

EAST AYRSHIRE COUNCIL

Education Authority

East Ayrshire Licensing Board



Evidence Sources and Rational for Setting our Equality Outcomes

2017-2019



Accessibility

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East Ayrshire Council
Comhairle Siorrachd Àir an Ear

INTRODUCTION

This document provides detail of the evidence sources considered as part of the development and production of the Ayrshire Shared Equality Outcomes and East Ayrshire Council's equality outcomes, including the Education Authority and East Ayrshire Licensing Board. The document also outlines the process we went through in considering what our priorities would be for the coming 4 years and what the analysis of the relevant information told us. All of this together helped to shape and inform the Ayrshire Shared Equality Outcomes and East Ayrshire Council's equality outcomes, including Education and East Ayrshire Licensing Board.

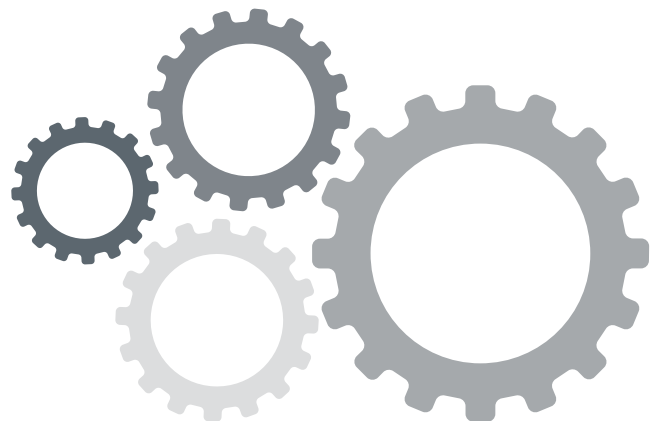
Each of the areas of improvement which were identified from the desktop based research and evidence review underwent the same process in arriving at our final decision on our equality outcomes and this is highlighted below:

Consultation on Draft Outcomes

Outline of decision-making process for agreeing outcome

- Desktop based research
- Priority areas for improvement identified
- Engaged communities and staff on areas of improvement - undertaken using a variety of methods including online surveys, face-to-face engagement, engagement through Equality Forum, Public Partnership Forum groups, engagement at community and staff events, and internal staff governance committee.
- Developed and consulted on proposed Equality outcomes
- Gathered and collated feedback
- Considered and included feedback where appropriate and proportionate
- Fed back final outcomes to everyone involved
- Outcomes agreed through Board and Governance structures

The following tables within this document outline the decisions we made in relation to how we prioritised, set and agreed each of the equality outcomes for East Ayrshire Council.



EVIDENCE SUMMARY

EQUALITY OUTCOME 1.1 Hate Crime

Evidence Gathered & Sources

A report on Hate Crime in Scotland 2015-16 was published by the Procurator Fiscal's Office and brought together figures on race crime, and on crime motivated by prejudice related to religion, disability, sexual orientation and transgender identity. It also includes figures for charges under the Offensive Behaviour at Football and Threatening Communications (Scotland) Act 2012.

Racial crime remains the most commonly reported hate crime in Scotland. There were 3,712 charges reported in 2015-16, 3 percent lower than in 2014-15, and the lowest number reported since 2003-04.

The second most common type of hate crime is sexual orientation aggravated crime. There were 1,020 charges reported in 2015-16, an increase of 20 percent. With the exception of 2014-15, there have been year on year increases in charges reported since the legislation introducing this aggravation came into force in 2010.

The number of religiously aggravated charges reported, at 581, is 3 percent higher than in 2014-15. Including charges that are now reported under the Offensive Behaviour at Football legislation, all religious related charges are also 3 percent higher than in 2014-15.

There were 201 charges reported in 2015-16 with an aggravation of prejudice relating to disability, 14 percent more than in 2014-15.

In Ayrshire the number of hate crimes is generally low, however this does not negate the fact that hate crime exists in Ayrshire. Consultation with local groups suggests that there is a need for community awareness-raising on the wide range of diversity, the different forms of discrimination and prejudice and the nature of hate crime. There is a lack of confidence in the community about third party reporting; both the availability and location of reporting centres and indeed of the processes involved. Several local respondents felt isolated, fearful of abuse and indicated that hate crime is an issue in certain localities across Ayrshire.

There also needs to be more training of all employees, especially those on the front line, to better understand the specific needs and relevant issues facing those with protected characteristics who face discrimination and/or hate crime and how to support them. There is a role for partnership initiatives, such as the Ayrshire LGBT+ Development Group which promotes information and guidance for the LGBT+ community and there may be scope for this type of initiative to be extended to other protected characteristic groups. In addition, the Keep Safe initiative will be implemented alongside partner agencies and employee training delivered as appropriate.

Further evidence can be found at:

<https://beta.gov.scot/publications/report-independent-advisory-group-hate-crime-prejudice-community-cohesion/>

<http://www.stophateuk.org/>

http://report-it.org.uk/what_is_hate_crime

<http://www.scotland.police.uk/contact-us/hate-crime-and-third-party-reporting/third-party-reporting-centres>

<http://www.hatecrimescotland.org/report-it/centres/>

Rationale for Equality Outcome

Hate crime involves any criminal offence motivated by malice and ill-will towards a social group. Hate crime can be motivated by prejudice against disability, sexual orientation, race, religion or faith.

Hate crime is a priority area for the Scottish Government which has a nil tolerance approach. When the justice system deals effectively with hate crimes, this gives victims the confidence to report them and bring those responsible to justice. However there is a need for greater publicity about third party reporting centres within East Ayrshire and across Ayrshire, and the processes involved. It is not necessary to be a victim of hate crime in order to report it and witness testimony is thus welcomed. The Independent Advisory Group was commissioned by the Scottish government to investigate and produced the report on Hate Crime, Prejudice and Community Cohesion in September 2016. Whilst, severe abuse dominates the headlines, it was particularly noted that many are subject to lower levels of abuse on a day to day basis. Therefore, by working together in partnership across Ayrshire it was felt that increased awareness raising of hate crime to reduce incidences should be taken forward.

Final Agreed Outcome

In Ayrshire, people experience safe and inclusive communities

EVIDENCE SUMMARY

EQUALITY OUTCOME 1.2 Prevent Anti-Terrorism

Evidence Gathered & Sources

Prevent is about safeguarding people and communities from the threat of terrorism. Prevent is 1 of the 4 elements of CONTEST, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism.

Local Authorities are specified authorities in the Counter Terrorism and Security Act (2015) that have a role in preventing vulnerable people from being drawn into terrorism and being radicalised. The related Prevent strategy seeks to reduce terrorism by focusing on preventive action.

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

Through this group the rollout of the Prevent training is monitored and any issues relating to Counter Terrorism are discussed at a strategic level.

Guidance in relation to a local response to Prevent is presently being developed in partnership with North and South Ayrshire Council to ensure a consistent approach across Ayrshire.

Prevent uses a range of measures to challenge extremism including supporting people who are at risk of being drawn into terrorist or extremist activity through:

- Working with and supporting community groups and social enterprise projects who provide services and support to vulnerable people;
- Working with faith groups and institutions to assist them in providing support and guidance to people who may be vulnerable; and
- Supporting local schools, local industry and partner agencies through engagement, advice and training.

Further evidence can be found at:

<http://www.traffordccg.nhs.uk/wp-content/uploads/2014/05/strategy-contest.pdf>

<http://www.traffordccg.nhs.uk/wp-content/uploads/2014/05/prevent-strategy-review.pdf>

<http://www.scotland.police.uk/contact-us/countering-terrorism>

<http://www.westsussexscb.org.uk/prevent-anti-terrorism-and-anti-radicalisation-of-vulnerable-people/>

<https://www.opensocietyfoundations.org/reports/eroding-trust-uk-s-prevent-counter-extremism-strategy-health-and-education>

Rationale for Equality Outcome

Prevention of terrorism and radicalisation is a UK Government priority. Motivations are varied but may include religious and political beliefs. The prevention of radicalisation is a UK Government priority and East Ayrshire Council has a duty placed upon it to comply with the Counter-Terrorism and Security Act 2015. Therefore, it was felt that linking the work on Prevent to the previous outcome on hate crime has the potential to further support the reduction in hate crime and ensure the people of Ayrshire experience safe and inclusive communities.

Final Agreed Outcome

In Ayrshire, people experience safe and inclusive communities

EVIDENCE SUMMARY

EQUALITY OUTCOME 1.3 Rights Respecting Schools

Evidence Gathered & Sources

The Rights Respecting Schools Award is a Unicef UK programme that aims to put children's rights at the heart of schools in the UK.

Unicef work with thousands of schools across the country to embed children's rights in their ethos and culture to improve well-being and develop every child's talents and abilities to their full potential. Schools work with Unicef on a journey to become fully Rights Respecting. The Award recognises a school's achievement in putting the United Nations Convention on the Rights of the Child into practice within the school and beyond.

The Unicef Right Respecting School Award (RRSA) is based on principles of equality, dignity, respect, non-discrimination and participation. The RRSA seeks to put the UN Convention of Rights of the Child at the heart of a school's ethos and culture to improve well-being and develop every child's talents and abilities to their full potential.

<https://www.unicef.org.uk/rights-respecting-schools/>

Rationale for Equality Outcome

Unicef work with primary schools, secondary schools, schools with special educational needs and pupil referral units across the whole of the UK to promote a child rights-based approach and to share good practice in improving outcomes for children and young people. Therefore, it was felt that encouraging schools to become Rights and Respecting schools encourages young people to respect the rights of others and promotes equality and a young age.

Final Agreed Outcome

In Ayrshire, people experience safe and inclusive communities

EVIDENCE SUMMARY

EQUALITY OUTCOME 1.4

Development of a Gypsy/Traveller Site

Evidence Gathered & Sources

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

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

In February 2015 the Council agreed:

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

The 2011 Census was the first to include a tick box for Gypsy/Travellers in its ethnicity categories. This means the census has enabled baseline data for Gypsy/Travellers to be developed across a range of areas including accommodation, health, education and employment.

In the census, 4,200 people identified themselves as 'White: Gypsy/Traveller' (it is likely that some chose not to). Organisations that work with Gypsy/Travellers believe Scotland's community comprises 15,000 to 20,000 people.

The Scottish Government are working to ensure equality for Gypsy/Travellers by integrating their needs into policies such as health, education and social services.

Gypsy/Travellers have a right to their traditional way of life, but that right must be exercised responsibly, and balanced against the rights of the wider community.

The traditional travelling way of life is threatened by a shortage of suitable campsites and stopping areas. In Scotland, there are currently no official 'transit' sites where Gypsies/Travellers can stop over while travelling, while many council-run sites are situated in bad locations, often due to historic reasons and travelling patterns, with inadequate facilities and limited access to services. This means that Gypsies/Travellers are often forced to stop in unauthorised areas, which can lead to problems and confrontations with local communities.

Rationale for Equality Outcome

Gypsy/Travellers have been in Scotland for many centuries and still retain their own cultures and customs. Historically Gypsy/Travellers were known to have strong oral traditions of storytelling and music, and they were crucial in taking Scots ballads from one area to another. Their diverse history is reflected in the 'cant': a language used by Gypsy/Travellers, along with English, which includes Romani, Scots and Gaelic words.

In Scotland today, some Gypsy/Travellers still travel year round. Others have a permanent base on a site or in housing, but may travel for part of the year. Gaining access to health, education and social services, as well as employment, can be difficult when travelling, therefore it is imperative, that where possible they have access to services and the development of a permanent site can assist in this process.

<http://www.gov.scot/Topics/People/Equality/gypsiestravellers>

<https://beta.gov.scot/policies/equality/gypsy-travellers/>

<https://www.equalityhumanrights.com/en/our-work/news/equality-and-human-rights-commission-publishes-guide-establishing-gypsy-and-traveller>

Final Agreed Outcome

In Ayrshire, people experience safe and inclusive communities

EVIDENCE SUMMARY

EQUALITY OUTCOME 1.5 LGBT Foundation Charter Mark

Evidence Gathered & Sources

Research shows that 70% of lesbian, gay and bisexual young people experience homophobic, or biphobic, bullying in schools in Scotland. Transgender people face an even harder time with 77% experiencing homophobic, biphobic or transphobic bullying.

There are lesbian, gay, bisexual, transgender and intersex people in every part of Scotland from our biggest cities to our smallest settlements and islands. While LGBT equality has progressed considerably in recent years the lived experience of LGBT communities in urban settings is vastly different to that of LGBT communities in more rural and island settings.

East Ayrshire Council continuously strives to ensure that all members of the communities needs are met, regardless of background. The Foundation Charter will help recognise the inclusive policy, practice and support offered by the services to lesbian, gay, bisexual and transgender people, and promotes best practice in terms of equality. It is an important step in recognising and addressing the inequalities that lesbian, gay, bisexual and transgender people still face in Scotland today.

The LGBT Charter is a powerful, easy to use tool to help everyone in an organisation focus on the quality of services they provide. It helps demonstrate your organisation's commitment to LGBT people in the local area. The programme supports services to undertake training, review policies in line with legislation, and consider practices and resources. Achieving the LGBT Charter enables your organisation to clearly show that it has taken steps to improve services and the workplace, and remove barriers for LGBT people.

Rationale for Equality Outcome

All young people should be able to access advice and support that helps them make informed decisions regarding their lives. Many lesbian, gay, bisexual and transgender young people can find it difficult to find accurate and non-biased information regarding their sexual orientation or gender identity therefore adults and professionals can play an essential role supporting them.

LGBT young people can receive negative messages regarding their identities and who they are. Is it therefore important to ensure a non-judgemental approach and provide positive and supportive messages regarding their feelings, thoughts and identities.

<https://www.lgbtyouth.org.uk/>

<http://www.stonewallscotland.org.uk/>

Final Agreed Outcome

In Ayrshire, people experience safe and inclusive communities



EVIDENCE SUMMARY

EQUALITY OUTCOME 2.1

Consultation and engagement

Evidence Gathered & Sources

The Community Empowerment (Scotland) Act 2015 (CEA) sets out a legal framework to support the empowerment of community bodies, local communities and communities of interest across Scotland. Public service bodies, e.g. local authorities and health boards, will have to develop processes through which community bodies can participate and influence the design and delivery of services. The duty will lie with community bodies to explain why they believe they should be involved and what improvements and outcomes they expect to achieve via their participation.

Furthermore, it is important the services meet the needs of local users and that their views are taken into account in the design and delivery of services. Local engagement was sought during the production of these outcomes with events organised across Ayrshire and the facility to respond via an online survey. The outcomes were also guided by additional local consultation with the LGBT+ community. However, more work is required to identify and involve those from hard to reach and /or disadvantaged groups, particularly those with protected characteristics.

At the end of 2016 work was undertaken to engage with local BME people and under-represented groups; however, this engagement work did not prove very successful.

Further evidence can be found at:

<http://www.gov.scot/Topics/People/Young-People/families/youth-work-participation>

<http://www.scdc.org.uk/what/national-standards/>

http://www.voicescotland.org.uk/media/resources/NSfCE%20online_October.pdf

Rationale for Equality Outcome

In order for services to be efficient, effective and tailored to the needs of services users, engagement particularly with hard to reach, disadvantaged, or otherwise disenfranchised sections of community is essential. Local engagement indicated that 90% of an, albeit small, sample agreed that processes should be put in place to welcome, encourage and support marginalised and under-represented groups to inform decision making.

Therefore, combining the outputs of the local survey with the engagement which took place at the end of 2016, it was decided further focus in this area was required particularly given the fast changing demographics of East Ayrshire and Ayrshire as a whole.

Final Agreed Outcome

In Ayrshire, people experience safe and inclusive communities

EVIDENCE SUMMARY

EQUALITY OUTCOME 2.2

Access and welcoming buildings

Evidence Gathered & Sources

Local community engagement has identified there is a lack of gender identity support, knowledge and understanding within East Ayrshire. In addition, it was felt that there were issues related to gender specific services which have adversely affected the experience of our accessing services by those identifying as transgender.

Through consultation with LGBT and non-LGBT people, the majority of those who engaged felt they knew a little about transgender issues but around 5% felt they knew nothing at all. Whilst it may be argued this reflects a lack of exposure to transgender people, the survey suggests that it is not as simple as mere exposure. Of those who reported knowing a transgender person, only 60% of those felt they knew a lot about transgender.

Staff training in LGBT+, particularly focussed on trans issues, would be helpful in making East Ayrshire Council premises more inclusive and welcoming for this group. Recent research has also found that despite high rates of problem alcohol and drug use, trans people are reluctant to use these services feeling that they would be discriminated against or treated unfairly.

Further evidence can be found at:

<http://www.equality-network.org/>

<http://www.equality-network.org/resources/publications/community-engagement/community-connections/>

http://www.scottishtrans.org/wp-content/uploads/2013/03/changing_for_the_better.pdf

<http://www.scottishtrans.org/alcohol-and-drug-services/>

Rationale for Equality Outcome

Local engagement has indicated a need to train front line staff with specific, relevant knowledge of LGBT+ equality issues and to develop or identify training resources including the importance and nature of correct language and terminology. This will make our premises more welcoming and ensure that services are accessed appropriately. A failure to access services may lead to delay in seeking help for issues which may then be more difficult and costly to resolve with resultant resource implications.

Final Agreed Outcome

In Ayrshire, people have equal opportunities to access and shape our public services

EVIDENCE SUMMARY

EQUALITY OUTCOME 2.3

Disabled people are engaged and supported to access services

Evidence Gathered & Sources

At the heart of an inclusive community is the active engagement of its citizens. One in five of the UK population lives with a disability or long-term health condition, and in East Ayrshire our two largest protected characteristics are older people and disabled people.

Disability Rights UK recently undertook research (<http://tinyurl.com/mn6rov5>) which showed that inclusive local communities, with strong social networks bring rewards for the whole community: strong political institutions, improved economic development, improved health and more effective public services.

Historically, both in the UK and internationally, disabled people have limited engagement and participation but that participation is essential to make communities.

Participation by disabled people in development and decision-making is vital – from seeking feedback through full decision making and leadership by disabled people. To achieve fully inclusive outcomes (i.e. disabled people taking part in society) requires fully inclusive processes (i.e. disabled people participating at all stages in planning and decision-making).

<https://www.disabilityrightsuk.org/>

Rationale for Equality Outcome

There is a wealth of research evidence that social isolation may result in poor physical and/or mental health and thus create more demands on local services. Thus the prevention or reduction of social isolation has the potential to release additional resources for other priority areas, in addition to reducing the suffering of those affected. East Ayrshire faces particular challenges given the number of rural, small communities and the availability of adequate public transport.

Final Agreed Outcome

In Ayrshire, people have equal opportunities to access and shape our public services.

EVIDENCE SUMMARY

EQUALITY OUTCOME 2.4

Appropriate support and services to ensure older people are active and engaged

Evidence Gathered & Sources

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

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

Support older people to live independently in the community;

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

Evidence shows that social isolation can result in both physical and mental ill-health. Social isolation and loneliness is widespread and not limited to some age groups or sections of society, though it may be more prevalent in certain groups. In recognition of this, the Scottish Government has designated it one of their priority areas and it has provided new funding for a £300k Social Isolation and Loneliness Fund aimed at preventing vulnerable young and older people becoming lonely or isolated. In addition, an extra £248k was given to well-established projects currently working to curb isolation.

Local consultation suggests that those in East Ayrshire's rural communities are particularly prone to social isolation and are unable to access services, in part due to poor transport links, and that this is a particular issue for those with disabilities and older members of the community. Those who may also face prejudice and discrimination may require additional support to access safe, non-judgmental and non-threatening environments to combat social isolation.

Further evidence can be found at:

<http://www.campaigntoendloneliness.org/events/scottish-summit-on-loneliness-and-social-isolation-sep-2016/>

<http://news.gov.scot/news/tackling-loneliness>

<http://www.local.gov.uk/documents/10180/7632544/L15-431+Combating+loneliness+-+a+guide+for+local+authorities/b4b88757-2623-4696-ae04-565892a58909>

<http://www.lgiu.org.uk/wp-content/uploads/2016/02/Loneliness-and-social-isolation.pdf>

Rationale for Equality Outcome

There is a wealth of research evidence that social isolation may result in poor physical and/or mental health and thus create more demands on local services. Thus the prevention or reduction of social isolation has the potential to release additional resources for other health priority areas, in addition to reducing the suffering of those affected. East Ayrshire faces particular challenges given the number of rural, small communities and the availability of adequate public transport.

Final Outcome Agreed

In Ayrshire, people have equal opportunities to access and shape our public services.

EVIDENCE SUMMARY

EQUALITY OUTCOME 2.5

Conduct equality monitoring of the Licensing Forum

Evidence Gathered & Sources

Section 10 of the Act requires every council to establish a Local Licensing Forum for their area. Section 11 sets out the general functions of such Forums and Section 12 of the Act sets out certain duties placed on Licensing Boards in respect of Forums.

Role of Local Licensing Forums

The role of the Forum is to keep under review the operation of the licensing system in their area and to give advice and recommendations to the Licensing Board.

Schedule (2) of the Act specifies the composition of a Licensing Forum, but in broad terms the aim is a balanced representation of all 'constituencies of interest':

- Holders of premises licences and personal licences;
- The Chief Constable for the police area in which the Forum's area is situated;
- Persons having functions relating to health, education or social work;
- Young people; and
- Persons residents within the Forum's area.

<http://www.gov.scot/Publications/2007/04/13093458/16>

Rationale for Equality Outcome

The Forum should be representative of the community it serves and therefore, it is essential that the Licensing Forum is reflective of the diverse community it serves to ensure that all aspects in relation to equality are considered.

Final Agreed Outcome

In Ayrshire, people have equal opportunities to access and shape our public service.

EVIDENCE SUMMARY

EQUALITY OUTCOME 3.1

Modern Apprenticeships (MA)

Evidence Gathered & Sources

Evidence shows that East Ayrshire continues to have one of the highest unemployment claimant rates in Scotland. As at March 2016 East Ayrshire has the fourth highest rate. The Scottish Government is particularly keen to improve job opportunities for younger people through the provision, inter alia, of high quality modern apprenticeships. Modern Apprenticeships (MAs) offer people aged 16 or over paid employment combined with workplace training and off-the-job learning, in order to gain new and enhanced skills and recognised qualifications. MAs are currently being advertised for Microsoft - IT Systems and Networking. There are currently MAs in Business Administration and Housing IT and we will continue to seek to offer MAs in other areas.

It is recognised that both young disabled and black and ethnic minority (BME) candidates are less likely to secure a modern apprenticeship. Less than 0.5% of all Modern Apprenticeship placements are taken by someone with a declared disability, despite around 8% of the target population having a disability. Furthermore, less than 2% of all apprenticeships in Scotland are taken by ethnic minorities although they form around 4% of the target population.

Further evidence can be found at:

<https://beta.gov.scot/publications/scotlands-labour-market-strategy/>

<https://beta.gov.scot/news/scotlands-changing-population/>

https://www.skillsdevelopmentscotland.co.uk/media/40691/2869_sds_equalities_action_plan_digital_v7.pdf

Rationale for Equality Outcome

As one of the largest local employers, East Ayrshire Council has a role to play in reducing youth unemployment, particularly for those with protected characteristics who are under-represented in the workforce, such as BME (circa 2% of current employees) and disability (0.58% declared a disability, though this is likely to be an underestimate) and in addition underrepresented in MAs (less than 0.5% for disability).

Therefore, in the course of our equality outcomes 2017–2021 we will seek to take positive action steps to address this, beginning with an audit of the current cohort by protected characteristics. In addition, we will seek to promote uptake amongst those with protected characteristics.

This is also important from a workforce planning point of view as a 2016 analysis of East Ayrshire Council's workforce shows it is skewed towards older age groups with the majority of the workforce aged between 46-55, which has implications for succession planning. Whilst modern apprenticeships are an important route for youth employment, it is important to note that not all of our current employees aged between 16-24 hold modern apprenticeships and that general recruitment also offers potential employment for this group.

Final Agreed Outcome

In Ayrshire, people have opportunities to fulfil their potential throughout life

EVIDENCE SUMMARY

EQUALITY OUTCOME 3.2

Occupational segregation (Modern apprenticeships)

Evidence Gathered & Sources

Evidence for Scotland indicates that men dominate in construction and skilled trades, and women are over-represented in secretarial and caring occupations. Vertical segregation refers to the under-representation of women in management positions, sometimes referred to as the 'glass-ceiling'.

East Ayrshire Council's workforce is predominantly female (71%). In addition, recruitment in 2015/2016 was also predominantly female with 86.89% of job offers made to females. This is likely to be a reflection of occupational segregation as the largest category of staff within the Council's catering and early year's employees which have traditionally been seen as female roles, though this is slowly changing. Furthermore, traditionally male dominated occupations need to attract more female recruits to tackle gender segregation. The Scottish government has made improving the gender balance on some Modern Apprentice frameworks one of its priority areas and aims to tackle this imbalance, developing targets that encourage systemic change rather than small incremental improvements.

(<http://www.gov.scot/Publications/2014/12/7750/7>; <http://www.gov.scot/Publications/2014/12/7750/10>).

In addition, we aim to increase the percentage of MAs in non-traditional female and male roles. For example, industry research indicates that 98% of all construction placements are still taken by men. Although men are increasingly moving into 'traditionally female' apprenticeship programmes, there is no evidence of an increase of women entering 'traditionally male' apprenticeships.

Further evidence can be found at:

<https://www.closesthegap.org.uk/>

<http://www.gov.scot/Resource/0050/00502056.pdf>

https://www.skillsdevelopmentscotland.co.uk/media/40691/2869_sds_equalities_action_plan_digital_v7.pdf

<https://beta.gov.scot/publications/developing-young-workforce-scotlands-youth-employment-strategy/>

<https://beta.gov.scot/publications/scotlands-labour-market-strategy/>

<https://beta.gov.scot/publications/science-technology-engineering-mathematics-consultation-strategy-education-training/>

<http://www.gov.scot/Topics/People/Equality/18500/OccSeg>

Rationale for Equality Outcome

As a major local employer, East Ayrshire Council will seek to be more inclusive in the recruitment and retention of staff. Furthermore, as Scotland has an ageing population and East Ayrshire Council an ageing workforce, there is a need for succession planning. Given that most of the workforce is in nursing, associated caring and office roles which have been traditionally filled by females, there is a critical need to tackle gender segregation and attract more males into these areas by offering high quality MAs to attract young talent.

Final Agreed Outcome

In Ayrshire, people have opportunities to fulfil their potential throughout life

EVIDENCE SUMMARY

EQUALITY OUTCOME 3.3 AND 3.4

Develop opportunities and encourage children in Primary schools to engage in engineering activities and science, technology, engineering and mathematics (STEM)

Evidence Gathered & Sources

Science, Technologies, Engineering and Maths (STEM) learning is fundamental to every modern dynamic society and economy. The Scottish Government are committed to ensuring that Scotland has a teacher workforce which is skilled and confident in delivering stimulating science learning, acknowledging there is a particular need to address support for primary teachers, who are often non-specialists in the STEM subjects.

In addition to this, Sir Ian Wood published his interim report on the work of the Commission for Developing Scotland's Workforce. This report highlighted that by 2020 that there will be a need for engineering industries to replace 35% of their present workforce due to its age profile. 40,000 extra graduates a year in science engineering, maths and technology (STEM) will be need to fill the gap.

This also supports the Scottish Government's consultation on the new draft strategy on their approach to delivering a high quality Science Technology Engineering and Maths (STEM) education and training offering, across the education system. The draft STEM Education and Training Strategy for Scotland has two aims:

- To improve levels of STEM enthusiasm, skills, and knowledge in order to raise attainment and aspirations in learning, life and work
- To encourage the uptake of more specialist STEM skills required to gain employment in the growing STEM sectors of the economy, through further study and training.

<http://www.gov.scot/Topics/Education/Schools/curriculum/ACE/Science>

<https://consult.scotland.gov.uk/stem/a-stem-education-and-training-strategy/>

<http://www.gov.scot/Topics/Education/Schools/curriculum/ACE/Science>

Rationale for Equality Outcome

There is still a shortage in Scotland in relation to filling the gap with regards to STEM. Traditionally this has been a male dominated field, and more encouragement and support is needed to not only increase overall numbers, but also for girls to enter this field

Final Agreed Outcome

In Ayrshire, people have opportunities to fulfil their potential throughout life

EVIDENCE SUMMARY

EQUALITY OUTCOME 3.5, 3.6 AND 3.7

Developing Opportunities for young people who are looked after and accommodated and young people with additional support needs

Evidence Gathered & Sources

The Scottish Children's Services Coalition is campaigning to increase the training and employment opportunities available to young people with additional support needs (ASN) and care experience. Through developing the talents of all Scotland's young people this assists in creating a more equal society and supports the delivery of sustainable economic growth.

This group of young people represent some of the most disadvantaged and marginalised members of our society. With lower levels of educational attainment than those not in this group, this impacts on training and employment opportunities. By supporting these young people into training and employment not only does this benefit them, but employers gain their skills and commitment, with a positive impact on society and the economy.

In addition, nearly one in five people of working age (1 million, or 19%) in Scotland are disabled. Only about half of disabled people of working age are in work (50%), compared with 80% of non-disabled people of working age. Actively supporting and encouraging young people with additional support needs (ASN) in relation to work experience and training will prepare them for the work of life. people of working age (1 million, or 19%) in Scotland are disabled.

According to the Scottish Government, young people who are looked after by local authorities tend to leave school at younger ages than other young people. Partly because of this, looked after young people tend to have lower levels of educational qualification and are less likely to go on to positive destinations after school than young people in general, although there have been improvements in the proportion of looked after young people leaving school at older ages in looked after children continue to have lower attainment.

<https://www.thescsc.org.uk/campaigns/employment/>

<http://www.gov.scot/Publications/2014/04/3050/15>

<http://www.gov.scot/Resource/0048/00482449.pdf>

Rationale for Equality Outcome

Research and evidence tells us that it is more difficult for young people with ASN and young people looked after and accommodated to attain good work experience opportunities or training and employment. By developing positive partnership the Council can ensure that young people are engaged in positive experiences which will in turn give them an opportunity to succeed in gaining confidence and self-esteem to take the next steps to training and/or employment.

Final Agreed Outcome

In Ayrshire people have opportunities to fulfil their potential throughout life

EVIDENCE SUMMARY

EQUALITY OUTCOME 3.8

Deliver Close The Gap in relation to delivering the 'Be What You Want' programme

Evidence Gathered & Sources

Research and evidence from Close the Gap states that occupational segregation is one of the causes of the gender pay gap, and a barrier which prevents women and men from fulfilling their potential in employment. Women and men's different experiences of skills acquisition and work reflect the traditional and often stereotypical assumptions about men's and women's roles in society.

Close the Gap developed the 'Be What You Want' campaign to highlight the issue of gender stereotyping and how this limits children and young people's aspirations and opportunity to be what they want to be. At this age young people are deciding what stream of subjects to concentrate on at school, and perceptions about work and gender are hardening into attitudes that will influence both subject choice and, later, career choice.

Be What You Want is a campaign to raise awareness of gender stereotyping and occupational segregation, in the context of subject and career choice, among children and young people.

The campaign aims to ensure that children and young people are not limited in their expectations and can make informed decisions about their future based on their passions, skills and talent, and not gender stereotypes.

<https://www.bewhatyouwant.org.uk/>

<https://www.closethegap.org.uk/>

<https://www.closethegap.org.uk/content/resources/Close-the-Gap-PSED-guidance-on-gender-and-employment-2016.pdf>

EVIDENCE SUMMARY

EQUALITY OUTCOME 3.9

Improve access to education for Gypsy/Traveller young people

Evidence Gathered & Sources

As a group, young Gypsy/Travellers' educational outcomes are the worst in Scottish education. Relatively low numbers of children make the transition from primary to secondary school, and attendance rates are the lowest of any ethnic group.

Those who are mobile may face interruptions and a lack of continuity to their education. And whether mobile or not, children and young people from the Gypsy/Traveller community may need support to overcome barriers to their learning.

Through the Scottish Traveller Education Review Group (STERG), the Scottish Government are developing guidance to:

- support the inclusion of more young Travellers in education
- support improved educational outcomes
- encourage inclusive and tailored approaches that deliver the entitlements of children and young people in Curriculum for Excellence

<https://www.equalityhumanrights.com/en/gypsies-and-travellers-simple-solutions-living-together/gypsies-and-travellers-research-reports>

Rationale for Equality Outcome

East Ayrshire Council is committed to ensuring a positive experience for all children and young people within the education system. Research and evidence informs us that children and young people from Gypsy/Traveller communities do not do well at school. Once a site is identified and developed it will be imperative to establish links with the site to ensure positive education outcomes for Gypsy/Traveller children and young people.

Final Agreed Outcome

In Ayrshire people have opportunities to fulfil their potential throughout life

EVIDENCE SUMMARY

EQUALITY OUTCOME 4.1 Recruitment

Evidence Gathered & Sources

East Ayrshire has the fourth highest unemployment rate compared to all 32 local authorities in Scotland, as was the case in 2015. All three Ayrshire local authorities, however, showed an overall reduction in unemployment claimants when compared to March 2015.

Employment is one of the most strongly evidenced determinants of health. The World Health Organisation (WHO) notes that 'unemployment puts health at risk' and 'unemployment has a direct bearing on the physical and mental health and even life expectancy for unemployed people and their families'. Unemployment therefore has a direct impact upon Council service provision. However it is important to note this employment advantage only holds for good quality employment.

Supporting employability is a shared goal across all three Community Planning Partnerships (North, South and East) in Ayrshire, and NHS Ayrshire & Arran is committed to contributing to this goal. East Ayrshire Council will work in partnership with local providers to help address issues of unemployment. However it is acknowledged that financial issues constrain the number of available vacancies both in the Council and in the local area.

Given the age demographic of East Ayrshire Council employees (the majority over 46), recruitment also offers the potential to address this imbalance whilst reducing youth unemployment, a Scottish government priority. Furthermore, Disability Inclusive = Confident Employers (DICE), a pan-Ayrshire initiative was launched at the end of January 2017. Only 48% of disabled working age adults are in employment compared to 80% of non-disabled. DICE seeks to highlight the benefits of recruiting disabled people and to address common misconceptions about disability in the workplace.

Further evidence can be found at:

<http://inclusivetop50.co.uk/>

<http://www.gov.scot/Resource/0047/00472389.pdf>

http://www.enei.org.uk/data/files/enei_Publications/Managing_Inclusive_Workplaces.pdf

<https://beta.gov.scot/publications/everyone-matters-2020-workforce-vision-implementation-plan-2017-18/documents/00510703.pdf?inline=true>

<https://ayrshiredice.wordpress.com/>

Rationale for Equality Outcome

As previously stated workforce data indicates that East Ayrshire Council has an ageing workforce – approximately 54% of the workforce is aged 46 or over and this has implications for succession planning even given the likely financial constraints on future recruitment. As a largest local employer in an area with the fourth highest numbers of JSA claimants, East Ayrshire Council is likely to be regarded as a high quality, desirable employer. However, the current workforce is predominantly female, white, heterosexual and non-disabled (at least non-disclosing of disability where this can be hidden). The Council thus seeks to become a more diverse employer offering high quality employment to all and increase representation from those with protected characteristics. In addition we will achieve and maintain Level 2 of the Disability Confident Scheme and, thereafter, seek to achieve level 3 of the Disability Confident Scheme. It is also recognised that a variety of medium should be considered when advertising posts to attract a more diverse workforce.

Final Agreed Outcome

In Ayrshire public bodies will be inclusive and diverse employers.

EVIDENCE SUMMARY

EQUALITY OUTCOME 4.2

Training / equalities sensitive practice from workforce

Evidence Gathered & Sources

East Ayrshire Council is aware that all employees are not always aware of the best way to be sensitive to individual needs, in particular in relation to equalities. This can often be as a result of employees feeling they lack the necessary skills to deal with such issues, and also lack the confidence to challenge discriminatory behaviour they may witness. Therefore the organisation has recognised that staff may require further additional training, knowledge and awareness-raising of the different equalities areas. A more informed workforce will be better able to support inclusiveness and equality.

Furthermore, consultation with the local LBGT+ community indicates that members still have concerns in some areas about staff attitudes and knowledge of their needs, in particular trans issues. Again, this may be the result of lack of knowledge or awareness.

In addition, the recent arrival of refugee and asylum seekers to East Ayrshire, which has had a low ethnic mix, may require additional staff training.

Rationale for Equality Outcome

Whilst Equality and Diversity (E&D) training is part of the online Mandatory training for all new employees within the organisation and there is an additional half day face-to-face E&D training course, these cannot, alone, cover the complexities of equalities practice in an in depth manner. Although the Council has developed a number of courses in relation to equality, there is an acknowledgment that there may be a need for additional training to be developed, especially for those in the front line, to ensure that all service users, including those with additional needs such as disability, ethnicity and/or sexual orientation, continue to receive high quality care.

To ensure that consistent information is being disseminated across Ayrshire, it was deemed appropriate that this be a shared equality outcome and has been set in partnership with other community planning partners.

Final Agreed Outcome

In Ayrshire public bodies will be inclusive and diverse employers

EVIDENCE SUMMARY

EQUALITY OUTCOME 4.3

Training for members of the new Licensing Board and Forum

Evidence Gathered & Sources

East Ayrshire Council recognises the importance of training for all employees, in particular in relation to equalities training. Developing specific training for the Licensing Board and Forum members will ensure all its members are aware of their duty in relation to the Equality Act 2010.

In addition, this will enrich the experiences also give members the confidence to challenge discriminatory behaviour they may witness. Therefore the organisation has recognised that employees may require further additional training, knowledge and awareness-raising of the different equalities areas. A more informed Board and Forum will be better able to support inclusiveness and equality.

Rationale for Equality Outcome

Whilst Equality and Diversity (E&D) training is part of the online Mandatory training for the Licensing Board and Forum, these cannot, alone, cover the complexities of equalities practise in an in depth manner. Although the Council has developed a number of courses in relation to equality, there is an acknowledgment that there may be a need for additional training to be developed.

To ensure that consistent information is being disseminated to the Licensing Board and Forum, it was deemed appropriate that this be an equality outcome.

Final Agreed Outcome

In Ayrshire public bodies will be inclusive and diverse employers.

ADDITIONAL EVIDENCE SOURCES

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Vocational Rehabilitation: What works, for whom, and when? (2008) Waddell G, Burton A K & Kendall N A S, HMSO, London

<https://www.equalityhumanrights.com/en/equality-measurement-framework>

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People with Learning Disabilities in Scotland (2004), NHS Health Scotland, Edinburgh

<http://www.isdscotland.org/Publications/index.asp?ht=Equality-and-Diversity>

Improving ethnic data collection for equality and diversity monitoring (2016), Information Services Division (ISD)

<http://www.jrf.org.uk/sites/files/jrf/poverty-ethnicity-Scotland-full.pdf>

Poverty and ethnicity in Scotland: Review of the literature and datasets (2011), Joseph Rowntree Foundation

<http://www.scotland.gov.uk/Resource/Doc/352649/0118638.pdf>

Commission on the Future Delivery of Public Services (2011), Christie Dr C

<https://beta.gov.scot/publications/scottish-social-attitudes-2015-attitudes-discrimination-positive-action/>

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Equality Evidence Finder (2012), Scottish Government

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Living Together - British Attitudes to lesbian, gay and bisexual people in 2012 (2012), Stonewall –

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Prescription for Change: Lesbian and bi-sexual women's health check 2008 (2008), Stonewall

http://www.stonewall.org.uk/documents/sexual_orientation_hate_crimes_paper.pdf

Homophobic hate crimes and hate incidents (2009), EHRC

<http://www.vawpreventionscotland.org.uk/news/welsh-womens-aid-policy-briefing-services-male-victims-domestic-abuse>

Male Victims of Domestic Abuse: Welsh Women's Aid Briefing (2010), Welsh Women's Aid

<https://beta.gov.scot/publications/report-independent-advisory-group-hate-crime-prejudice-community-cohesion/>

Report of the Report of Independent Advisory Group on Hate Crime, Prejudice and Community Cohesion, September 2016