



Shared Equality Outcomes 2021 - 2025

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Alyia Zaheed
Corporate Officer Equality and Diversity
East Ayrshire Council Headquarters
London Road
KILMARNOCK
KA3 7BU



01563 576244
01563 576167 (text phone)



alyia.zaheed@east-ayrshire.gov.uk



01563 576500

1. Introduction

All public authorities in Scotland must comply with the public sector equality duty, also known as the general equality duty, set out in the Equality Act 2010. This means that all public authorities, as part of their day to day business, must show how they will:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under the 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 protected characteristics referred to, as listed in the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. We are all likely to have more than one protected characteristic which make up our individual identities.

This is our third set of equality outcomes building on the equality outcomes set previously. As we reviewed the progress and relevance of previous outcomes, we have developed, updated and added to provide this fresh set of outcomes.

By reviewing, revising and publishing equality outcomes on a regular basis, we aim to make better, fairer decisions and show that they are bringing tangible benefits for our communities and our employees.

2. What are Equality Outcomes?

National guidance on setting equality outcomes notes that these should be proportionate and relevant to the functions and strategic priorities of the organisations setting them, and that they may include both short term and long term benefits for people with protected characteristics.

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

Outcomes are not what we do, but the beneficial change or effect which results from what we do. These changes may be for individuals, groups, families, organisations or communities.

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 developed on the basis that they are short to medium term (1 to 4 years) and link with longer term national outcomes.

It should be noted that a number of the equality outcomes link with already existing policies and strategies, in order that the Outcomes become integral to the work of the various partners to drive a more focused effort on areas for improvement specifically to improve equality and reduce inequalities.

4. Rationale for Shared Equality Outcomes

A number of organisations across Ayrshire deliver public services to local communities. In delivering services, these organisations must ensure that no person or group are discriminated against on the basis of any protected characteristics they possess. The organisations involved in the Shared Equality Outcomes are:

- Ayrshire College
- East Ayrshire Council
- East Ayrshire Health and Social Care Partnership
- North Ayrshire Council
- North Ayrshire Health and Social Care Partnership
- NHS Ayrshire & Arran
- South Ayrshire Health and Social Care Partnership
- South West Scotland Community Justice Authority
- The Ayrshire Joint Valuation Board

In Ayrshire, each public sector organisation, referred to above, has a requirement to develop and publish a set of equality outcomes. Considering the close working links between many public sector organisations, it was proposed that closer working around the development of equality outcomes should be undertaken. More importantly, as all organisations are delivering, or supporting the delivery of, services to the same communities, their experience could be improved if approaches were consistent and this could be driven through the development of joint equality outcomes. Therefore, a decision was taken that public sector organisations across Ayrshire could develop a shared set of equality outcomes whilst still maintaining individual accountability for their part.

This overarching equality outcomes document builds on already established partnership working relationships and outlines the actions and activities to be undertaken to provide a range of quality services for local people.

As a result of the impact of COVID-19, and the change in direction in relation to council and education services East Ayrshire Licensing Board during this pandemic, not all of the actions were met. In order to ensure that the actions set in 2017 are met, Cabinet agreed in September 2020 that it would be beneficial to carry the equality outcomes for a further four 4 years.

This will allow for work for those actions which have been postponed because of Covid-19 to be carried forward for up to 24 months to complete. Some areas may be concluded sooner and this will

be reflected in the progress report in 2023. However, new actions will also be developed which will take recognition of the delivery of certain services which have changed, as a result of Covid-19.

These new actions will also acknowledge the Council's renewal and recovery plan, and the potential of new delivery modes. The equality impact on these services will also be assessed to ensure no additional barriers have been put in place and where necessary mitigating actions are taken.

5. Engagement and Consultation

To support the development of a new Equality Outcome's plan, the Ayrshire Equality Outcome Working Group undertook a consultation exercise during October and November 2020. The consultation focussed on gathering opinion on the existing 4 Equality Outcomes, shared across Ayrshire. They are, that in Ayrshire:

- people experience safe and inclusive communities
- people have equal opportunities to access and shape our public services
- people have opportunities to fulfil their potential throughout life
- public bodies will be inclusive and diverse employers

Due to restrictions in place as a result of the Covid-19 pandemic, members of the Ayrshire Equality Partnership (AEP) recognised the challenge in place for effective engagement. Physical events and traditional engagement methods were simply not possible.

The method adopted focussed on an online survey created using the Microsoft Forms software. The question set was designed and agreed by AEP members. In all, it contained 10 questions relating directly to Equality Outcomes, plus an additional 'about you' section asking people for relevant demographic information.

The questions in relation to Equality Outcomes took both an asset and deficit approach, in that we asked respondents to reflect on positive things they have experienced as well as any negatives. In analysing responses, we took a thematic approach in which we aimed to group responses by a recurring theme.

Duration

The consultation ran for a total of five weeks from 13 October 2020 until 18 November 2020. The outcome of the consultation can be accessed [here](#).

6. Evidence Review

At the outset, it was recognised that the review and development of Equality Outcomes would be taken forward within the context of the Covid-19 pandemic and that this provided an opportunity to develop our shared understanding of local impact of the pandemic. This allowed us to take stock of the unprecedented challenges presented by the pandemic and to articulate, within the development of equality outcomes, for our future shared partnership priorities in relation to renewal and recovery.

The Council's own renewal and recovery planning is already well advanced and the Equality Outcomes review provides an opportunity to ensure that the Council's identified recovery and

renewal priorities of Children and Young People; Economy and the Environment; and Wellbeing are strongly reflected in our actions.

As public bodies, the foundation of existing good practice on equalities, established and committed to through previous equality outcomes, allowed us to build upon and reinforce taking this agenda forward. Given this, it makes sense to ensure that equality outcomes are aligned explicitly with existing Scottish Government policy priorities, as well as evidence from local engagement and integrated into current performance management systems.

This approach aims to provide coherence, minimise duplication and support the ongoing mainstreaming of equality into business across Ayrshire.

We took a joint approach to the development of our equality outcomes including:

- A desk-based research and evidence review, across our community planning partners, that presented a baseline selection of the key facts and figures about groups that meet one or more of the protected characteristics. The review drew on the evidence collected from previous engagement and consultation exercises as well as the wider national policy context.
- An online questionnaire seeking views from our communities to build upon previous discussion and consultation with equality groups. As well as the online survey, we mirrored this through the use of paper based survey forms which were available at various locations across Ayrshire.
- A desk-based exercise in collaboration with community planning partners to review and consider local comment, intelligence and evidence gathered from the consultation and engagement work to help shape the final outcomes and actions to deliver on these..

8. Finalising Our Equality Outcomes and Actions

The final feedback from the aforementioned consultation and engagement methods informed the final equality outcomes and actions for 2021 – 2025.

In order to provide coherence, minimise duplication and support the ongoing mainstreaming of equality into policy and practice across Ayrshire, it is important to ensure that equality outcomes are aligned explicitly with existing organisational and governmental policy priorities.

We have taken consideration of national policy context in the development of our shared equality outcomes to ensure robust and effective outcomes are set for the next four years.

The actions developed to deliver the outcomes cover East Ayrshire Council including our schools and East Ayrshire Licensing Board. Where the actions refer to development and training, this covers all our employees across the three disciplines.

Overarching Shared Equality Outcome	In Ayrshire, people experience safe and inclusive communities
Links to National Outcomes	We have tackled the significant inequalities in Scottish Society We have improved the life chances for children, young people and families at risk We live our lives safe from crime, disorder and danger We have strong, resilient and supportive communities where people take responsibility of their own actions and how they affect others
Equality Outcome1A	Victims, witnesses and partner agencies feel more confident in reporting hate incidents through a variety of methods.
Inequality	People suffer hatred and violence because of their protected characteristics

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
1A.1	Hate Crime continues to rise and has a significant impact on particular communities. In 2019-20 findings were: Racial crime remains the most commonly reported hate crime. In total 3,038 charges relating to race crime were reported in 2019-20, an increase of 4% compared to 2018-19. Sexual orientation aggravated crime is the second most commonly reported type of hate crime.	Increase people's awareness of hate crime	Raise Council, education employees and Licensing Board Members awareness to better understand hate crime	Develop a Hate Crime e-learning course Number of staff/Board Members undertake training	Disability, Sex Gender Reassignment, Race Religion and Belief, and Sexual Orientation	Eliminate Discrimination Advance Equality of Opportunity	Corporate Officer (Equality and Diversity) March 2023
			Work with partners, including staff in education and Licensing Board Members to raise awareness of hate crime with community members through the development of a conference	Number of people attending the conference Evaluation of the conference		Foster Good Relations	
		Improved use of third party reporting	Increase the awareness of third party reporting	Increased reporting via third party reporting using a variety of media	Disability, Gender Reassignment,		

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	There were 660 religiously aggravated charges reported in 2019-20, The number of disability aggravated charges increased by 29% to 387 in 2019-20. Further information can be accessed here			tools and promotion materials	Race Religion and Belief, and		

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Equality Outcome1B	Access to accommodation provision for Gypsy/Travellers in East Ayrshire improved
Inequality	Gypsy/Travellers have lack of access to suitable accommodation that supports their culture

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
1B.2	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. However, some families wish to be settled on a permanent site, and seek provision locally. The development of a site would support the traditionally customs of Gypsy/Travellers.	<p>Gain knowledge and understanding of accommodation</p> <p>Gypsy Travellers access suitable accommodation through negotiated stopping places</p>	<p>Undertake a Gypsy/Traveller Accommodation Needs Assessment</p> <p>Identify suitable negotiated stopping places within East Ayrshire Council</p> <p>Develop voluntary agreement that can be used as and when required</p> <p>Work with Gypsy/Traveller community to access negotiated stopping places</p>	<p>Needs Assessment complete</p> <p>Number of Gypsy/Traveller's participating in the survey</p> <p>Suitable Council sites identified</p> <p>Agreement Developed</p> <p>Number Gypsy/Traveller access negotiated stopping places</p>	Race	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>Gypsy/ Traveller Integration Officer</p> <p>November 2021</p> <p>Gypsy/ Traveller Integration Officer</p> <p>March 2023</p>

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Overarching Shared Equality Outcome	In Ayrshire, people experience safe and inclusive communities					
Links to National Outcomes	We have tackled the significant inequalities in Scottish Society We have improved the life chances for children, young people and families at risk We live our lives safe from crime, disorder and danger We have strong, resilient and supportive communities where people take responsibility of their own actions and how they affect others					
Equality Outcome1C	To embed a human rights ethos across schools in East Ayrshire to eliminate discrimination advance equality of opportunity and foster good relation in schools and the wider community					
Inequality	There is a lack of a shared understanding of everyone's rights and a commitment to respect one's own and other people's rights					

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
1C.1 Rights Respecting Schools The UNICEF UK Rights Respecting Schools Award (RRSA) supports schools across the UK to embed children's human rights in their ethos and culture	All schools in East Ayrshire are registered with UNICEF	Support the embedding of children's rights across the curriculum.	An increase in Schools achieving Bronze status An increase in schools achieving Silver status Increase in schools achieving Gold	All Protected Characteristics	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Strategic Education Group Manager March 2023

Overarching Shared Equality Outcome	In Ayrshire, people have equal opportunity to access and shape our public services
National Outcomes	We have tackled the significant inequalities in Scottish society We live in well-designed, sustainable places where we are able to access the amenities and services we need Our public services are high quality, continually improving, efficient and responsive to local people's needs
Equality Outcome 2	More disabled people, older people and women access public transport safely and in comfort with an integrated service that provides accessible information, appropriate assistance and support from transport staff.
Inequality	Disabled people, older people and women experience difficulties accessing public transport because of safety, comfort, availability, connectivity, information and assistance, staff training and customer service
Equality Outcome 2A	More People whose first language is British Sign Language are able to access Council services and actively take part in decision making.
Inequality	People whose first language is BSL experience difficulties in accessing council services

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
2.1	The barriers in accessing transport are well documented, and this can be exacerbated in relation to living in rural areas. Good access to affordable transport can support employment opportunities, contribute to better outcomes in relation to wellbeing, and help tackle poverty.	<p>The barriers facing disabled people women and older people and their needs are identified</p> <p>The changes, support and resources required are understood and agreed</p> <p>Delivery of a programme of travel improvements and passenger assistance</p>	<p>Engagement with disabled people, women, and older people, relevant organisations and third sector orgs</p> <p>Meetings with transport providers</p> <p>Consultation about changes</p> <p>Programme of support and improvements agreed</p> <p>Test and pilot new and modified service methods, technology, vehicles and practices</p>	<p>Develop system for evaluating impact and measuring progress •</p> <p>Collect and analyse data on disabled people, women and older people's to evaluate impact and measure progress</p>	Age, Disability, Sex	Eliminate Discrimination	<p>Corporate Officer (Equality and Diversity)</p> <p>March 2025</p>

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
			Roll out Gather feedback and revise programme where necessary				
		The experiences BSL user groups continue to inform decision-making	Explore joint approach for the commissioning of BSL Interpretation	Number of BSL users accessing council services increased.	Disability	Eliminate Discrimination Advance Equality of Opportunity	Corporate Officer (Equality and Diversity) March 2022

Overarching Shared Equality Outcome	In Ayrshire, people have opportunities to fulfil their potential throughout life
National Outcomes	We realise our full economic potential with more and better employment opportunities for our people We are better educated, more skilled and more successful, renowned for our research and innovation Our young people are successful learners, confident individuals, effective contributors and responsible citizens Our children have the best start in life and are ready to succeed We live longer, healthier lives
Equality Outcome 3	Young people, disabled people and women have access to training and employment
Inequality	Young people, disabled people and women have barriers to accessing training and employment opportunities

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
3.1	The Ayrshire Growth Deal (AGD) aims to create employment opportunities through a Healthy Economy. Like many areas that have from post-industrial decline, Ayrshire has suffered a poor health record, including long-term health issues and disability. Research as shown that work can health are inextricably linked and that working can improve health.	To provide support to access employment to reduce health as a constraint to build an inclusive economy	Provide support for unemployed, in particularly people with disabilities and women, residents to overcome health barriers to economic activity Support residents to retain employment by addressing health barriers Support local business to access health related supports to improve retention and productivity of their workforce	Number of people who declare a disability accessing assessment Number of women accessing assessment Number of people who declare a disability accessing full case management Number of women accessing full case management	Disability and Sex	Eliminate Discrimination Advance Equality of Opportunity	AGD/ Corporate Officer (Equality and Diversity) March 2023 and March 2025
3.2	Since March 2020, the importance of employability and the challenge to ensure that no one is left	Disadvantaged and identified PC groups have increased access to relevant	Establish a Young Person Guarantee Board	Establishment of a Young Person Guarantee Board	Age, Disability, Race, Sex	Eliminate Discrimination	Strategic Education Group Manager/Economic

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	<p>behind has been heightened further by Covid-19 restrictions which have negatively impacted on all labour markets. In East Ayrshire unemployment figures are rising with a claimant count of 7.4% in December 2020 in comparison to 4.8% in December 2019. Young people are disproportionately affected with 1,145 aged between 16 and 24 claiming benefits compared with 710 in the same period in 2019</p>	<p>employment/training opportunities.</p> <p>Increased availability of suitable employment opportunities</p> <p>Disadvantaged and identified PC groups have improved functional skills. to access training/employment</p> <p>Disadvantaged and identified PC groups have improved interpersonal skills. Number</p>	<p>Develop and provide support packages</p> <p>Plan effectively for interventions across East Ayrshire to support identified PC groups to gain access to and sustain training/employment</p> <p>Develop pathways to open and encourage non-traditional training/employment opportunities</p>	<p>Number of people supported from PC groupings</p> <p>Number of people gaining training/employment from PC groupings</p> <p>Number of people accessing non-traditional roles tackling occupational segregation</p>		Advance Equality of Opportunity	Development Manager June 2022

Overarching Shared Equality Outcome	In Ayrshire, public bodies will be inclusive and diverse employers
National Outcomes	We realise our full economic potential with more and better employment opportunities for our people We are better educated, more skilled and more successful, renowned for our research and innovation
Equality Outcome 4	Our BAME, disabled and LGBT+ staff have safe and supportive work environments to thrive, and the Council is seen as an employer of choice.
Inequality	BAME, disabled and LGBT+ staff lack access to peer support which can lead to isolation and low morale at work

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
4.1	The Council has a number of Human Resources requirements within the Equality Act 2010. To ensure we go beyond we go our statutory duty and create a workforce that is vibrant and diverse. To develop a diverse and inclusive workforce leadership and guidance has to come within the Council. The establishment of the Human Resource Equality Forum will ensure that we seamlessly mainstream equalities and support our employees.	Establishment of a Human Resources Equality Forum	Identify colleagues with a common interest in furthering the equality within HR and wider Council	Forum established	All Protected Characteristics	Eliminate Discrimination Advance Equality of Opportunity Foster good relations	Head of Human Resources May 2021
4.2	People with certain protected characteristics face discrimination both in	Establishment of a safe and supportive environment for staff from the	Explore with the workforce the desire to establish a BAME staff network either	BAME staff network established	Race	Eliminate Discrimination	Human resources

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	<p>employment and the wider environment due to their protected characteristics. Whilst they will face discrimination due to this, they are often exacerbated due to intersection of these characteristics.</p> <p>Employee network groups can transform the experiences of employees representing different and specific groups from diverse communities</p>	Council, education service and Licensing Board who identify with a particular protected characteristic	locally or with employees from North and South Ayrshire Council			Advance Equality of Opportunity	Equality Forum March 2022
			Explore with the workforce the desire to establish a disability staff network	Disability staff network established	Disability	Foster good relations	Human Resources Equality Forum March 2023
			Explore with the workforce the desire to establish a LGBT+ staff network	LGBT+ staff network established	Sexual orientation, Gender re-assignment		Human Resources Equality Forum March 2024
4.3	The benefits of a more diverse and inclusive organisational culture are widely known and acknowledged. From an equality and impartiality standpoint there can be no doubt that the fairer, more open and transparent the playing field, the better chance of not only creating a more equal society, but nurturing and developing greater talent from a much more enriched and	All Council vacancies which are advertised through specialised partnership organisations who target and support PC groups	Contact various specialist organisations to seek opportunities to advertise Council vacancies to gain diverse	Number of partner organisations advertising Council vacancies	All Protected Characteristics	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster good relations</p>	Human Resources Equality Forum March 2022

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	varied pool of candidates in the workforce, which in turn brings tangible benefits to organisations, as well as representing more comprehensively the wider client and service user base.						
4.4	Unconscious bias occurs when people favour others who look like them and/or share their values. For example a person may be drawn to someone with a similar educational background, from the same area, or who is the same colour or ethnicity as them.	Staff are aware of their own unconscious bias in relation to recruitment practice	To review training to ensure all elements are current and address issues of unconscious bias	Increased diversity of staff	All	Eliminate Discrimination Advance Equality of Opportunity	Human Resources Equality Forum March 2022

