

EAST AYRSHIRE COUNCIL

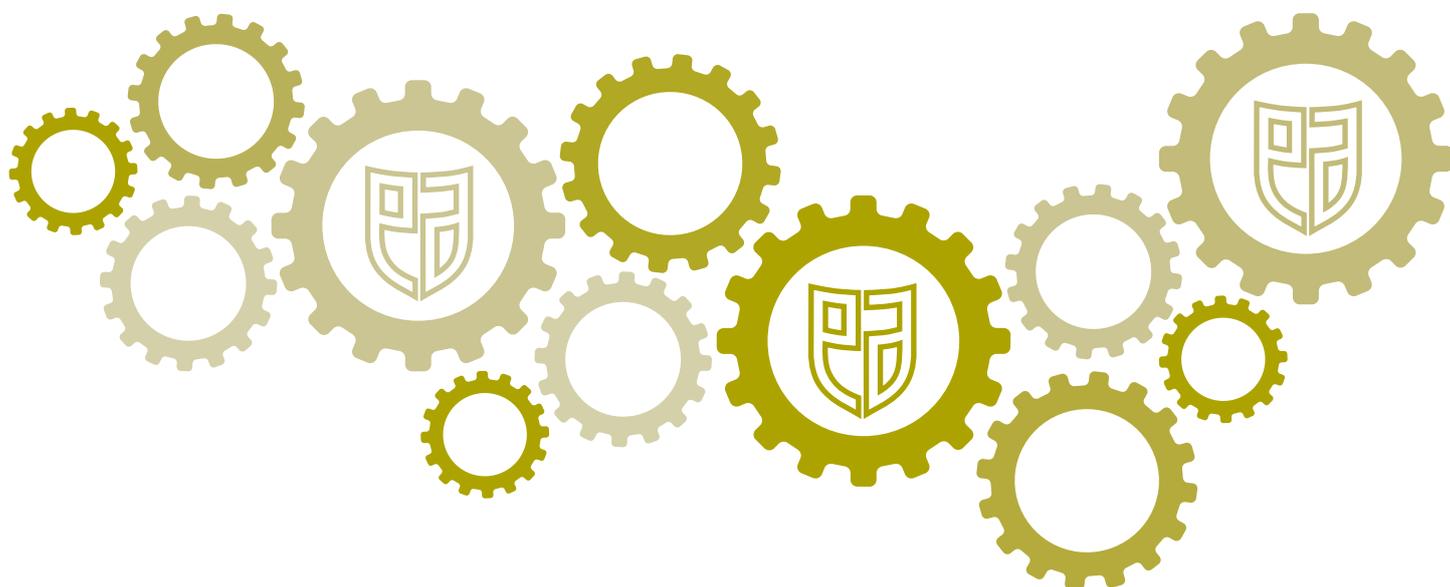
Education Authority

East Ayrshire Licensing Board



SHARED EQUALITY OUTCOMES

2017-2021



Accessibility

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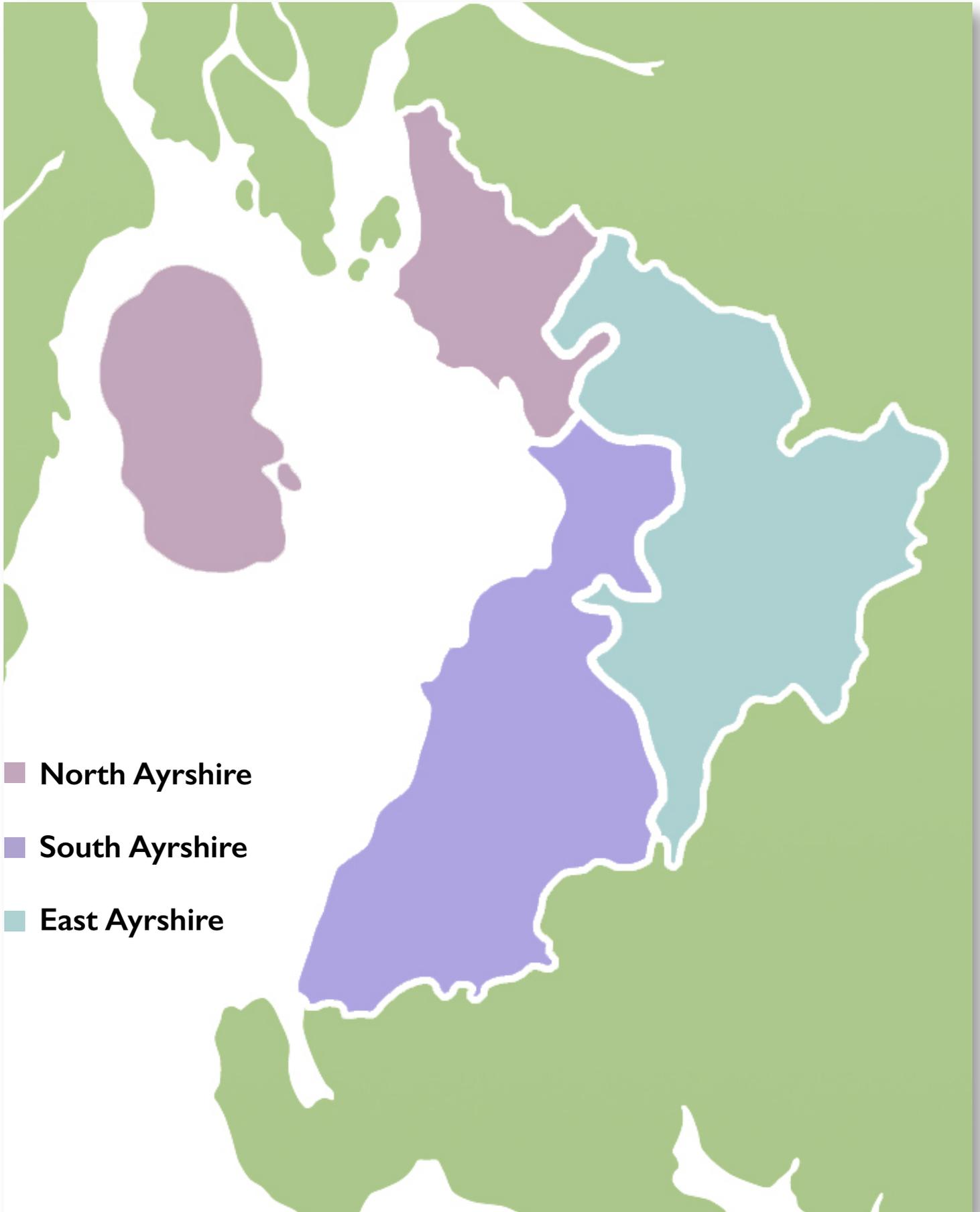
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East Ayrshire Council
Comhairle Siorrachd Àir an Ear

AYRSHIRE



■ North Ayrshire

■ South Ayrshire

■ East Ayrshire

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 second 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.

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.

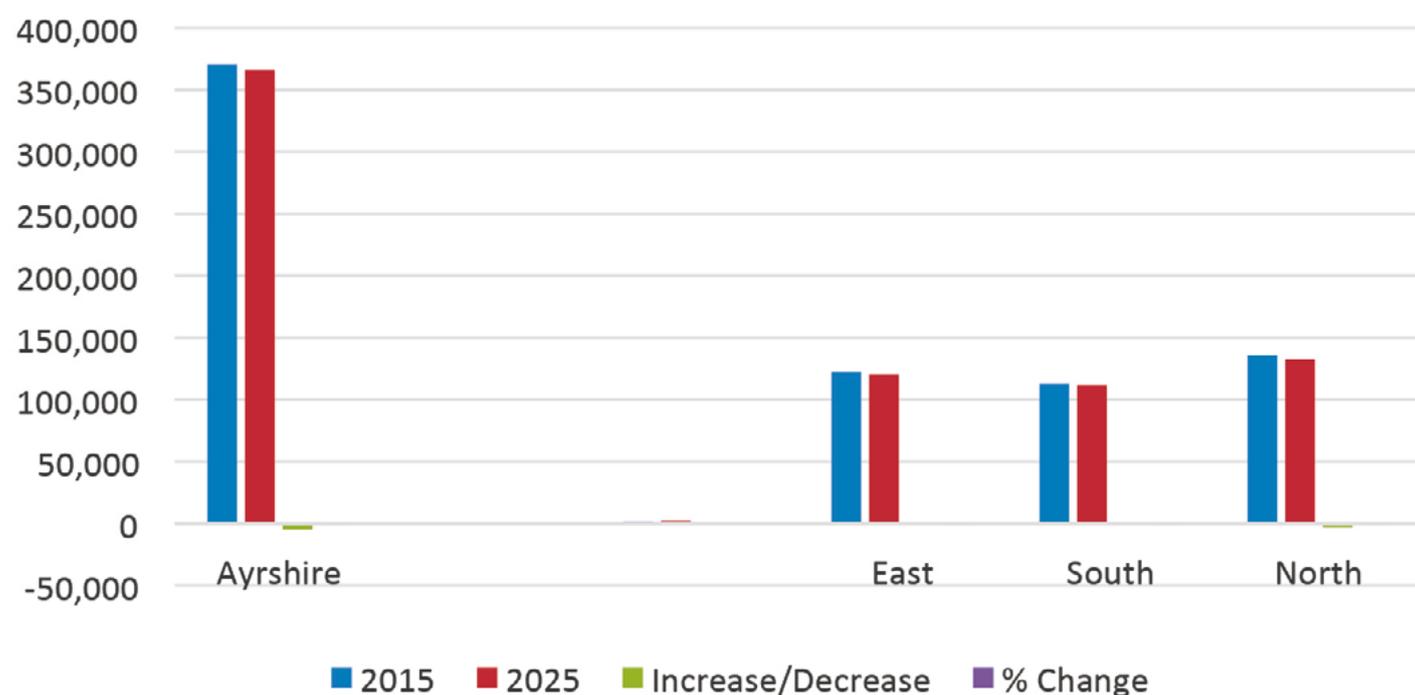
ABOUT US

Ayrshire

Ayrshire is a county in south-west Scotland, located on the shores of the Firth of Clyde. There are three local authorities within Ayrshire, namely, East Ayrshire, North Ayrshire and South Ayrshire Councils.

The National Records for Scotland (NRS) estimated the 2015 mid-year population of Ayrshire to be 370,590. Of the three local authority areas in Ayrshire, East Ayrshire accounts for 33 per cent (122,060) of the total population, North Ayrshire accounts for 37 per cent (136,130) and South Ayrshire 30 per cent (112,400).

Population



Population projections in Ayrshire for 2015 to 2025 indicate that the population of males aged 80 years and over are projected to increase by 49 per cent and the population of females aged 80 years and over by 31 per cent. The largest projected decrease is for both males and females aged between 40 and 49 and this has potential implications for public services and, in particular, the number of formal and informal carers available in the future.

Overall life expectancy in Ayrshire for both men and women has continued to increase and is similar to the Scottish average. In the last decade, average male life expectancy in Ayrshire increased from 73.7 years to 76.8 years. For females during the same decade, average life expectancy increased from 79.0 years to 80.6 years. Notwithstanding this improvement, there is significant local variation in relation to life expectancy across Ayrshire.

Meeting the needs of our communities is an integral part of our partnership working arrangements. In addition, we also carry out specific targeted work and campaigns to benefit specific communities. Below is a short summary of each of the partners involved in developing and publishing these equality outcomes.

Ayrshire College

Ayrshire College was established in August 2013 in response to the Scottish Government reform 'Putting learners at the centre – delivering our ambitions for Post-16 education'. From the outset, the College made clear its commitment to being a high quality college which would proactively tackle inequalities and positively contribute to the communities of Ayrshire. Such a commitment is underpinned by the College's vision, mission and values and is demonstrated in the learning and teaching experiences. The College's vision is to raise aspirations, inspire achievements and increase opportunities.

Ayrshire Valuation Joint Board

The Ayrshire Valuation Joint Board comprises 16 members who are elected councillors from East, North and South Ayrshire Councils. The Joint Board appoints the Assessor and Electoral Registration Officer to undertake three main functions which are all prescribed by statute and comprise:

- The production of a Valuation Roll setting out the values of all non-domestic properties in Ayrshire for rating purposes.
- The production of a Council Tax Register or list in which is shown the Council Tax band of every dwelling in Ayrshire for Council Tax purposes.
- The production of the Register of Electors for Ayrshire (commonly known as the “Voters Roll”).

Community Justice Ayrshire

South West Scotland Community Justice Authority was a devolved public body focused on working in partnership to reduce reoffending across Ayrshire and Dumfries and Galloway.

Informed by a national redesign of community justice, transition arrangements are in place to establish two new bodies, namely, Community Justice Ayrshire and the Dumfries and Galloway Community Justice Partnership from 1 April 2017.

Community Justice Ayrshire will have delegated responsibility to oversee the delivery of the community justice agenda on behalf of the three Ayrshire Community Planning Partnerships, bringing together a broad range of partners to improve outcomes for those involved in the community justice system and seek to prevent offending behaviour. Community Justice Ayrshire’s Outcomes Improvement Plan – Beginnings, Belonging, Belief – was published on 31 March 2017.

East Ayrshire Council

East Ayrshire Council serves just over 120,000 people living in diverse communities in both urban and rural settings. The majority of people live in mainly rural settings across some 30 small communities set against a background of some of Scotland’s most spectacular scenery.

East Ayrshire is rich in culture and heritage with strong transport links first class schools, excellent community and leisure facilities, five star tourist attractions and attractive green spaces.

East Ayrshire Council provides quality public services that reflect the needs of our communities. The Council has a strong track record of working with partners to develop and work towards a shared vision for the area. The East Ayrshire Community Planning Partnership’s vision is: ‘East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high-quality services which are sustainable, accessible and meet people’s needs.’

East Ayrshire Health and Social Care Partnership

East Ayrshire Health and Social Care Partnership took responsibility for the delivery of health and social care services in April 2015. The partnership combined the services of NHS Ayrshire & Arran and East Ayrshire Council to develop and deliver services that are more personalised and meet the needs and aspirations of our residents. Specifically, our focus is on ensuring that children and young people get the best start in life, that people live healthier, longer lives and are supported to be independent and included and have choice and control - no matter who they are or where they live.

The partnership also works with acute hospital services, with a focus on creating a community health and care infrastructure for residents that minimises the need for unplanned or avoidable use of hospital services.

NHS Ayrshire & Arran

NHS Ayrshire & Arran want the best for our local people and our staff. We pride ourselves on improving health and providing a comprehensive range of high quality, safe, effective and person-centred health services. Our strategic direction is based on continuous improvement and services that are centred on the patient or service user. Our purpose is 'Working together to achieve the healthiest life possible for everyone in Ayrshire and Arran'.

North Ayrshire Council

North Ayrshire Council has an ambitious programme of change, focusing on what our customers and communities need and delivering on this as effectively, efficiently and creatively as possible. As part of the Community Planning Partnership, the Council will work with its partners to make sure the people and communities of North Ayrshire are working, healthy and safe.

North Ayrshire Health and Social Care Partnership

North Ayrshire Health and Social Care Partnership was established in April 2015 to manage and monitor the joining together of community health and social care services. Our partner organisations include: North Ayrshire Council, NHS Ayrshire & Arran, Third Sector Interface North Ayrshire and Independent Care Home representation. Through partnership working our vision is that: 'All people who live in North Ayrshire are able to have a safe, healthy and active life'.

All of our work fits within five strategic priorities. The aim of these priorities is to work together with local people to tackle the significant social and health inequalities that exist in North Ayrshire. We will meet our priorities by making changes to the Health and Care services we deliver. In doing this we will support local people to live safely at home, or in a homely setting, as close to family, friends and the local community as possible.

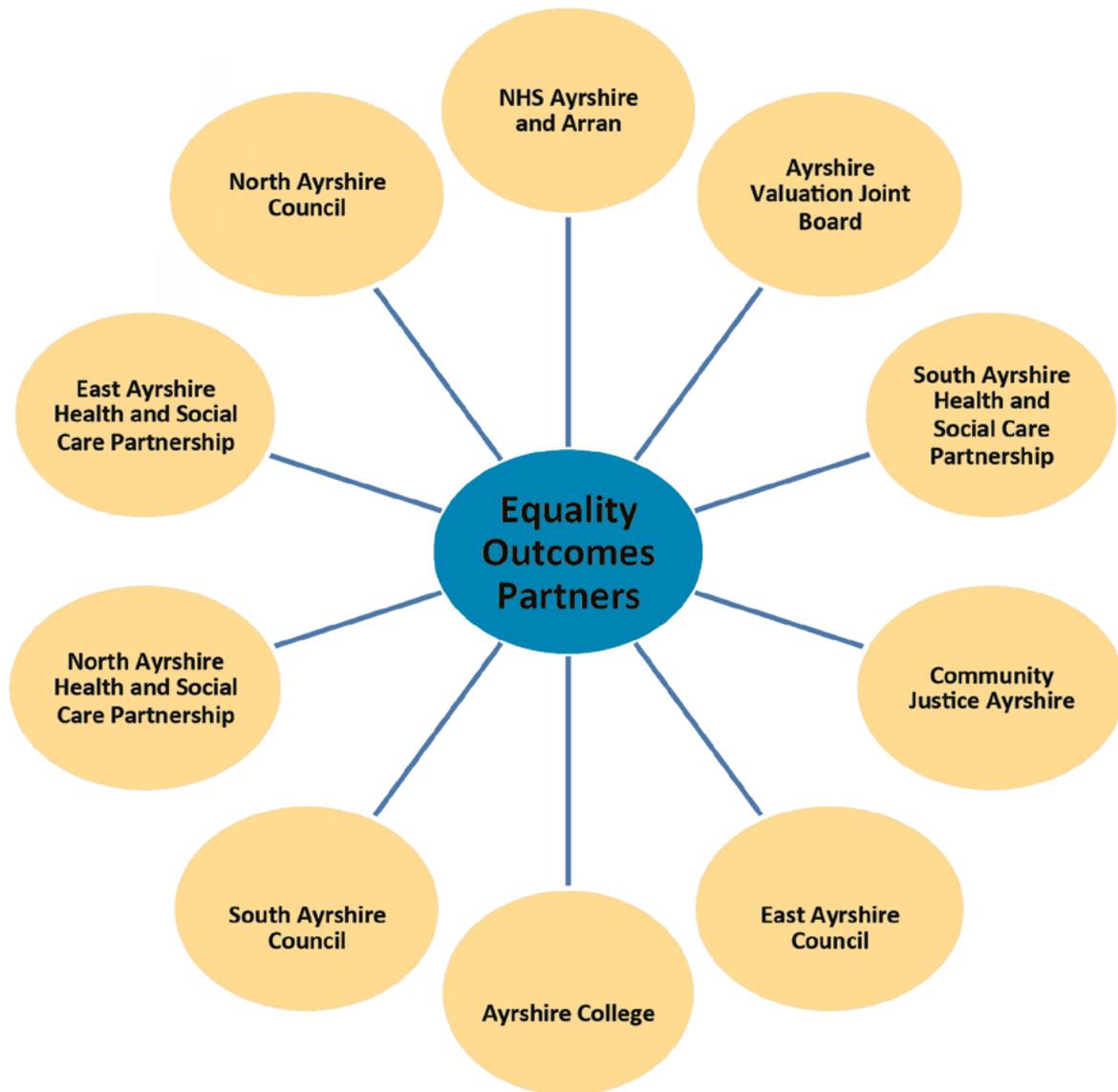
South Ayrshire Council

South Ayrshire Council is an ambitious, forward-looking and responsive organisation that is committed to working with partners and communities to make life better. The Council serves a population of more than 112,000 people located across a diverse area that includes the towns of Ayr, Girvan, Maybole, Prestwick and Troon as well as small rural villages, coastline and farmland. The Council works to six strategic objectives which focus on maximising the potential of: the local economy; young people; adults and older people; communities; environment; and improving how we work as a Council. This includes our Transform South Ayrshire programme, which will help ensure customers can access information, request relevant Council Services, and complete customer transactions via easy to use self-service digital channels. The Council is an equal opportunities and inclusive organisation and we fully support equal human rights for all.

South Ayrshire Health and Social Care Partnership

South Ayrshire Health and Social Care Partnership was formally established in April 2015 and brings together a wide range of health and social work services into a single operational delivery unit. The Partnership's Integration Joint Board is responsible for planning and overseeing the delivery of a full range of community health and social work/social care services, including those for older people, adults, children and families and people in the Criminal Justice system in South Ayrshire. It is also responsible for a number of Pan-Ayrshire health services relating to Allied Health Professionals, Continence, Joint Equipment and Technology Enabled Care.

EQUALITY OUTCOME PARTNERSHIP STRUCTURE



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.

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.

AYRSHIRE EQUALITY OUTCOME WORKING GROUP

On 13 June 2016, an event was held in St Kentigern's Church in Kilmarnock to consider the possibility of developing a set of shared equality outcomes. Delegates attended from all of the aforementioned organisations.

The event sought to elicit the benefits and risks of taking a joint approach to setting equality outcomes as well as the broad themes emerging for each of the organisations.

In a changing landscape, a shared set of equality outcomes between the Ayrshire public sector organisations would help to further mainstream the equalities agenda.

The outcome from the discussions and workshops was clear consensus for progressing the development and delivery of equality outcomes for April 2017 on a partnership basis. With regards to the need to show clear lines of accountability, it was agreed that this would be shown through the specific actions to be taken forward by each partner that would ultimately result in the delivery of the outcomes. To this end, a core group of partnership employees established a working group to drive this forward.

EVIDENCE REVIEW

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. This form of consultation elicited over 250 responses.
- 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.
- Face to face discussion with equalities groups and individuals with protected characteristics.

Following this activity, a draft set of equality outcomes were identified and agreed, and represent outcomes that can be achieved in the short to medium term and that cover all of the protected characteristics.

The agreed equality outcomes for the period 2017-2021 are set out in Appendix I of this document. These outcomes will be reviewed during the four year period 2017-2021 and a progress report published in 2019.

ENGAGEMENT AND CONSULTATION

We are committed to involving and consulting with people in developing our equality outcomes, particularly, those people from a wide range of backgrounds and characteristics and people drawn from our service users, staff and communities across Ayrshire.

Following the desktop research work to identify our thematic areas, engagement and consultation in the development of our specific equality outcomes took place over a number of months across Ayrshire. Communities were invited to attend engagement and consultation events and help inform not only the equality outcomes, but also the actions. Appendix 2 to this report outlines our involvement and consultation with people in developing these outcomes.

As well as the specific face-to-face engagement events, we involved communities and employees using a variety of methods including online surveys, engagement through our local Public Partnership Forums, and engagement at community and staff events.

During the first phase of consultation, the partners were proposing the inclusion of five equality outcomes; however, based on the feedback received, the equality outcomes were reduced to four and the wording of some simplified to ensure the public were clear on our intent.

Following phase one of consultation, each organisation undertook a second phase of consultation but this time the outcomes had organisation specific actions included. This second phase of consultation included surveys and engagement through partnership forums.

Further detail of evidence sources, analysis and decisions made can be found at - <https://www.east-ayrshire.gov.uk/Resources/PDF/E/Evidence-Sources-and-Rational-for-Setting-our-Equality-Outcomes.pdf>.

FINALISING OUR EQUALITY OUTCOMES AND ACTIONS

The final feedback from the aforementioned consultation and engagement methods informed the final equality outcomes and actions for 2017 – 2021.

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.

In the development of our equality outcomes many people gave us their experiences, views and their time freely and willingly to ensure that the outcomes we set meet the specific needs of the people we serve. For this, and all the other people who have supported the development of these outcomes, we thank them for their contribution.

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.

Equality Outcome 1	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

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
1.1	Hate Crime continues to rise and has a significant impact on particular communities. In 2015-16 findings were: <ul style="list-style-type: none"> • Race crime charges reported at 3,712. • Sexual orientation aggravated charges reported at 1,020 – an increase of 20% from previous year. • Disability crime charges reported at 201 - an increase of 14% from previous • Religiously aggravated charges reported at 581 – an increase of 3% from previous year. 	Increase people's awareness of hate crime	Raise employees awareness to better identify hate crime Work with partners to raise awareness of hate crime with community members	Number of staff trained Number of crimes reported and detected	Disability, Sex Gender Reassignment, Race Religion and Belief, and Sexual Orientation	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Corporate Officer (Equality and Diversity) March 2021
		Improved use of third party reporting	Increase the awareness of third party reporting	Increased reporting via third party reporting using a variety of media tools and promotion materials	Disability, Gender Reassignment, Race Religion and Belief, and Sexual Orientation		
		Implementation of the 'Keep Safe' initiative across partner agencies in Ayrshire	Deliver partner training as appropriate	Number of training courses/briefing sessions delivered Number of employees trained	Disability	Eliminate Discrimination Advance Equality of Opportunity	Adult Protection Resource Worker and Corporate Officer (Equality and Diversity) March 2021

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
			Conduct a baseline of 'Keep Safe' places	Audit of existing 'Keep Safe' places	Disability	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Adult Protection Resource Worker and Corporate Officer (Equality and Diversity) March 20218
			Support the development of the 'Keep Safe' initiative in Ayrshire	Increase in the number of establishments registered for 'Keep Safe'	Disability		Adult Protection Resource Worker and Corporate Officer (Equality and Diversity) March 2021
1.2	Prevent is one of the four elements of CONTEST, the UK Government's counter-terrorism strategy. The Counter Terrorism and Security Act (2015) places a duty on a number of specified authorities to have "due regard to the need to prevent people from being drawn into terrorism". East Ayrshire Council is one of those specified authorities.	People are aware of prevent	Raise staff awareness to better identify radicalisation	Number of staff trained	Disability, Race and Religion and Belief	Eliminate Discrimination Advance Equality of Opportunity	Chief Governance Officer March 2021
		Established reporting protocols in place	Increase awareness of reporting procedures	Published briefings and leaflets in all key areas	Disability, Race and Religion and Belief		

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
1.3	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.	100% of primary schools achieving Record of Commitment status 100% of secondary schools achieving Record of Commitment status 100% of special schools achieving Record of Commitment status	All	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Senior Education Manager/ Education Equalities Group March 2021
1.4	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.	Gypsy Travellers site available in East Ayrshire	Work with Gypsy/Traveller community to identify and develop a suitable site	Gypsy/Traveller Site Identified and developed	Race	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Gypsy/ Traveller Elected Member/ Officers Group March 2021
1.5	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	The Council, our schools and East Ayrshire Licensing Board are committed to LGBT people in the local area.	To undertake and achieve LGBT Youth Scotland's LGBT Foundation Charter Mark	Charter received	Sexual Orientation and Gender Re-assignment	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Equalities Implementation Group September 2019

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
<div style="border-right: 1px solid black; padding-right: 5px;"> time with 77% experiencing homophobic, biphobic or transphobic bullying </div>						

Equality Outcome 2	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

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
2.1	<p>The Community Empowerment (Scotland) Act 2015 sets out a legal framework to support the empowerment of community bodies, local communities and communities of interest across Scotland. Public service bodies will have to develop processes through which community bodies can participate and influence the design and delivery of services.</p> <p>Furthermore, it is essential that services meet the needs of local service users and that their views are taken into account in relation to the design and delivery of services. This should include all groups and, often more</p>	The experiences of marginalised or under-represented groups continue to inform decision-making	Through the partnership establish a database of all marginalised and under-represented groups in Ayrshire.	A list of marginalised and under-represented groups to be developed and maintained	Disability, Gender Re-assignment, Race and Sexual Orientation	Eliminate Discrimination	Corporate Officer (Equality and Diversity)
			Ensure processes are in place which welcome, encourage and support marginalised and under-represented groups to inform decision-making	Evidence inclusion of marginalised and under-represented groups in decision-making		Advance Equality of Opportunity	March 2018
		Explore joint approach for the commissioning of translation, interpretation and communication support (TICS) services	TICS usage reports Increased customer satisfaction	Disability, Race	Eliminate Discrimination	Corporate Officer (Equality and Diversity)	
					Advance Equality of Opportunity	December 2018	
							March 2019

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	importantly, those who are marginalised or under-represented.						
2.2	Local community engagement has identified there is a lack of gender identity support within East Ayrshire. In addition, it was highlighted that there were issues related to gender specific services which have adversely impacted the experience of accessing our services by those identifying as transgender. Welcoming and accessible services would encourage greater engagement with services.	Trans people are not discriminated against when accessing our services	<p>Ensure our public buildings and services are accessible and welcoming</p> <p>Work with the Equality Network to develop and deliver trans specific training for all employees</p>	<p>Feedback from trans community</p> <p>Increased customer satisfaction</p> <p>Number of training sessions delivered</p> <p>Number of people attending training</p>	Gender Reassignment	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>Corporate Officer (Equality and Diversity)/ Equalities Implementation Group</p> <p>December 2018</p> <p>April 2019</p>
2.3	Evidence shows that social isolation can result in both physical and mental ill-health. Social isolation and loneliness is	Adults with learning difficulties can lead independent and fulfilling lives	Ensure disabled people are engaged and supported to access services	The number of disabled people engaging in East Ayrshire services increased	Disability		<p>Team Manager Vibrant Communities</p> <p>March 2021</p>
2.4	widespread within certain age groups or sections of society. Local consultation suggests that those in Ayrshire's rural	Older people are active and engaged, and social isolation reduced	Provide appropriate support and services to ensure older people are active and engaged in their community	The number of older people engaging in East Ayrshire services increased	Age	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p>	<p>Team Manager Vibrant Communities</p> <p>March 2021</p>

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	communities are particularly prone to social isolation and are unable to access services.					Foster Good Relations	
2.5	Section 10 of the Act requires every council to establish a Local Licensing Forum for their area. 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, 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 covered.	Diversity of the Licensing Forum increased	<p>Conduct equality monitoring of the Licensing Forum</p> <p>Work to promote the work of the Licensing Forum to increase the diversity of forum members</p>	The diversity of Licensing Forum increased	All		<p>Team Manager Legal Manager</p> <p>March 2021</p>

Equality Outcome 3	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

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
3.1	Less than 2% of all Modern Apprenticeships in Scotland are taken by black and ethnic minorities (BME) although they form around 4% of the target population.	Increased number of BME and disabled modern apprenticeships	Conduct audit of existing modern apprenticeships by protected characteristics	Baseline of number of BME and disabled modern apprentices in Ayrshire	Age, Disability, Race	Eliminate Discrimination Advance Equality of Opportunity	Head of Human Resources/ Equalities Implementation Group December 2018
			Work with internal and external stakeholders to promote the uptake across protected characteristic groups	Increase in BME modern apprentices	Age, Disability, Race	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Head of Human Resources/ Equalities Implementation Group March 2021
3.2	Less than 0.5% of all Modern Apprenticeship placements are taken by someone with a declared disability. Around 8% of the target population (16-24) is disabled.	Increased the number of modern apprentices who have a disability	Conduct audit of existing modern apprenticeships roles by protected characteristics	Baseline of number of modern apprenticeship roles in Ayrshire	Age, Disability	Eliminate Discrimination Advance Equality of Opportunity	Head of Human Resources/ Equalities Implementation Group December 2018

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
			Work with internal and external stakeholders to promote the uptake across protected characteristic groups	Increase in modern apprentices who have a disability	Age, Disability	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Head of Human Resources/ Equalities Implementation Group March 2021
	Evidence for Scotland indicates that men are over represented in construction and skilled trades, and women are over-represented in secretarial and caring occupations. As a major local employer, East Ayrshire Council will seek to be more inclusive in the recruitment and retention of staff.	Increased the number of people in non-traditional gender roles	Conduct an audit of existing modern apprenticeship roles by gender	Baseline of number of modern apprenticeship roles by sex in Ayrshire	Age, Sex	Eliminate Discrimination Advance Equality of Opportunity	Head of Human Resources/ Equalities Implementation Group December 2018
			Work with internal and external stakeholders to promote the uptake across protected characteristic groups	Increase in non-traditional roles by both sexes	Age, Sex	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Head of Human Resources/ Equalities Implementation Group March 2021
3.3	In September 2013, 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	Increased number primary pupils completing the Young Engineer Certificate	Develop opportunities and encourage children in primary schools to engage in engineering activities	Number of children achieving the Young Engineer Certificate	Age, Gender, Race	Eliminate Discrimination Advance Equality of Opportunity	Senior Education Manager/ Education Equalities Group March 2021
3.4		Increased number of secondary pupils	Develop opportunities and encourage children in primary	Number of pupils in secondary schools achieving engaged in	Age, Gender, Race	Eliminate Discrimination	Senior Education Manager/

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	<p>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.</p> <p>Traditionally men have been over represented in this field, and more encouragement and support is need to not only increase overall numbers, but for girls to enter this field.</p>	taking one or more STEM	schools to engage in one or more STEM	<p>STEM*</p> <p>*Maths is compulsory for all pupils</p>		Advance Equality of Opportunity	<p>Education Equalities Group</p> <p>March 2021</p>
3.5	<p>Research and evidence states that looked after children do not do as well as their peers in school. Improving positive outcomes for looked after children and young people is a core commitment in Education. Interventions are designed to ensure that learners are sustained within their own communities and have the right team to support them at the right time</p>	Increased number of looked after children and young people accessing high quality work experience	Work with local business, voluntary sector etc. to develop work experience opportunities for looked after children and young people	Number of looked after children and young people accessing high quality work experience	Age, Gender, Disability	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p>	<p>Senior Education Manager/ Education Equalities Group</p> <p>March 2021</p>

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
3.6	Nearly one in five people of working age (1 million, or 19%) in Scotland are disabled. Only half of disabled people of working age are in work (50%), compared with 80% of non-disabled people of working age.	Increased number of pupils with additional support needs accessing high quality work experience	Work with local business, voluntary sector etc. to develop work experience opportunities for pupils with additional support needs	Number of pupils with additional support needs attending Special Learning Centres and Special Schools accessing high quality work experience	Age, Race, Gender, Disability	Eliminate Discrimination Advance Equality of Opportunity	Senior Education Manager/ Education Equalities Group March 2021
3.7	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.	Increased number of young people with additional support needs into sustained further education, training and employment opportunities	Develop with partners and businesses opportunities for young people with additional support needs into sustained further education, training and employment opportunities	Number of young people with additional support needs sustain further education, training and employment opportunities	Disability	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Senior Education Manager/ Education Equalities Group March 2021
3.8	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.	Increased number of young people engaged in deciding what they want to be to help tackle gender stereotyping in school, and in the world of work,	Develop a partnership with Close the Gap in relation to delivering the Be What You Want Programme	Number of secondary school engaged with Close the Gap's Be What You Want to Be Programme	Gender	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Senior Education Manager/ Education Equalities Group March 2021

Equality Outcome 4	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

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
4.1	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'. There is also recognition that some recruitment practices can be a barrier to employment for particular groups.	Public bodies have a diverse workforce reflective of the local population	Use alternative opportunities for advertising posts	More diverse applications for posts within the public sector	All	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Head of Human Resources/ Equalities Implementation Group December 2018
Maintain Level 2 of the Disability Confident Scheme			Level 2 award achieved and maintained	Disability	Head of Human Resources March 2019		
Progress work to achieve level 3 of the Disability Confident Scheme			Level 3 award achieved and maintained	Disability	Head of Human Resources March 2021		
4.2	There is recognition that sometimes staff feel they lack the necessary skills to deal with specific equality issues, and also lack the confidence to challenge	A better educated workforce to support equality inclusiveness	Partners working together to develop and provide a range of training and awareness sessions around Equality and Diversity issues.	Training programmes developed Training programmes delivered Number of staff trained	All	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Organisational Development Manager/ Corporate Officer (Equality and Diversity)

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	<p>discriminatory behaviour.</p> <p>Therefore, in line with our organisational values staff may require additional training, knowledge and awareness-raising of the different equalities areas. A more informed workforce will provide more person-centred services.</p>						March 2021
4.3	<p>Training will provide an overall perspective in relation to equality for Licensing Board and Forum members. This will allow members to understand the complexity of issues that people from the protected characteristics may have.</p>	A better informed Licensing Panel	To develop and deliver equality training for members of the new Licensing Board and Forum	Training delivered to 100% of all members on the Licensing Board and Forum	All	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>Legal Manager</p> <p>March 2018</p>

Engagement Schedule Appendix 2

Date	Venue	Protected Characteristics
21 September 2016	Saltcoats Town Hall Countess St Saltcoats KA21 5HP	All
27 September 2016	County Hall County Buildings Wellington Square Ayr KA7 1DR	All
29 September 2016	East Ayrshire Council Headquarters 91A London Road Kilmarnock KA3 7BU	All
5 October 2016	Stewarton Academy Cairnduff Place Stewarton KA3 5Q	Age (young people), Disability, Race, Religion and Belief, and Sex
5 October 2016	St Kentigern's Church Hall Dunbar Drive Kilmarnock KA3 7PP	All
6 October 2016	Cumnock Academy Ayr Road Cumnock KA18 1EH	Age (young people), Disability, Race, Religion and Belief, and Sex
6 October 2016	Doon Academy Ayr Road Dalmellington KA6 7SJ	Age (young people), Disability, Race, Religion and Belief, and Sex
7 October 2016	Kilmarnock Academy 15 Elmbank Drive Kilmarnock KA1 3BS	Age (young people), Disability, Race, Religion and Belief, and Sex
25 October 2016	Ayrshire Minority Ethnic Communities Association (AMECA) Kilwinning Campus Ayrshire College Kilwinning	Age, Race, Religion and Belief and Sex
27 October 2016	Ayrshire Minority Ethnic Communities Association (AMECA) Ayr Campus Ayrshire College Dam Park Ayr	Age, Race, Religion and Belief and Sex

1 November 2016	Ayrshire Minority Ethnic Communities Association (AMECA) East Ayrshire Council Headquarters 91A London Road Kilmarnock KA3 7BU	Age, Race, Religion and Belief and Sex
15 November 2016	Let's Talk About Trans Transgender Conversation Café Kilmarnock Campus Ayrshire College Hill Street Kilmarnock	Gender Reassignment, Sexual Orientation and Sex
17 November 2016	Let's Talk About Trans Transgender Conversation Café Kilwinning Campus Ayrshire College Kilwinning	Gender Reassignment, Sexual Orientation and Sex
22 November 2016	Let's Talk About Trans Transgender Conversation Café Ayr Campus Ayrshire College Dam Park Ayr	Gender Reassignment, Sexual Orientation and Sex