBT young people stated that they had experienced homophobic or biphobic bullying in school.
- 'Your View Counts', the results of research with young people in East Ayrshire, found that 46% of young people said that they thought it would be horrible or bad for people being LGBT in East Ayrshire.
- The Scottish Government Crime and Justice Domestic Abuse bulletin, published in October 2012, reported that there were 59,847 incidents of domestic abuse recorded in 2011/12, compared to the 55,698 incidents recorded in 2010/11, an increase of 7% and continuing the generally increasing trend.
- A breakdown of these statistics provided by Strathclyde Police for the East Ayrshire area show that in 2010/11, 1,398 incidents were recorded and in 2011/12, 1,462 representing an increase of 4%; marginally below the national picture.

Evidence in relation to our Equality Outcomes is attached as Appendix 2.

INVOLVEMENT AND CONSULTATION

The law requires us to involve and consult with people in developing our Equality Outcomes. These people should have a wide range of backgrounds and characteristics and should be drawn from our communities and employees across East Ayrshire. Following the desktop review of research and evidence to develop our equality outcomes, an involvement and consultation exercise took place over a number of months. Appendix 3 outlines our involvement and consultation with people with protected characteristics in developing these outcomes.

A specific event was held with the Equalities Forum members on 11 October 2012, membership of which includes young people and adults with disabilities, older people, members of the BME community, parent representatives, church representatives and representation from the LGBT community. Participants addressed three key questions, as follows:

- Are they the right issues to focus on in developing evidence based outcomes?
- Are there any issues that are missing, if so what are they?
- What kind of outcomes could be developed in relations to the issues discussed?

Overall, the feedback received was consistent with the themes that had been identified, particularly in relation to improving services for gypsy/travellers and for LGBT people.

Further engagement was also carried out through national and local groups, such as VIP Partners, the local Elderly Forums, IQRAA Asian Women's Group, the Blind Club, and the Equality Networks, to ensure that the perspective of all groups was captured.

EDUCATION EQUALITY OUTCOMES

As a provider of Education in schools, the Council also has a duty to develop equality outcomes within the context of providing education. To this end, the Council has developed outcomes in relation to education in respect of attainment, bullying and harassment, training and learning and provision of education opportunities for Gypsy/Travellers. They are included within the Council's Equality Outcomes across the themes and, in particular, under the theme of Promoting Lifelong Learning.

PERFORMANCE MONITORING

Where indicators in relation to the Equality Outcomes are linked to the SOA, data will be disaggregated by protected characteristics to allow progress to be monitored. Action in relation to Equality Outcomes relevant to the Community Plan Themes will be monitored through the associated Community Plan Action Plans 2013/2015. However, where numbers are low, data in respect of the protected characteristics will not be published due to confidentiality and will be utilised for monitoring purposes only.

Where data relates to the Community Plan Action Plan and the Single Outcome Agreement, data will be collated as part of the annual reporting process. The remaining data will be collated by Departmental Equalities Groups, as appropriate, and other relevant groups.

Progress will be reported every two years as required under the statutory duty to publish an Equality Mainstreaming Report and Equality Outcomes. The Equality Mainstreaming Report will be made available through the Council's website.

EAST AYRSHIRE COUNCIL

EQUALITY OUTCOMES

PROMOTING LIFELONG LEARNING				
EQUALITY OUTCOMES	PROTECTED CHARACTERISTIC	GENERAL DUTY	INDICATORS	ACTIONS
<ul style="list-style-type: none"> The gap in educational attainment between protected characteristics reduced 	<ul style="list-style-type: none"> Gender/Disability/Race 	<ul style="list-style-type: none"> Promote good relations Eliminate discrimination Advance equality of opportunity 	SOA Indicator <ul style="list-style-type: none"> Percentage of school leavers in positive and sustained destinations (Annual/Scottish Government) 	<ul style="list-style-type: none"> Action developed and monitored through the associated Community Plan Action Plan - Workstreams 1.1, 2.1, 2.2, and 3.1
<ul style="list-style-type: none"> Number of people who access training and learning achieving positive destinations increased 	<ul style="list-style-type: none"> Gender/Disability/Age 	<ul style="list-style-type: none"> Promote good relations Eliminate discrimination Advance equality of opportunity 	SOA Indicator <ul style="list-style-type: none"> Number of Skills Development and Employability Service (SDES) participants entering education or training (Quarterly/East Ayrshire Council) 	<ul style="list-style-type: none"> Action developed and monitored through the associated Community Plan Action Plan - Workstreams 2.1, 2.2 and 3.1
<ul style="list-style-type: none"> Children and young people supported to develop strategies in relation to self-esteem and confidence building 	<ul style="list-style-type: none"> Gender/Disability/Sexual Orientation/Religion and Belief/Race 	<ul style="list-style-type: none"> Promote good relations Eliminate discrimination Advance equality of opportunity 	<ul style="list-style-type: none"> Indicators to be developed Lead – Educational and Social Services Departmental Equalities Group	<ul style="list-style-type: none"> Action developed and monitored through the schools and youth groups and reported through the Educational and Social Services Departmental Equalities Group and the Multi Agency Discriminatory Incident Monitoring (MADIM) Group

DELIVERING COMMUNITY REGENERATION

EQUALITY OUTCOMES	PROTECTED CHARACTERISTIC	GENERAL DUTY	INDICATORS	ACTIONS
<ul style="list-style-type: none"> • Women, older people and disabled people have access to safe and sustainable transport • Women, older people and disabled people have access to goods and services in their local area 	<ul style="list-style-type: none"> • Race/Age/Gender/Disability 	<ul style="list-style-type: none"> • Eliminate discrimination • Advance equality of opportunity 	<ul style="list-style-type: none"> • Indicator to be developed <p>Lead – Neighbourhood Services Departmental Equalities Group</p>	<ul style="list-style-type: none"> • Action developed and monitored through the associated Community Plan Action Plan - Workstreams 5.1, 5.2, 5.3 and 5.4
<ul style="list-style-type: none"> • Difference in rates of employment between the general population and the protected characteristics reduced 	<ul style="list-style-type: none"> • Gender/Disability/Race/Age 	<ul style="list-style-type: none"> • Eliminate discrimination • Advance equality of opportunity 	<p>SOA Indicator</p> <ul style="list-style-type: none"> • Number of (SDES) participants entering employment (Quarterly/East Ayrshire Council) 	<ul style="list-style-type: none"> • Action developed and monitored through the associated Community Plan Action Plan - Workstreams 3.1 and 3.2,
<ul style="list-style-type: none"> • The proportion of disabled and older people living in homes suitable for their needs increased 	<ul style="list-style-type: none"> • Disability/Age 	<ul style="list-style-type: none"> • Advance equality of opportunity 	<ul style="list-style-type: none"> • The number of new builds which are accessible to older people and people with disabilities (East Ayrshire Council) 	<ul style="list-style-type: none"> • Action developed and monitored through the associated Community Plan Action Plan - Workstreams 6.1 and 6.2; and Improving Health and Wellbeing Community Plan Action Plan - Workstream 4.5

IMPROVING COMMUNITY SAFETY				
EQUALITY OUTCOMES	PROTECTED CHARACTERISTIC	GENERAL DUTY	INDICATORS	ACTIONS
<ul style="list-style-type: none"> Confidence in reporting hate crime increased Detection rates for hate crime increased 	<ul style="list-style-type: none"> Race/Disability/Religion and Belief/Gender Reassignment 	<ul style="list-style-type: none"> Promote good relations Eliminate discrimination Advance equality of opportunity 	SOA Indicator <ul style="list-style-type: none"> Hate crime rate (Annual/Police Scotland) 	<ul style="list-style-type: none"> Action developed and monitored through the MADIM Group
<ul style="list-style-type: none"> Confidence in reporting domestic abuse increased Detection rates for domestic abuse increased 	<ul style="list-style-type: none"> Gender/Disability/Age/Race 	<ul style="list-style-type: none"> Promote good relations Eliminate discrimination Advance equality of opportunity 	SOA Indicator <ul style="list-style-type: none"> Rates of domestic abuse incidents reported to the police per 10,000 population (Annual/Police Scotland/Total number of domestic abuse incidents per 10,000 population) 	<ul style="list-style-type: none"> Action developed and monitored through the associated Community Plan Action Plan – Workstream 4.1

IMPROVING HEALTH AND WELLBEING				
EQUALITY OUTCOMES	PROTECTED CHARACTERISTIC	GENERAL DUTY	INDICATORS	ACTIONS
<ul style="list-style-type: none"> Facilities for breastfeeding in workplaces and for service users improved 	<ul style="list-style-type: none"> Gender/Pregnancy and Maternity 	<ul style="list-style-type: none"> Eliminate discrimination Promote good relations 	<ul style="list-style-type: none"> The number of premises promoting 'Breastfeed Happily Here' increased (Annual/Improving Health and Wellbeing Action Plan) 	<ul style="list-style-type: none"> Action developed and monitored through the associated Community Plan Action Plan – Workstream 1.1
<ul style="list-style-type: none"> Needs of all carers who provide unpaid care and support met Care needs of individuals met 	<ul style="list-style-type: none"> Gender/Disability/Age/Race 	<ul style="list-style-type: none"> Promote good relations Eliminate discrimination Advance equality of opportunity 	<ul style="list-style-type: none"> Uptake of carers support plans (Assessments) (Annual/East Ayrshire Council) 	<ul style="list-style-type: none"> Action developed and monitored through the associated Community Plan Action Plan – Workstreams 3.1, 3.2, 3.3, and 4.4

GENERIC/CROSS CUTTING OUTCOMES				
EQUALITY OUTCOMES	PROTECTED CHARACTERISTIC	GENERAL DUTY	INDICATORS	ACTIONS
<ul style="list-style-type: none"> • People buried according to their beliefs 	<ul style="list-style-type: none"> • Religion and Belief 	<ul style="list-style-type: none"> • Promote good relations • Eliminate discrimination • Advance equality of opportunity 	<ul style="list-style-type: none"> • Arrangements in place for appropriate religious burials in Ayrshire (East Ayrshire Council) 	<ul style="list-style-type: none"> • Action developed and monitored through the Pan Ayrshire Outdoor Amenities Group
<ul style="list-style-type: none"> • Information and services for LGBT people improved 	<ul style="list-style-type: none"> • Sexual Orientation and Gender Reassignment 	<ul style="list-style-type: none"> • Promote good relations • Eliminate discrimination • Advance equality of opportunity 	<ul style="list-style-type: none"> • Number of establishments/ services receiving LGBT charter mark status 	<ul style="list-style-type: none"> • Action developed and monitored through the Pan Ayrshire LGBT Development Group and Supporting Vibrant Communities Team
<ul style="list-style-type: none"> • Transit site identified and developed • Educational opportunities promoted 	<ul style="list-style-type: none"> • Race/Disability/ Gender 	<ul style="list-style-type: none"> • Promote good relations • Eliminate discrimination • Advance equality of opportunity 	<ul style="list-style-type: none"> • Site identified and developed (East Ayrshire Council) • In relation to the above, arrangements in place to offer information and advice on educational opportunities within East Ayrshire (East Ayrshire Council) 	<ul style="list-style-type: none"> • Action progressed and monitored through the Member/Officer Gypsy/Traveller Group • Once site developed arrangement to be put in place to offer information and advice on educational opportunities within East Ayrshire
<ul style="list-style-type: none"> • Provision of accessible and inclusive information and communication improved 	<ul style="list-style-type: none"> • Race/Disability/ Age 	<ul style="list-style-type: none"> • Promote good relations • Eliminate discrimination • Advance equality of opportunity 	<ul style="list-style-type: none"> • Number of requests for translation and interpretation (East Ayrshire Council) 	<ul style="list-style-type: none"> • Continue to ensure the provision of appropriate translation/ interpretation/communication services

EAST AYRSHIRE COUNCIL

EVIDENCE SUMMARY FOR EQUALITY OUTCOMES

Evidence Summary – Promoting Lifelong Learning

Outcomes

- The gap in educational attainment between protected characteristics reduced
- Number of people who access training and learning achieving positive destinations increased
- Children and young people supported to develop strategies in relation to self-esteem and confidence building increased
- Positive behaviour change by the person displaying bullying behaviour promoted.

Evidence Gathered and Sources

According to the EHRC's 'How Fair is Britain' report published in 2010, educational attainment continues to be strongly associated with socio-economic background, despite some signs that social differences in examination results may have started to reduce. At the same time, the gap in attainment between ethnic groups has narrowed more clearly, with some previously low-performing groups catching up with the average. Education-related inequalities have an impact over the life-span, not just in childhood. Adults with more prior education are much more likely to access learning opportunities in later life.

The EHRC in their report Equality and Human Rights Commission Disability, Skills and Employment: A review of recent statistics and literature on policy and initiatives state that in Scotland, over 80 per cent of non-Additional Support Needs pupils achieve five or more qualifications at Standard Grade/Intermediate 2, compared with 30 per cent of those with Additional Support Needs (ASN). The report also states that 'Educational qualifications appear to be of critical importance to disabled people in terms of influencing future life chances.

The EHRC's review 'Prevention and response to identity-based bullying among local authorities in England, Scotland and Wales' published in 2010 states that identity-based bullying is a significant problem for a large proportion of children. The studies reviewed illustrate how any individual characteristic that distinguishes a child from the rest of their peer group can increase the risk of bullying, ranging from looking or behaving differently to holding personal or religious beliefs which set them apart from the rest of their peer group. Whether a child is bullied because of their race, sexual orientation or any other personal characteristic, the effects of being bullied are the same, causing psychological, social or academic problems in both the short and long term.

Further evidence can be found at:

http://www.equalityhumanrights.com/uploaded_files/research/disability_skills_and_employment.pdf

<http://www.east-ayrshire.gov.uk/asp/future/survey/TransformationStrategy.pdf>

<http://www.scotland.gov.uk/Resource/Doc/236882/0064989.pdf>

http://www.equalityhumanrights.com/uploaded_files/research/64_identity_based_bullying.pdf

http://www.equalityhumanrights.com/uploaded_files/triennial_review/how_fair_is_britain_-_complete_report.pdf

Evidence Summary – Improving Community Regeneration

Equality Outcomes

- Women, older people and disabled people have access to safe and sustainable transport
- Women, older people and disabled people have access to goods and services in their local area
- Difference in rates of employment/apprenticeship between the general population and the protected characteristics reduced
- The proportion of disabled people living in homes suitable for their disability increased
- The proportion of older people living in homes suitable for their needs increased

Evidence Gathered and Sources

A lack of regular, accessible, and direct transport disproportionately prevents disabled people and older men and women from being able to participate in all aspects of life – employment, health, shopping and local activities. Disabled people are more likely to use and rely on a bus service than non-disabled people, particularly in rural areas of East Ayrshire, and are more likely to use a bus service than a train service. Adults with impairments are significantly more likely than adults without impairments to experience difficulties getting in and out of local buses and trains. There are gender differences in travel and transport needs: women tend to rely on public transport more than men, especially low-income women; and women are more likely to make complex journeys, often travelling to childcare, school, work and shops. Poor public transport and lack of childcare facilities and shops near employment locations impacts on women's ability to participate in the labour market.

The Supported Employment Framework main report published by the Scottish Government in 2010 states that, 'Not being in work is associated with poorer physical and mental health wellbeing. It is recognised that work can be therapeutic and that overall the beneficial effects outweigh the risks of work for the majority of people. The report further advises that, with the aggregate employment rate of less than 50% for disabled people compared to an overall employment rate fewer than 76% for the general population, it is clear that not all disabled people are getting access to job opportunities. With the economic downturn and an increasingly tight labour market, it is likely that disabled people will be affected adversely in the labour market.

According to 'How Fair is Britain,' published by the Equality and Human Rights Commission in 2010, only 50% of disabled people are likely to be in work compared to 80% of non-disabled adults. The report goes on to say that many people with a disability work in the public sector where cuts are being experienced. The Office of National Statistics confirms that nearly a fifth of 16-64 year olds have a disability in the UK (18%). Unemployment rates within East Ayrshire have increased over recent years and are amongst the highest in Scotland; claimant count unemployment was 10.1% in February 2013 (8.9% for men and 3.7% for women), compared to 3.5% at January 2008. The rate has been consistently higher than the Scottish rate.

Youth unemployment is a key area of concern in East Ayrshire and was reported as being 12.5% as at February 2013; the national average is 7.7%. Locally, through Education, the Skills Development and Employability Service and the multi-agency Employability Forum, efforts and available resources are directed at providing sustained destinations for young people by strengthening the links between education and learning, and employability.

In relation to housing, disabled people do not always have the adaptations they need to help them with daily activities. A quarter of people interviewed or surveyed (26%) in a report conducted by the EHRC said that they would like to have aids that they did not have.

Further evidence can be found at:

<http://www.east-ayrshire.gov.uk/asp/future/survey/TransformationStrategy.pdf>

http://www.equalityhumanrights.com/uploaded_files/triennial_review/how_fair_is_britain_-_complete_report.pdf

Evidence Summary – Improving Community Safety

Equality Outcome

- Confidence in reporting hate crime increased
- Rates of hate crime reduced
- Confidence in reporting domestic abuse increased
- Rates of domestic abuse reduced

Evidence Gathered and Sources

Racist and religiously aggravated attacks are a persistent phenomenon in British life. People from ethnic minority backgrounds are roughly twice as likely as white people to report being worried about violent crime. People who are not Christian are roughly 10 times more likely to report being attacked or harassed because of their faith than Christian people. Attacks directed against disabled and lesbian, gay or bisexual and transgender (LGBT) people are now being recognised as specific forms of hate crime and this helps to encourage victims to report such incidents and ensures that they are dealt with appropriately. The figures paint a stark picture, though, suggesting that significant proportions of people among these groups have experienced attacks – some of a very serious nature. There is evidence to suggest that a large proportion of victims of hate crime are still reluctant to report such attacks.

LGBT Youth Scotland's Annual Report 2011 – 12 states that 69.1% of all LGBT young people who responded to an LGBT survey on Life for LGBT young people stated that they had experienced homophobic or biphobic bullying in school.

In respect of Violence Against Women national, international and local evidence shows that women are disproportionately affected by violence. The Scottish Government Crime and Justice Domestic Abuse bulletin, published in October 2012, reported that there were 59,847 incidents of domestic abuse recorded in 2011/12, compared to the 55,698 incidents recorded in 2010/11, an increase of 7% and continuing the generally increasing trend. A breakdown of these statistics provided by Strathclyde Police for the East Ayrshire area show that in 2010/11, 1,398 incidents were recorded and in 2011/12, 1,462 representing an increase of 4%; marginally below the national picture.

Further evidence can be found at:

Safer Lives, Changed Lives, (2009) Scottish Government and COSLA, Edinburgh <http://www.scotland.gov.uk/Resource/Doc/274212/0082013.pdf>

Responding to violence against women and children – the role of public bodies, (2010) Department of Health, London

http://www.health.org.uk/media_manager/public/75/external-publications/Responding-to-violence-against-women-and-children%E2%80%93the-role-of-the-NHS.pdf

General Recommendation No.19, (1992) 11th session, Committee on the Elimination of Discrimination against Women, United Nations. www.un.org/womenwatch/daw/cedaw/recommendations/recomm.htm#recom19

Evidence Summary – Improving Health and Wellbeing

Equality Outcomes

- Facilities in respect of breastfeeding in the workplaces and for service users improved
- Needs of all carers who provide unpaid care and support met
- Care needs of individuals met carers

Evidence Gathered and Sources

As part of its commitment to promoting the health of employees and the community, the Council recognises its role in promoting breastfeeding. Research suggests that many women do not commence breastfeeding or cease earlier than recommended because they plan to return to work following the birth of their child. 21% of respondents in the East Ayrshire Residents Survey 2011 stated that they would continue to breastfeed if they were supported on their return to work. East Ayrshire Council recognises the important role that breastfeeding has in protecting the health and wellbeing of mothers and babies and that every mother has a natural right to breastfeed her baby. The Council takes a positive and supportive attitude to employees returning to work whilst continuing to breastfeed and has in place a Breastfeeding Policy.

There are estimated to be over 650,000 unpaid carers in Scotland. This is 1 in 8 of the Scottish population who are involved in providing care and support to a family member, friend or neighbour to enable that person to continue to live in their own community. There are estimated to be over 100,000 young carers in Scotland. According to the East Ayrshire Residents Survey Results for 2011, 39% said that more information on support agencies and networks was required.

Further evidence can be found at:

<http://docs.east->

[ayrshire.gov.uk/CRPADMMIN/2012%20AGENDAS/CABINET/6%20FEBRUARY%202013/Breastfeeding%20and%20Returning%20to%20Work%20Policy.pdf](http://docs.east-ayrshire.gov.uk/CRPADMMIN/2012%20AGENDAS/CABINET/6%20FEBRUARY%202013/Breastfeeding%20and%20Returning%20to%20Work%20Policy.pdf)

http://www.eastayrshirecommunityplan.org/portal.asp?P_ID=23&URL=/cats/Consultation%20and%20Engagement/East%20Ayrshire%20Residents%20Survey/FinalResidentsSurvey2011Results.pdf

Evidence Summary – Cross Cutting and Generic Outcomes

Equality Outcomes

- People buried according to their beliefs
- Services for LGBT people improved
- Gypsy/Traveller site identified and developed
- Educational opportunities for Gypsy/Travellers increased
- Provision of accessible and inclusive information and communication improved

Evidence Gathered and Sources

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. South Ayrshire Council has recorded an increase in requests to scatter ashes in accordance with the Sikh faith. To accommodate the diverse religious needs, the three Ayrshire Councils are working together to ensure that access to burials services is improved.

The Transsexual and Transgender communities, although relatively small in terms of numbers, can be severely impacted by the implementation of good and bad practices. The council has a duty and obligation to provide public, social and leisure facilities for all the members of our community; however, studies show that almost 50% of the Transsexual community do not use these facilities for fear of discrimination or harassment. Despite significant progress made in East Ayrshire toward the inclusion of LGBT people in increasing inclusion and reducing isolation and stigma, the results from 'Your View Counts', research with young people in East Ayrshire, suggests there is still a lot to be achieved in supporting LGBT people in East Ayrshire.

East Ayrshire does not have provision for Gypsy/Travellers communities and as a result has dealt with unauthorised encampments, particularly through the summer months. It is recognised that Gypsy/Travellers suffer multiple forms of discrimination. The Council believes that, in order to help combat negative attitudes and multiple discrimination, a site to accommodate Gypsy/Traveller families should be identified. Added to the development of site will be the opportunity to further develop educational opportunities for Gypsy/Travellers.

The Equalities Forum members have highlighted the importance of accessible communication for all members of the community. There has also been discussion of the importance of highlighting important communication which needs to be dealt with urgently by the recipient, more so for people with learning difficulties.

Further evidence can be found at:

<http://www.aberdeencn.info/nmsruntime/saveasdialog.asp?IID=11417&sID=1257>

https://www.lgbtyouth.org.uk/files/documents/2013_LGBTYS_East_Ayrshire_Your_View_Counts.pdf

DEVELOPMENT OF EQUALITY OUTCOMES

ENGAGEMENT WITH GROUPS / INDIVIDUALS WITH PROTECTED CHARACTERISTICS

Date	Group	Protected Characteristics
August 2012	Young People <ul style="list-style-type: none"> • James Hamilton Academy • Drongan Community Centre 	Age, Gender
11 October 2012	Equalities Forum Event including parent representation	All
17 October 2012	IQRAA Asian Women's Group	Race and Gender
10 November 2012	Equality Network Consultation	Gender Re-assignment, Sexual Orientation
22 November 2012	Blind Club	Disability
26 November 2012	South Kilmarnock Elderly Forum	Age
12 December 2012	VIPs (citizen leadership project for people with learning disability and autism spectrum disorder)	Disability