



Council

Stakeholder Groups e.g. E&D Forum and Tenants & Residents Forum

Voluntary Organisations

Care Providers
NHS
Ayrshire and Arran

East Ayrshire Council

North Ayrshire Council

Implementation and refinement of Consultation and Engagement Strategy

Ongoing consultation with users of services, their families and/or carers and/or representatives

Regular surveys with service users conducted by service providers and the Council,

Working together to share best practice e.g. VOICE

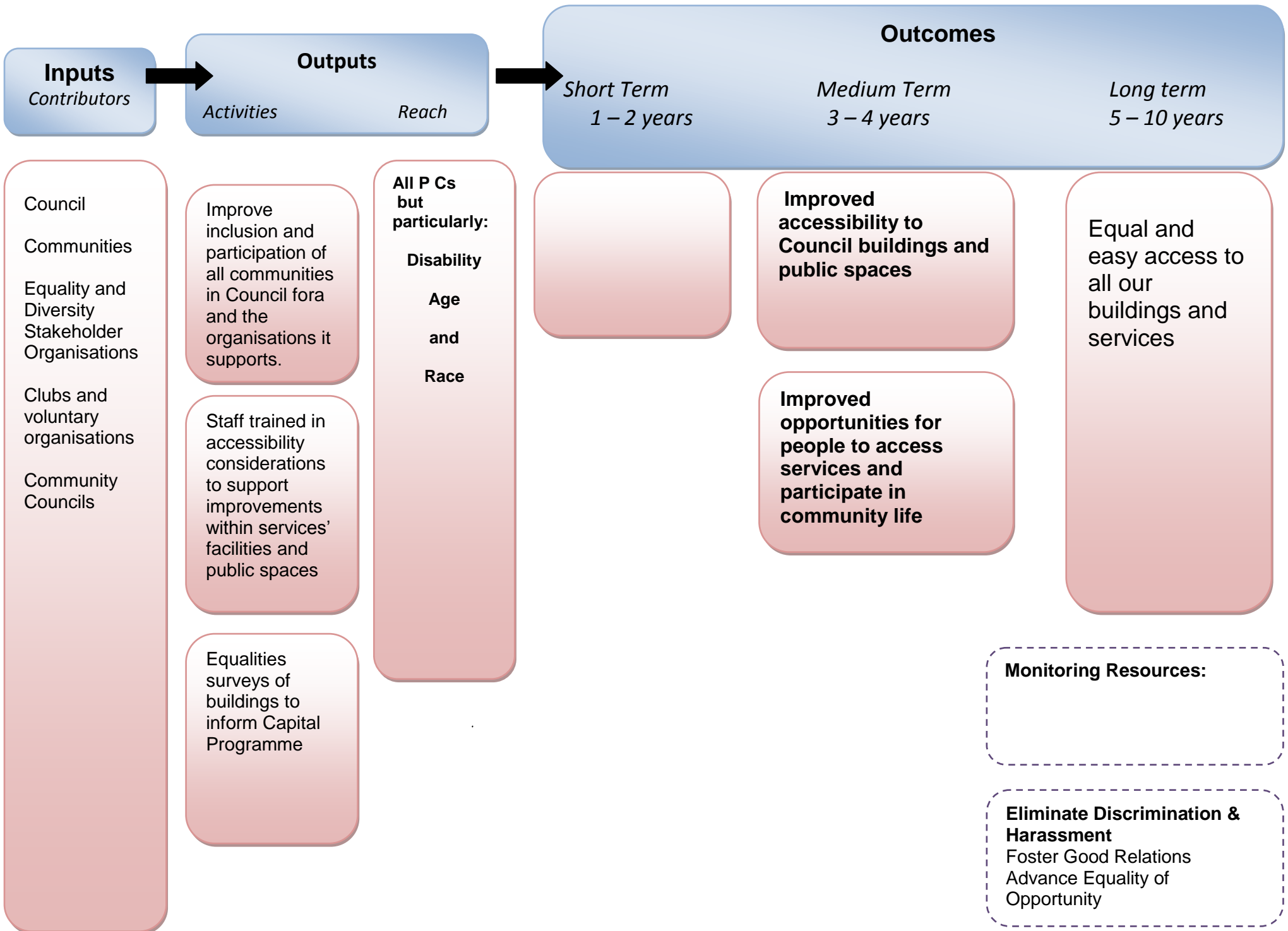
All PCs

Improved opportunities for people to participate in shaping services

Improve involvement and consultation on the development and provision of services.

Monitoring Resources:

Eliminated Discrimination & Harassment
Advance Equality of Opportunity
Foster Good Relation





Community

Ayrshire Equality Partnership (AEP)

South Ayrshire Violence Against Women & Children Multi Agency Partnership (SA VAW MAP)

Establish effective monitoring and reporting procedures for hate crime incidents across each of the three Ayrshire local authority areas

Establish third party reporting arrangements/sites

Development and sharing of good practice to see how resources can be better targeted.

Raise awareness of hate and domestic violence crimes in the community, schools and Council staff

Race

Disability

Gender Reassignment

Religion & belief

Sexual Orientation

Others: Sectarianism (not protected characteristic)

Improved knowledge and understanding of diversity crime and incidents in our communities

Enhance confidence and trust of those reporting diversity crime and incidents, and improved service to support victims

Better targeting of resources to meet the diversity challenges identified by improved reporting arrangements

Hate crime in South Ayrshire is reduced and vulnerable individuals and communities feel safer and more secure

Monitoring Resources
Hate crime data sets
Domestic abuse crime data sets

Eliminate Discrimination & Harassment
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Employee Equality Forum,

Equality Champions

Trades Unions.

Develop intranet equality resource to provide advice and guidance for managers and staff.

Continue to roll out equality to all employees and further develop role specific equality training

Develop further guidance on managing and supporting disabled employees.

Extend workforce monitoring across P Cs to identify any disadvantage to particular groups

Ensure exit interviews are conducted for all employees and logged to capture any equality issues.

Staff -
All P Cs

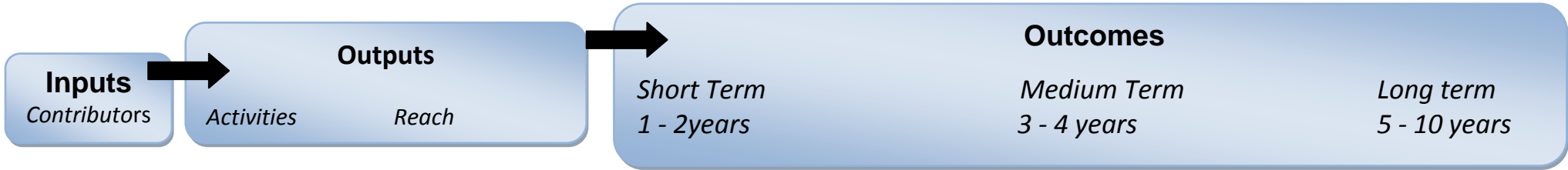
Improved awareness of equality and diversity issues throughout the Council's employees

Council employees work in a fair and inclusive environment

The Council is an Equal Opportunities Employer

Monitoring resources
Workforce Profile.

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Council
Ayr College
Education Scotland

Assessment of all of our pupils' achievements & evaluation of how our schools are meeting their needs to secure improvement

Implement literacy and numeracy action plans in primary schools

Implement senior phase of Curriculum for Excellence

Develop and deliver a range of programmes to support inclusion of children and young people.

Review pupil support arrangements

Further develop arrangements to involve parents in their child's learning

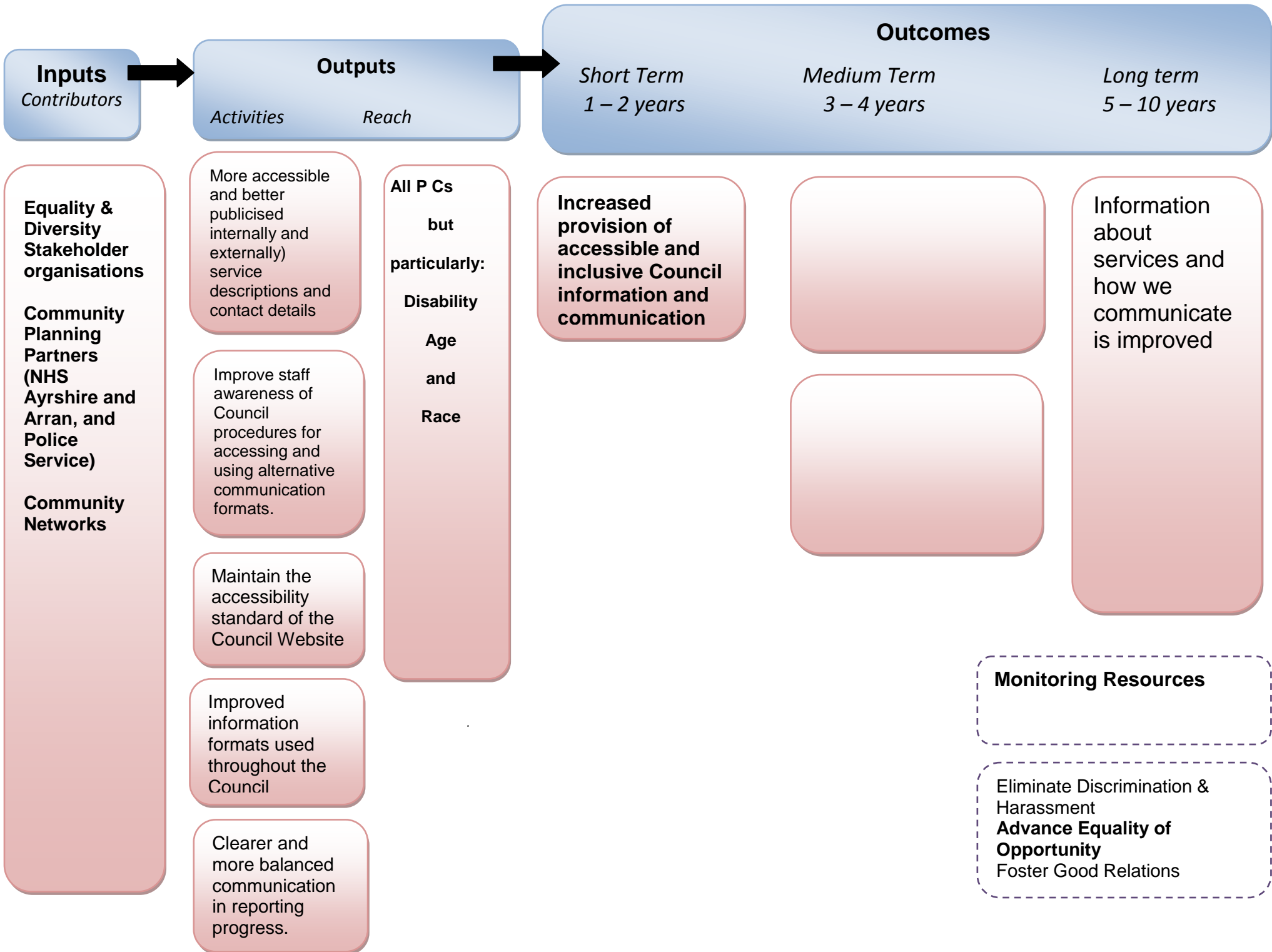
All P Cs but particularly
Age
Disability
and
Race

Educational achievement is maintained and improved for all our children and young people.

Our children and young people have the best possible life chances

Monitoring Resources:

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Advance Equality of Opportunity





Employee Equality Forum,

Equality Champions

Trades Unions.

NHS

Police Service

Consult and promote the Council as an employer of choice to young people.

Expand our work experience provision and widen range of Modern Apprenticeships

Develop further guidance on managing and supporting disabled employees

Take positive action to encourage males and females into non-traditional roles.

Staff -

All P Cs

Opportunities for young people to enter the workforce are maximised

Increased representation of men and women in roles where gender segregation is evident

Improved access to employment opportunities within the Council

Improved employment practice within the Council

We lead by example as an employer and maintain best practice in employment practices

Monitoring resources

- Equal Pay Statement
- Gender data analysis of successful candidates for roles where occupational segregation is prevalent
- Analyse the impact of our recruitment procedures for “segregated” roles.

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Advance Equality of Opportunity
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