

**South Ayrshire Council**

**Report by Depute Chief Executive and Director of Education  
to Cabinet  
of 29 April 2025**

---

**Subject:      Equality Outcomes**

---

**1.      Purpose**

- 1.1      The purpose of this report is to seek approval of the Draft Equality Outcomes and Mainstreaming Progress Report 2025 (incorporating the Workforce Monitoring Report), Ayrshire Shared Equality Outcomes 2021-2025 Final Progress Report and new South Ayrshire Equality Outcomes for 2025-2029.

**2.      Recommendation**

**2.1      It is recommended that the Cabinet:**

- 2.1.1      approves the Draft Equality Outcomes and Mainstreaming Progress report 2025 for South Ayrshire Council, Education Authority and Licensing Board incorporating the workforce monitoring report (Appendix 1);**
- 2.1.2      approves the final progress report for the Ayrshire Shared Outcomes 2021-2025 (Appendix 2); and**
- 2.1.3      approves the new South Ayrshire Equality Outcomes for 2025-2029 (Appendix 3).**

**3.      Background**

- 3.1      The Equality Act 2010 introduced a new public sector equality duty (PSED) which requires public authorities to have 'due regard' to the need to eliminate discrimination, advance equality of opportunity and foster good relations in the exercise of its functions.
- 3.1.1      These requirements apply across the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sexual orientation and, to a limited extent, marriage and civil partnership.
- 3.1.2      The Specific Duties were created by secondary legislation in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, and include the requirement from 2013, to publish by 30 April:

- An Equality Outcomes and Mainstreaming Report every two years (Appendix 1);
- a set of Equality Outcomes every four years and thereafter publish progress every two years (Appendix 2);
- a workforce employee information report together with details of progress made in gathering and using information to better meet the duty every two years (Appendix 1 – page 48 of the report);
- for public authorities with 150 staff or more, updated gender pay gap information be published every two years (Appendix 1 – page 49 of the report); and
- [an equal pay statement.](#)

3.2 On 25 May 2021, the [Leadership Panel](#) approved Shared Equality Outcomes which had been developed in conjunction with the Ayrshire Equality Partnership for the period 2021-2025. Appendix 2 provides information on the final progress against the Shared Equality Outcomes for the period 2021-2025.

3.3 Going forward into the development of Equality Outcomes for 2025-2029, these have been developed jointly by South Ayrshire Council and South Ayrshire Health and Social Care Partnership.

#### **4. Proposals**

4.1 The Equality Outcomes and Mainstreaming Report 2025 provides a robust evidence base that demonstrates South Ayrshire Council's commitment to reducing inequalities and eliminating discrimination amongst protected group. The Council, Education Authority and Licensing Board are listed as separate bodies under the Equalities Act and progress on each of these areas is detailed within the report. In addition, the report covers key areas including:

- Leadership and Governance;
- Partnership Working;
- Service Provision; and
- Customer Services.

4.2 The report also publishes detailed equalities information relating to the Council including our reporting on pay gaps:

- Our gender pay gap in 2024 was 0.28% in favour of women. This is compared to 2022 when the gender pay gap was 1.83% in favour of men.
- Our disability pay gap in 2024 was 1.04% in favour of those with a disability. This is compared to 2022 when the disability pay gap was 7.93% in favour of those who are not disabled.
- Our race pay gap in 2024 was 2.10% in favour of those who stated that they were from a white ethnic origin. This is compared to 2022 when the race pay gap was 1.83% in favour of those whose ethnic origin is other.

4.3 Our new South Ayrshire Equality Outcomes (2025-2029) will aim to make a difference for our community and workforces who share protected characteristics to improve their life chances by aligning with:

- The priorities of South Ayrshire Council and South Ayrshire Health and Social Care Partnership - [SAC Council Plan \(2023-2028\)](#) & [HSCP Integration Joint Board Strategic Plan \(2021-2031\)](#);
- Areas of work where links can be made to further ensure equalities are embedded into the work we; and
- Work going on out with the council which may influence what we want to do.

4.4 Our new set of Equality Outcomes that we will progress over the next four years are:

<b>EQUALITY OUTCOME:</b>	<b>PRIORITY FOCUS:</b>
<b>1. Our staff with protected characteristics have safe and supportive work environments to thrive, and the Council is seen as an employer of choice.</b>	<i>We want to ensure that our staff are working in an environment where they feel they belong, and we want to ensure they have a fair and inclusive place of work.</i>
<b>2. There will be a better understanding and intolerance of discrimination and violence against people with protected characteristics across our communities, workforce and schools.</b>	<i>In South Ayrshire we want people to experience safe and inclusive communities, workplaces and schools.</i>
<b>3. We will increase the number of training and employment opportunities for people with protected characteristics from our local communities.</b>	<i>We want to support people in South Ayrshire to fulfil their potential by removing barriers to training and employment opportunities</i>
<b>4. Our communities will have the opportunity to shape services and influence policy and practice by ensuring that we listen to the voice of lived experience and people with protected characteristics.</b>	<i>We want to ensure that everyone has the opportunity to influence and contribute to what happens in their local area, feedback from people with lived experienced &amp; protected characteristics provides us with valuable knowledge to allow us to shape services.</i>

4.5 Members are asked to approve the documents, noting progress detailed within the Equality Outcomes and Mainstreaming Report (2025) (Appendix 1), Ayrshire Shared Outcomes (2021-2025) Final Report (Appendix 2) and new South Ayrshire Equality Outcomes (incorporating action plan) 2025-2029 (Appendix 3).

4.6 Future monitoring of progress against the new South Ayrshire Equality Outcomes 2025-2029 will take place via the Service and Partnerships Performance Panel.

## **5. Legal and Procurement Implications**

5.1 The recommendations in this report are consistent with legal requirements.

5.2 There are no procurement implications arising from this report.

## **6. Financial Implications**

6.1 Not applicable

## **7. Human Resources Implications**

7.1 Not applicable

## **8. Risk**

### **8.1 *Risk Implications of Adopting the Recommendations***

*Insert one of the following statements:*

8.1.1 There are no risks associated with adopting the recommendations. The contents within this report however will enable the Council to meet its statutory obligations in respect of the Equality Act 2010. It will also enable the Council to meet its statutory obligations as an employer and provider of services.

### **8.2 *Risk Implications of Rejecting the Recommendations***

8.2.1 The risks associated with rejecting the recommendations are that the Council may be delayed in meeting its statutory obligation of formally publishing an approved Equality Outcomes and Mainstreaming Report, progress against Shared Equality Outcomes, and publishing a new set of equality outcomes as per our duties with regard to the Equality Act 2010

## **9. Integrated Impact Assessment (incorporating Equalities)**

9.1 Our Integrated Impact Assessment (IIA) considers the following areas:

- Public Sector Equality Duty, Human Rights and Fairer Scotland Duty;
- United Nations Convention on the Rights of the Child (UNCRC);
- Sustainability, climate change and biodiversity;
- Potential impact on older people;
- Rural communities;
- Health and wellbeing;
- A trauma information organisation; and
- The Promise.

9.2 An Integrated Impact Assessment has been carried out on the proposals contained in this report, specifically for the new South Ayrshire Equality Outcomes 2025-2029, which identifies potential positive and/ or negative impacts and/ or areas that require further consideration. The IIA Summary Report is attached as Appendix 4 which includes information on any mitigating or follow-up action required. Details of consultation that has taken place can be found in section 13 of the report.

9.3 A copy of the fully completed IIA can be accessed [here](#).

## **10. Sustainable Development Implications**

- 10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

## **11. Options Appraisal**

- 11.1 An options appraisal has not been carried out in relation to the subject matter of this report as follows:
- Appendices 1 and 2 are reports allowing scrutiny of performance; and
  - Appendix 3 is the development of new Equality Outcomes which are required to be produced to comply with statutory legislation.

## **12. Link to Council Plan**

- 12.1 The matters referred to in this report contribute to all Priorities of the Council Plan.

## **13. Link to Shaping Our Future Council** Yes ☐ No ☒

- 13.1 Not applicable.

## **14. Results of Consultation**

- 14.1 There has been public consultation on the contents of this report in relation to the new South Ayrshire Equality Outcomes 2025-2029. During January and February 2025 engagement was carried out both online and in person. The online consultation was aimed at the general South Ayrshire population, with an additional focus on the South Ayrshire 1000 online citizen's panel. The consultation was shared with the Community Planning Participation and Engagement Group, South Ayrshire Health and Social Care Partnership Champions Boards and for staff via staff communications. Engagement took place with the South Ayrshire Youth Council. A summary of the consultation results and feedback will be published on the Equalities webpage. Engagement will be an ongoing process particularly as our action plans develop to ensure we capture the key areas of focus.
- 14.2 The consultation process was also highlighted to the Equality and Diversity Forum.
- 14.2 Consultation has taken place with Councillor Hugh Hunter, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

## **15. Next Steps for Decision Tracking Purposes**

- 15.1 If the recommendations above are approved by Members, the Depute Chief Executive and Director of Education will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

<b><i>Implementation</i></b>	<b><i>Due date</i></b>	<b><i>Managed by</i></b>
Publish the Equality Outcomes and Mainstreaming Report 2025, final report on the Ayrshire Shared Outcomes (2021-2025) and new Equality Outcomes (2025-2029) on Council website.	30 April 2025	Service Lead - Performance, Community Planning and Sustainability

**Background Papers**     [Ayrshire Shared Equality Outcomes](#)

Report to Leadership Panel of 25 May 2021 – [Equality Outcomes and Mainstreaming Progress Report](#)

**Person to Contact**     Susan McCardie, Service Lead - Performance, Community Planning and Sustainability  
County Buildings, Wellington Square, Ayr, KA7 1DR  
Phone 01292 559408  
E-mail [susan.mccardie@south-ayrshire.gov.uk](mailto:susan.mccardie@south-ayrshire.gov.uk)

**Date:**   17 April 2025



# 2025

**EQUALITY OUTCOMES  
AND MAINSTREAMING  
PROGRESS REPORT**

[south-ayrshire.gov.uk](https://south-ayrshire.gov.uk)

*south*  
**AYRSHIRE**  
COUNCIL  
Comhairle Siorrachd Àir a Deas  
Making a Difference Every Day



# Contents

Introduction .....	4
Background and Context .....	5
South Ayrshire.....	6
Leadership and Governance.....	8
Mainstreaming Equalities .....	12
Mainstreaming Equalities in Partnership Working .....	16
Mainstreaming Equalities in Service Provision.....	23
Organisational Development and Customer Services.....	31
Mainstreaming Equalities in Licensing.....	33
South Ayrshire Council as an Employer .....	34
South Ayrshire as an Education Authority .....	43
Appendix 1: Equality Data Workforce Monitoring Report 2024 .....	48



## Introduction

This is South Ayrshire Council's fifth Equality Outcomes and Mainstreaming Report and provides a summary update on the progress made on mainstreaming equalities into the functions and activities of our organisation. The Report also provides information on our schools as an Education Authority, on South Ayrshire Licensing Board; and demonstrates ways in which we have met the general and specific duties as set out in the Equality Act 2010.

South Ayrshire Council is committed to ensuring that all service users and Council employees, regardless of the following protected characteristics within the Equality Act 2010, are treated fairly and with dignity: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

Within this report, we provide information on our commitment to embedding equalities across our Directorates and Services, and how we strive to ensure that our services are fair and equitable for all our communities, as well as South Ayrshire Council as an employer. As highlighted in our previous report, whilst much progress has been made, we are not complacent and further action must be taken to ensure marginalised groups are not left behind. This report highlights good practice in mainstreaming equality and mid-term progress made against our local equality outcomes which align to the agreed Ayrshire Equality Outcomes (2021-25).

## Background & Context

South Ayrshire Council's full responsibilities are set out in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Scotland Regulations 2012. These legal requirements are referred to as the **Public Sector Equality Duties** (PSED). An 'Equality Outcome' is a result which the Council aims to achieve, in order to demonstrate it is addressing the duties which include:

### General Duties to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

### Specific Duties are to:

- Report progress on mainstreaming the general duty
- Publish equality outcomes and report progress
- Equality impact assess new or revised policies and practices
- Gather, use and publish employee information
- Publish gender pay gap information
- Publish an equal pay statement
- Consider award criteria and contract conditions in relation to public procurement

## Shared Equality Outcomes 2021-2025

Shared Equality Outcomes were agreed across the three Ayrshire Local Authorities and other public bodies and these were published in April 2021. The **shared equality outcomes** (2021-2025) were as follows:

- **Equality Outcome 1:** In Ayrshire, people experience safe and inclusive communities
- **Equality Outcome 2:** In Ayrshire, people have equal opportunity to access and shape our public services
- **Equality Outcome 3:** In Ayrshire, people have opportunities to fulfil their potential throughout life
- **Equality Outcome 4:** In Ayrshire, public bodies will be inclusive and diverse employers

As highlighted in the **Leadership Panel Paper** (Equality Outcomes and Mainstreaming Progress Report) submitted on 25th May 2021, some actions in the **Ayrshire Shared Equality Outcomes 2021-2025** would be undertaken on a pan-Ayrshire basis, while there were actions specifically related to South Ayrshire Council, our Education Authority and the Licensing Board.

A final report has now been produced showing progress which has been made against the previous Ayrshire Shared Equality Outcomes.

# South Ayrshire

The Census 2022 population for South Ayrshire is 111,520 people accounting for 2% of Scotland's total population. South Ayrshire has the 20th highest population out of the 32 Scottish council areas and the 13th lowest population density of 91 people per square kilometre.

The proportion of females to males has remained unchanged with 52.1% of the population female, similar to Scotland's 51.4%, and the remaining 47.9% male, like Scotland's 48.6%.

South Ayrshire's population of 111,520 consists of:

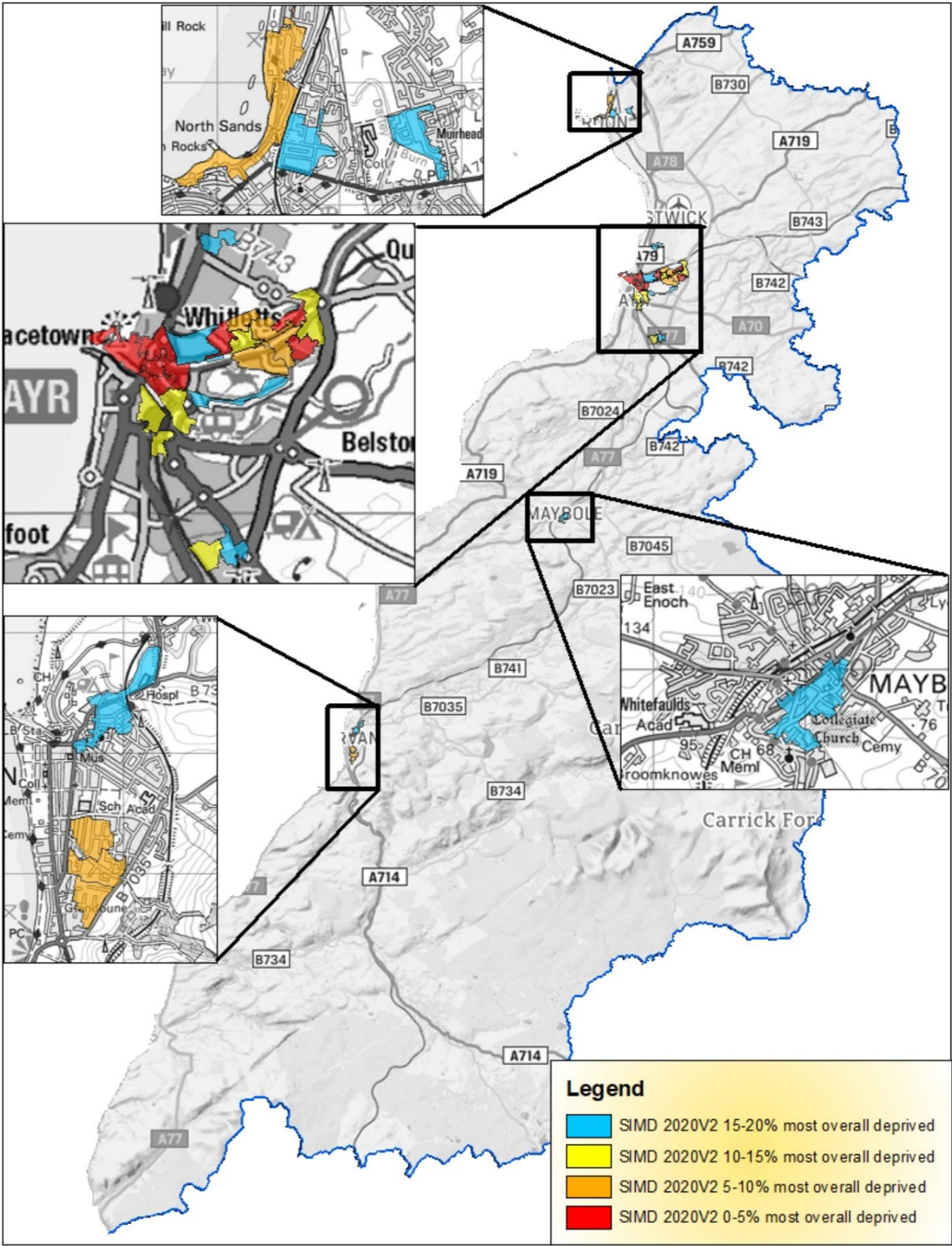
	Population	Female	Male
Children 0-15 years	16,980 - 15.2%	8,275 – 7.4%	8,705 – 7.8%
Young people 16-24 years	9,425 – 8.5%	4,525 – 4.1%	4,900 – 4.4%
Adults 25-44 years	22,875 – 20.5%	11,900 – 10.7%	10,975 – 9.8%
Adults 45-64 years	32,690 – 29.3%	17,195 – 15.4%	15,495 – 13.9%
Elderly 65-74 years	15,760 – 14.1%	8,240 – 7.4%	7,520 – 6.7%
Elderly 75 and over	13,790 – 12.4%	7,925 – 7.1%	5,865 – 5.3%
Total	111,520 - 100%	58,060 – 52.1%	53,460 – 47.9%

The proportion of South Ayrshire's children aged 0-15 years, 15.2%, and of working age adults aged 16-64 years, 58.3%, are both below the Scottish proportions of 16.4% and 63.6% respectively. Hence South Ayrshire's proportion of elderly people aged 65 and over, 26.5%, is higher than Scotland's 20%. South Ayrshire's basic dependency ratio (i.e. the ratio of combined numbers of children aged 0-15 years and those aged 65 and over), per 100 working age population is 72 compared to Scotland's basic dependency ratio of 57.

South Ayrshire's population is projected to decrease further with a 5.7% decrease from 111,520 in 2022 to 105,191 by 2043 in contrast to a 2.5% increase across Scotland. The projected change in South Ayrshire's population is not evenly distributed between the different age groups. The children and working age populations are projected to decrease by 14.1% and 15.8% respectively while the pensionable

age group will increase by 21.5%. The resultant dependency ratio will increase to 92.

South Ayrshire's ethnic minority community of approximately 4.9% of the population is relatively small in comparison to large cities like the City of Edinburgh that has an ethnic minority population of 28.4% or Glasgow City that has an ethnic minority population of 27.2%. There continues to be disparities in affluence across South Ayrshire with 20 of its 153 datazones included in Scotland's 15% most overall deprived areas. This equates to an estimated 13,635 South Ayrshire residents (12.2% of the population) living in the 15% most overall deprived areas of Scotland. The area of most deprivation is concentrated in the northern part of Ayr with seven datazones included in Scotland's severest 5% most overall deprived areas. There are also other pockets of deprivation in the smaller towns of Girvan, Maybole and Troon.



SIMD 2020V2 Most Overall Deprived Areas

This product includes mapping data licenced from Ordnance Survey with the permission of the Controller of Majesty's Stationery Office. © Crown copyright and/or database right 2020. All rights reserved. Licence number 100020765.

# Leadership and Governance

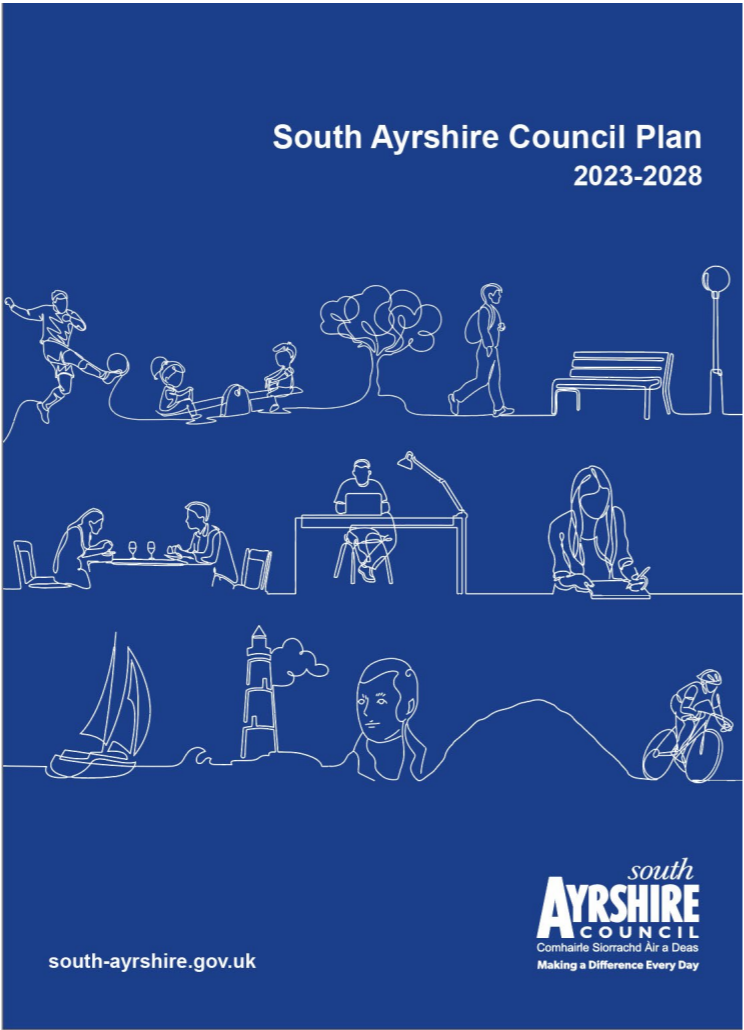
There are four **directorates** within South Ayrshire Council:

- Health & Social Care Partnership
- Depute Chief Executive & Education
- Housing, Operations & Development
- Communities & Transformation

Our **Council Plan 2023-2028** focuses on three priority areas:

- Priority one – Spaces & Places
- Priority two – Live, Work, Learn
- Priority three – Civic & Community Pride

Our priorities and outcomes place an emphasis on the connection between our places and the wellbeing of our communities and environment. The place-based approach recognises that every area has a different blend of physical, social, and economic characteristics that influence each other and aims to address complex problems that no service alone can solve. The priorities provide a common framework, aimed at promoting a shared understanding that encourages services and partners to work collaboratively to achieve improved outcomes and wellbeing for our communities.



communities.

Further information on our previous LOIP (2019-2024) including annual progress reports can be found [here](#).

**Our new LOIP along with supporting documents can be found [here](#)**

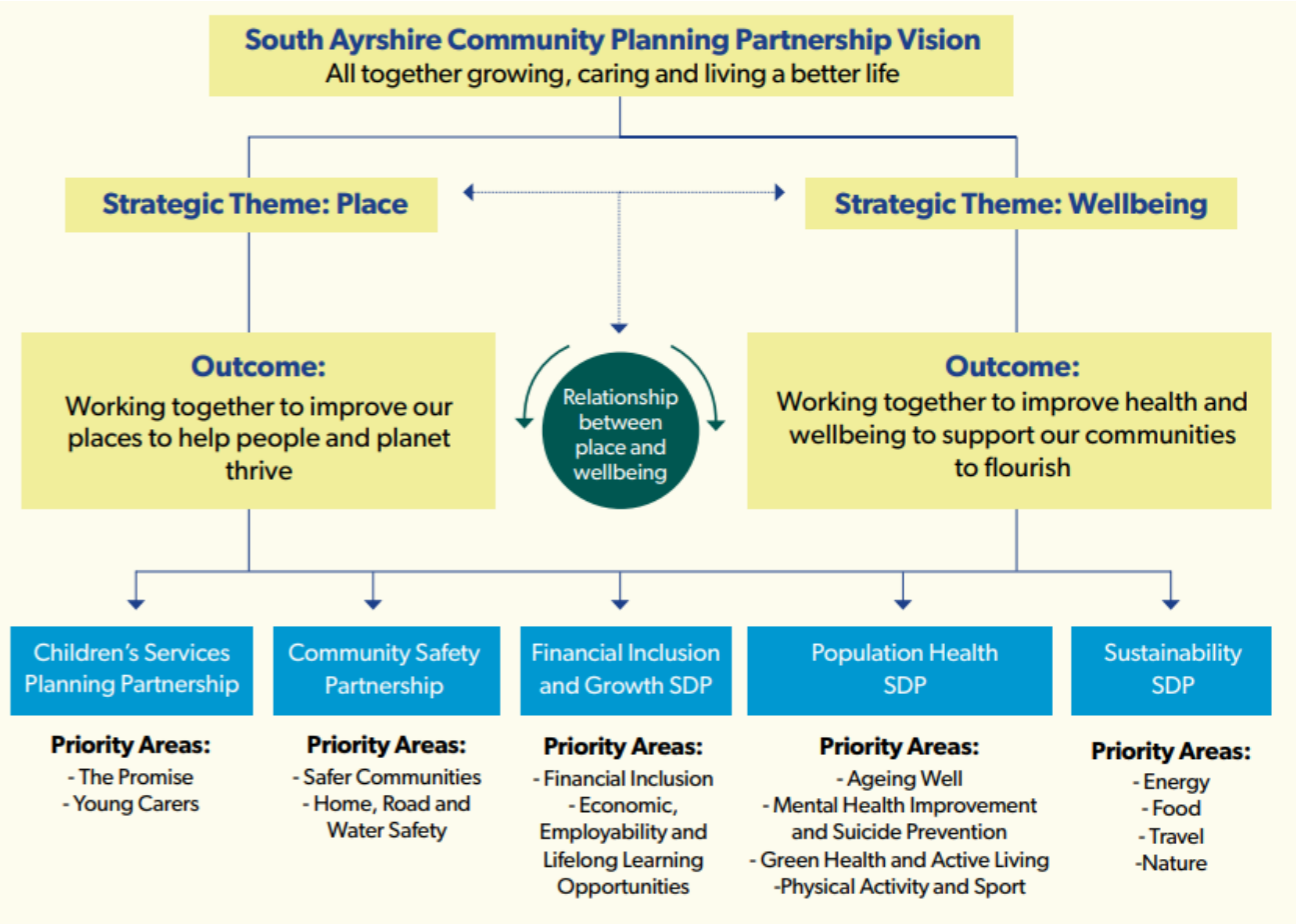
## Community Planning

The Community Empowerment (Scotland) Act 2015 has given South Ayrshire Council's Community Planning Partnership (CPP) a statutory purpose regarding public service reform at a local level. The Act requires CPPs to produce two types of plans which will provide information on how we can make improvements in our local areas. These are known as the Local Outcomes Improvement Plan (LOIP) and Locality Plans.

The Community Planning Board (CP Board) is the executive and decision-making body of South Ayrshire Community Planning Partnership (CPP) and is chaired by an Elected Member. **Reducing inequalities and improving outcomes** for people in South Ayrshire is a key focus of **South Ayrshire Community Planning Partnership** (CPP). The Community Planning Board makes decisions on priorities, and objectives for the CPP and has responsibility for the delivery of the Local Outcomes Improvement Plan (LOIP).

In March 2023, it was agreed by the CP Board to begin the process of developing a new LOIP for the period 2024-2029. High level strategic themes, outcomes and priority areas were approved by the Community Planning Executive in November 2023. Public consultation was carried out between January and February 2024. The new LOIP (2024-2029) was approved in April 2024 by the Community Planning Partnership Board.

Two strategic themes emerged from the development process which were agreed as the area of focus for this LOIP – these are: Place and Wellbeing. These themes have been influenced by the national development of place and wellbeing outcomes, and the move by Community Planning Partners to incorporate wellbeing as an area of focus within strategic plans and operational activity.



## Community Engagement & Community-led Action Plans (CAP)

Community-led approaches and collective impact are on the forefront of South Ayrshire Council's agenda. It follows the recommendations of the Community Empowerment (Scotland) Act 2015 but most importantly it reflects a desire to engage and work differently with our communities.

Council services are supporting community-led bodies to lead and be the main drivers of their community action plan. Rather than making policy and programs for people, the communities are encouraged to enable themselves, empower every member of the community and partner with the council and other stakeholders.

There is none better than those with lived experience to participate and develop a community-led action plan. These plans include a list of aspirations with short-, medium- and longer-term objectives and will ensure that any projects within the community are: community-led; place-based; place-focused and with a collective impact.

- Enhance efficiency in the use of local authority resources;
- Enhance effectiveness of funding by enabling how it is delivered to be tailored to reflect local needs in the hopes of stronger outcomes;
- Foster inclusion of voices of communities experiencing disadvantage by using place as an organising principle for community engagement; and
- Address systemic challenges by using a defined place (community or area) to consider the range of ways people experience social, economic, and physical disadvantage, and how these interact.

In most localities it is the Community Councils who are taking forward the community-led action plans, yet South Ayrshire Council is not excluding communities where a community council is not established and working with other community-led local groups. More information can be found [here](#).

## Community Engagement & Consultation

South Ayrshire Council recognises the value of engaging with Equality Groups and with people who experience prejudice and discrimination as a result of protected characteristics. The Council, along with its partners in the public and voluntary sectors, continues to survey attitudes and views on public services and policy issues. Citizens' Panels are a way for local people to provide feedback on a range of issues and influence decision makers. The South Ayrshire Citizens' Panel is called **'South Ayrshire 1000'**. This Panel seeks to be as representative as possible of the population of South Ayrshire.

During 2023/2024 and 2024/2025, a number of consultations have taken place, some of which include:

- Common Good Consultation Barassie Beach Troon
- South Ayrshire Licensing Board Policy Statement
- Draft Supplementary Guidance: South East Ayr Design Guide
- Education Service Plan Consultation
- Relocation of Troon EYC to Troon Library
- Common Good Consultation - Former Toilets & Shelter at Ayr Esplanade
- Local Outcome Improvement Plan Consultation 2024

Further information can be found on our **'Have your say'** webpage and a list of consultations and surveys which have been carried out can be accessed [here](#).

To support community engagement within our local communities, South Ayrshire Council has an approved **Community Engagement Strategy**. This strategy is for anyone who plays a part in helping South Ayrshire to thrive and improve the lives of all our citizens. This includes public and private organisations, voluntary and community groups, residents, workers, students and any individual with an interest in how their environment and community can grow and flourish. The strategy is written for:

- **People who are involved in making decisions** This includes individuals, community groups, businesses, voluntary organisations and anyone else who may get involved with decision making.
- **Organisations who involve people in making decisions** This includes the Council, Community Planning Partners, private, voluntary and community sectors.

## Integrated Impact Assessment

In November 2024 our previous Equality Impact Assessment (EQIA) process was replaced by an Integrated Impact Assessment (IIA) process. The IIA was **approved** by Cabinet in September 2024.

The IIA supports South Ayrshire Council in its decision-making process by considering the following areas:

- Whether we are meeting the **legal requirements** in terms of **Public Sector Equality Duty, Human Rights** and **Fairer Scotland Duty**;
- Whether we are meeting the **legal requirements** of assessing whether there is an impact on children's rights **United Nations Convention on the Rights of the Child (UNCRC)**;
- Whether there is an impact on **sustainability, climate change** and **biodiversity**;
- South Ayrshire has the oldest demographic profile in Scotland therefore any planning needs to take cognisance of the any **potential impact on older people**;
- Are we having an impact on the **health and wellbeing** of our communities;
- How the proposal will support our **rural communities**;
- Recognising the impact that trauma can have on people's lives and our steps to becoming a **trauma information organisation**; and
- Our commitment to **The Promise** that care experienced children and young people will grow up loved, safe and respected.

# Mainstreaming Equalities

Mainstreaming the Equality Duty is the responsibility of Council Leadership and all employees to ensure it’s success. The Council aims to ensure that consideration is given to equalities to ensure it underpins everything that we do.

## Portfolio Holder

Equalities sits within the remit of an Elected Member with the Portfolio Holder for Health and Social Care.

The Chair of the Equality and Diversity Forum is a further Elected Member and along with staff from services across the Council, partner agencies and the third sector organisations, have all made a commitment to ensuring equality and diversity is duly considered.

## Equality and Diversity Forum

The role of the forum is to support the Council to deliver on its equality and diversity responsibilities by providing a consultative and inclusive link to the diverse communities of South Ayrshire, and through the work of the Forum, promote equality and diversity and encourage good relations throughout South Ayrshire. The remit of the Equality and Diversity Forum was refreshed in 2022, with the main areas of focus:

- To support the Council to meet its Public Sector Equality Duty responsibilities, including the Specific Duties to progress the Council’s Equality Outcomes and to Mainstream Equalities;
- To support the development of the Council’s policies and procedures relating to equality and diversity;
- To promote inclusion and participation of the diverse communities and hard to reach and under-represented minority interests in South Ayrshire;
- To raise awareness of the needs and priorities of the diverse communities in South Ayrshire;
- To provide a link to the voluntary sector and organisations representing the diverse communities within South Ayrshire; and

- To support the development of the Council’s policies and procedures relating to Fairer Scotland Duty.

Membership of the of the forum comprises Elected Members supported by staff from Policy, Performance and Community Planning. The Equality and Diversity Forum now has in place an Improvement Plan focusing on areas such as training, the development of an integrated equalities impact assessment and increasing the number of equality champions.


## Equality Champions

To ensure that the Equalities Duty is understood and mainstreamed across the Council, all service areas that are impacted upon by the Equality Duty, or that provide a front facing service, have a representative on the Equality and Diversity Forum as a ‘Champion’.

## Leadership

The Provost, and our Chief Executive, have continued to raise awareness of equality and diversity issues by previously hosting civic receptions and hospitality events to recognise, honour and pay tribute to achievements, persons and events across South Ayrshire.





### The Robert Burns Humanitarian Award

The **Robert Burns Humanitarian Award** is a globally-respected honour bestowed annually on a group or individual who shows selflessness and dedication in a bid to save, enrich or improve the lives of others through the protection and promotion of human rights and work to deliver social reform. Named in honour of Scotland's son, Robert Burns, this much sought after humanitarian award applauds the efforts of people who bring hope and inspiration, often in desperate situations, and help change lives for the better. Further information on 'What makes a Burns Humanitarian?' can be found [here](#).



## The South Ayrshire Way

The South Ayrshire Way is the Council's commitment to a set of values which strive to ensure this is a good place to work. We continue to deliver interventions focussed around these values, to embed our commitment to creating a Respectful, Positive, Supportive, Ambitious and Proud working environment. We also endeavour to promote fairness and equality of opportunity and value diversity.

## The Outstanding Peoples Awards (TOPA)

These awards held annually, are the formal way of recognising individual and team achievements across the Council. The various categories for entrants acknowledge equalities and diversity and there have been excellent examples of awards presented over the past few years.

## Equality Training

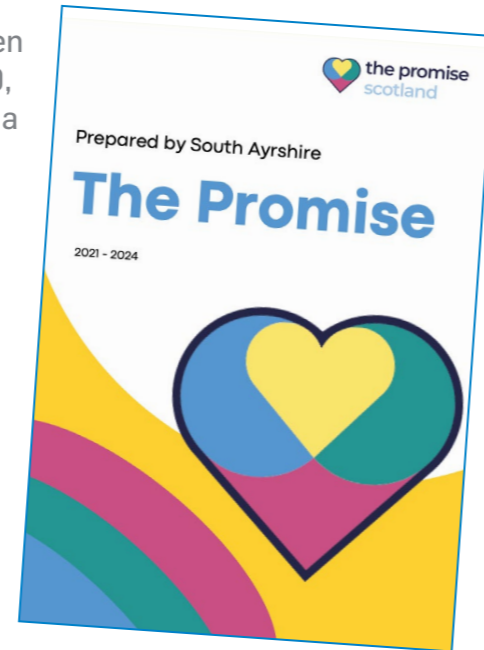
We continue to review and refresh our people policies in line with employment law and equality is mainstreamed throughout all our learning and development activities, including our management development and induction programmes. We continue to use a suite of E-Learning courses as well as workshop training, which promote equality in a range of ways. In 2025, we will continue to develop our suite of webinars increasing the range of opportunities for staff and elected members, with the aim of building a catalogue of webinars that are capable of repeat viewing at times convenient for staff. Since 2023 we have held a range of webinars/training on range of subjects including:

- Breastfeeding Awareness;
- Transgender Awareness;
- Lesbian Gay Bisexual Transgender (LGBT) Awareness;
- Sensory Impairment Awareness;
- Violence Against Women (Hysteria);
- Community Justice Partnership - raising awareness, understanding, and confidence in Community Justice;
- West of Scotland Regional Equality Council – Race Awareness Training;
- Violence Against Women - 16 days of Action Webinar – Commercial Sexual Exploitation; and
- Unconscious Bias delivered by Police Scotland.

## The Promise

In 2020 Scotland made the Promise that care experienced children and young people will grow up loved, safe and respected. By 2030, that promise must be kept. South Ayrshire's Parenting Promise is a plan written for those who are care experienced and details what you can expect of us as Corporate Parents.

As Corporate Parents, under the Children and Young People (Scotland) Act 2014, it is our role to make sure that our attention and resources are focused on upholding the rights, safeguarding and promoting the wellbeing of South Ayrshire's 'looked after children' and 'care leavers'. We want to make South Ayrshire the best place it can be for children, young people and their families and it matters to us that all young people get the chance to grow up loved, safe and respected to be the very best they can be. It is important to us that South Ayrshire's Parenting Promise shows how committed we are in South Ayrshire to working together to **#KeepThePromise** to all the children and families that we work with and for. For more information on the Promise in South Ayrshire click [here](#).



## Climate Change

Climate change is increasingly being identified as a key equalities issue. It is critical that no one is left behind in the transition to a low carbon, climate resilient future. With irreversible impacts of climate change already being identified locally and efforts to reduce emissions to prevent further climate change impacting on how we all live our lives now and, in the future, we know that the impacts of both adaptation and mitigation are not and won't be felt equally across all groups in our council area.

Groups who are already disadvantaged who are indeed often those making the smallest contribution to climate change should not be left behind or disadvantaged further by the transition. Opportunities to deliver a more equitable and just future in the way we deliver the transition required can and must be identified and explored and it is critical that our decision making, strategies and plans work towards this goal.

The council adopted its first Sustainable Development and Climate change Strategy in 2019, and since then awareness of this issue has increased and it has been identified as a key issue to be addressed in all our work going forward with the Council's new Integrated Impact Assessment being one of the key ways we hope to support this.



### Our Champions for Change

**South Ayrshire's Champions Board** support young people with experience of care to work alongside those who make decisions about the care system. In this way, they are involved in the decisions that affect their own lives. Champions Boards provide a powerful space for young people, elected members and key decision makers to come together, focussing on what works and what needs attention in their local area. Champions Boards build the capacity of young people to influence change, empower them by showing confidence in their abilities and potential, and give them the platform to flourish and grow. The Champions Board approach is characterised by genuine relationships being formed between young people, staff, and Corporate Parents.

## Trauma Informed

In 2017, the Scottish Government, alongside various partners, made a commitment that Scotland's workforce would be trauma informed and responsive and are able to realise the prevalence of trauma, recognise its impacts, respond appropriately, and resist re-traumatisation: using a relationship-based approach. South Ayrshire Council supported that commitment by employing a dedicated officer to support implementation, in line with the National **Roadmap for Creating Trauma Informed and Responsive Change**. This has supported the development of a South Ayrshire trauma training calendar; a trauma champions network; a multi-agency, lived experience led, trauma network; a staff well-being project; and in 2023 the Community Planning Partnership agreed to sign **The Trauma Leadership Pledge** which commits to working towards a trauma informed and responsive Scotland. Future plans include the development of a multi-agency trauma responsive strategy for South Ayrshire alongside the roll out of trauma awareness sessions within communities.



## Mainstreaming Equalities in Partnership Working

The Council has a track record of successful partnership working with local stakeholders, particularly through the Community Planning Partnership. Our specific partnership arrangements in relation to Equalities include the following:

- Ayrshire Equality Partnership;
- South Ayrshire Violence Against Women Partnership;
- Equality & Diversity Forum;
- Ayrshire Shared British Sign Language (BSL) Group;
- South Ayrshire Youth Forum; and
- LGBT Youth Scotland.

The Council continues to review its partnership arrangements to ensure that we collectively work for the benefit of all our communities. We also aim to share good practice and resources to ensure that mainstreaming equalities is embedded locally, pan Ayrshire in North, East and South, as well as nationally.

South Ayrshire  
COMMUNITY  
PLANNING  
Partnership

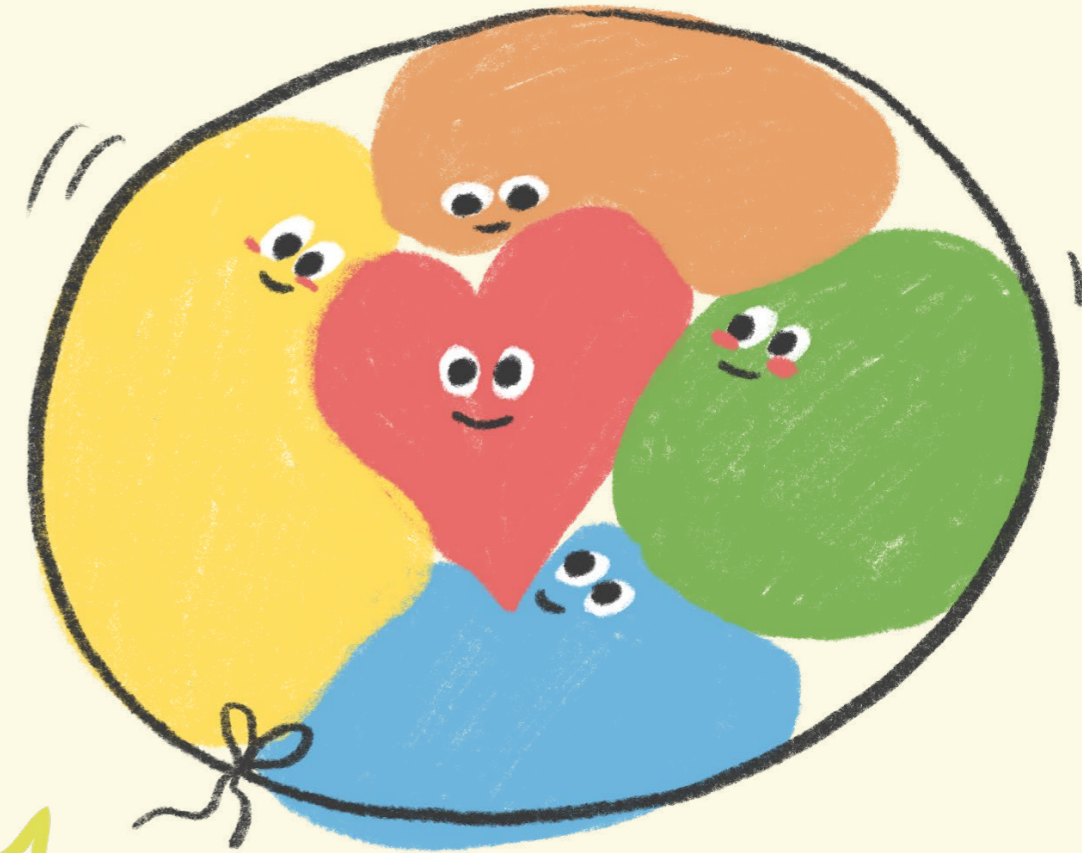


## South Ayrshire Children and Young People's Services Plan

### Supporting wellbeing, strong families, caring communities

**2023-2026**

Our [South Ayrshire Children and Young Peoples Services Plan](#) sets out our joint vision, our priorities and the outcomes we will strive to achieve for South Ayrshire's infants children and young people over the next three years. It has been developed collaboratively with partners involved in the delivery of services for children and young people across South Ayrshire and has been informed by input from the most important partners to the plan, our young people.



South Ayrshire  
COMMUNITY  
PLANNING  
Partnership



**south ayrshire**  
health & social care  
partnership

South Ayrshire Council and Community Planning Partners continue to work closely with the South Ayrshire HSCP to develop and implement the following:

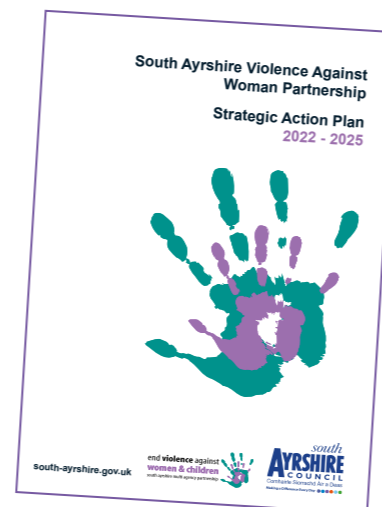
- Dementia Strategy
- Corporate Parenting Plan
- Adult Carers Strategy
- Young Carers Strategy
- Social Isolation Strategy

Further details can be found: [Here](#)

## South Ayrshire Violence Against Women Partnership

The Community Safety Team, on behalf of the Council, has the lead role for the work of the South Ayrshire Violence Against Women Partnership (SAVAWP). This multi-agency group includes membership from a range of partners including Police Scotland, NHS Ayrshire & Arran, Scottish Fire and Rescue Service, South Ayrshire Women's Aid, Moving On Ayrshire, Barnardo's, Victim Support, Ayr Faculty of Solicitors, ASSIST, Community Justice Ayrshire and South Ayrshire HSCP.

The SAVAWP fully supports the national Equally Safe strategy and is committed to addressing violence against women including gender-based violence and domestic abuse. The [VAWP Strategy 2022-2025](#) is aligned to the Equally Safe Strategy priorities with the vision of **'ensuring all women and girls in South Ayrshire are safe, respected and empowered and live in communities that are informed; and reject all forms of violence against women and girls'** focusing on four outcomes – **Resilient, Inclusive, Safe and Empowered**.



A key annual campaign is the 16 Days of Action which runs from the 25th November (the International Day to Eliminate Violence Against Women) until the 10th December (Human Rights Day). In 2023 and 2024 several events were held to raise awareness of the campaign and detailed below are some examples from the campaign in 2024.

- Community Planning Equality Webinar series. The Violence Against Women Joint action group delivered a Webinar on Commercial sexual exploitation;
- VAW Joint Action Group (JAG) open Day 27th November – held at the Grain exchange the event gave the public the opportunity to drop in and speak to partners as well as showings of Hystayria and Hollys story which are resources used by the JAG;
- 'Reclaim the Night' Walk in Ayr town centre (Tuesday 25th November);
- 'Hystayria' the Witch Trials of Ayr – including a launch event on the 27th November 2024 by Destination South Ayrshire of the **'Jonet' Sculpture to commemorate those accused of witchcraft;**
- Mentoring Violence Prevention training session delivered by Thriving Communities and Education Scotland;
- South Ayrshire Women's Aid ran information sessions in all secondary schools;
- White Ribbon Trophy – Thriving Communities Health and Wellbeing Team football tournament with school, college and staff teams participating and engaging with 'who are you input'; and
- Communications messages displayed on Waste Management vehicles and signpost to help and support.

SAVAWP supports and promotes International Women's Day. In 2024 focussed on 'inspire inclusion' and encouraged people to help drive progress for women's equality. Events were held in local women's groups throughout the community.

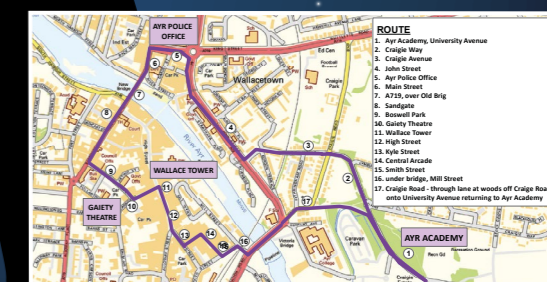
**TUESDAY 6 DECEMBER 2022 @5.30PM**  
**AYR ACADEMY**

## SOUTH AYRSHIRE VIOLENCE AGAINST WOMEN AND GIRLS PARTNERSHIP

**HELP US  
RECLAIM THE  
NIGHT**

Help us raise awareness  
of violence against  
women and girls

**THE ROUTE**





South Ayrshire Community Planning Partnership 'Working For Wallacetown' Team has representation from several statutory and third sector organisations, alongside members of the community. It provides the main community planning context in relation to the development of a team within the community. Its role is to provide leadership and commitment for the development and implementation of new ways of service delivery to support the Wallacetown Improvement Strategy. Through a public health approach, the Partnership aims to support the development of a strong resilient community voice, able to lead positive change reflecting the experience of people living in the community. It encourages a trauma informed approach in the delivery of all services and is responsible for performance management including measuring impact, monitoring progress and evaluation.

There has been significant improvement in the area over the past two years by engaging with residents and responding to their needs, ensuring connections to relevant services and supporting the community to feel safe and live happy, healthy lives. This approach includes:

- Engaging directly with residents building trusting, meaningful relationships;
- Pro-Actively responding to the needs of residents, connecting people to appropriate services;
- Supporting residents to feel safe at home;
- Improving outcomes and doing the utmost to minimise the impact of poverty on the community, families, and especially children; and
- Tackling health inequalities.

Results include a significant reduction in calls to Police Scotland and connecting residents

to services which will improve their lives specifically in relation to Scotland 6 Public Health priorities.

There have also been developments in other areas of the community, led by residents themselves and acting in the priorities they have set out:

- Wallacetown Hub provides access to housing, employment, harm reduction, resettlement team, new Scots, benefits, money advice, volunteering and women's group.
- Newton Primary Community Foodbank continues to be the Hub and are offering immediate help and support to residents facing struggles with cost of living and fuel crisis, offering a one stop shop access to relevant agencies.
- Wallacetown Community Arts Festival established offering opportunities in the arts to all residents in the community. Over 500 people attended the parade and family fun day and another 500 attended events throughout the week including podcast, history walk, art exhibition, film screening, spoken word, film production course, music video. This annual event has ambition to become a hub for opportunities in the arts and celebrated across the locality.
- The Employability Hub - partnership working within the George Street Hub.
- Wallacetown Residents meetings once a month and aim to create a Tenants and Residents Association.
- Wallacetown Annual Fun Day was attended by over 400 people.
- Church Court green space project created a family friendly environment in which families can enjoy.
- Significant reduction in drug taking and drug related litter in the area through supportive approach to those involved. Improving the community environment and making our streets safer.



- Partnership with Strathclyde University and Wallacetown Community Energy Project which will generate income for the area over a 25-year period.
- Youth Clubs are established in the area with many children registered for the service through Thriving Communities.

#### Other highlights from 2023/2024:

- Delivery of two weekly Parent & Child together (PACT) groups (St Johns Primary and Ayr North which includes families from Newton Primary and Wallacetown residents). 18 families have registered with the projects. Parent and Child Group developing their capacity and preparing to be run without the support of Community Learning and Development team.
- Delivered a Parent & Child together STEM project with Wallacetown Early Years Centre with 6 families. Feedback received has been positive with families reporting back that they have benefitted from taking part.
- Supported parents from the PACT groups to enrol on adult learning courses including Ayrshire College Personal Development, Women's Group, Cooking course and REHIS food hygiene courses.
- Delivering the Ayr North PACT group in partnership with Ayr United's community team and use the Ayr United Hub as a central place for delivery along with enhancing the programme offer.
- Supported Parents to access Thriving Communities Employability service and has led to work placements being established.
- Accredited Barista course run at Ayrshire College. 7 participants passed the course from varying backgrounds Mexican, Australian, Syrian, Ukrainian, Pakistani, and Scottish. All 7 participants gaining their Barista qualification through Ayrshire College
- REHIS and First Aid courses run through the Community Based Adult Learning recovery funding which benefitted learners

from Wallacetown and Community Organisations volunteers. e.g., Riverside Trust

- Wallacetown Friday night Youth Group - targeted P6-P7 group to complement existing youth organisations in the area e.g. Room Sixty who work with young people in S1 and over. Over 30 young people registered this year with all young people attending weekly from the Wallacetown catchment area taking part in a variety of free recreational activities and trips.
- Summer 2023 Thriving Communities contributed to and attended the summer fun day in Wallacetown.
- Summer 2024 Thriving Communities contributed to and attended the Wallacetown Arts Festival, encouraged, and supported our PACT groups to attend and they provided food from various cultural tastes along with supporting the Ayr North Time Team to perform through the week of activities on offer.
- During 2023 and 2024, summer and easter holiday programs were provided for families in Wallacetown who accessed day trips, drop-in activity days and the provision of free holiday meals. We held a family Learning Festival in 2024 at Ayr Academy with many Wallacetown families attending the event.
- Volunteer opportunities have been developed and 4 volunteers from Wallacetown have supported the work being carried out. 1 volunteer has moved into employment within the Thriving Communities Team. Currently 2 volunteers remain involved with the Thriving Communities service, and the resident who moved into employment has sustained this job.
- Street work – continues weekly at targeted Friday evening times in Ayr North. There are 4 staff from Thriving Communities supporting this initiative, building relationships with local young people and encouraging safety and promoting local youth clubs etc.

# AYRSHIRE GROWTH DEAL

The Ayrshire Growth Deal (AGD) is a partnership being driven forward by the Scottish Government, the UK Government, South, East and North Ayrshire Councils. The deal sets out to transform the economic prospects of the area. The ambitions and projects of the AGD form the foundation of long-term plans to attract new businesses, support existing companies to expand, create more jobs and bring new opportunities – all of which will benefit people and places across Ayrshire.

AGD brings together a wide range of projects that will have the biggest economic impacts.

Ayrshire is the first area in Scotland to develop Community Wealth Building (CWB) through the Ayrshire Growth Deal. The CWB Programme focuses on retaining and circulating wealth in the local area through activity including:

Procurement	Supporting local businesses to be ‘tender ready’
Fair Work	Promoting the benefits to local businesses through Fair Work Assessments
Plural Ownership	Supporting and developing cooperative models of working
Land and Assets	Developing underutilised land and assets to become more economically and socially productive
Financial Power	Implementing and developing tools to encourage local spend e.g. the South Ayrshire Gift Card.

Community Wealth Building is becoming increasingly integrated across SAC service areas.



## Mainstreaming Equalities in Service Provision



### Housing Services

South Ayrshire Council's Housing Service is committed to ensuring equalities considerations are mainstreamed in all their policies and practices. Tenant participation and service user involvement play a critical role in ensuring services best meet the needs of the communities they serve.

- Tenant Participation Structures allows tenants the opportunity to influence decisions about housing policies, conditions and related services;
  - Housing Services work closely with South Ayrshire Health and Social Care Partnership (HSCP) on a number of projects to support individuals to live independently;
  - Housing Services, in partnership with South Ayrshire HSCP, continues to support and develop the Youth Housing Support Group to improve the housing outcomes for young people leaving care or experiencing homelessness and unaccompanied asylum seeking children;
  - The Housing Service is working with all key services and agencies to ensure a consistent and continuous approach to service provision for individuals who are relocated to South Ayrshire via various resettlement schemes. They are ensuring young children are fully integrated to the Education system and that adults are able to live independently and have the opportunity to integrate into South Ayrshire life;
  - Corporate and Housing Policy are leading on the development of the Local Housing Strategy 2023-2028;
  - Our Housing First project works with households at risk of repeat homelessness,
- with the aim of supporting them to live independently. A Multi-Agency group made up of partners from a variety of agencies work together to ensure the needs of this group are understood and met effectively;

  - Working with partners to prevent homelessness continues to be a priority and will become critical in the context of the proposed new Homelessness Prevention Duty;
  - A review of our commissioned housing support services in South Ayrshire will commence in 2025 and will include considerable engagement with a range of local services and the people accessing these services;
  - Since 2021, The Empty Homes service has brought back 55 long term empty properties into use. This has been a mix of properties for sale, rent, council buy backs and bringing properties into the Social Letting Service. The Empty Homes Officer can provide practical advice and assistance to owners of long-term empty properties to enable them to bring their properties back into use; and
  - A new Social Letting Services has been developed to prevent homelessness and improve access and affordability to the Private Rented Sector.



## Women's Groups

Thriving Communities staff continue to support women's groups across all localities.

Ayr North Exclusively Women's group have been supported to become a constituted group who now run independently. Staff continue to support groups in Kincaidston and Wallacetown areas, and new groups have been developed in Maybole and Troon. These groups were established to connect women with and in their local communities, provide a safe place to chat, share their thoughts and ideas and ultimately to gain confidence, resilience, and positive relationships. Recent examples of our work include:

- Ayr North Exclusively Women's Group linked with Kincaidston to share their journey and have planned to develop together and support each other; and
- Wallacetown Women's Group also held a celebration of women event including inputs from South Ayrshire Women's Aid and Police Scotland wellbeing team.



## South Ayrshire Youth Council

South Ayrshire Youth Council is informed and developed with local young people through wide range of consultations. Young people are actively involved in shaping the structure set up of the Youth Council and Election process. Members of the Youth Council were elected in June 2024 by their peers, there are a total of 32 members representing a range of young people from all secondary schools, virtual school, additional support need school, post school, primary 7's and we have members who are care experienced, young carers and of other nationalities.

Our Elected Youth Council members are informed and proactive in working together with partners and young people to address local issues that matter most to local young, identify key priorities, co-design services to meet the needs of their peers.

Recent youth consultations supported to shape the Youth Council's priorities of: Top priorities voted:

1. Improve teacher/Mental Health and Wellbeing Ambassadors knowledge/training in mental health – with specific mental health issues; Protecting/awareness/support to minority groups (LGBT+/Ethnic/ASN);
2. Opportunities to have our voice heard, listen to our concerns, inform us where our views go and address them. In particular, meeting with key decision makers;
3. Access for pupils for range of resources such as laptops; and
4. Improved transport, in particular within rural areas.

## Members of the Scottish Youth Parliament (MSYP's)

The Scottish Youth Parliament (SYP) provide a national platform for young people to discuss the issues that are important to them, campaign for changes to nation that they live in.

Our Ayr MSYP's elected November 2023: Evie and Matthew sit within the SYP Equalities Committee.

In their short time our MSYP's have participated in a range of training, group work activities, attended their first Scottish Youth Parliament Sitting in June 2024, and met with local MSP and MP's and the Director of Education. Our MSYP's have also carried out a range of consultations with over 100 local young people asking their views on the future Scottish Parliament Campaigns and Motions.


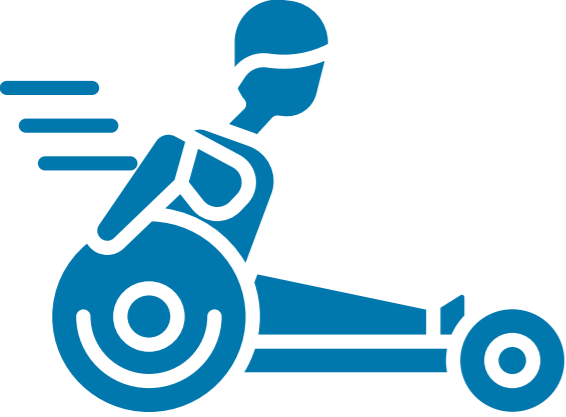

At the November 2024 SYP Sitting within the Scottish Parliament, Evie delivered a motion and gathered views of over 200 young people aged 12 to 25 years to support her motion of; "The Scottish Youth Parliament believes that more should be done in schools in order to educate young people on racism and xenophobia to reduce stereotyping and increase understanding of immigrants and asylum seekers"

Our MSYP's are elected until November 2025 and we look forward to seeing the positive impact they will have within their constituencies.

## Health and Wellbeing

The Health & Wellbeing team provides opportunities across South Ayrshire for people to take part in sport, physical activity and outdoor learning. Working with a variety of partners we are able to provide support and provision to a number of different groups removing barriers to participation. The HWB team also receive referrals for 1-2-1 support with some of the most disengaged young people who are school refusers or have low attendance rates. Building relationships with the young people has led to increased attendance at school, improved attainment and gaining of extra-curricular qualifications such as the Duke Of Edinburgh's Award, National Navigation Award and the Go MTB (Mountain Bike) qualification.



ACTIVITY	HIGHLIGHTS
<p><b>Active Schools</b></p> <p>A range of free extra-curricular sport and physical activity clubs provided across all South Ayrshire schools</p> 	<ul style="list-style-type: none"> <li>• 6000 young people in 2023/2024</li> <li>• 337 different people were supported to deliver a range of activities in schools and communities</li> <li>• Coach education programme provided 70 coaches and volunteers access to free training opportunities to support their development and to improve the quality of the coaching sessions</li> </ul>
<p><b>Developing Young Workforce programme</b></p>	<ul style="list-style-type: none"> <li>• 700 young people take part in leadership programmes annually</li> <li>• 800+ qualifications gained</li> </ul>
<p><b>Active Communities Programme: accessible programme of sport and physical activity</b></p> 	 <p><b>Active Communities</b></p> <p>Active Communities is an accessible programme of sport and physical activity delivered throughout the year across South Ayrshire. The programme offers a wide range of options for young people and adults, with sessions in the evenings, weekends and over the school holidays. Active Communities bridges the gap between school-based sport and club sport, whilst offering a valuable opportunity for young people to build friendships, confidence, and skills across a range of activities. With the addition of adult and family sessions, we deliver opportunities for anyone across our community to enjoy the benefits of physical activity and sport. Through the support of SportsScotland and other sponsors, we are able to keep the cost of sessions very low - and in many cases, free of charge. We link in with a range of local services to promote opportunities and remove barriers for individuals and families who need assistance. Our partnerships have further enabled us to broaden the range of activities available through Active Communities - including green health activity; such as cycling, walking, beach sport and paddlesports.</p> <p>A feature of the programme is Inspire Sport - specific activity supporting those living with a disability (of all ages) to play sport and stay active in their communities.</p> <p><b>495</b> People participated</p> <p><b>3,677</b> sessions were delivered</p> <p><b>36</b> different activities offered</p> <p><b>11</b> young carers participated</p> <p><b>265</b> people who took part had an additional support need or disability</p>

## Holiday Programmes



**Holiday Programmes**

Our holiday programmes provide an excellent opportunity for young people to stay active and remain in touch with friends when schools out. As well as our ever-popular primary sports camps, our programme also includes a range of activities designed to a wide range of participants - including free community pop ups, cycling, watersports, walking, ASN sessions and beach days.

**2,079** HOLIDAY SESSIONS DELIVERED

**774** YOUNG PEOPLE ATTENDED (465 MALE / 309 FEMALE)

**31** YOUNG CARERS TOOK PART

**243** PEOPLE TAKING PART HAD AN ADDITIONAL SUPPORT NEED

**12** PARTICIPANTS WERE CARE EXPERIENCED

“Lucy absolutely loved the multi sports camps. The staff were amazing and helpful. Such a great idea for the holidays”

“Absolutely amazing opportunities not just for the kids that attend but for also the young people that help out - long may it continue, such a valuable resource.”

“My child had a great time and came home telling me lots about the different sports he got to try out. He was especially excited about basketball as it's something he's never really tried before.”

“Our son absolutely loved both the Auchencruive and Fullerton woods cycle adventures. Thank you so much to all the staff for providing such a fun and exciting opportunity for the kids.”

## Walking for Health: collaboration with Paths for All and the Health & Social Care Partnership




**Walking for Health**

Our continued collaboration with Paths for All and the Health & Social Care Partnership has supported the further development of our Walking for Health project. These accessible walks are free to attend, with most scheduled on a weekly basis - offering a valuable social opportunity to participants. Our engagement with Community Link Workers, members of the Health & Social Care Partnership, colleagues in Education and services across South Ayrshire has identified a range of opportunities to develop the project and support a number of community groups to establish their own walks.




With around 120 participants each week, the profile of Walking for Health has grown and further investment has been secured to continue to develop the project. Earlier this year, SportScotland and Paths for All invited our team to present to the Community Sports Hub network on the success of the South Ayrshire Health Walk programme.

**Across all of our walks, 20% of participants live in an SIMD 1-3 area**

**Almost 80% of participants are aged 45+**

**More than half aged 65+**

**Near 75% of participants are female.**

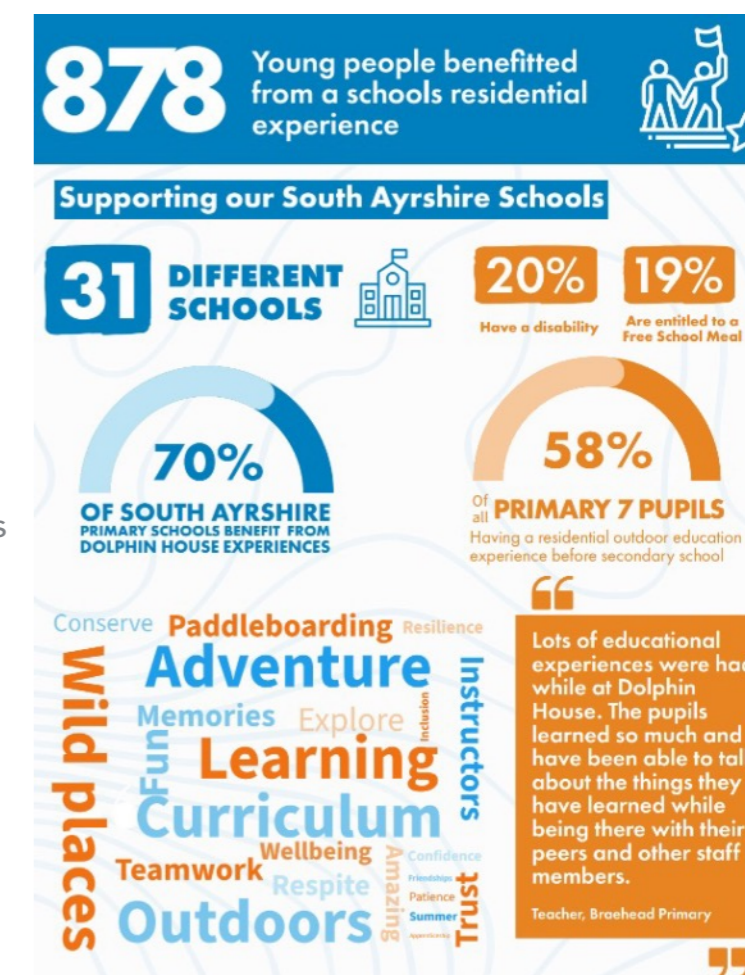
ACTIVITY	HIGHLIGHTS
<p><b>Cycling</b></p> 	<ul style="list-style-type: none"> <li>• 500 adults, young people and children have participated</li> <li>• Our work with both the Community Gift Exchange and Cycling Scotland has allowed: <ul style="list-style-type: none"> <li>• 120 bicycles to be re-homed through the project</li> <li>• 24 bicycles have gone to Young Carers &amp; 7 Care Experienced young people</li> <li>• 94 of the referrals made cited 'support for cycling to school and around their community' as principal benefits of having access to a bicycle</li> </ul> </li> </ul>
<p><b>Duke of Edinburgh Award</b></p> 	<p>2023-24 has been an outstanding year for The Duke of Edinburgh's Award (DofE) in South Ayrshire. The Duke of Edinburgh's Award scheme is the largest youth achievement award in the UK and is open to 14–24-year-olds at three progressive levels; Bronze, Silver and Gold. Each level contains four sections challenging young people to learn new skills, stay active, give something back to their community and work together to complete an exciting expedition. At the Gold level there is an additional residential section where young people have the chance to stay at Dolphin House for a week long residential programme.</p> <div data-bbox="617 1199 1359 1451"> <p><b>The Duke of Edinburgh's Award in numbers 2023-2024</b></p> <ul style="list-style-type: none"> <li><b>486</b> Young People have started an award</li> <li><b>282</b> Awards have been achieved</li> <li><b>58%</b> Completion rate across all schools and centres</li> <li><b>Higher than the national average</b></li> </ul> </div>
<p><b>Community programme</b></p> 	<p>The team have worked collaboratively with local partners and Thriving Communities colleagues to increase opportunities for local community groups including the 1st Crosshill Guides and Rangers, Versus Arthritis, Spotty Zebras, The Champions Board and Young Carers</p> <p>Resulted in:</p> <ul style="list-style-type: none"> <li>• an additional 65 residential visits</li> <li>• 110-day activities</li> <li>• 124 adults and 490 children taking part from Uniformed Services, sports clubs, youth groups and employability projects</li> </ul>

## Dolphin House

2023-24 has been an extremely busy year at Dolphin House providing our schools and communities with high quality opportunities to learn, explore and develop a wide range of skills and qualities whilst making memories which last a lifetime.

South Ayrshire Council values the impact of outdoor learning through it's continued commitment to our residential centre Dolphin House and popular accreditation initiatives such as The Duke of Edinburgh's Award and John Muir Award, as well as investment in enhancing infrastructure including the Access Steps development on the River Ayr creating accessible opportunities for water-based activities for years to come.

We strive to ensure outdoor learning experiences are available locally to all, increasing our provision to allow more people to experience the benefits of the outdoors through learning, having fun and exploring our beautiful area. This year in particular has been extremely exciting for the team, with long term plans coming to fruition with support to increase staffing, allowing our services to be offered to a wider audience and substantial improvements made to accommodation at Dolphin House in addition to the exciting development of the Outdoor Classroom which will transform outdoor learning for visitors.



## Care Experience

The team work alongside the Virtual Headteacher and the team of Welfare Officers to identify young people and their families who are care experienced. This enables us to support them to take part in a variety of different opportunities such as residential trips to Dolphin House and Inverclyde, outdoor learning days, trips to local sports clubs & free access to community sport sessions.



## Young Carers

The team work alongside the South Ayrshire Young Carers team to support young carers to participate in outdoor learning, sport & physical activity opportunities across the authority. Recently the team worked in partnership with the Young Carers Centre to provide swimming lessons for young carers who attend schools within the Maybole area. Recognizing that Young Carers are not always able to access swimming lessons outside of the school day due to their caring responsibilities these sessions gave them the opportunities to learn a life skill, build relationships with other young people who were in the same, or similar, situation to them, offering informal peer support.

## Changing Lives Through Sport Fund

Additional funding from Sportscotland has allowed our team to be able to provide funding to local sports clubs and organisations to help support equality, diversionary and inclusive projects. This funding has supported South Ayrshire clubs to remove barriers to participation for identified groups within their communities whom they may not have connected with before. A few examples of some of the projects are:

- Carrick Rugby Club – The funding supported Carrick Rugby Club to deliver Friday night diversionary rugby at Maybole Community campus with over 60 young people attending every week;
- Ayrshire Tigers Powerchair Football Club – Funding is currently supporting the club to provide opportunities for people with a disability to play powerchair football;
- Dundonald Gymnastics Club – Funding training and support to develop ASN/disability gymnastics sessions; and
- South Ayrshire Table Tennis Club – Funding equipment to support the delivery of satellite table tennis sessions in Ayr and Troon attracting over 50 people per week from the age of 3 to 91yrs.

## Targeted Athlete Programme

The Talented Athlete programme strives to support our National and International athletes on their journey to the top of their sport. In partnership with South Ayrshire Sport & Leisure we can offer athletes a free gym and swim membership with a strength and conditioning programme to complement their own training. Athletes can also access a grant payment of up to £200 which support National or International events and training. During 2023/24 39 athletes were supported (24 of them under 18 years of age) from across 19 different sports clubs, and a total of £4,795 funding was awarded to support their progress.

# Organisational Development and Customer Services

## Ukrainian Support Team

In April 2022, a dedicated Ukrainian Support Team was established to deliver the UK Government Homes for Ukraine scheme and the Scottish Government Super Sponsor Scheme across South Ayrshire. On 01 July 2024 this team was moved to the Council's Housing Services and was renamed the **Resettlement and Support Team** in recognition of the support being provided to not just Ukrainian guests but also Afghan families who had relocated to South Ayrshire under one of the UK Government's dedicated Afghan Relocation Schemes.

The team is currently supporting a total of 325 Ukrainian guests and approximately 29 Afghan individuals. The team continues to provide a full range of support services in a variety of different settings to everyone they are supporting. The team are involved in a number of different projects and are looking at ways to reach out to other minority groups within our communities. Although the number of new arrivals has significantly reduced, the team continues to provide the initial safeguarding checks and signposting required for new guests to settle and become an integral part of our communities. These include, but are not limited to, setting up bank accounts; applying for National Insurance Numbers; help to complete Universal Credit applications; Education placement requests; and support to access health care including mental health support, ESOL and employability services.



## Information and Advice Hub



The Information and Advice Hub is a free, confidential, and impartial, information and advice service to people living in South Ayrshire. The service provides a comprehensive and holistic advice service to all residents across South Ayrshire, aimed at reducing the impact of social economic disadvantage. Maximising income enables households to reduce impacts of poverty and meet the financial costs of daily living, which in turn has a positive impact on their health and wellbeing.

Services provided include:

- A wide range of Welfare Benefit services, including;
- 1. Maximising household income through welfare benefits, from advice, checking entitlement,

- and form filling/digital applications.
- 2. Better off income calculations to empower residents to make better choices on how many hours they work and getting back into employment.

- 3. Assistance with mandatory reconsiderations and benefit appeals by preparing tribunal cases and providing written representation.

- A comprehensive Money Advice service, including;

- 1. Debt advice, up to bankruptcy level, with a form of authority advisors can discuss personal debt direct with creditors, removing the burden from the service user.

- 2. Personal Budgeting support (12-week plan) tailored to individual households including help with food, home energy and household bills.

- Employment Law, Housing, Relationship Advice, such as separation & divorce and Signposting to over 100 partner agencies for specialist advice.
- MacMillan Cancer Service,

applying for MacMillan Cancer Grants and other financial support to those affected by Cancer, linking in with the Improving Cancer Journey team for personal support.

- Delivering advice surgeries in all South Ayrshire foodbanks
- Providing services within over 30 schools and community locations on a rotational basis.

The service holds twice-monthly training sessions for all front-line workers, including colleagues in the HSCP, Education, and NHS, to promote the advantages of partnership working through targeted early intervention and effective referral routes. In addition to this the sessions provide attendees with confidence to address non-complex matters with their service users particularly in relation to benefits and spotting the signs of debt. You can find more about the service including how to get in touch with them by going to their website [Information and Advice Hub - South Ayrshire Council \(south-ayrshire.gov.uk\)](https://www.south-ayrshire.gov.uk).



## Mainstreaming Equalities in Licensing

The Licensing Board has continued to work with the local Licensing Forum as a means of improving communication and understanding, relating to licensing issues. The Forum is comprised of named individuals representing holders of premises and personal licenses, Police Scotland, as well as people representing local residents. Meetings have restarted after the Covid 19 pandemic, and we are still recruiting members for the Forum going forward to ensure a wide representation of views are available through the Forum.

Licensing staff have, within legal protocols, continued to work to ensure that as far as possible each of the protected characteristics are represented within the Licensing Forum.

There are a number of taxi drivers from ethnic minorities currently working across South Ayrshire, many from the Syrian and Afghan community and who engage well with the Licensing Service.

The Council, as part of its commitment to promoting equal opportunities, has ensured that all licensing service staff have undergone equality training and receive information on equalities and updates through the Council's Equality Champions Forum.

General mainstreaming activities include:

- Ensuring all policies and procedures are equality impact assessed;
- The Licensing Service has participated in all relevant Consultations, including the Licensing of Sexual Entertainment Venues Consultation; and
- The Licensing Service participates in the Community Safety Partnership as appropriate, and in particular is attending regular meetings of the Reducing Violence Joint Action Group (of South Ayrshire Community Safety Partnership).



## Sexual Entertainment Venues

The Scottish Government in April 2019 passed legislation which allows local authorities to decide if they wish to licence sexual entertainment venues ('SEVs'). A sexual entertainment venue is defined as any premises at which sexual entertainment is provided before a live audience for (or with a view to) the financial gain of the organiser. The consultation process for this matter was delayed by the Covid-19 pandemic but this was submitted to [Cabinet](#) in February 2025.

## South Ayrshire Council as an Employer



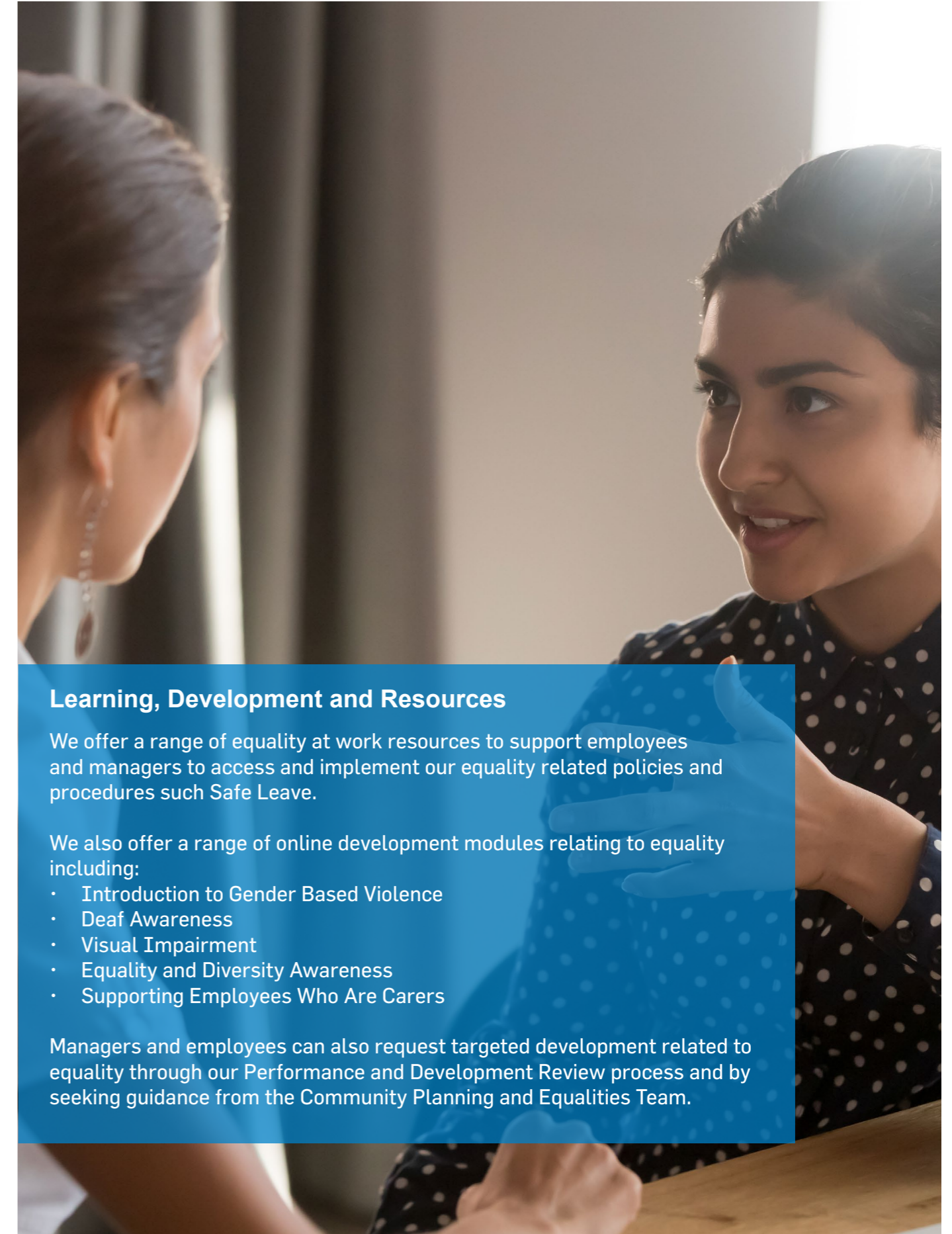
## Introduction

Our employees work every day to deliver services which make a difference to the people of South Ayrshire. We are committed to ensuring that we are an employer of choice and that our employees work in an environment where equality is embedded and aligned to our values – respectful, positive, supportive, proud and ambitious. To further this commitment, each year we gather information relating to the different protected characteristics of our workforce. We use this data to inform a wide range of activities including our policies and procedures.

An overview of the summary information on our current workforce can be found at Appendix 1.



## Employment Equality Outcome 1 – Our Employees Work in a Fair and Inclusive Environment



## Learning, Development and Resources

We offer a range of equality at work resources to support employees and managers to access and implement our equality related policies and procedures such as Safe Leave.

We also offer a range of online development modules relating to equality including:

- Introduction to Gender Based Violence
- Deaf Awareness
- Visual Impairment
- Equality and Diversity Awareness
- Supporting Employees Who Are Carers

Managers and employees can also request targeted development related to equality through our Performance and Development Review process and by seeking guidance from the Community Planning and Equalities Team.

16 Days of Action

In November, we recognised the **International Day for the Elimination of Violence Against Women** which marked the start of **16 Days of Action to end violence against women**. Our Thriving Communities team organised a variety of events which included employees in support of the campaign over the duration of the 16 days across South Ayrshire.



LGBT History Month

We raised the LGBT flag above our head office to show our support for LGBT History Month and invited employees to celebrate by making a donation to LGBT Youth Scotland and wearing something purple.



Breastfeeding Friendly Scotland

County Buildings is signed up to the Scottish Government backed 'Breastfeeding Friendly Scotland' scheme. The scheme aims to provide mums with positive experiences of breastfeeding when out and about, enabling mums to feel confident and supported, and to raise awareness breastfeeding.



Recruit with Convictions

We achieved Recruit with Convictions 'Ambassador' Status and updated all key documents and guidance to ensure best practice. This was following a **motion** raised at a meeting of South Ayrshire Council in March 2022 and approval by **Cabinet** on 1 November 2022 to revise the Recruitment and Selection Policy.

A message from our HR team

We are committed to provide candidates with a fair and robust recruitment and selection process.

To this end, we have undertaken work to ensure that individuals with convictions are treated within best practice guidelines when applying for jobs at South Ayrshire Council.

We carried out an extensive review of our Recruitment & Selection Policy, Handbook, and Charter not only to achieve the **Recruit with Convictions Ambassador Status**, but also to incorporate:

- Reference to the online recruitment resources developed by Organisational Development;
- Changes to the Right to Work legislation;
- Payment of SSSC fees.

The updated versions are now available on the Core, together with a new guidance document for managers on the Recruitment of Ex-Offenders.

If you have any queries in relation to these documents or the Ambassador status, please contact your HR Advisor or email [HR-policyoperations@south-ayrshire.gov.uk](mailto:HR-policyoperations@south-ayrshire.gov.uk) see less



Menopause

We developed a guide to support menopausal symptoms at work, alongside a number employee workshops which were held during 2023/2024.

RS

### Menopause Guidance

We're committed to providing an inclusive and supportive working environment for everyone who works with South Ayrshire Council.

As well as being an important health and wellbeing matter, managing menopause in the workplace sensitively and effectively will help us to retain and recruit individuals with a range of skills and experience.

A new Menopause at Work document was approved at Cabinet on 1st November, which provides guidance and support for employees and managers on offering the right support to manage menopausal symptoms at work. You can now access the guidance on the [Core](#).

In addition to the guidance, the HR team are in the process of developing Menopause workshops with our Occupational Health provider, Optima Health. Details of the workshops will be communicated in due course.

[see less](#)

### Challenge Poverty

We promoted Challenge Poverty week in October 2024 through a series of webinars held throughout the week of the 7th October to 11th October.

Employment Equality Outcome 2 - Improved Access to Employment Opportunities within the Council



Thriving Communities employability programmes are designed to support young people and adults, some of whom may be experiencing barriers to employment, to develop the skills and experience to successfully progress into/back into work.

The team’s collaborative approach to employability aligns with the UK and Scottish Governments priorities, including No One Left Behind. Programmes include:

- In-school senior phase support;
- Care experience and young carers enhanced tailored support;
- Employability pipeline provision, including helping to tackle child poverty and promote Fair Work principles;
- Town Centre programme;
- Pre-apprenticeships;
- Community Justice- including promoting recruit with conviction; and
- SALUS- NHS health and wellbeing support.

Thriving Communities employment opportunities:

- A wide range of Modern Apprenticeships opportunities, including our Care Experience Guarantee;
- SAC Tailored Job opportunities for individuals with additional support needs; and
- Evolve Programme - creation of temporary employment opportunities with SAC and the 3rd Sector.



Key achievements 2023/2024:

School Leaver Destination Report (SLDR)

Over the past three years South Ayrshire have been in the top four councils across the country for the number of young people progressing to a positive destination on leaving school (SLDR)

- **98.7%** 2023/2024 (Published Feb 25) confirming South Ayrshire are the top of Scotland for young people on leaving school reaching a positive destination (national average 95.7%)
- **98.1%** 2022/23 (Published Feb 24) surpassing national average 95.9%  
**97.3%** (Follow Up Report Published 18 June 2024) national average 92.8%
- **98.6%** 2021/22 (Published Feb 23) surpassing national average 95.7%  
**96.9%** (Follow Up Report Published August 23) national average 93.5%
- **98.3%** 2020/21 (Published Feb 22) surpassing national average 95.5%  
**97.6%** (Follow Up Report Published June 2022) national average 93.2%

Participation Measure

Reports on the number of 16 – 19year olds participating in education, training or employment. Since 2022 Thriving Communities have had a real focus on ensuring young people aged 16-19years are supported into further education, training or employment and the work of the team since 2022 is reflect in the undernoted data:

- Published data (August 23) notes South Ayrshire’s rate of **96.6%** surpassing the national average of 94.3%
- Published data (August 22) notes South Ayrshire’s rate of **93.7%** surpassing the national average of 92.4%
- Published data (August 21) notes South Ayrshire’s rate of **91.8%** which was just below the national average of 92.2%

Tailored Jobs

Since 2021 Thriving Communities have created **14 tailored, part-time jobs**. These jobs were specifically created for people with additional support needs who are ready to progress into the world of work. Thriving Communities work with colleagues across the council to create job opportunities specifically designed to suit each individual person's circumstances. The jobs are designed around the skills, interests, and capabilities of the person, and supported throughout by a dedicated Thriving Communities Officer.

Evolve Programme

The Evolve Programme offers parents 6months paid employment within the local authority or with 3rd sector organisations, giving them the experience of fair and flexible employment and enhancing the prospects of permanent employment to suit their individual needs around parental responsibilities. Since 2021, **74 parents** have taken part in the Evolve Programme.

Employer Recruitment Incentive (ERIs)

Over the last 3 years Thriving Communities have supported **137 local businesses** to take on an individual through a permanent contract of employment.

Employer Recruitment Incentives play an important role in not only supporting local businesses but supporting individuals to gain sustainable employment.

Modern Apprentices

South Ayrshire Council offer Modern Apprentices to young people aged 16 to 19, or up to 29yrs for people who are care experienced/young carer and/or have an additional support.

Whilst completing their apprenticeship the MA works towards the relevant work-based qualification. Modern Apprenticeships are available at a variety of levels, all mapped to the Scottish Credit and Qualifications Framework (SCQF) and accredited by the Scottish Qualifications Authority (SQA).

From 2021 Thriving Communities have supported **187 MAs** in a range of occupational areas, including the recruitment of our first Adult Craft Trade Apprenticeships within Property Maintenance.

Reporting Year	Care Experienced	National Average	Disability	National Average
2020-21	12.5%	1.7%	33.3%	13%
2021-22	12.7%	2%	33.6%	13.3%
2022-23	5.5%	2.1%	33.3%	15.3%
2023-24	6.0%	2.3%	49.0%	17.0%

CASE STUDY

Millie was referred to Thriving Communities extended schoolwork experience programme - Workout! – through her guidance teacher at Kyle Academy. Millie's aspiration was to gain permanent employment with South Ayrshire Council working in an administrative role. Millie has a condition called Spastic Diplegia Cerebral Palsy, she is profoundly deaf in both ears and wears cochlear implants. Millie also walks with the support of a walking frame. Due to the complexity of Millie's disabilities her dream seemed extremely far from reach. Millie was placed within Thriving Communities admin team during her Workout! placement where she gained valuable work experience. Millie's needs were assessed, and adaptations within the workplace were put in place to support Millie's mobility. Millie's hard work and dedication shone through, and Millie was offered an extended work placement while she completed S5. Thriving Communities supported Millie with the transition from school to our post school programmes. A tailored action plan was agreed to suit Millie's needs and aspirations. As well as continuing with her work placement, Millie attended various groups to build on her confidence and employability skills.

Millie continued to thrive within the workplace and became a valuable member of the team. The opportunity to apply for a Business and Administration Modern Apprenticeship arose and Millie felt she was ready to apply for this. The team supported Millie to apply for the MA and prepare for the assessment centre. Millie's willingness to learn and her determination shone through, and she was successful in securing an Apprenticeship. Thriving Communities admin team were so impressed with Millie they were keen to keep her within the department as a Modern Apprentice. Throughout her apprenticeship Millie continued to learn and grow, accomplishing any tasks set within the workplace and for her qualification. As part of the MA offer, Millie continued to receive employability support to apply for posts within the authority.

Millie completed her apprenticeship, achieving a qualification in Business and Administration Level 2 (SCQF L5), achieving this well before the expected end date. Not only did Millie achieve her qualification and MA certificate but her dream of securing a permanent position within South Ayrshire Council came true when she successfully secured a permanent L4 post within Risk and Safety as a Clerical Assistant. The Risk and Safety Team were so keen to employ Millie that they switched floors with another department to enable the full team to work from the bottom floor to support Millie's mobility issues.



Employment Equality Outcome 3 - Improved Employment Practice within the Council

Accreditation and Awards

We have achieved and continue to retain recognition of our supportive employment practices via a number of organisations/programmes including:

Disability Confident

We are a Disability Confident Employer (level 2) status. We demonstrate good employment practices and ensure our disabled employees (and those with underlying health conditions) have opportunities to fulfil their potential. We continue to interview all applicants who have a disability who meet the minimum criteria for a job vacancy.



Carer Positive

Following the achievement of the Carer Positive Engaged Award, we successfully attained the next level Carer Positive Established Award in recognition of our commitment to supporting employees who are carers through our family friendly policies, services and practices. We are currently looking at ways in which we can provide more support to employees who are carers.



Employer with Heart

We are acknowledged as an 'Employer with Heart' by The Smallest Things Charity in recognition of our support for employees who have had a premature baby.



LGBT Charter

We successfully achieved the LGBT Charter Foundations Award in recognition of our commitment to LGBT people in South Ayrshire.

Our Thriving Communities team achieved the LGBT Youth Scotland's silver charter mark in recognition of their work to be an LGBTQ+ inclusive service which is a safe place for people of all orientations and gender expressions.



South Ayrshire as an Education Authority

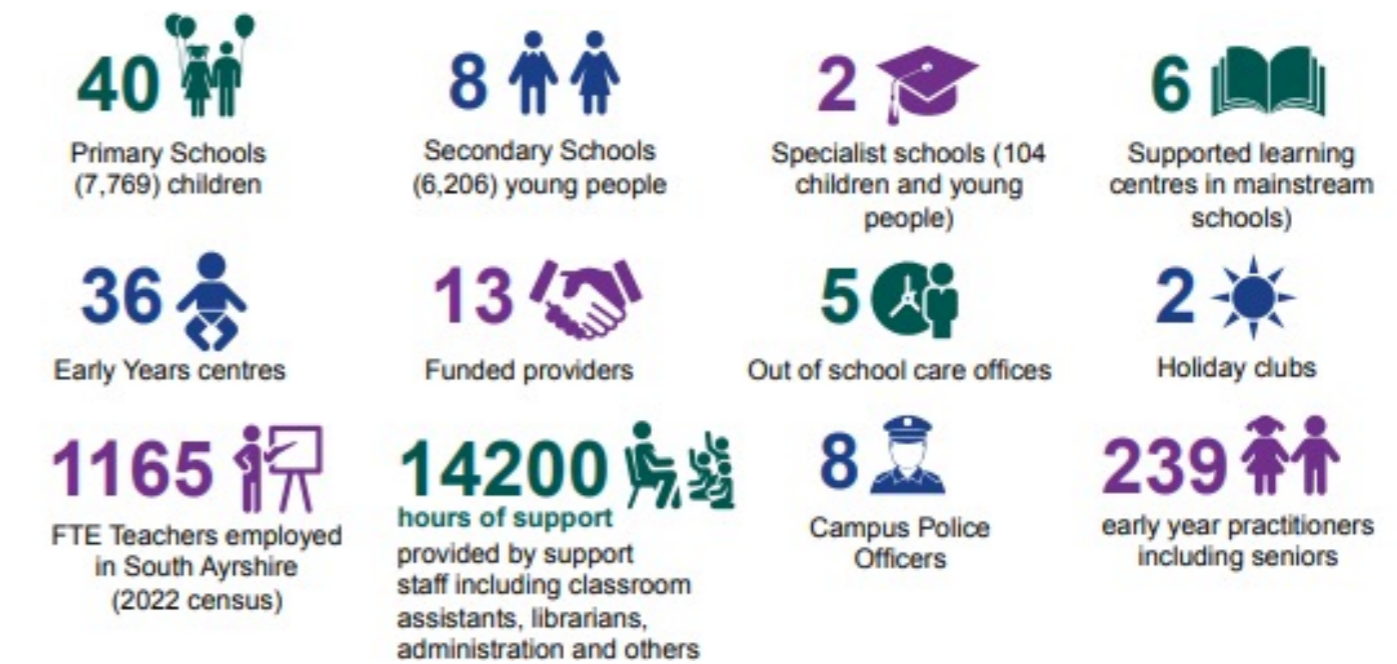
Vision

- Excellence through raising attainment and improving outcomes: ensuring that every child and young person achieves the highest standards in literacy and numeracy, as well as the values, attitudes, knowledge and skills necessary to shape a sustainable future as successful learners, confident individuals, responsible citizens, and effective contributors.
- Achieving equity: ensuring every child and young person has the same opportunity to succeed, no matter their background or shared protected characteristics, with a particular focus on closing the poverty related attainment gap.



Education Services Priorities

- Engaged and Included
- Outstanding Learning, Teaching and Assessment
- Developing our Curriculum
- A self-improving Service



During the 2023-24 school session 508 care experienced children and young people were registered with and attended a South Ayrshire school, early years centre or early years partner centre. Of this figure, 60 were looked after at home (12%), 181 away from home (36%), and 241 recorded as previously looked after (53%).

## Improved accessibility to Council Buildings



The Council is continuing to make good progress with the modernisation of the school estate, to improve and enhance the learning environment for our young people and staff, including making our properties more accessible.

During the 2023-24 academic session, the completion of a number of projects demonstrated the Council's commitment to investing in our education estate and a determination to provide our young people with the best learning experience.

Completed projects included the opening, in August 2023, of the Council's ambitious Maybole Community Campus. The £60m shared Campus is the largest education construction project that South Ayrshire Council has undertaken to date and all Maybole schools now co-exist in one state-of-the art, shared education facility, which is also home to the new Maybole swimming pool, along with community leisure facilities, a sports pavilion, Maybole's new Police office and two, full-size

all-weather sports pitches. Projects that took place in the summer of 2024 include major alterations at Heathfield Primary School to convert classrooms and supporting accommodation into a dedicated Extended Learning Facility for young people with Additional Support Needs. Subject to a full public consultation in 2023, the project progressed due to a growing requirement for specialist education places across the authority and the need for more modern learning facilities to enhance the learning experiences and outcomes at all stages of education. The works comprised a full refurbishment and alteration of four existing classrooms in the school, along with the creation of a sensory room, two quiet rooms, new accessible changing space and a dedicated, secure play area in the school grounds. Proposals are in place to further enhance the accessible facilities at the school through construction of an accessible multi-use games area. With the generous support of the Cruyff Foundation, the school's 'Cruyff Court' will be the first of its kind in Scotland. Work on the court is expected to be completed by the summer of 2025.

Accommodation at the Council's Southcraig School was also expanded in the summer of 2024, increasing the capacity of the Additional Support Needs provision by converting spaces in the school to form two new classrooms. This took place along with the replacement of all accessible hoists in the school and some major re-roofing works.

Doonfoot Primary School also had further works completed in the summer of 2024, comprising a full re-development of the school car park, footpaths and external security fences. To facilitate easier flow of traffic, and create a safer, more accessible environment

for pupils and staff, a new access point to the school was formed, allowing a one-way system to be put in place. Dedicated accessible parking spaces were also increased.

Another project that had a focus on improving outdoor space for our young people, and their play-based learning, was work that took place in the summer of 2024 to create a covered play area with canopy for the lower school at Annbank Primary School.

As well as the completion of the flagship Campus build, and other projects above, improvements and alterations also took place in 2023/24 at the Council's Girvan Academy, Kyle Academy, Coylton Primary, Dailly Primary, Dalmilling Primary, Dundonald Primary, St Patricks Primary and Struthers Primary. The Space Place Early Years Centre also benefitted from an extension and refurbishment including extensive internal alterations and upgraded external play spaces.

Plans are already in place for the continued modernisation of the school estate into 2025/26 and beyond. As well as an extension of the gym and dining facilities at Dalmilling Primary School, plans are being developed for the creation of a new front entrance to the school which will include work to create additional office space, meeting rooms and support accommodation for the school.

Struthers Primary School will be extended once more to accommodate pupils arising from the major housing development in North-East Troon. Construction of a four-classroom extension will commence in 2025 and will include a new school library, covered play area for the upper school, a new classroom garden along with a multi-purpose open area, general purpose space and new toilets. Similar work at Monkton Primary School is also expected to progress in 2026.

The rolling programme of expansion works at Doonfoot Primary School will continue next year including alterations to the upper-school's Additional Support Needs base, and refurbishment of the lower school toilets.

Girvan Academy will benefit from alterations to classrooms and other spaces on the school's first floor, along with a joint community sponsored project to refurbish the school theatre and make this far more accessible and suitable for school and community use.

Over the next decade, Educational Services investment in the school estate will exceed eighty-five million pounds, further modernising our schools and education facilities. This will include the construction of a brand-new replacement building for Girvan Primary School, with works expected to commence in 2025. The new school will include a dedicated ASN provision and standalone Early Years Centre.

The official condition and suitability of the SAC school estate has been assessed for 2023/24, as part of the annual Core Facts national reporting exercise for the Scottish Government, with an improvement and increase in the number of schools classed in an 'A' or 'B' condition category. In 2022/23 this figure was 90% and has risen to 96% in 2023/24

The completion of the new Maybole Community Campus has increased the condition rating of three of the Maybole schools which had C ratings in 2022/23 and which now have 'A' ratings in 2023/24. These are Carrick Academy, and the former Cairn and Gardenrose Primary Schools which have merged to become the new Culzean Primary School and Early years Centre. St Cuthbert's Primary School which was previously 'B' rated, has become an 'A' rated school in 2023/24.

C rated schools include Minishant Primary and Kyle Academy, and while there no plans currently to replace these schools, efforts will continue to ensure that the buildings perform satisfactorily. The Council has zero 'D' rated schools.



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

All South Ayrshire schools follow procedures outlined in the National Guidelines for Child Protection in Scotland (2021 - revised 2023) and the Getting It Right For Every Child (GIRFEC) framework which provides assessment tools to assist staff to identify when an infant, child, young person or family might need an early offer of support. Staff provide support to infants, children and young people in their daily work and have a vital role to help protect them from harm and help them to keep safe by:

Supporting infants, children and young people to increase understanding of their own personal safety, including how to stay safe when they are online.

Maintaining trusting relationships with infants, children and young people who understand that adults within school can listen and offer help or supports.

Identifying when children and young people might need help, at the earliest possible stage, and knowing when to request support from wider services such as Health or Social Work.

Staff respond to any concerns for infants, children and young people by passing them onto the school's designated Child Protection Co-Ordinator (CPC). The CPC will work with the Council's designated Education Child Protection and Wellbeing Officer to help to ensure that schools work effectively to keep children safe and well. Work to promote awareness or personal safety and protection in schools is supported by a range of partners including Campus Police Officers, Education based Social Work teams and the Community Safety Team.

School staff are trained in line with national and local strategies through annual child protection and wellbeing training delivered to all staff in

schools including non-teaching staff. Additional training is offered throughout the year and the CPC receives on-going Child Protection training via twice yearly inputs with a focus on current Child Protection strategies or issues. An example of this is mandatory PREVENT training and an increased focus on PREVENT awareness at Safeguarding Visits.

All schools in South Ayrshire are signed up to the Rights Respecting Schools Programme and Article 19: the right to be safe underpins this work. All secondary schools are taking part in the Mentors in Violence programme (MVP) to support young people to become active bystanders to challenge beliefs, attitudes and norms that underpin gender-based violence or bullying. School staff and partners have been trained and implementation plans are in place. This is supported in Primary Schools through implementation of the new 'Let's GET Going' initiative, which prepares children for the work of MVP by adopting early strategies to challenge gender stereotypes.



## Increased awareness raising of equality and diversity issues throughout our community

### LGBT Charter Programme

There are currently 5 schools in South Ayrshire enrolled in the LGBT Charter Programme. This enrolment has been funded by South Ayrshire Council, and as such, regular updates will be given on their progress, covering Successes and Challenges, Training targets and Impact. The South Ayrshire schools taking part in the LGBT Charter Award, including the award level they are working towards, are as follows:

- Ayr Academy (Silver)
- Marr College (Silver)
- Kyle Academy (Bronze)
- Belmont Academy (Bronze)
- Carrick Academy (Bronze)

The award level is determined by the Charter Champion and the Charter Manager (Jamie Herd) and is based on the results from the Baseline Survey completed at the start of the Charter Journey. Consideration is given to staff capacity and engagement, pupil engagement, training requirements, and current policy and practice.

### Let's GET (Gender Equality Toolkit) Going

This gender equality toolkit has been adapted from the work of Dalmellington Primary School in East Ayrshire. It was originally developed based on the Education in Scotland (EIS) <https://www.eis.org.uk/Gender-Equality/GIRFEGuidance> 'Getting it right for girls' and both local and national policy. In South Ayrshire this project is an opportunity to utilise a range of resources to promote gender equality and challenge gender stereotypes within your Primary School Setting.

The 'Let's GET Going' toolkit aims to provide guidance and practical examples of how to use a whole school approach to embed gender equality into school policy, ethos and the curriculum in order to create and sustain a culture where our children and young people are empowered to challenge inequality and promote respect for all. 6 schools are currently piloting the Let's GET (Gender Equality Toolkit) Going.

The LGBT Charter for Education is:

- A specially tailored programme of combined project work and training to review and refine policy and practice in your learning environment, guided by interactive workbooks as you build your online portfolio.
- Comprehensive, accessible, and engaging LGBT Awareness Training for at least 30% of your staff team<sup>1</sup>, made up of self-directed online learning and a bespoke workshop facilitated by LGBT Youth Scotland
- 18 to 24 months of online guidance from your LGBT Charter Manager, which includes at least 4 online/face-to-face meetings
- 4 years of access to our online LGBT Charter Hub; an exclusive platform containing a wealth of resources and a space to share and collaborate with other education providers.



It has been shared with all Head Teachers and there is a COAST module and bespoke training on offer.

A SAC Racial Literacy Group has been established and our Champion has created an Anti-racism film (Iris Education) with pupils from Dalmilling Primary. There will be an official launch of this film in March.

Youth Council application process ensured that all children and young people between 11-21 were encouraged and supported to apply no matter their race/gender/disability. We have representation from a diverse group of young people to include Southcraig and Invegarven schools as well as Virtual School.

98% of our schools signed up to Rights Respecting School Award and 82% are accredited and 14% are working towards their next levels.

# Appendix 1 – Equality Data Workforce Monitoring Report 2024

## Part 1 - Key Findings

### Council Employees

This data is based on the position of the Council as at 31 December 2024 with a total headcount of 6125 (including Education Authority Workforce). The following analysis is based on the Council workforce profile on that date. Analysis of this data shows no significant changes to the composition of the workforce as follows:

- Our workforce remains predominantly female (75%). Women also make up the majority of part-time workers.
- The majority of employees are White and Scottish (81%) which reflects the population of the local area.
- 27% of our workforce are in the 51-60 age category.
- 16% of employees are aged 30 or under.
- 11% of employees stated that they have a disability.
- 77% of employees identified as heterosexual/straight, with 2% identifying as either gay, lesbian, bisexual or other.
- Due to inaccuracies in reporting, statistics on the number of employees stating they identify or have identified as transgender have not been provided.

### Education Authority Employees

This data is based on the position of the Council as an Education Authority as at 31 December 2024 with a total headcount of 2491. The following analysis is based on the Education Authority workforce profile on that date. Analysis of this data shows no significant changes to the composition of the workforce as follows:

- The majority of the education workforce is female (86%).
- The majority of employees are White and Scottish (82%) which reflects the population of the local area.
- 27% of Education Authority employees are in the 41-50 age category.
- 10% of Education Authority employees stated they have a disability.
- 78% of employees identify as heterosexual/straight, with 2% identifying as either gay, lesbian, bisexual or other.
- Due to inaccuracies in reporting, statistics on the number of employees stating they identify or have identified as transgender have not been provided.

In calculating the Gender Pay Gap we have applied the technical guidance from The Equality and Human Rights Commission (EHRC) which states that:

*‘Gender pay gap information is the percentage difference between men’s average hourly pay (excluding overtime) and women’s average hourly pay (excluding overtime). This should be produced as one set of comparative figures for the whole workforce. All staff, including part-time and temporary employees, should be included ’.*

A similar approach was also taken in calculating our disability and race pay gap.

### Gender Pay Gap

**Council** - Our gender pay gap in 2024 was 0.28% in favour of women. This is compared to 2022 when the gender pay gap was 1.83% in favour of men.

**Education Authority** - Our gender pay gap in 2024 was 20.41% in favour of men. This is compared to 2022 when the gender pay gap was 20.43% in favour of men. .

The most recent figures available from the Office for National statistics show that in 2024 the pay gap for all workers in the UK was 13.1%.

### Disability Pay Gap

**Council** -Our disability pay gap in 2024 was 1.04% in favour of those with a disability. This is compared to 2022 when the disability pay gap was 7.93% in favour of those who are not disabled.

**Education Authority** - Our disability pay gap in 2024 was 4.22% in favour of those with a disability. This is compared to 2022 when the disability pay gap was 5.35% in favour of those without a disability.

### Race Pay Gap

Council - Our race pay gap in 2024 was 2.10% in favour of those who stated that they were from a white ethnic origin. This is compared to 2022 when the race pay gap was 1.83% in favour of those whose ethnic origin is other.

Education Authority - Our race pay gap in 2024 was 7.78% in favour of those who stated that they were from a white ethnic origin. This is compared to 2022 when the race pay gap was 6.38% in favour of those who stated that they were from a white ethnic origin.

<sup>1</sup><https://www.equalityhumanrights.com/guidance/public-sector-equality-duty/public-sector-equality-duty-specific-duties-scotland#publishing-gender-pay-gap-information>

<sup>2</sup><https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024>

Part 2 - Council Workforce Profile

Part 2 shows data on the workforce of the Council by protected characteristic. As previously indicated, this data is based on the position of the Council as at 31 December 2024 and is based on a total headcount of 6125 (including Education Authority Workforce). A further breakdown of disability and race was performed but is not included within this report as it could lead to individuals being identified. In relation to discipline and grievance, data from our Oracle HR system indicates that there were only a small number and, as such, a breakdown of this data by protected characteristic has not been provided for reasons of confidentiality.

Council Workforce by Sex

Figure 1 - breakdown of workforce status by sex

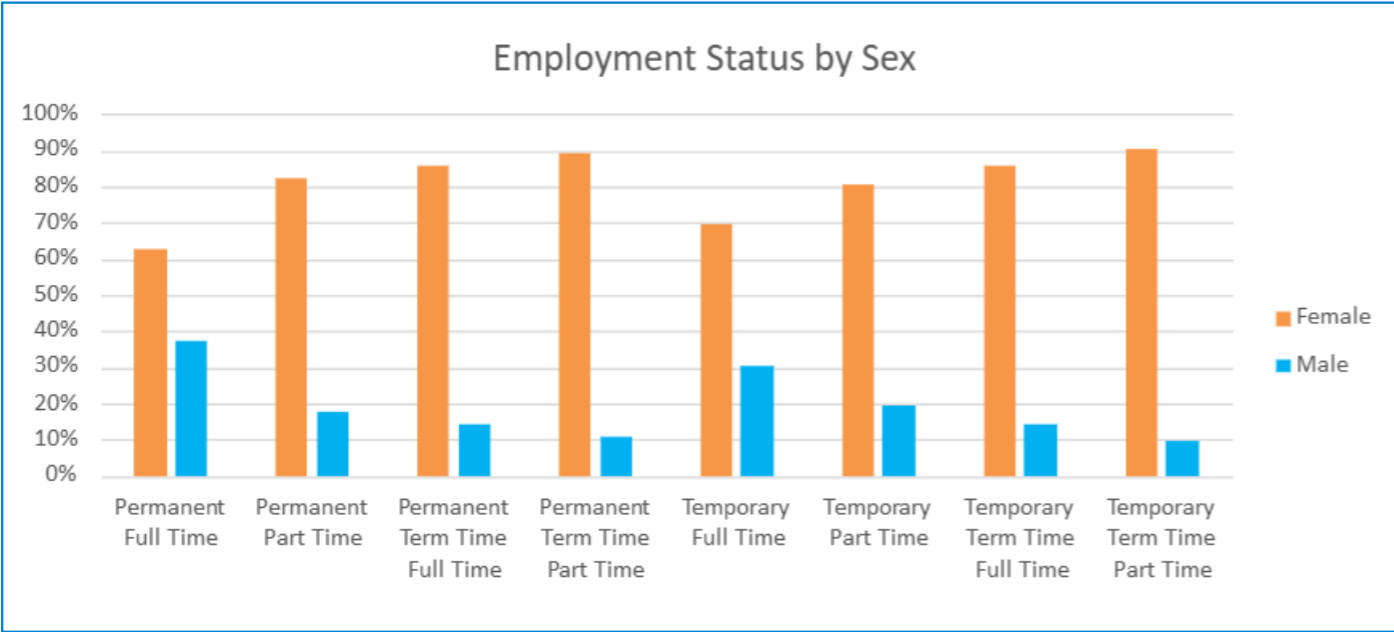
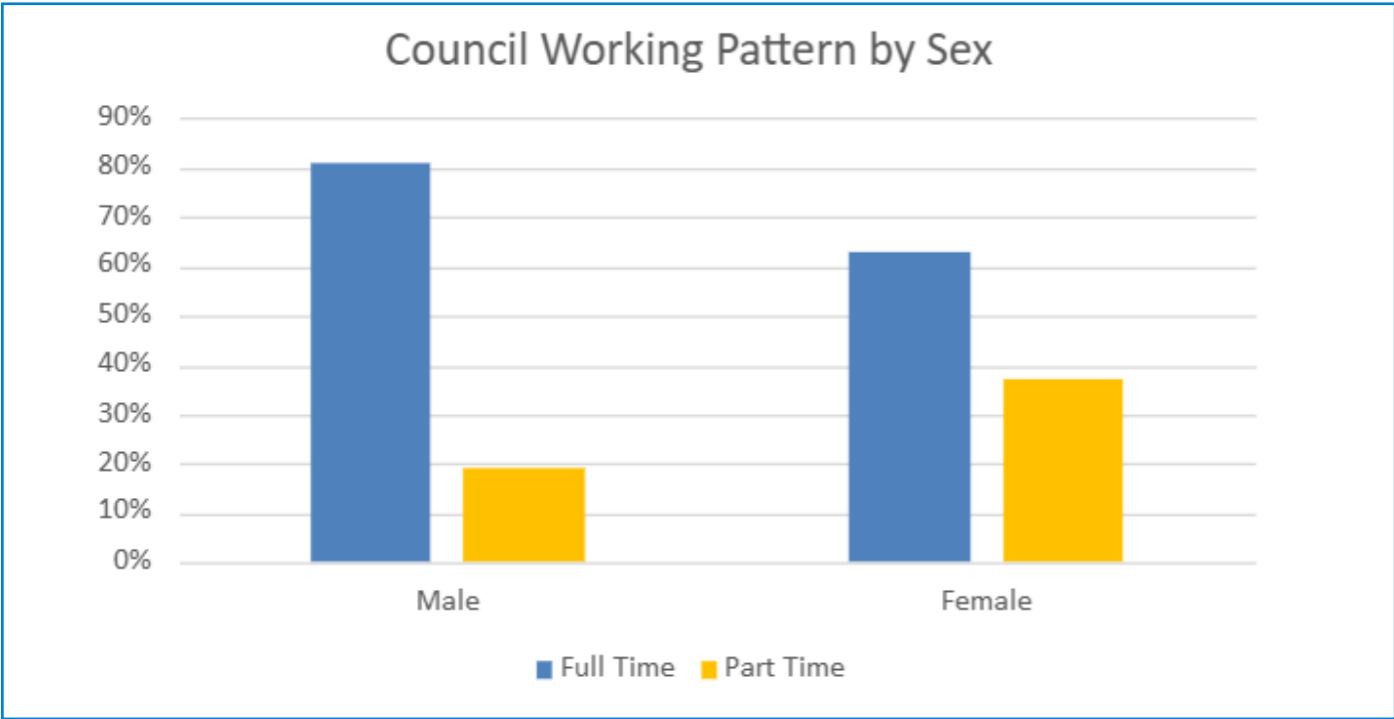


Figure 2 - breakdown of workforce working patterns by sex



Leavers

32% of employees who left the Council in 2024 were men and 68% were women.

Gender and Occupational Segregation

Occupational segregation is understood as the concentration of men and women:

- In different kinds of jobs (horizontal segregation).
- In different pay grades (vertical segregation).

As is the position nationally across Local Authorities, women are mostly concentrated in roles such as home care, catering, administration and clerical roles. In comparison, men are mostly concentrated in manual roles such as gardening, green-keeping and waste management.

Figure 3 - breakdown of the percentage of workforce (by role) in each pay grade by gender

Grade MIN	Female	Male
Chartered Teacher	83%	17%
Chief Official	40%	60%
Craft Apprentice	14%	86%
Craft Apprentice 18-20	10%	90%
Craft Apprentice 21-22	0%	100%
Depute Head and Headteachers	76%	24%
Education Support Officer	100%	0%
Educational Psychologist	100%	0%
Level 01	86%	14%
Level 02	85%	15%
Level 03	50%	50%
Level 04	73%	27%
Level 05	78%	22%
Level 06	76%	24%
Level 07	73%	27%
Level 08	74%	26%
Level 09	68%	32%
Level 10	75%	25%
Level 11	60%	40%
Level 12	72%	28%
Level 13	61%	39%
Level 14	68%	32%
Level 15	50%	50%
Level 16	54%	46%
Level 17	0%	100%
Main Grade	84%	16%
Modern Apprentice	52%	48%
Modern Apprentice 21-22	0%	100%
Modern Apprentice 23+	33%	67%
Music Instructor	53%	47%
Princ & Depute Princ Psychologist	50%	50%

Principal Teacher	68%	32%
Quality Improvement Manager	75%	25%
Quality Improvement Officer	67%	33%
Snr Educational Psychologist	100%	0%
Trainee Risk Safety Officer	100%	0%

Council Workforce by Disability

Current Workforce

89% of our workforce stated that they do not have a disability, 11% of our workforce stated they have a disability.

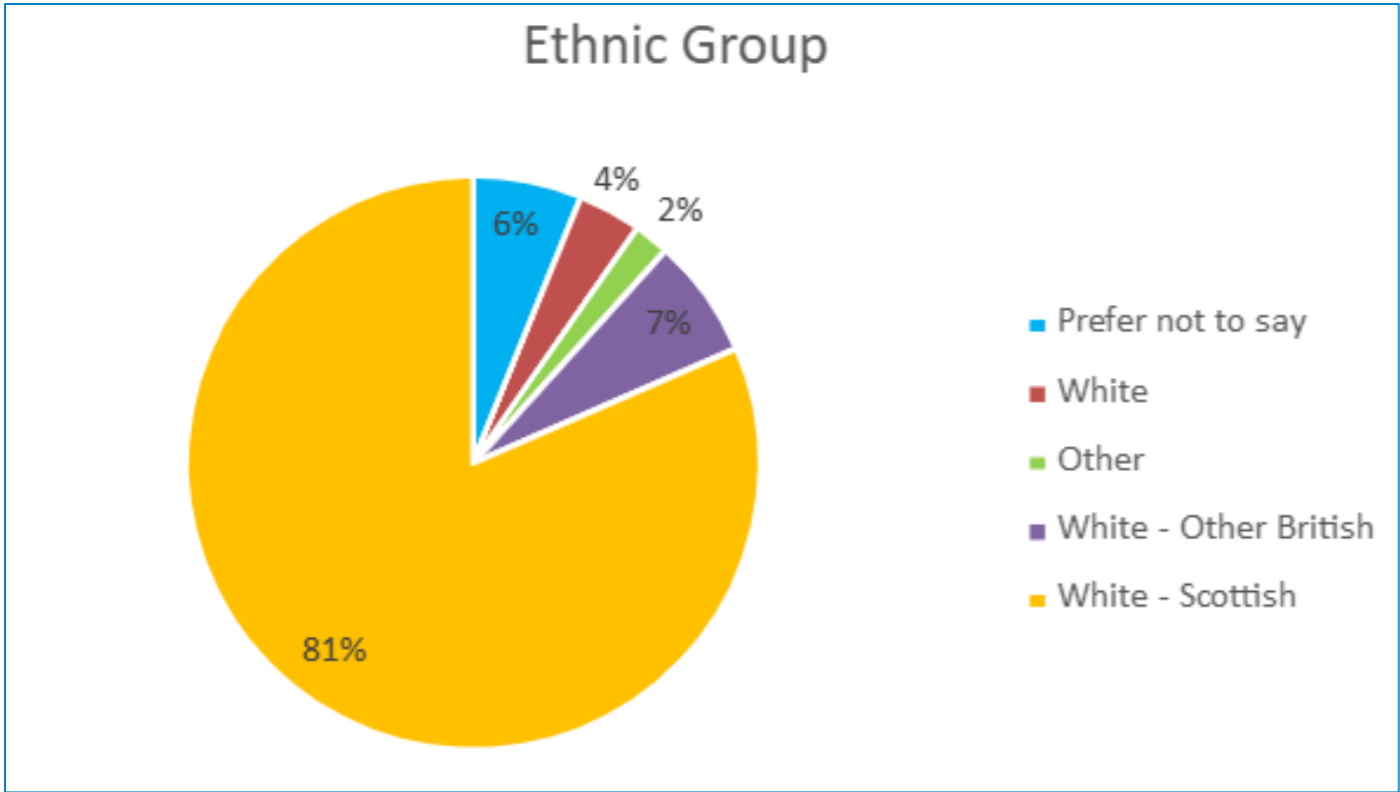
Leavers

Of the 937 employees who left the council in 2024, 87% stated they do not have a disability and 13% stated they have a disability.

Council Workforce by Race

The ethnic profile of our workforce is broadly reflective of our wider community where 86.2%<sup>3</sup> of residents in South Ayrshire are White Scottish, with the remainder belonging to a range of other ethnic minorities.

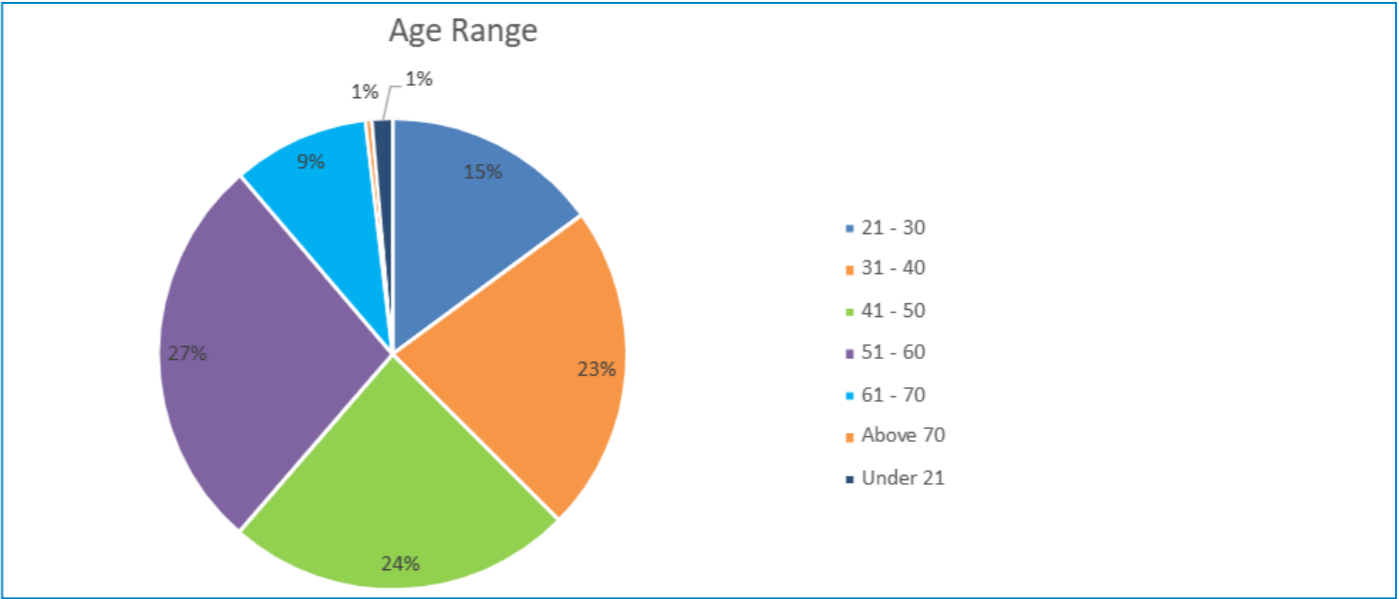
Figure 4 - ethnic profile of the workforce



<sup>3</sup> Scotland's Census 2022

Council Workforce by Age

Figure 5 – workforce age-bracket profile



Council by Pregnancy and Maternity

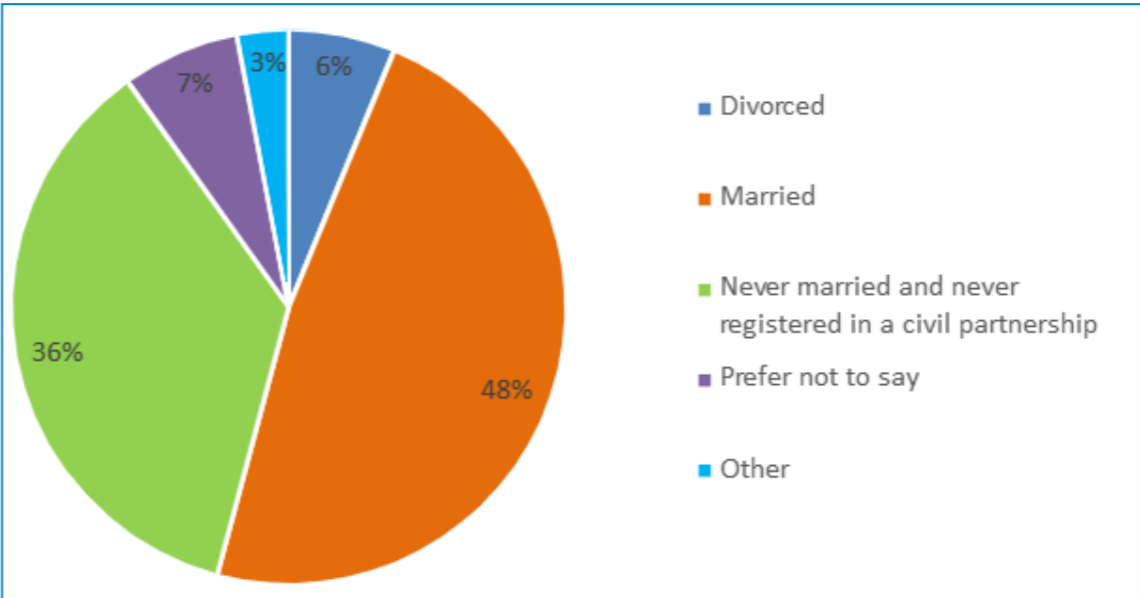
Return to Work of Women on Maternity

- During 2024 there were –
- 224 employees on Maternity Leave
  - Less than 10 employees on Paternity Leave.
  - Less than 10 employees on Shared Parental Leave
  - No employees on Adoption leave

A further breakdown of pregnancy and maternity information was carried out but is not included within this report as it could lead to individuals being identified.

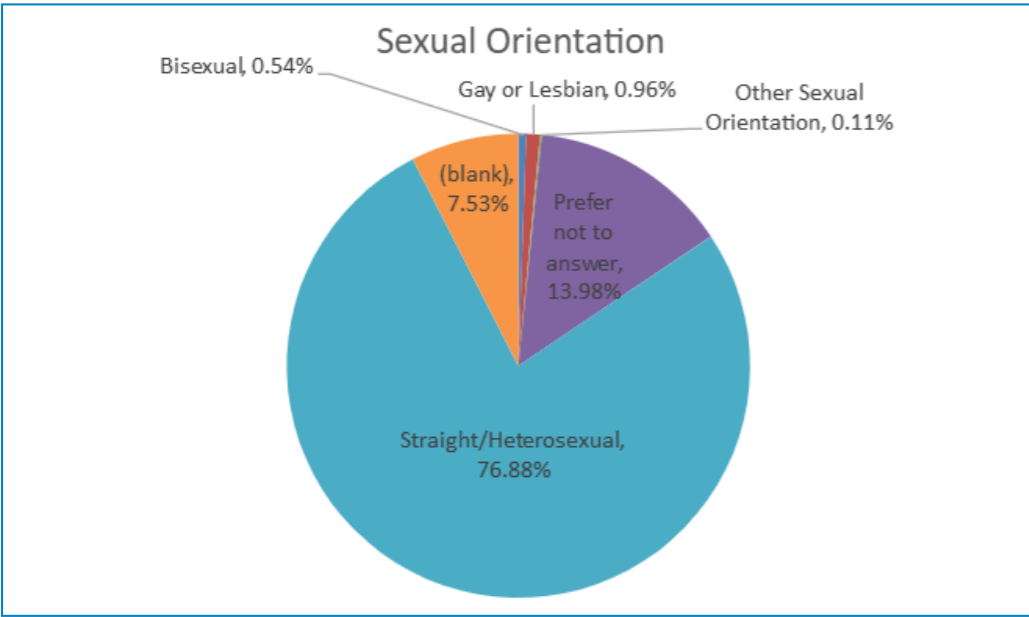
Council by Marital Status and Civil Partnership

Figure 6 – marital and civil partnership status of the workforce



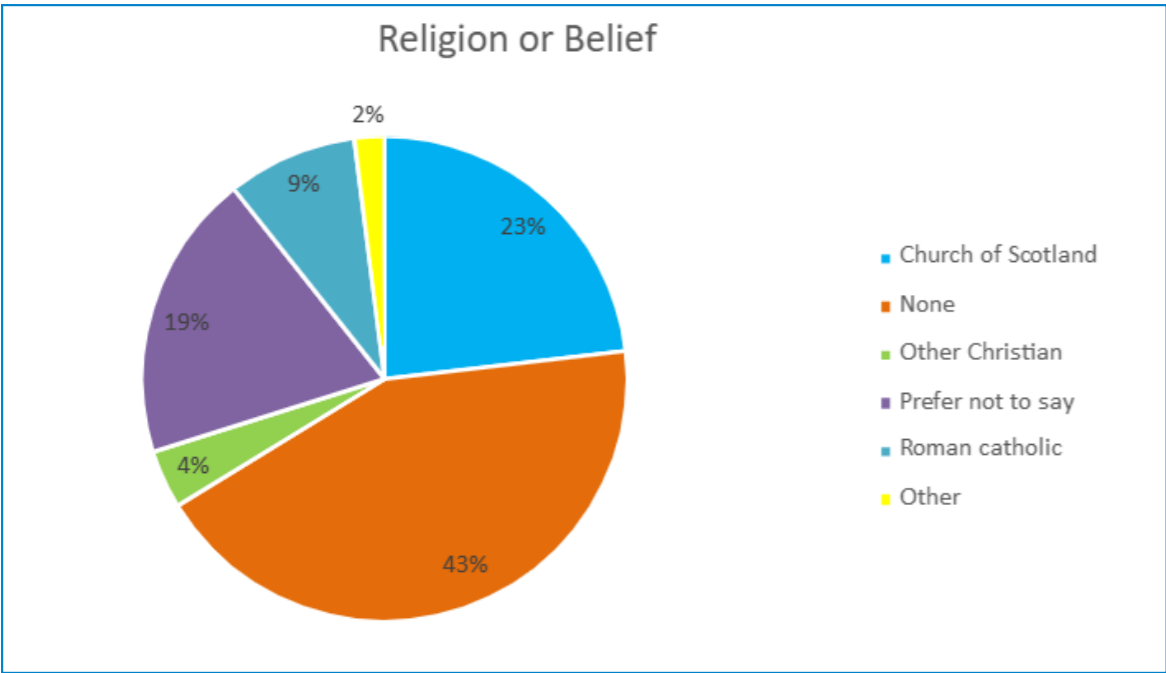
Council by Sexual Orientation

Figure 7 – sexual orientation of the workforce



Council by Religion or Belief

Figure 8 – workforce by religion or belief



Part 3 – Education Workforce Profile

Education Authority by Sex

Figure 9 - breakdown of workforce status by sex

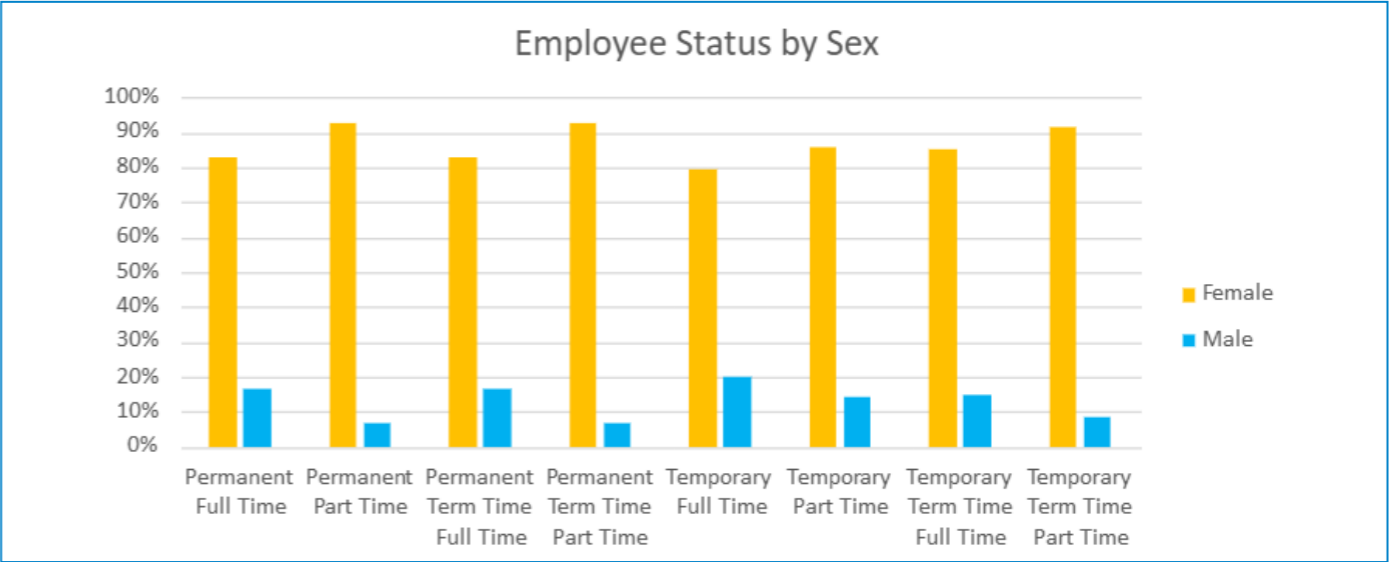
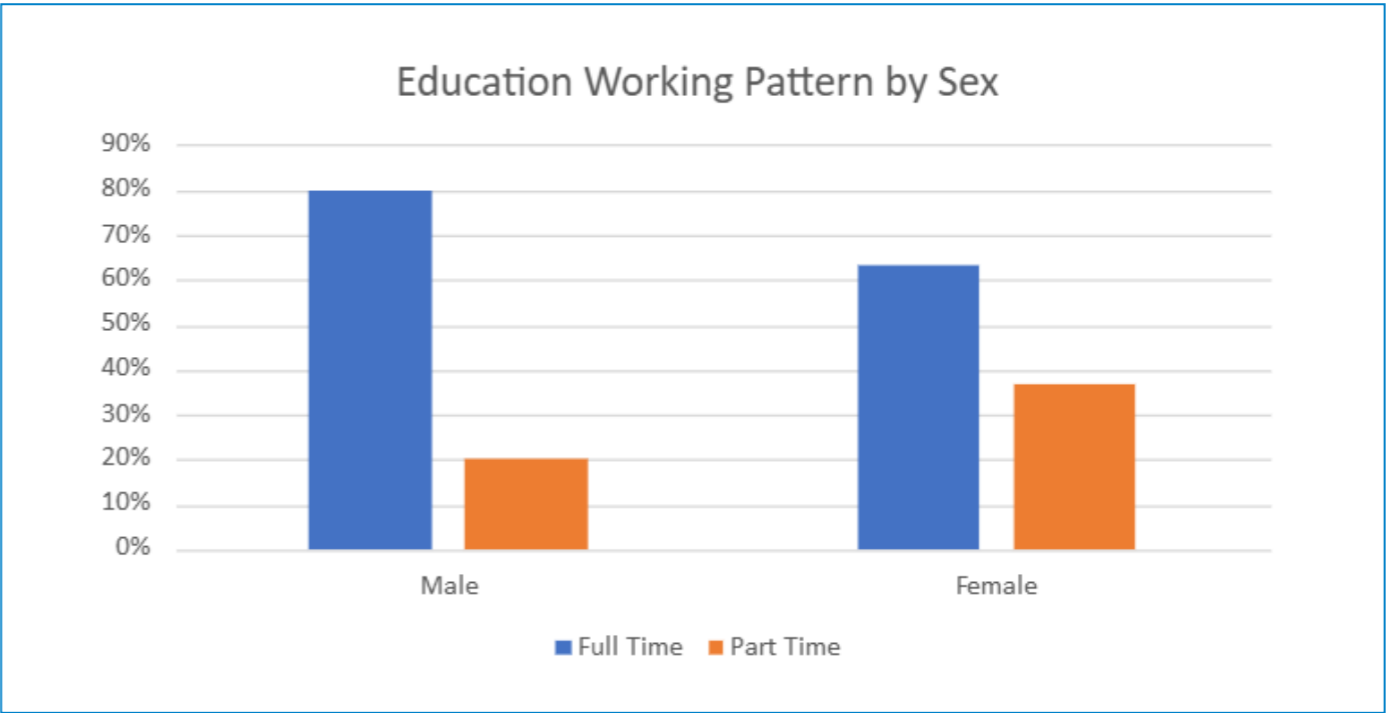


Figure 10 – breakdown of workforce working patterns by sex



**Leavers**  
18% of leavers were men and 82% were women.

**Gender and Occupational Segregation**  
Women are concentrated in roles such as teaching, early years and school assistants. The majority of head teachers (76%) are also female.

Figure 11 - breakdown of the percentage of workforce (by role) in each pay grade by gender

Grade	Female	Male
Chartered Teacher	83%	17%
Cheif Official	33%	67%
Depute Head and Headteachers	76%	24%
Education Support Officer	100%	0%
Educational Psychologist	100%	0%
Level 01	100%	0%
Level 03	89%	11%
Level 04	96%	4%
Level 05	91%	9%
Level 06	97%	3%
Level 07	82%	18%
Level 08	83%	17%
Level 09	78%	22%
Level 10	86%	14%
Level 11	90%	10%
Level 12	88%	12%
Level 13	80%	20%
Level 14	100%	0%
Level 15	50%	50%
Level 16	0%	100%
Main Grade	84%	16%
Music Instructor	53%	47%
Princ & Depute Princ Psychologist	50%	50%
Principal Teacher	68%	32%
Quality Improvement Manager	75%	25%
Quality Improvement Officer	67%	33%
Snr Educational Psychologist	100%	0%

Education Authority by Disability

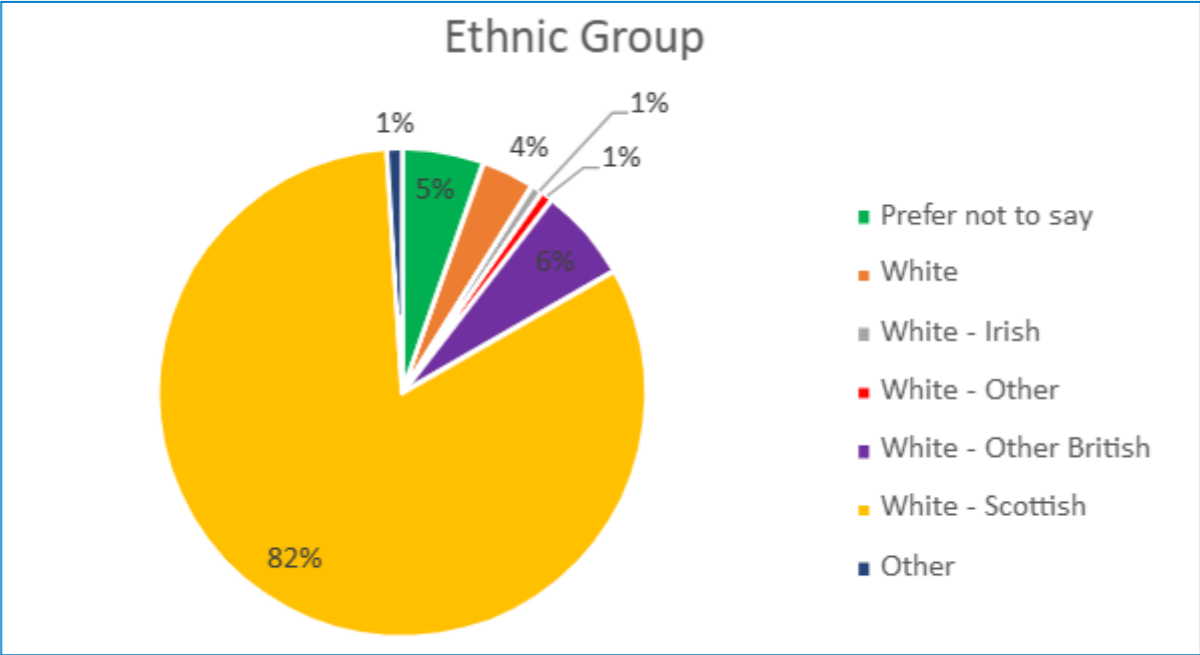
**Current Workforce**  
90% of our workforce stated that they do not have a disability, 10% of our workforce stated they have a disability.

**Leavers**  
Of the 346 employees who left the education authority in 2024, 86% stated they do not have a disability and 14% stated they have a disability.

Education Authority by Race

Current Workforce

Figure 12 - ethnic profile of the workforce



Education by Pregnancy and Maternity

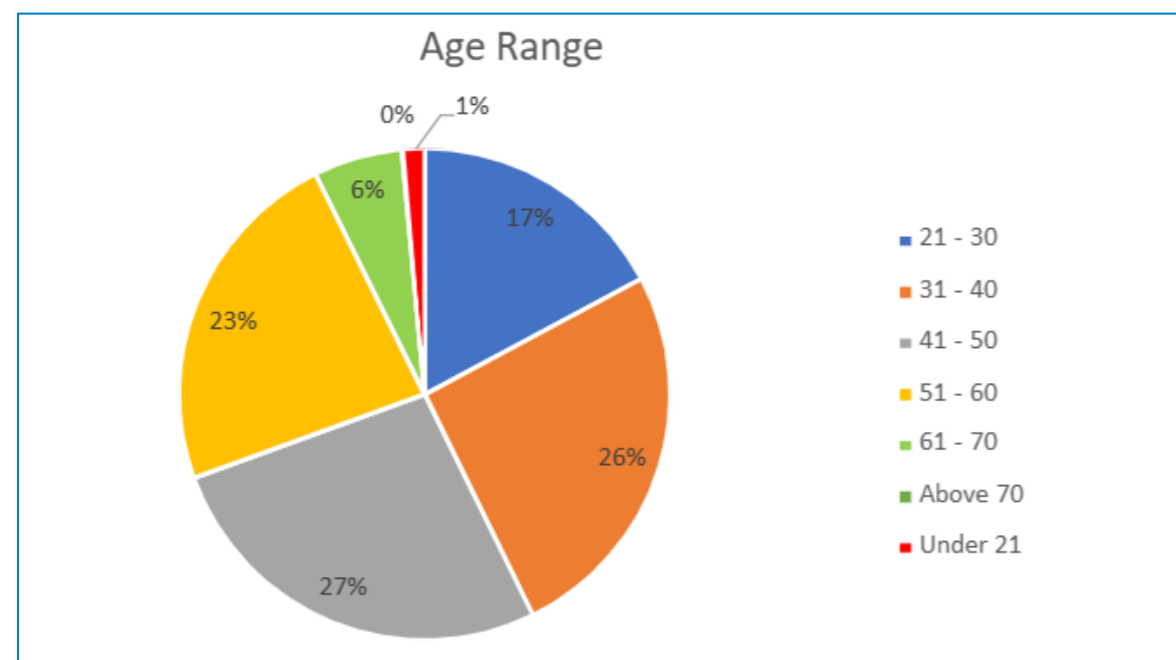
Return to Work of Women on Maternity

- During 2024 there were –
- 146 employees on Maternity Leave
  - Less than 10 employees on Paternity Leave
  - Less than 10 employees on Shared Parental Leave
  - No employees on Adoption leave

A further breakdown of pregnancy and maternity information was carried out but is not included within this report as it could lead to individuals being identified.

## Education Authority by Age

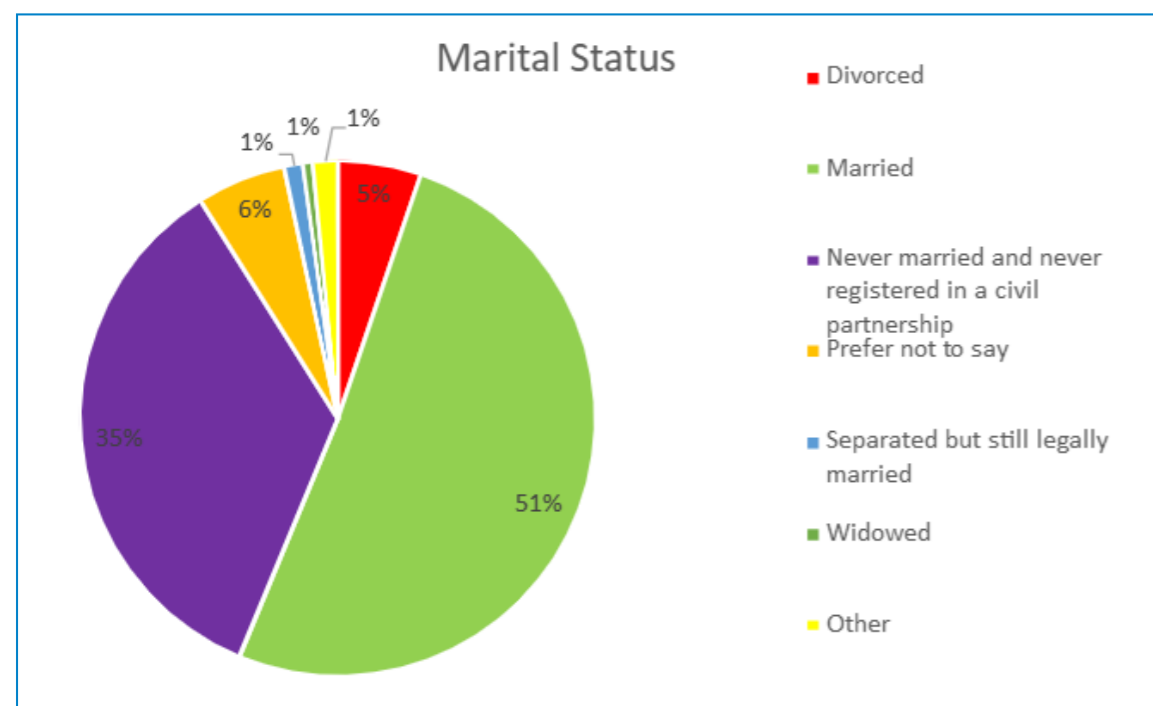
Figure 13 – workforce age-bracket profile



## Education Authority by Marital Status and Civil Partnership

### Current Workforce

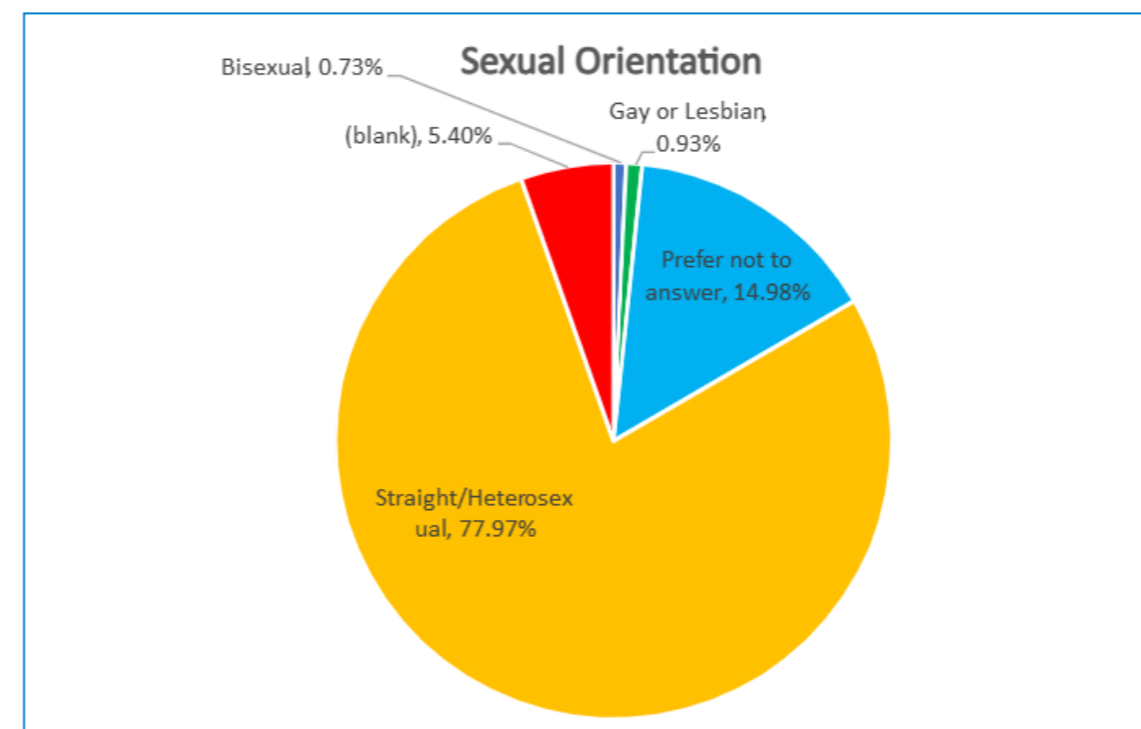
Figure 14 – marital and civil partnership status of the workforce



## Education Authority by Sexual Orientation

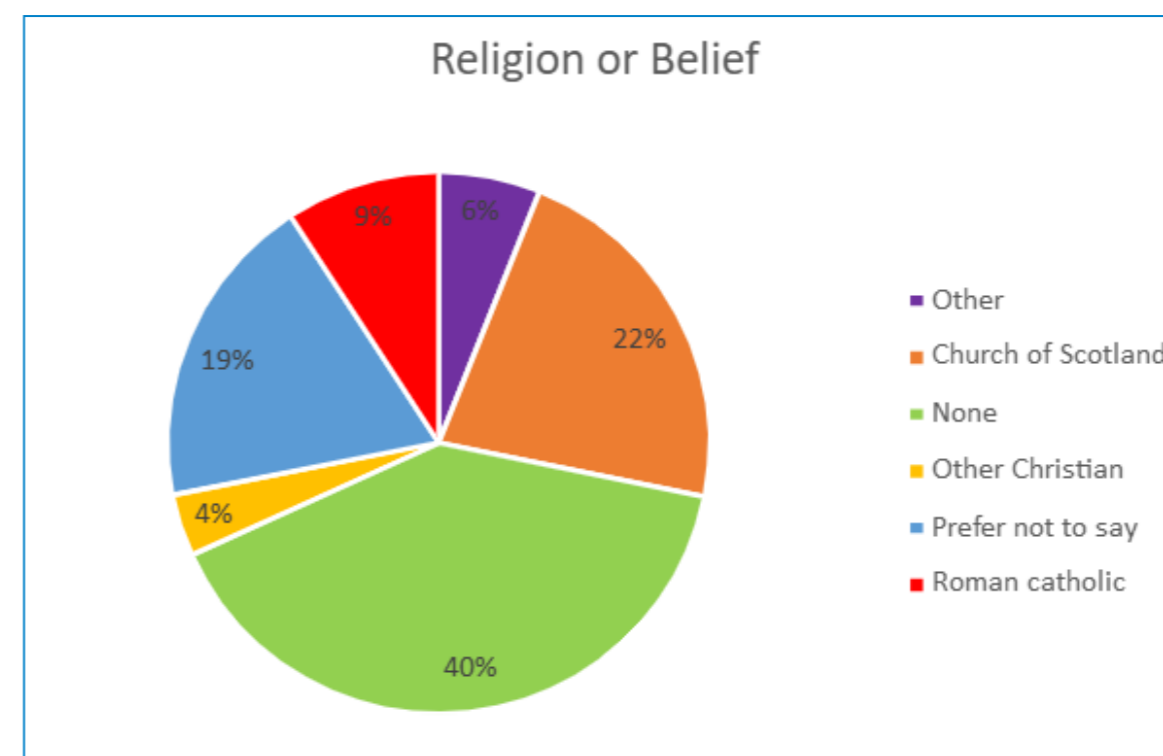
### Current Workforce

Figure 15 – sexual orientation of the workforce



## Education Authority by Religion or Belief

Figure 16 – workforce by religion or belief



If you would like this document in a language or format of your choice including large print, audio or Braille please contact: Equalities Officer

**[Equalities@south-ayrshire.gov.uk](mailto:Equalities@south-ayrshire.gov.uk)**

Or call: **0300 123 0900**

This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات نابینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اس کا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

本信息可慮應要求提供盲文，大字印刷或音频格式，以及可翻譯成多种語言。以下是詳細聯系方式。

ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸੁਣਨ ਵਾਲੇ ਰਾਹ ਵਿਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਵਿਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਦਿੱਤੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie, w alfabecie Braille'a, w druku powiększonym lub w formie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaime agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

# **Shared Equality Outcomes 2021 – 2025**

## **Final Report 2025**

## 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, (intersectionality) which make up our individual identities.

For the period 2021-2025, South Ayrshire Council worked with our neighbouring authorities and the Ayrshire Equality Partnership to develop Pan-Ayrshire Equality Outcomes. Working together, we have reviewed the progress and produced a finalised report. Going forward from 2025-2029 South Ayrshire Council will have their own set of Equality Outcomes.

By reviewing, revising and publishing Equality Outcomes on a regular basis, we aim to make better, more positive and fairer decisions, and show that these decisions 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 were developed on the basis that they were short to medium term (1 to 4 years) and linked with longer term national outcomes.

It should be noted that a number of these Equality Outcomes linked with existing policies and strategies, supporting the mainstreaming of equalities considerations into our day-to-day business. We also wished to ensure a focused effort on areas for improvement, specifically to improve equality and reduce inequalities.

### **3. Rationale for Shared Equality Outcomes**

A number of organisations across Ayrshire deliver public services to local communities. In doing so, these organisations must ensure that no person or group is discriminated against on the basis of any protected characteristics they may possess.

Each public sector organisation has a requirement to develop and publish a set of Equality Outcomes. Considering the close links between many public sector organisations in Ayrshire, it was proposed that joint working in 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 to equalities issues were consistent across these bodies. As a result, a decision was taken that public sector organisations across Ayrshire would develop a shared set of Equality Outcomes, whilst still maintaining individual accountability for their part with some separate actions delivered locally.

This approach to setting shared Equality Outcomes built on an already established joint working relationship through the Ayrshire Equality Partnership (AEP). This partnership consists of representatives from the three local authorities from North, East and South Ayrshire Councils; NHS Ayrshire & Arran; HSCP from North, East & South Ayrshire; Ayrshire College; University of the West of Scotland; Ayrshire Joint Valuation Board; Police Scotland; Scottish Fire & Rescue Service; Community Justice Ayrshire and The Terence Higgins Trust.

The following tables outline the progress made to date. The RAG (red, amber, green) status has been used to signify action status: red (not yet started), amber (progress is slow) and green (progress is either complete or on target).

## OVERARCHING SHARED 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; and
- We have strong, resilient and supportive communities where people take responsibility of their own actions and how they affect others.

**Local Equality Outcome 1.1: Victims, witnesses and partner agencies feel more confident in reporting hate incidents through a variety of methods.**

*Inequality being addressed: People suffer hatred and violence because of their protected characteristics*

**Outputs: Increase people's awareness of hate crime**

### Actions:

- Raise Council, Education Employees and Licensing Board Members' awareness to better understand hate crime.

### Measurements:

- Develop a Hate Crime e-learning course.
- Number of staff/Board Members undertake training.

### Progress Update:

*To enhance staff awareness and understanding, a series of six Unconscious Bias webinars were organised by the Equalities team and expertly delivered by Police Scotland. Between October 2024 and January 2025, 77 staff members from South Ayrshire Council participated in these sessions, with the majority attending five engaging events. The training received positive feedback from all attendees, and Police Scotland conducted a thorough evaluation to assess its impact.*

*A Hate Crime Webinar was delivered by Police Scotland in March 2025, this was open to SAC staff as well as the Ayrshire Equality Partnership. We had 47 attendees from various services. A further Hate Crime Webinar will follow in the new financial year of 2025/2026.*

### Actions:

- Work with partners to raise awareness of hate crime with community members through the development of a conference.

### Measurements:

- Number of people attending the conference.
- Evaluation of the conference.

### Progress Update:

*Work has taken place with partners to raise awareness of hate crime within the community. In October 2022, the East Ayrshire Council led in partnership with the Ayrshire Equality Partnership, a conference to Empower communities in Ayrshire to End Hate Crime. With hate crime figures on the rise, the ever-present need existed to support understanding of diversity and foster community cohesion, and thus in early 2022, East Ayrshire Councils'*

*Corporate Officer (Equality and Diversity) brought a subgroup of the Ayrshire Equality Partnership partners together and began organising the conference which was subsequently held on 5 October 2022. The conference offered opportunities to support learning in relation to hate crime through the lived experiences of its speakers and the good practice demonstrated across Ayrshire and beyond to tackle the issues related to hate crime and promote positive solutions. Dave Scott, Campaign Director from Nil by Mouth hosted the conference with keynote addresses from Dr Christian Harrison, Reader in Leadership and Khadjia Mohammed, Senior Lecturer both from the University of the West of Scotland. The conference also offered workshops for participants to choose from including I am me charity (Keep Safe initiative); Scottish Refugee Council; Police Scotland, Criminal Justice Authority and others. Over 100 people attended the conference which was deemed to be a huge success in meeting its aim of raising awareness but moreover giving people the chance to consider what they can do in their role and workplace.*

**Actions:**

- Improved use of third-party reporting.

**Measurements:**

- Increased reporting via third party reporting using a variety of media tools and promotional materials.

**Progress Update:**

*In order to improve the use of third party reporting, awareness has taken place of the Ayrshire third party reporting sites [ayrshire-third-party-reporting-centres.docx \(live.com\)](#) Work will continue to raise awareness of third-party reporting through our community planning partners.*

**Local Equality Outcome 1.2: More young people and care leavers have access to suitable appropriate accommodation to live independently and safely in the community**

***Inequality being addressed:*** *Young people and Care Leavers have lack of access to suitable accommodation and supports*

**Outputs:** **Better understanding of the needs of young people and care leavers to effectively meet their housing needs**

**Actions:**

- Continue to work in partnership to develop our services for young people through the Improving Housing Outcomes for Young Care Leavers and Youth Housing Support groups.

**Measurements:**

- Number of young people and care leavers taking up suitable accommodation.
- Number of young people and care leavers maintaining a suitable tenancy.

**Progress Update:**

*Partnership working has continued between Housing Services, HSCP and other partners to ensure all young people with housing need, who are care leavers or at risk of becoming homeless are supported. Housing Services, the HSCP and partners continue to consider alternative housing options for young people and care leavers. A review of the Youth Housing Support Group has developed robust assessments of support requirements for young people and care leavers at points of transition, co-ordinating person-centered support to reduce duplication and maximise positive outcomes for young people.*

<b>Local Equality Outcome 1.3: To embed a human rights ethos across schools in South Ayrshire to eliminate discrimination, advance equality of opportunity and foster good relations in schools and the wider community</b>
<i>Inequality being addressed: Inconsistency in developing a shared understanding of everyone's rights and a commitment to respect one's own and other people's rights</i>
<b>Outputs: All schools in South Ayrshire are registered with UNICEF</b>
<b>Actions:</b> <ul style="list-style-type: none"> <li>• Support the embedding of children's rights across the curriculum.</li> </ul> <b>Measurements:</b> <ul style="list-style-type: none"> <li>• An increase in Schools achieving Bronze status.</li> <li>• An increase in schools achieving Silver status.</li> <li>• Increase in schools achieving Gold status.</li> </ul> <b>Progress Update:</b> <i>As highlighted in our Equality Outcomes and Mainstreaming progress report 2025, 98% of our schools signed up to Rights Respecting School Awards and 82% are accredited and 14% are working towards their next levels.</i>

<b>OVERARCHING SHARED EQUALITY OUTCOME 2: IN AYRSHIRE, PEOPLE EXPERIENCE SAFE AND INCLUSIVE COMMUNITIES</b>
<b>Links to National Outcomes:</b> <ul style="list-style-type: none"> <li>• We have tackled the significant inequalities in Scottish society;</li> <li>• We live in well-designed, sustainable places where we are able to access the amenities and services we need; and</li> <li>• Our public services are high quality, continually improving, efficient and responsive to local people's needs.</li> </ul>
<b>Local Equality Outcome 2.1: 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.</b>
<i>Inequality being addressed: 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</i>
<b>Outputs:</b> <ul style="list-style-type: none"> <li>• The barriers facing disabled people, women and older people and their needs are identified .</li> <li>• The changes, support and resources required are understood and agreed.</li> <li>• Delivery of a programme of travel improvements and passenger assistance.</li> </ul>
<b>Actions:</b> <ul style="list-style-type: none"> <li>• Engagement with disabled people, women, and older people, relevant organisations and third sector organisations.</li> <li>• Meetings with transport providers.</li> <li>• Consultation about changes.</li> </ul>

- Programme of support and improvements agreed.
- Test and pilot new and modified service methods, technology around vehicles, including electric vehicles and practices.

#### **Measurements:**

- Develop system for evaluating impact and measuring progress.
- Collect and analyse data on disabled people, women and older people to evaluate impact and measure progress.

#### **Progress Update:**

*On Thursday, 5 September 2024, the Ayrshire Equality Partnership hosted the Pan Ayrshire Travel Summit at East Ayrshire Council HQ. The event provided a platform for individuals from various groups across Ayrshire to voice their concerns and offer praise regarding travel connectivity in the region. Key representatives from Scotrail, SPT, Stagecoach, Community Transport, and Ayrshire Roads Alliance were present as panel members, taking part in a 'Questions Time'-style discussion to address the audience's queries. The summit was a great success, drawing a strong turnout and fostering vibrant discussions. Following the event, a summary of the questions and responses was shared with all attendees to ensure continued engagement and transparency.*

#### **Local Equality Outcome 2.2: Improve engagement with Council Services and enhance access to information for marginalised and under-represented groups**

***Inequality being addressed:*** Opportunities to engage with marginalised and under-represented groups by considering any barriers they may be experiencing and to address these issues to improve engagement

#### **Outputs:**

- **The experience of marginalised or under-represented groups continue to inform decision making.**
- **Ensure processes are in place to welcome, support and encourage marginalised or under-represented groups to improve engagement with Council Services.**

#### **Actions:**

- Continued involvement of tenants in the development and scrutiny of Housing Services through Tenant Participation (TP) Structures

#### **Measurements:**

- Number of Tenant Participation (TP) meetings.
- Number of consultations.
- Number of events, including the TP Fun Day.

#### **Progress Update:**

*Housing Services have continued to engage with tenants through Tenant Participation structures and community engagement. Involved Tenants are actively working towards completing a Tenant Led Assessment on the Council's Letting Standard and further scrutiny and performance activities are being scheduled. Tenants have been involved in consultations and reviews in terms of performance, the Housing Revenue Account and new build*

*developments. Tenants are currently involved in a review of the Tenant Participation Strategy, the current Tenant Participation Strategy (2019-2024) will be refreshed and updated with the new Tenant Participation Strategy (2025-2030) being submitted to Cabinet for approval.*

**Actions:**

- BSL Action Plan to be further implemented and engage with other services e.g. Sensory Impairment Team

**Measurements:**

- Review and implement actions as per pan Ayrshire BSL Action Plan 2018-2024

**Progress Update:**

*Continued implementation of the British Sign Language (BSL) Local Plan 2018-2024. A mid-term progress report was produced in October 2021 with the final progress report reported to Service and Partnerships Performance Panel in March 2025. It was agreed to continue to collaborate on a pan-Ayrshire basis and the new Ayrshire Shared BSL Local Plan 2024-2030 was approved by Cabinet in April 2024 where it was agreed that the supporting operational action plan was to be submitted to Service and Partnerships Performance Panel for information (March 2025) and future updates. The new BSL Plan 2024-2030 Operational Action Plan has been developed in partnership with Ayrshire College; East, North and South Ayrshire Councils; East, North and South Ayrshire Health and Social Care Partnerships and NHS Ayrshire & Arran. The Ayrshire Shared BSL Plan and supporting operational plan is reflective of the priorities contained within the Scottish Government's National BSL Plan 2023-2029, which was published on 6 November 2023.*

*BSL Training was held in October 2021, with a further block arranged for March 2022. Each block was a 6-week course and was facilitated by Signs4Life. October 2021 – 16 participants – 15 Thriving Communities Team (Employability), 1 Sensory Impairment Team and March 2022 – 14 participants – 7 Modern Apprentices (SSHC and Childcare), 7 Thriving Communities (CLD/Employability/Health and Wellbeing).*

*We have had one member of staff from our Communities Team attend a British Sign Language Introductory course at Ayr College and one member of the Communities Team attend Level One. On completion of the introductory course the member of staff has signed up to complete Level One BSL. As we move into 2025, South Ayrshire Council will have 10 members of staff from their Employability and Skills team commence the Level One qualification.*

**Actions:**

- Scoping review of documents and materials distributed or available from Council be checked for Accessibility by Equality Champions

**Measurements:**

- Report of scoping review on Accessibility of documents and materials

**Progress Update:**

*Information that the Council provides can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. To ensure that we comply with The Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 all documents which are available online must be accessibility checked. Guidance has been produced for staff on publishing accessible documents.*

## **OVERARCHING SHARED EQUALITY OUTCOME 3: IN AYRSHIRE, PEOPLE HAVE OPPORTUNITIES TO FULFIL THEIR POTENTIAL THROUGHOUT LIFE**

### **Links to 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; and
- We live longer, healthier lives.

### **Local Equality Outcome 3.1 and 3.2: Young people, disabled people and women have access to training and employment**

***Inequality being addressed:*** *Young people, disabled people and women have barriers to accessing training and employment opportunities*

**Outputs:** **To provide support to access employment to reduce health as a constraint to build an inclusive economy (3.1)**

### **Actions:**

- Provide support for unemployed people, in particular people with disabilities, women and residents to overcome health barriers to economic activity.
- To 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.

### **Measurements:**

- Number of unemployed people who declare a disability engaging at support stage to employment.
- Number of unemployed women engaging at support stage to employment.
- Number of people who declare a disability entering the AGD workforce.
- Number of women accessing AGD workplace supports to improve retention in the workforce.

### **Progress Update:**

*The Ayrshire Growth Deal sees approximately £251 million of funding from the Scottish and UK Governments being invested across East, North and Ayrshire. The Ayrshire Growth Deal programme has a strong focus on inequality and inclusivity and through our award winning 'Ayrshire Inclusive Growth Diagnostic' tool has identified a number of key target groups for our employability programmes. These groups include, females, young people and those with disabilities and long-term health conditions. The implementation of the various projects within the Growth Deal programme should bring lasting and long-term benefits to people in these equality groups and many others across East, North and South Ayrshire. We have embedded actions*

*for the Ayrshire Growth Deal within our Equality Outcomes and although these will take some time to realise, they help to ensure a continued focus on equality groups within the Ayrshire Growth Deal programmes.*

*Working for a Healthy Economy is a large-scale investment, totalling £5 million, to deliver occupational health to ensure that Ayrshire has the requisite workforce to drive economic growth in the future. This project, implemented in May 2021, will serve to widen the labour pool and provide the basis for the maximisation of benefits arising from Ayrshire Growth Deal capital investments and will support:*

- unemployed residents overcome health barriers to economic activity;*
- employed residents to retain employment by addressing health barriers; and*
- local businesses to access health related supports to improve retention and productivity of their workforce.*

*Up until March 2025 Ayrshire the Building a Healthy Economy Programme has supported the following:*

#### *Ayrshire Wide*

*To date 1,697 unemployed individuals engaged with the Working for a Healthy Economy service of which:*

- 32% anxiety levels reduced*
- 32.4% depression reduced*
- 30.8 % health and wellbeing improved*
- 174 gained employment*

#### *South Ayrshire*

*To date 410 unemployed individuals engaged with the Working for a Healthy Economy service of which:*

- 31.7% anxiety levels reduced*
- 30.2% depression symptoms reduced*
- 30% health and wellbeing improved*
- 42 gained employment*

#### **Outputs: (3.2)**

- Disadvantaged and identified PC groups have increased access to relevant employment and training opportunities.**
- Increased availability of suitable employment opportunities.**
- Disadvantaged and identified PC groups have improved functional skills to access training and employment.**
- Disadvantaged and identified PC groups have improved interpersonal skills.**

**Actions:**

- To continue to support the Young Person's Guarantee initiative in South Ayrshire with supported employment and tailored jobs scheme.
- Increase number of young BME people joining Modern Apprenticeship Scheme.
- To develop and provide support packages.
- To plan effectively for interventions across South Ayrshire/pan Ayrshire to support and reduce the attainment gap.

**Measurements:**

- Establishment of a pan Ayrshire Young Person's Guarantee Board Number of people supported from protected characteristic groups.
- Number of people gaining training and employment from PC groups.
- Number of people accessing non -traditional roles tackling occupational segregation.

**Progress Update:**

*South Ayrshire's Local Employment Partnership (LEP) is committed to reducing inequality and closing the gap, while ensuring we create a fair, inclusive, suitable economy through employability and volunteering opportunities across South Ayrshire.*

*The LEP lead the planning, decision-making and implementation of employability provision across South Ayrshire to ensure individual needs and labour market demands are met.*

*The LEP is currently focusing on the following priority areas:*

- *Creating pathways for young people, adults and parents into fair, flexible and sustainable work.*
- *Sector-based work academies that assist unemployed people to move into occupational areas, in line with labour market demands.*
- *Economically Inactive.*
- *Working with local employers to help close the disability employment gap.*

*Thriving Communities employability programmes are designed to support young people and adults, some of whom may be experiencing barriers to employment, to develop the skills and experience to successfully progress to/back into work. The team's collaborative approach to employability aligns with the UK and Scottish Governments employability priorities. Programmes include:*

- *In-school senior phase support.*
- *Care experience and young carers enhanced tailored support.*
- *Employability pipeline provision.*

- Town Centre programme.
- Pre-apprenticeships.
- Community Justice - including promoting recruit with conviction.
- SALUS- support for individuals experiencing problems with their health and wellbeing.

Employment opportunities under Thriving Communities include:

- A wide range of Modern Apprenticeships opportunities, including our Care Experience and Young Carers Guarantee.
- Supported Employment Tailored Job Opportunities for individuals with additional support needs.
- Evolve Programme - creation of temporary jobs with SAC or with 3<sup>rd</sup> Sector, for individuals who have been long-term unemployed.

### **Key achievements 2023/24:**

- **SLDR and Participation Measure** - South Ayrshire were in the top four councils across the country for the number of young people progressing to a positive destination on leaving school (SLDR) and in South Ayrshire 93.7% of young people aged 16-19 years are in a positive destination (national average **90.8%**). (Follow Up Report Published August 23). This has been achieved through continued partnership working with SDS, door-step visits and effective in school provision - including early intervention.
  - **The Annual Participation Measure**, released in August 2023, reports on the number of 16 – 19 year olds participating in education, training or employment. The published data notes South Ayrshire's rate of **96.6%** surpassing the national average of 94.3%.
  - **Work Out** - During 23/24 78 Pupils Graduated from the Work Out Programme achieving their Steps to Work Qualification SCQF .3
- **MODERN APPRENTICESHIP PROGRAMME** Thriving Communities supported the recruitment of the first Adult Craft Apprenticeships. From September 23 – March 24 **25 people** gained Modern Apprenticeships, in the following occupational areas:
  - Business and Administration - 10
  - Social Services and Health Care - 6
  - Roadbuilding and Maintenance – 2
  - Active Leisure – 1
  - Horticulture - 6
- **PARENTAL SUPPORT/CHILD POVERTY** – From April 23 – March 24 **203 families** across South Ayrshire have been supported to increase their household income.
- **EMPLOYABILITY SUPPORT** – From April 23 – March 24 we supported **936 people**, this includes the following priority groups:
  - Care Experience – 99

Young Carers – 40  
50+ (not parents) – 84  
Economically Inactive – 19

**Destinations** – from April 23 – March 24 - **274** destinations were positive.

Progression to Employment including Self Employment - 151

Progression to Modern Apprenticeship – 37

Progression to Further Education – 83

Volunteering – 3

- **ACCREDITED TRAINING** – From Sept 23 – March 24

Emergency First Aid at Work – 28

REHIS – 20

- **BESPOKE TRAINING** – From Sept 23 – March 24

Supported to achieve bespoke accredited training - 9

- **SUPPORTED EMPLOYMENT** – From April 23 – March 24 **96 people** with additional support needs have been supported through a range of support.

**Progressions:**

Employment – 11

Further Education – 26

Modern Apprenticeship - 5

Volunteering – 1

Tailored Jobs to Employment – 2

- **TOWN CENTRE PROGRAMME** From April 23 – March 24 **62 young people** have been supported through the Town Centre Programme.

- 19 have progressed into a positive destination including Modern Apprenticeships, employment and further education. 34 continue to engage with Thriving Communities and are progressing along the employability pipeline. 9 have disengaged but are still receiving aftercare support from the team.

- **EMPLOYER ENGAGEMENT** – **16** ERI's were provided to clients/residents of South Ayrshire, ensuring Fair Work, sustainable pay & permanent contracts between Sept 23 – Mar 24.

- **EVOLVE** targeted programme for long-term unemployed clients. We supported clients furthest removed from the job market due to multiple complex needs including criminal convictions, homelessness, disabilities, ASN and mental health and provided 6 months paid employment with SAC and 3<sup>rd</sup> sector – acting as a pathway to long term employment for many clients.
  - **EVOLVE SAC Internal** – 8 participants commenced 6 month paid employment in various departments within South Ayrshire Council in Feb/March 24.
  - **EVOLVE External** – 8 participants commenced 6 month paid employment with local employers in South Ayrshire.
- **EDUCATION SCOTLAND HM INSPECTION (2-4 October 2023)** Employability data is particularly strong and shows significant sustained improvement. Strategic decisions are informed well by demographic, qualitative and quantitative data, which is complemented and informed by staff knowledge and local intelligence. There is a clear focus on improving outcomes for disadvantaged and marginalised groups including care experienced young people, young carers, those who are economically inactive and people who would benefit from support with their mental health and wellbeing Education Scotland CLD Inspection South Ayrshire.

#### OVERARCHING SHARED EQUALITY OUTCOME 4: IN AYRSHIRE, PUBLIC BODIES WILL BE INCLUSIVE AND DIVERSE EMPLOYERS

##### Links to National Outcomes:

- We realise our full economic potential with more and better employment opportunities for our people; and
- We are better educated, more skilled and more successful, renowned for our research and innovation.

##### Local Equality Outcome 4.1 to 4.3: Our BME, disabled and LGBT+ staff have safe and supportive work environments to thrive, and the Council is seen as an employer of choice

**Inequality being addressed:** BME, disabled and LGBT+ staff lack access to peer support which can lead to isolation and low morale at work

##### Outputs: Relaunch of the Equality Champions and the Equality & Diversity Forum (4.1)

##### Actions:

To identify colleagues within the Council, Education and Licensing Board, Elected Members

##### Measurements:

- Relaunch of Equality Champions and the Equality & Diversity Forum – number of meetings held and initiatives.

##### Progress Update:

- The role of the Equality and Diversity Forum is to support the Council to deliver on its equality and diversity responsibilities by providing a consultative and inclusive link to the diverse communities of South Ayrshire, and through the work of the Forum, promote equality and diversity and encourage good relations throughout South Ayrshire. The remit of the Equality and Diversity Forum was refreshed in 2022, with the main areas of focus:

- To support the Council to meet its Public Sector Equality Duty responsibilities, including the Specific Duties to progress the Council's Equality Outcomes and to Mainstream Equalities;
- To support the development of the Council's policies and procedures relating to equality and diversity;
- To promote inclusion and participation of the diverse communities and hard to reach and under-represented minority interests in South Ayrshire;
- To raise awareness of the needs and priorities of the diverse communities in South Ayrshire;
- To provide a link to the voluntary sector and organisations representing the diverse communities within South Ayrshire; and
- To support the development of the Council's policies and procedures relating to Fairer Scotland Duty.

*Membership of the of the forum comprises Elected Members supported by staff from Policy, Performance and Community Planning. The Equality and Diversity Forum now has in place an Improvement Plan focusing on areas such as training, the development of an integrated equalities impact assessment and increasing the number of equality champions. To ensure that the Equalities Duty is understood and mainstreamed across the Council, all service areas that are impacted upon by the Equality Duty, or that provide a front facing service, have a representative on the Equality and Diversity Forum as a 'Champion'. Equality Champions now attend all Equality & Diversity Forums.*

**Outputs: Establishment of a safe and supported environment for staff from the Council, Education and Licensing Board who identify with a particular protected characteristic (4.2)**

**Actions:**

Explore with the workforce the desire to establish a BME staff network either locally or with employees from North and East Ayrshire Council.

**Measurements:**

- BAME staff network established.

**Progress Update:**

- *Following recommendations from the Scottish Government's report on Race Equality, Employment and Skills: Making Progress Report, the Council adopted some of these recommendations and actions into its Equality Outcomes. The concept of a Black and Minority Ethnic (BAME) Forum had been considered before, however the relatively low numbers of employees from a BAME background (1%) of the total workforce) working within the Council raised doubt around the viability of trying to create a group. Following the Scottish Government recommendations, the three Ayrshire local authorities decided to create a Pan Ayrshire Group. However following the group's establishment in June 2022, the group is no longer meeting.*

**Actions:**

Explore with the workforce the desire to establish a disability staff network.

**Measurements:**

- Disability staff network established.

**Progress Update:**

- *An 'Employees with a Disability Forum' was established with the purpose of consulting on the Future Operating Model. Future engagement with the forum will take place when required.*

**Actions:**

- Explore with the workforce the desire to establish a LGBT+ staff network.

**Measurements:**

- LGBT+ staff network established.

**Progress Update:**

- *Work took place with staff to gauge the interest of establishing an LGBT+ employee forum – there was no expression of interest to establish a network.*

**Outputs: Council vacancies are advertised through specialised partnership organisations who target and support PC groups (4.3)****Actions:**

- Contact various specialist organisations to seek opportunities to advertise Council vacancies to gain a range of more diverse applicants and future employees.

**Measurements:**

- Number of partner organisations advertising Council vacancies

**Progress Update:**

- *Specialist organisations were contacted on a pan-Ayrshire basis to seek opportunities to promote council vacancies.*

# South Ayrshire Equality Outcomes 2025-2029



[south-ayrshire.gov.uk](https://south-ayrshire.gov.uk)

*south*  
**AYRSHIRE**  
COUNCIL  
Comhairle Siorrachd Àir a Deas  
Making a Difference Every Day

Contents

Introduction.....3

What are equality outcomes?.....6

Development Process.....8

Final Outcomes 2025-2029.....12

Reporting and Monitoring.....13

Appendix 1: South Ayrshire Equalities Profile.....17



Introduction

We have developed our equality outcomes based on our Council Plan – priorities which have been influenced by Place and Wellbeing Outcomes which are a joint initiative between Public Health Scotland and the Improvement Service. This initiative is aimed at recognising the important effect our places have on the wellbeing of our communities and environment. As highlighted in our [Council Plan](#), we have drawn on the principles recommended by the Christie Commission for the future of public services, therefore our priorities are:

- Preventative in nature;
- Drive collaboration between services and partners; and
- Require the participation and meaningful involvement of those with local lived knowledge of their community.

Priority One  
Spaces and Places



Priority Two  
Live, Work, Learn



Priority Three  
Civic and Community Pride



We would not be able to achieve successful outcomes for our communities without the support of our enabling services. While rarely involved in frontline service delivery, it is critical that these services continue to run efficiently and effectively to allow our outcomes and priorities to be achieved. There is also a fourth priority area to reflect the progress of these services supporting our Council Plan.

Efficient and  
Effective  
Enabling Services



Legal Context

Alongside our priorities, our Council Plan highlights cross-cutting strategic themes that will be considered in all our decision making ensuring that collaboration is embedded in our everyday practice to reduce inequalities and improve outcomes for our staff and communities in South Ayrshire. This consideration will take place as part of our newly implemented Integrated Impact Assessment which focuses on the following areas:

- Whether we are meeting the **legal requirements** in terms of **Public Sector Equality Duty, Human Rights and Fairer Scotland Duty**;
- Whether we are meeting the **legal requirements** of assessing whether there is an impact on children’s rights **United Nations Convention on the Rights of the Child (UNCRC)**;
- Whether there is an impact on **sustainability, climate change and biodiversity**;
- South Ayrshire has the oldest demographic profile in Scotland therefore any planning needs to take cognisance of any **potential impact on older people**;
- Are we having an impact on the **health and wellbeing** of our communities;
- How the proposal will support our **rural communities**;
- Recognising the impact that trauma can have on people’s lives and our steps to becoming a **trauma-informed** organisation; and
- Our commitment to **The Promise** that care experienced children and young people will grow up loved, safe and respected.



Public Sector Equality Duty	Fairer Scotland Duty	United Nations Convention on the Rights of the Child (UNCRC)
<p><b>General Duties to:</b></p> <ul style="list-style-type: none"><li>• Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.</li><li>• Advance equality of opportunity between people who share a protected characteristic and those who do not; and</li><li>• Foster good relations between people who share a protected characteristic and those who do not.</li></ul> <p><b>Specific Duties are to:</b></p> <ul style="list-style-type: none"><li>• Report progress on mainstreaming the general duty;</li><li>• Publish equality outcomes and report progress;</li><li>• Equality impact assess new or revised policies and practices;</li><li>• Gather, use and publish employee information;</li><li>• Publish gender pay gap information;</li><li>• Publish an equal pay statement; and</li><li>• Consider award criteria and contract conditions in relation to public procurement.</li></ul>	<p>What likely impact will this proposal have on people experiencing different kinds of social disadvantage i.e.:</p> <p><b>Low Income/Income Poverty</b> cannot afford to maintain regular payments such as bills, food, clothing.</p> <p><b>Low and/or no wealth</b> enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.</p> <p><b>Material Deprivation</b> being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies.</p> <p><b>Area Deprivation</b> where you live (rural areas), where you work (accessibility of transport).</p> <p><b>Socio-economic Background</b> social class i.e. parent’s education, employment and income.</p>	<p>The Child Rights and Wellbeing Impact Assessment (CRWIA) is a policy development/improvement tool used to:</p> <p>identify, research, analyse and record <b>the impact of proposed laws, policies, budget decisions, programmes and services on children’s human rights and wellbeing.</b></p>

## 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; and
- 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 these Equality Outcomes will link with existing policies and strategies to support the mainstreaming of equalities considerations into our day-to-day business. We also wish to ensure a focused effort on areas for improvement, specifically to improve equality and reduce inequalities.

For the previous four years (2021-2024), we used shared outcomes across Ayrshire (with South Ayrshire sub-outcomes) which were agreed through the Ayrshire Equality Partnership. Going forward to 2025-2029, we have now developed a set of outcomes specific to South Ayrshire.

Our equality outcomes will provide a focus for continuing action over the next four years where we can help support and improve services for our communities and workforces by ensuring that our equality outcomes are reflective of the diverse and changing needs of our South Ayrshire population and the services delivered by both the Council and Health and Social Care Partnership. Our equality outcomes will aim to make a difference for our communities and workforces who share protected characteristics to improve their life chances by aligning with:

- The priorities of South Ayrshire Council and South Ayrshire Health and Social Care Partnership - [SAC Council Plan \(2023-2028\)](#) & [HSCP Integration Joint Board Strategic Plan \(2021-2031\)](#);
- Areas of work where links can be made to further ensure equalities are embedded into the work we do; and
- Work going on outwith the council which may influence what we want to do.

**Central to our core values is a commitment to combating all forms of discrimination and promoting equality of opportunity.**

### SOUTH AYRSHIRE COUNCIL

#### Our Purpose:

To Serve South Ayrshire

#### Our Vision:

To Make a Difference Every Day

#### Our Values:

- Respectful
- Positive
- Supportive
- Proud
- Ambitious



*south*  
**AYRSHIRE**  
COUNCIL  
Comhairle Siorrachd Àir a Deas  
Making a Difference Every Day

### SOUTH AYRSHIRE HEALTH AND SOCIAL CARE PARTNERSHIP

#### Our Vision:

Empowering communities to start well, live well and age well.

#### Our Values:

Our values are the qualities we expect from all employees and services we contract:

#### We will be:

- Empowering
- Compassionate
- Respectful
- Open

#### We will demonstrate:

- Equality
- Integrity
- Ambition



**south ayrshire**  
health & social care  
partnership

### OUR PLEDGE

We will prevent discrimination against our customers, service users and employees as set out under the [Equality Act 2010](#).

- |                                  |                           |
|----------------------------------|---------------------------|
| • Age                            | • Pregnancy and Maternity |
| • Disability                     | • Race                    |
| • Gender Reassignment            | • Religion and Belief     |
| • Marriage and Civil Partnership | • Sex                     |
|                                  | • Sexual Orientation      |

As part of our commitment to The Promise, we have adopted **Care Experienced** as an additional protected characteristic specific to South Ayrshire Council and South Ayrshire Health and Social Care Partnership which is reflected in our Integrated Impact Assessment.

Development Process

Evidence And Data Review

To inform the development of our new outcomes we have used a variety of data sources including:

- Census data;
- Workforce Planning Data; and
- Findings from Engagement and Consultation.

A summary of the key findings from across all the data sources has found that:

CENSUS DATA:

Age	South Ayrshire overall population is expected to decrease by 6.5% by 2043. The over 75s population is expected to <b>increase by 65%</b> . Life expectancy: Male 81.1 years Life expectancy: Female 84.4 years
Disability	Around <b>1 in 4 people</b> in South Ayrshire state their day-to-day activities are limited a lot or a little.  Mental health conditions have <b>increased</b> by 6.8% since the previous census
Gender Re-Assignment	Less than 1% of over 16s said they had a trans status or history.
Marriage / Civil Partnership	In the 2022 Census, almost half of the population of South Ayrshire (aged 16 years and over) were married or in a registered civil partnership. This is <b>higher</b> than the Scotland rate.
Pregnancy and Maternity	Since 2011, the birth rate in South Ayrshire has <b>fallen</b> by 24%.  Around 1 in 3 babies are born to mothers aged 30-34 years.
Race	South Ayrshire's ethnic minority community of approximately 4.9% of the population. This is a 1.45% <b>increase</b> from the Census in 2011.
Religion and Belief	In the Census 2022, over half of South Ayrshire residents (56.6%) said they had no religion or did not state a category.  The highest percentage of residents said their religion was Church of Scotland (29.1%).

Sex	The proportion of females to males remains relatively <b>unchanged</b> from the previous census.  Females = 52.1%      Males = 47.9%
Sexual Orientation	89% of South Ayrshire population (aged over 16 years) classed themselves as heterosexual/ straight.
Care Experienced	1% of South Ayrshire population are looked-after children. There are more males than females. 1 in 5 are aged under 5 years. 5% are from a minor ethnicity group and 13% are disabled. 18% of 'children looked after' have had more than one placement in the last year.

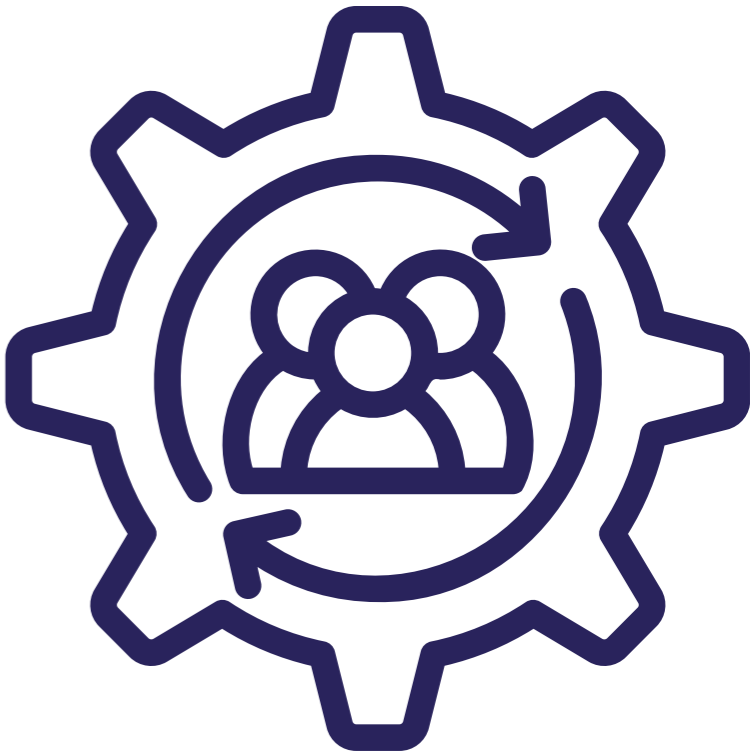
More detailed information on the key findings from the Census can be found in **appendix 1**.

WORKFORCE PLANNING DATA

Council Employees

This data is based on the position of the Council as at 31 December 2024 with a total headcount of 6125 (including Education Authority Workforce). The following analysis is based on the Council workforce profile on that date. Analysis of this data shows no significant changes to the composition of the workforce as follows:

- Our workforce remains predominantly female (75%). Women also make up the majority of part-time workers.
- The majority of employees are White and Scottish (81%) which reflects the population of the local area.
- 27% of our workforce are in the 51-60 age category.
- 16% of employees are aged 30 or under.
- 11% of employees stated that they have a disability.
- 77% of employees identified as heterosexual/straight, with 2% identifying as either gay, lesbian, bisexual or other.
- Due to inaccuracies in reporting, statistics on the number of employees stating they identify or have identified as transgender have not been provided.

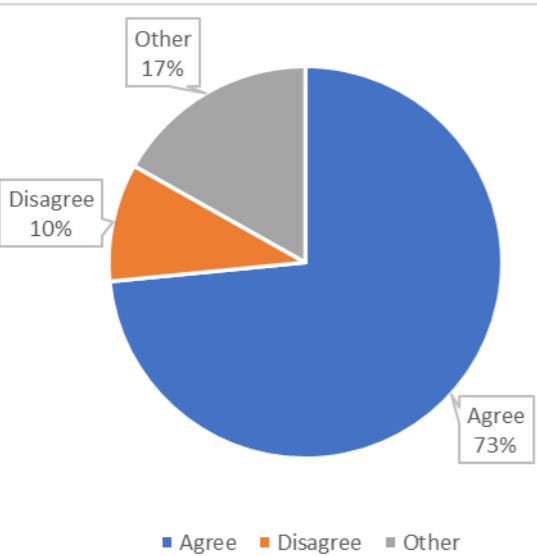
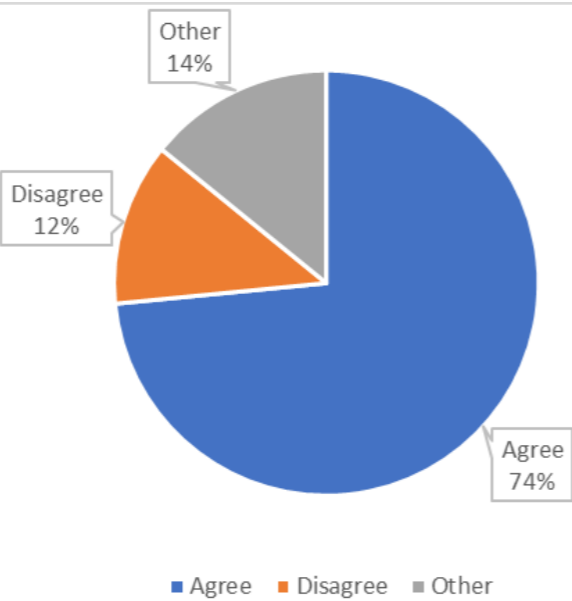


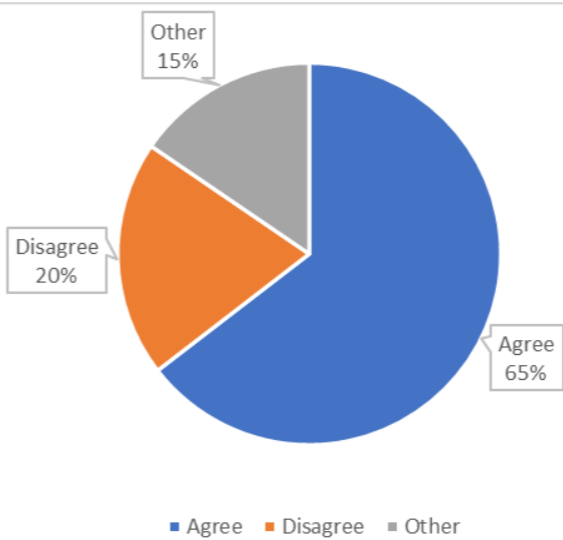
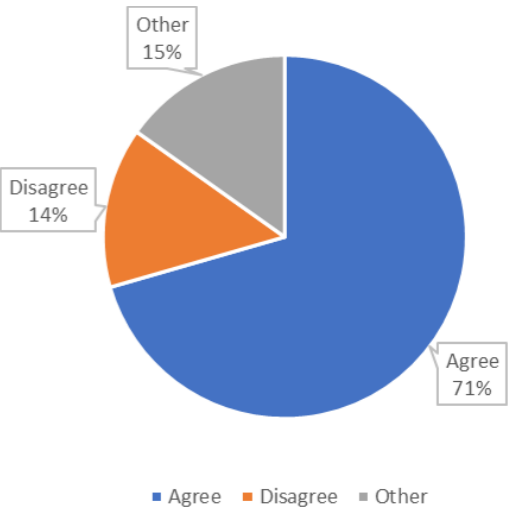
CONSULTATION AND ENGAGEMENT PROCESS:

During January and February 2025, engagement was carried out both online and in-person to allow us to: gain a better insight in relation to key concerns and issues, obtain feedback on a number of proposed outcomes based on data research and allow the opportunity to influence what our final set out of outcomes would be. As the voice of lived experience is particularly important, the consultation has been shared with several groups including:

- South Ayrshire Youth Council;
- South Ayrshire Community Planning Participation and Engagement Group;
- South Ayrshire Health and Social Care Partnership Champions Boards;
- South Ayrshire 1000 online citizen’s panel; and
- Locality Planning Partnerships;

Feedback from both the survey and engagement show support for the new outcomes being proposed as follows:

ONLINE SURVEY																	
Total number of online responses recieved: 113																	
<p><b>Priority One:</b> Our staff with protected characteristics have safe and supportive work environments to thrive, and the Council and Health and Social Care Partnership are seen as employers of choice.</p>  <table border="1"><thead><tr><th>Response</th><th>Percentage</th></tr></thead><tbody><tr><td>Agree</td><td>73%</td></tr><tr><td>Disagree</td><td>10%</td></tr><tr><td>Other</td><td>17%</td></tr></tbody></table>	Response	Percentage	Agree	73%	Disagree	10%	Other	17%	<p><b>Priority Two:</b> There will be a better understanding and intolerance of discrimination and violence against people with protected characteristics across our communities, workforce and schools.</p>  <table border="1"><thead><tr><th>Response</th><th>Percentage</th></tr></thead><tbody><tr><td>Agree</td><td>74%</td></tr><tr><td>Disagree</td><td>12%</td></tr><tr><td>Other</td><td>14%</td></tr></tbody></table>	Response	Percentage	Agree	74%	Disagree	12%	Other	14%
Response	Percentage																
Agree	73%																
Disagree	10%																
Other	17%																
Response	Percentage																
Agree	74%																
Disagree	12%																
Other	14%																

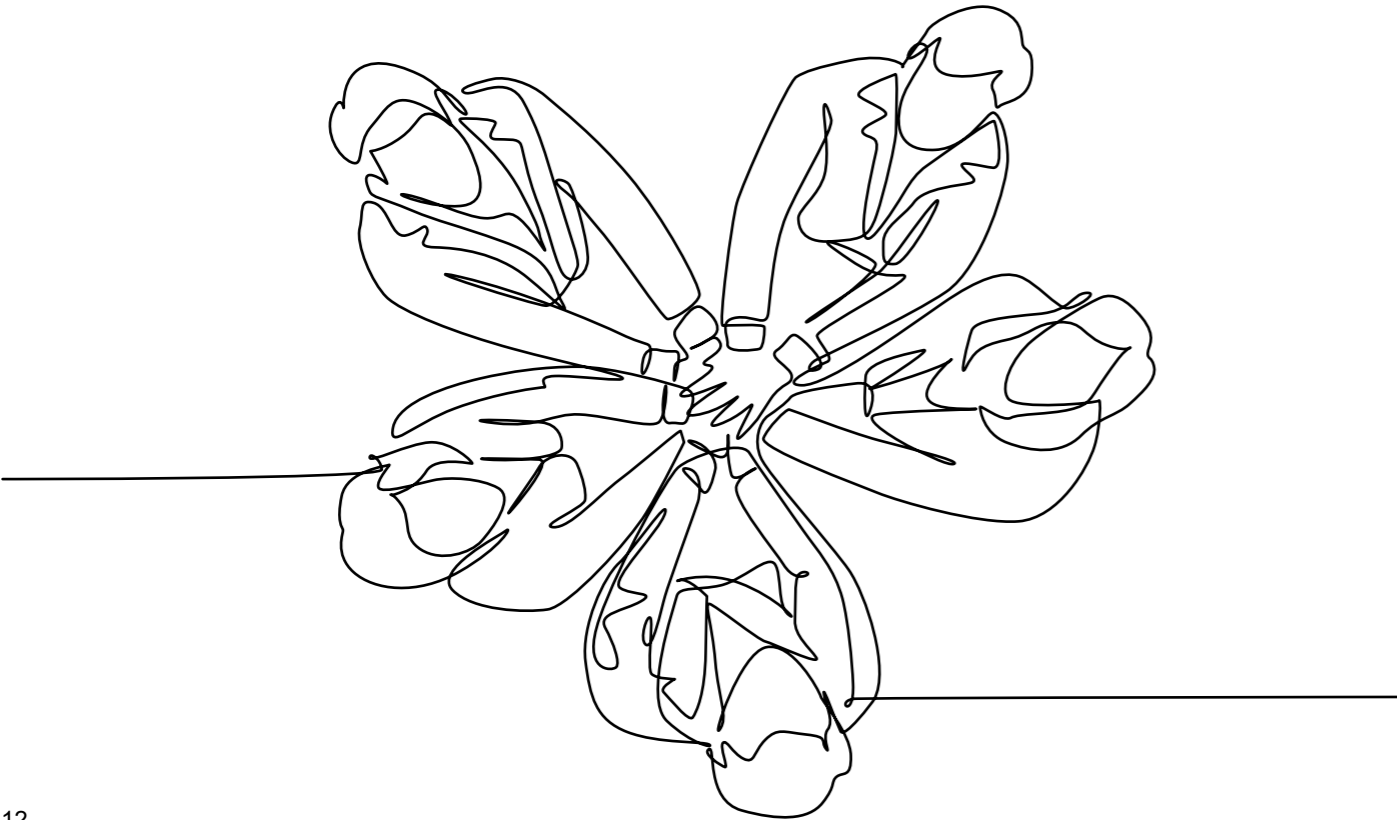
<p><b>Priority Three:</b> We will increase the number of training and employment opportunities for people with protected characteristics from our local communities.</p>  <table border="1"><thead><tr><th>Response</th><th>Percentage</th></tr></thead><tbody><tr><td>Agree</td><td>65%</td></tr><tr><td>Disagree</td><td>20%</td></tr><tr><td>Other</td><td>15%</td></tr></tbody></table>	Response	Percentage	Agree	65%	Disagree	20%	Other	15%	<p><b>Priority Four:</b> Our communities will have the opportunity to shape services and influence policy and practice by ensuring that we listen to the voice of lived experience and people with protected characteristics.</p>  <table border="1"><thead><tr><th>Response</th><th>Percentage</th></tr></thead><tbody><tr><td>Agree</td><td>71%</td></tr><tr><td>Disagree</td><td>14%</td></tr><tr><td>Other</td><td>15%</td></tr></tbody></table>	Response	Percentage	Agree	71%	Disagree	14%	Other	15%
Response	Percentage																
Agree	65%																
Disagree	20%																
Other	15%																
Response	Percentage																
Agree	71%																
Disagree	14%																
Other	15%																
LIVED EXPERIENCE ENGAGEMENT																	
Group	Feedback Received																
South Ayrshire Youth Council	South Ayrshire Youth Council agreed the outcomes and understood what they stood for. They all gave an online thumbs up. They also felt that it would be very helpful to have them support with aspects of the action plan. They felt strongly that challenging prejudice was all about educating people from an early age. They also felt strongly that young people from minority/ protected characteristics groups should be an integral part of the action plan if that’s possible.																

More detailed information on the consultation findings including key themes coming out of the feedback can be found [here](#).

Final Outcomes for 2025-2029

Our new set of Equality Outcomes that we will progress over the next four years are:

EQUALITY OUTCOME:	PRIORITY FOCUS:
1. Our staff with protected characteristics have safe and supportive work environments to thrive, and the Council is seen as an employer of choice.	We want to ensure that our staff are working in an environment where they feel they belong, and we want to ensure they have a fair and inclusive place of work.
2. There will be a better understanding and intolerance of discrimination and violence against people with protected characteristics across our communities, workforce and schools.	In South Ayrshire we want people to experience safe and inclusive communities, workplaces and schools.
3. We will increase the number of training and employment opportunities for people with protected characteristics from our local communities.	We want to support people in South Ayrshire to fulfil their potential by removing barriers to training and employment opportunities
4. Our communities will have the opportunity to shape services and influence policy and practice by ensuring that we listen to the voice of lived experience and people with protected characteristics.	We want to ensure that everyone has the opportunity to influence and contribute to what happens in their local area, feedback from people with lived experienced and protected characteristics provides us with valuable knowledge to allow us to shape services.



Reporting and Monitoring

Our equality outcomes will be monitored on a bi-annual basis through our Equality Outcomes Mainstreaming Report – this will include an interim progress update which will be published in 2027 with an opportunity to review actions and progress updates and identify areas for further improvement.

Detailed supporting actions plans have been developed for our equality outcomes:

EQUALITY OUTCOMES ACTION PLAN 2025-2029

OUTCOME 1		
Our staff with protected characteristics have safe and supportive work environments to thrive, and the Council is seen as an employer of choice.		
Why have we prioritised this outcome?		
We want to ensure that our staff are working in an environment where they feel they belong, and we want to ensure they have a fair and inclusive place of work		
Which general duty does this outcome meet?	Eliminate Discrimination	✓
	Advance equality of opportunity	✓
	Foster good relations	✓
ACTIONS		
1.1	Develop a corporate training calendar providing opportunities for staff and elected members to raise awareness and understanding of equality and diversity.	
1.2	Develop a staff wellbeing strategy.	
1.3	Review policies and procedures as required in line with legislation changes and ensure that updates incorporate feedback from staff experience.	

OUTCOME 2		
There will be a better understanding and intolerance of discrimination and violence against people with protected characteristics across our communities, workforce and schools.		
Why have we prioritised this outcome?		
In South Ayrshire we want people to experience safe and inclusive communities, workplaces and schools.		
Which general duty does this outcome meet?	Eliminate Discrimination	✓
	Advance equality of opportunity	✓
	Foster good relations	✓
ACTIONS		
2.1	Develop a corporate training calendar providing opportunities for staff and elected members including Licensing Board members to raise awareness and understanding of equality and diversity.	
2.2	With the Ayrshire Equality Partnership, we will collaborate to deliver events to raise both staff and community awareness of equality and diversity.	
2.3	Through working with both our Youth Council and Racial Literacy Group, we will continue to build resources and supports to enhance and develop understanding within our schools.	
2.4	Through working with our Licensing Forum and Taxi and Private Hire Forum, and the Reducing Violence Joint Action Group, we will continue to support licensing policies and conditions to enhance safety in communities.	



OUTCOME 3		
We will increase the number of training and employment opportunities for people with protected characteristics from our local communities.		
Why have we prioritised this outcome?		
We want to support people in South Ayrshire to fulfil their potential by removing barriers to training and employment opportunities.		
South Ayrshire’s Local Employability Partnership (LEP) is fully committed to improving volunteering, training and employment opportunities for young people and adults and lead the planning, decision-making and implementation of volunteering and employability provision across South Ayrshire to ensure individual needs and labour market demands are met.		
Which general duty does this outcome meet?	Eliminate Discrimination	✓
	Advance equality of opportunity	✓
	Foster good relations	✓
ACTIONS		
3.1	Support young people leaving school to progress to a positive destination (Measure: School Leaver Destination Report)	
3.2	Continue to monitor the number of 16–19-year-olds participating in education, training or employment (Measure: SDS/SG National Participation Measure)	
3.3	Offer Modern Apprenticeship opportunities to young people aged 16 to 19, or up to 29years for people who are care experienced (Measure: number of people participating in modern apprenticeships)	



OUTCOME 4		
Our communities will have the opportunity to shape services and influence policy and practice by ensuring that we listen to the voice of lived experience and people with protected characteristics.		
Why have we prioritised this outcome?		
We want to ensure that everyone has the opportunity to influence and contribute to what happens in their local area. Feedback from people with lived experience & protected characteristics provides us with valuable knowledge to allow us to shape services.		
Which general duty does this outcome meet?	Eliminate Discrimination Advance equality of opportunity Foster good relations	✓ ✓ ✓
ACTIONS		
4.1	Develop a Community Engagement checklist to support Council Services to strengthen engagement and participation processes.	
4.2	Provide additional opportunities for engagement through the Community Planning Participation and Engagement Group.	
4.3	SAHSCP will enhance opportunities for people with lived experience and protected characteristics to influence decision-making, by strengthening engagement and consultation through Champions Boards, Locality Planning Partnerships, and our Strategic Planning Advisory Group.	
4.4	Continue to participate in relevant public consultation processes, for new licensing policies and amendments to existing policies, including the Licensing Board’s Statement of Licensing Policy when it requires to be renewed in 2027.	



Appendix 1

South Ayrshire: Equalities Profile

South Ayrshire has a population of 111,520 (Census 2022). This is a decrease of 1.1% since the previous Census in 2011.

There are 9 protected characteristics, however SAC has adopted Care Experienced as an additional protected characteristic specific to South Ayrshire as a commitment to ‘The Promise’ (this has been incorporated into the Integrated Impact Assessment) and is included within this equalities data.

Age  different age groups e.g. older people or children and young people.	Disability  People with disabilities/long term conditions.	Gender re-assignment  The process of transitioning from one sex to another.
Marriage or civil partnership  People who are married or in a civil partnership.	Pregnancy and Maternity  Women who are pregnant and/ or on maternity leave.	Race  People from different racial backgrounds and minority ethnic communities, including Gypsy/Travellers.
Religion and belief  A person’s religion or belief (including non-belief)	Sex  Women and men, girls or boys.	Sexual orientation  Lesbian, gay, bisexual, heterosexual/straight
Care experienced  ‘Care Experienced’ refers to anyone who is currently in care, or anyone who is from a looked after background or who has been in care at any stage in their life, no matter how short, including adopted children who were previously looked-after by a local authority (Scottish Funding Council 2018).		

## Age

- South Ayrshire has an ageing population and has one of the highest populations of over 75s in Scotland.
- South Ayrshire population is expected to **fall** by **6.5%** by 2043. (Scotland rate +2.5%)
- Over 65s rate is expected to **increase** by **27.4%**
- Over 75s rate is expected to **increase** by **65.0%**
- Between 2011 and 2022 Census, there has been a 1.1% reduction in the population of South Ayrshire.
- All age groups have seen a reduction apart from the over 65s/over 75s.

Age groups	2011 Census	2022 Census	Percentage Change
0-15 Years	18,380	16,978	-7.6%
16-24 Years	11,334	9,421	-16.9%
25-44 Years	25,286	22,873	-9.5%
45-64 Years	24,260	29,545	-2.5%
Over 65's	24,260	29,545	21.8%
Over 75's	11,223	13,786	22.8%

## Dependency Ratio

Dependency ratio is the population of children (aged 0 to 15) and older people (aged 65 and over) expressed as a percentage of people aged 16 to 64.

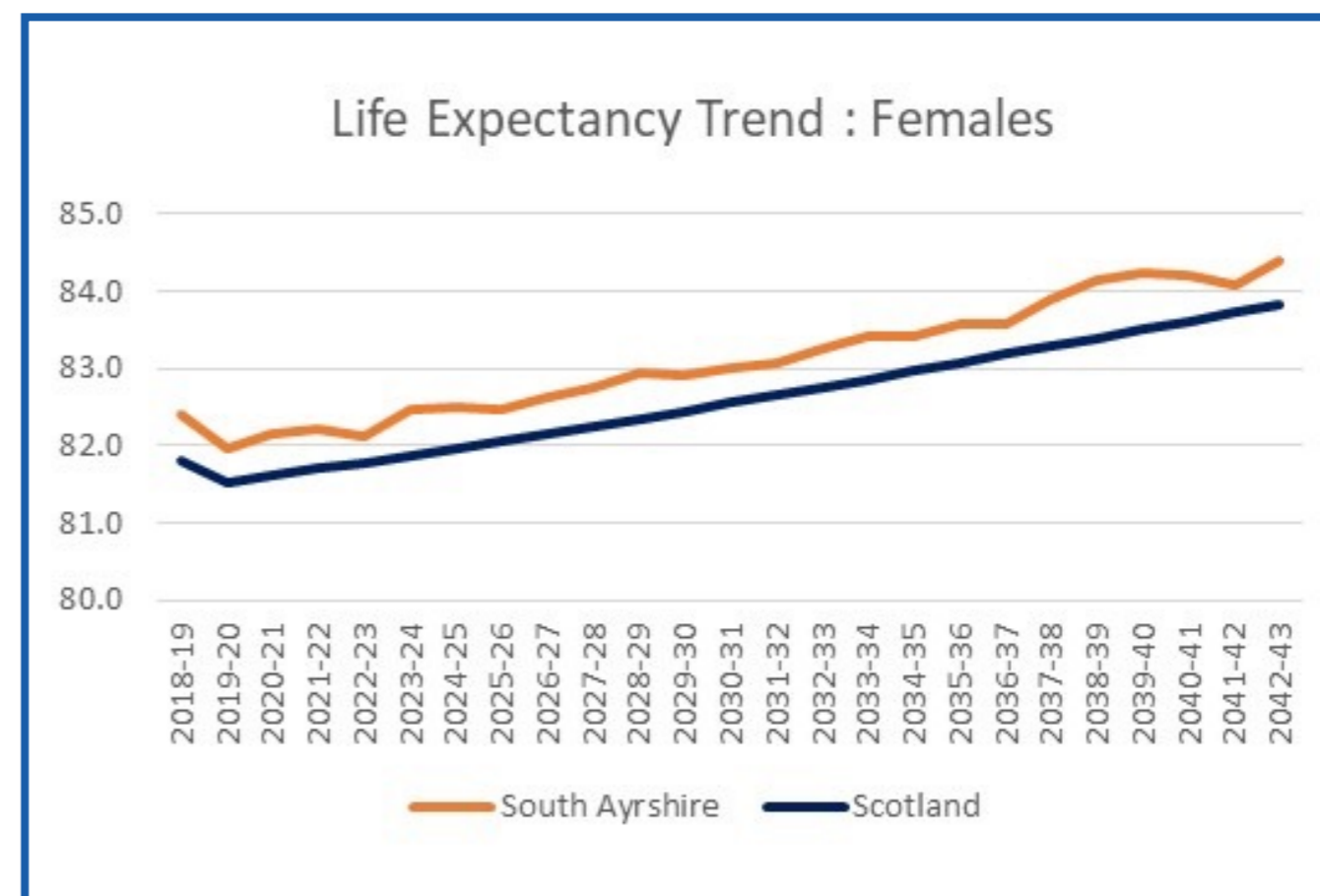
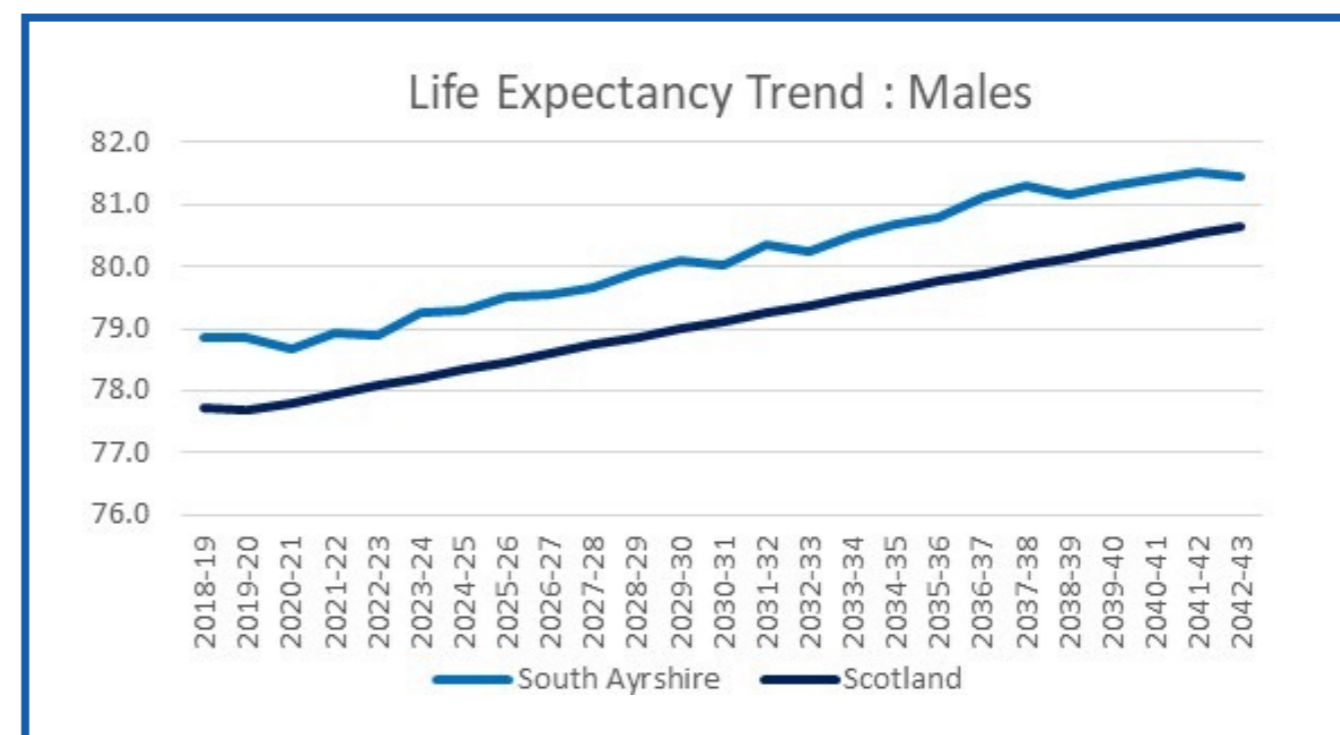
- South Ayrshire has one of the highest dependency ratios for Scotland at 70.78% compared to Scotland figure of 56.81% (2021 figures).
- If you look at projected population figures for 2043, South Ayrshire rate will increase to 92.3%

Based on population projections provided by NRS Scotland, the dependency ratio has been calculated from 2018 to 2043 for South Ayrshire and compared with Scotland's rate.

The dependency ratio in South Ayrshire is expected to increase by 34% over this time period from 68.7% to 92.3%. The Scotland rate is expected to increase by 18%.

## Life Expectancy

- Male life expectancy is expected to be 81.4 years (Scotland 80.6 years)
- Female life expectancy is expected to be 84.4 years (Scotland 83.8 years)



South Ayrshire's population of 111,520 consists of:-

Age Group	Populations	Female	Male
0-15 years	16,980 - 15.2%	8,275 - 7.4%	8,705 - 7.8%
16-24 years	9,425 - 8.5%	4,525 - 4.1%	4,900 - 4.4%
25-44 years	22,875 - 20.5%	11,900 - 10.7%	10,975 - 9.8%
45 -64 years	32,690 - 29.3%	17,195 - 15.4%	15,495 - 13.9%
65-74 years	15,760 - 14.1%	8,240 - 7.4%	7,520 - 6.7%
75+ years	13,790 - 12.4%	7,925 - 7.1%	5,865 - 5.3%
Total	111,520 - 100%	58,060 - 52.1%	53,460 - 47.9%

The proportion of South Ayrshire's children aged 0-15 years, 15.2%, and of working age adults aged 16-64 years, 58.3%, are both below the Scottish proportions of 16.4% and 63.6% respectively. Hence, South Ayrshire's proportion of elderly people aged 65 and over, 26.5% , is higher than Scotland's 20%.

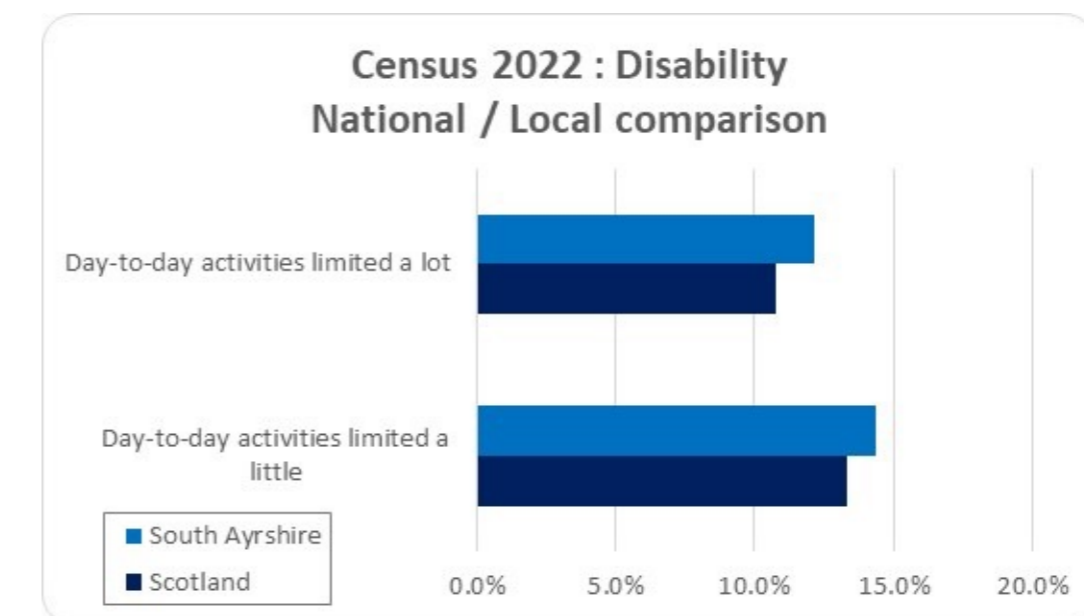
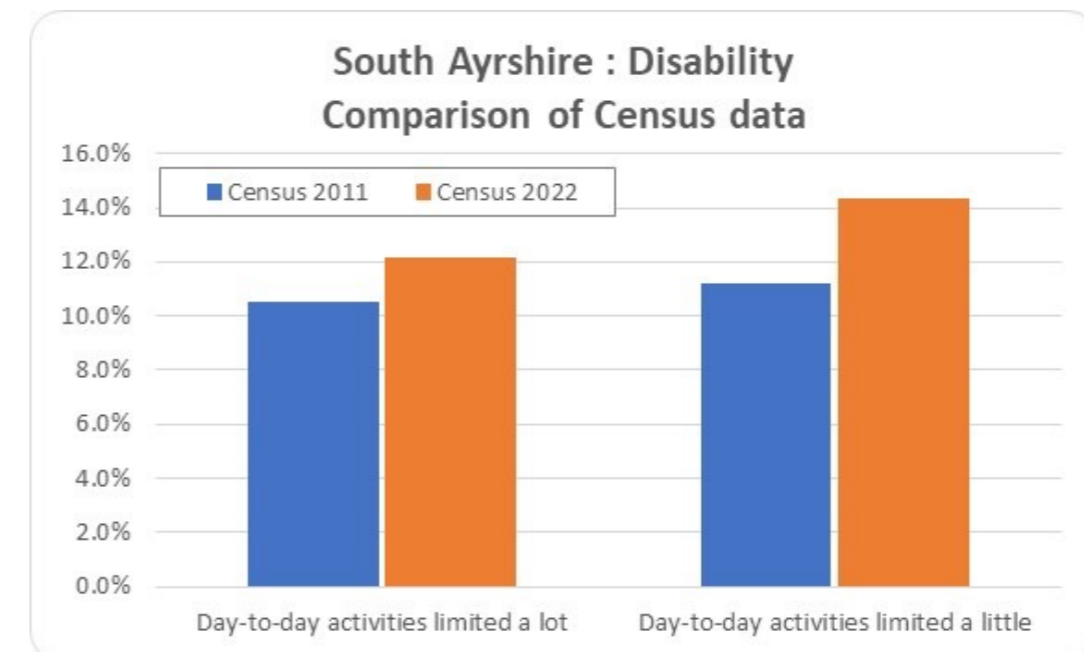
South Ayrshire's basic dependency ratio (ie. the ratio of combined numbers of children aged 0-15 years and those aged 65 and over), per 100 working-age population is 72 compared to Scotland's basic dependency ratio of 57.

South Ayrshire's population is projected to decrease further with a 5.7% decrease from 111,520 in 2022 to 105,191 by 2043, in contrast to a 2.5% increase across Scotland. The projected change in South Ayrshire's population is not evenly distributed between the different age groups. The children and working age populations are projected to decrease by 14.1% and 15.8% respectively, while the pensionable age group will increase by 21.5%. The resultant dependency ratio will increase to 92.

## Disability/Long Term Conditions

Around 1 in 4 people in South Ayrshire state their day to day activities are limited a lot or a little.

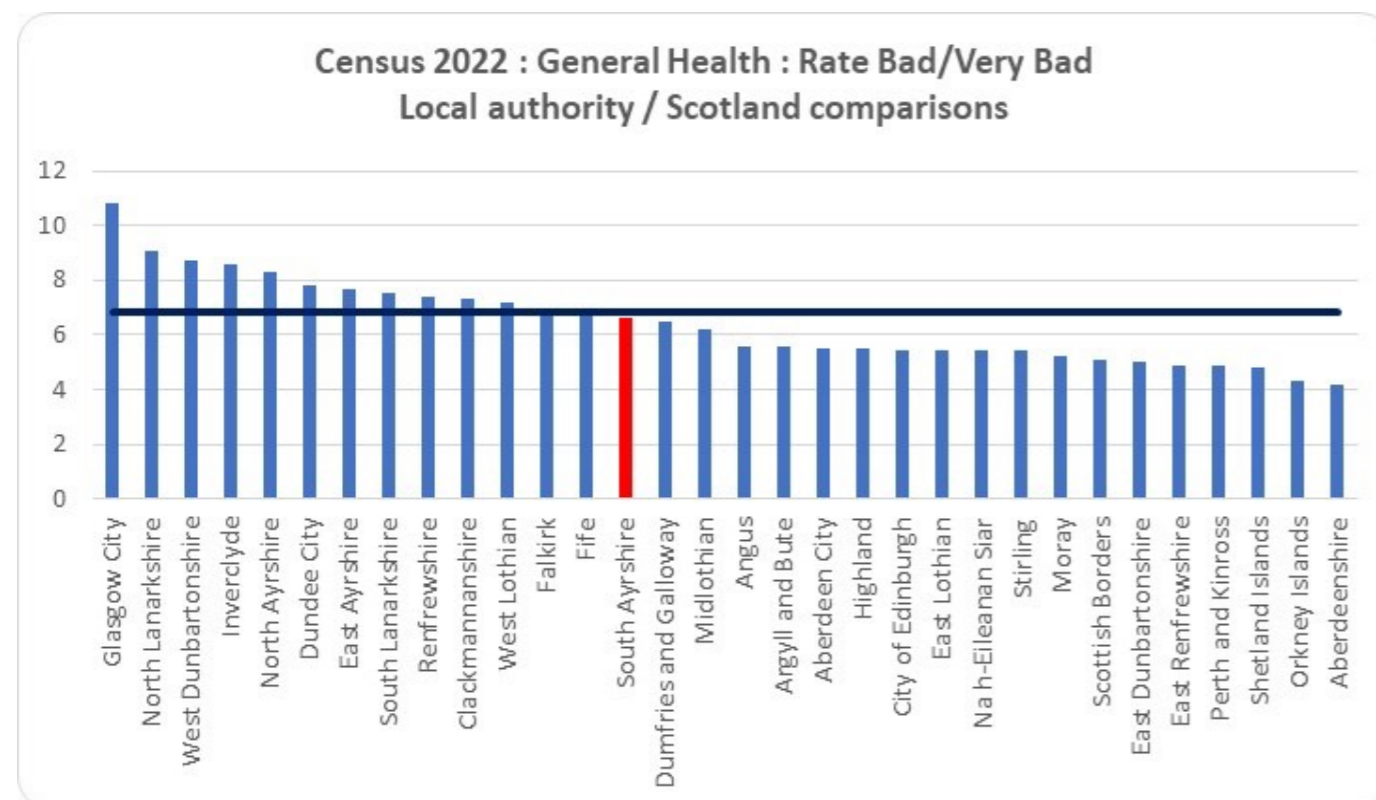
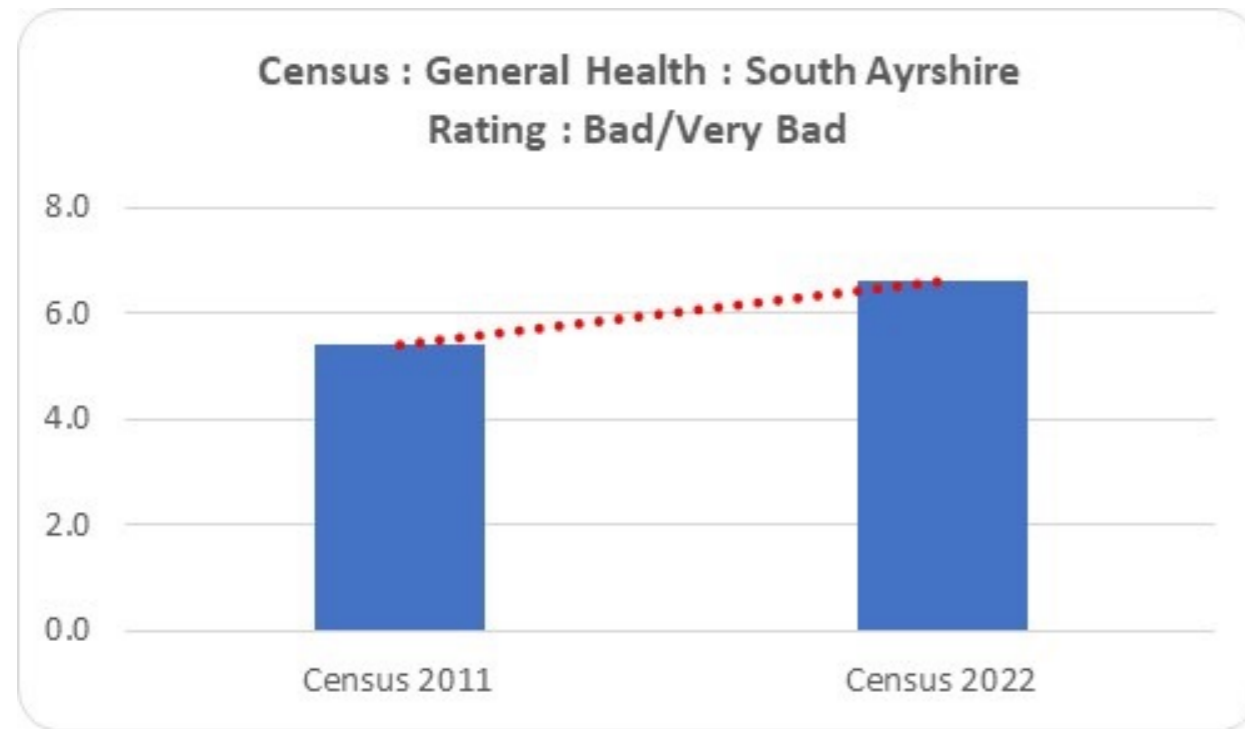
Since the Census 2011, there has been an increase in the number of people who state their day-to-day activities are limited a lot or a little. South Ayrshire rates are higher than Scotland rate.



## General Health

The age-standardised rate for people who said their health was bad/very bad was 6.6%, which is an increase of 1.2% from the previous census in 2011.

South Ayrshire ranks 14th in relation to this indicator compared with all other local authorities and is slightly less than the Scottish rate of 6.8%.



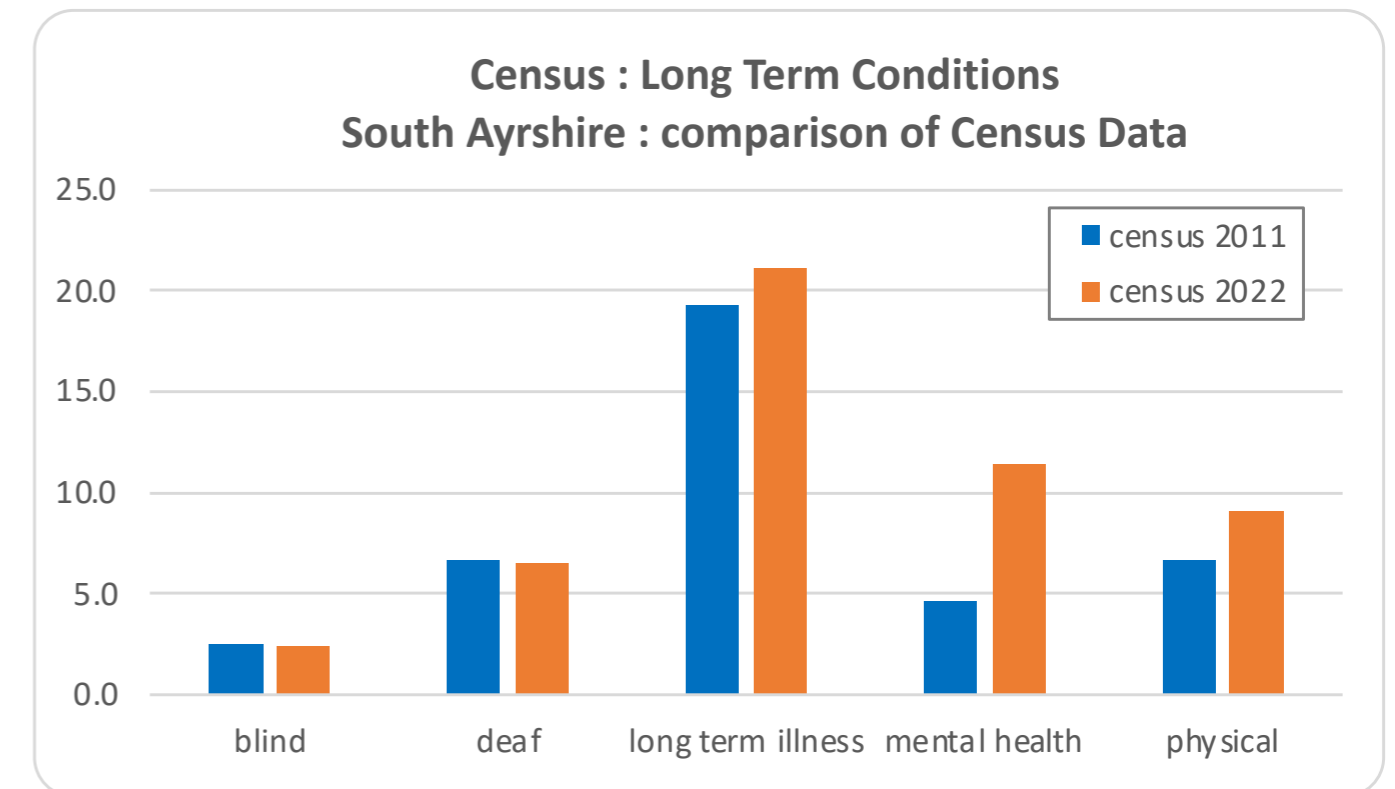
### Long Term Conditions

There are a range of conditions which are covered by the Census including blindness, deafness, physical disability, mental health and long-term illness.

In the 2022 Census, 5.2% of residents in South Ayrshire stated they had one or more long-term conditions. This is double the percentage in the previous census.

1 in 5 residents stated they had a long-term illness.

Mental health conditions have increased by 6.8%, which is similar to the increase in the Scotland rate.

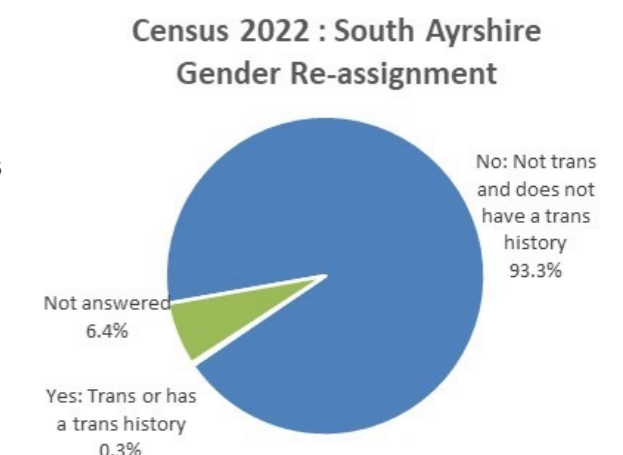


### Gender Re-Assignment

Less than 1% of over-16s said they had a trans status or history.

Over half of those who said yes were aged 16-24 years.

Most of the residents who said yes gave their trans-status or trans-history as non-binary.



### Marriage or Civil Partnership

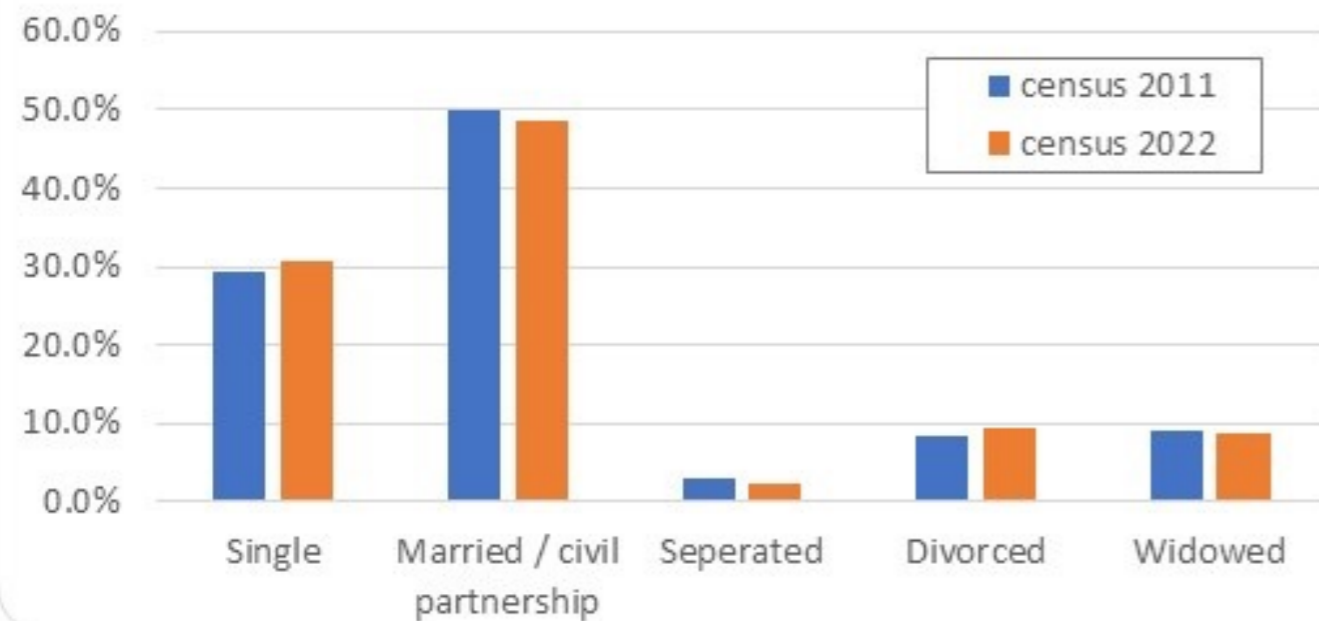
In the 2022 Census, almost half of the population of South Ayrshire (aged 16 years and over) were married or in a registered civil partnership.

South Ayrshire has higher rate than Scotland of persons who are married or in a registered civil partnership.

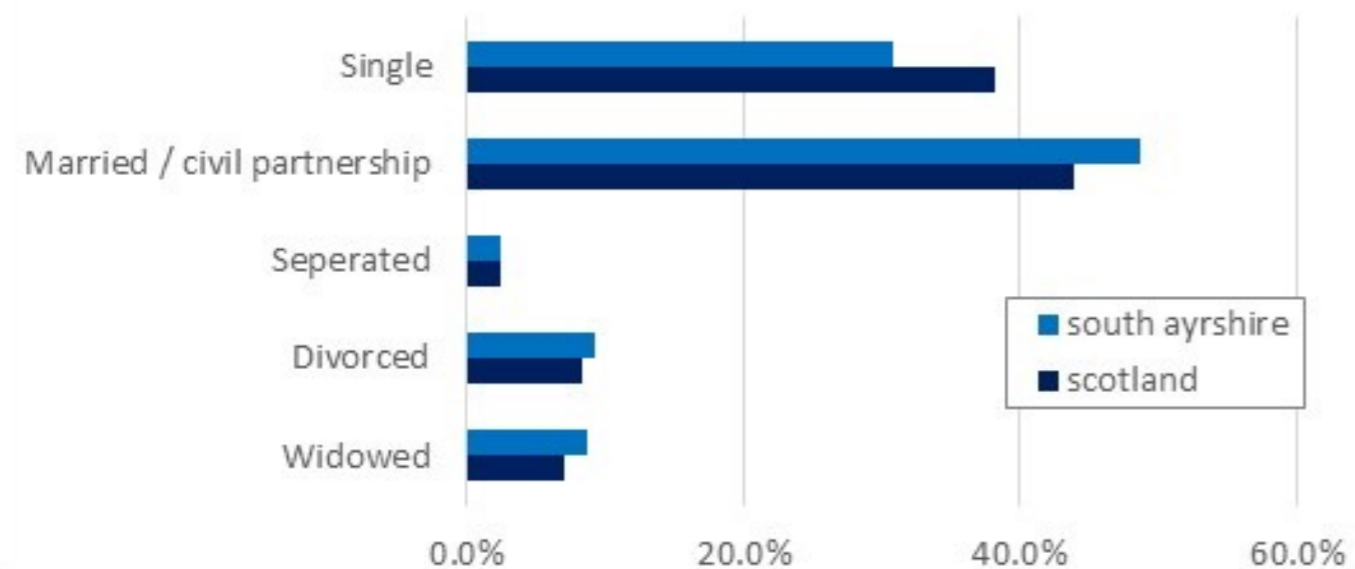
Since 2011 there has been a slight increase in residents who are divorced or who are single (never married or never registered in a same sex civil partnership).

The highest percentage of single residents in South Ayrshire are between 16-34 years (18.2%).

### Census 2022 : Marital Status : South Ayrshire



### Census 2022 : Marital Status National / Local comparison



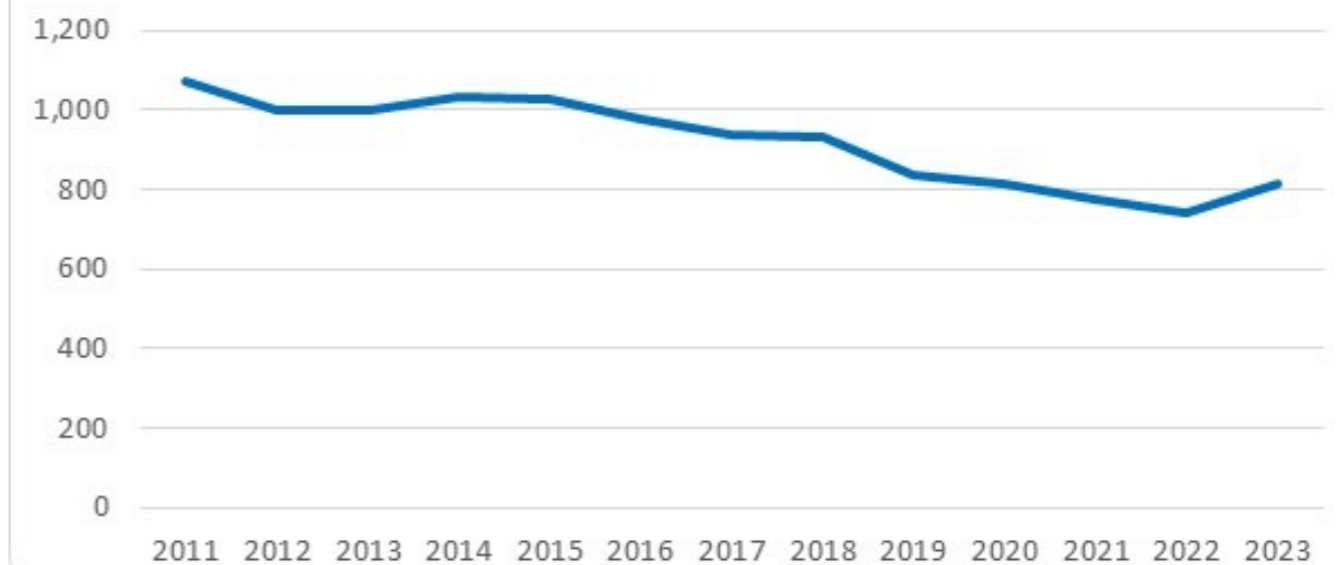
## Pregnancy and Maternity

Since 2011, the birth rate in South Ayrshire has fallen by 24%. The Scotland rate has fallen by 21%.

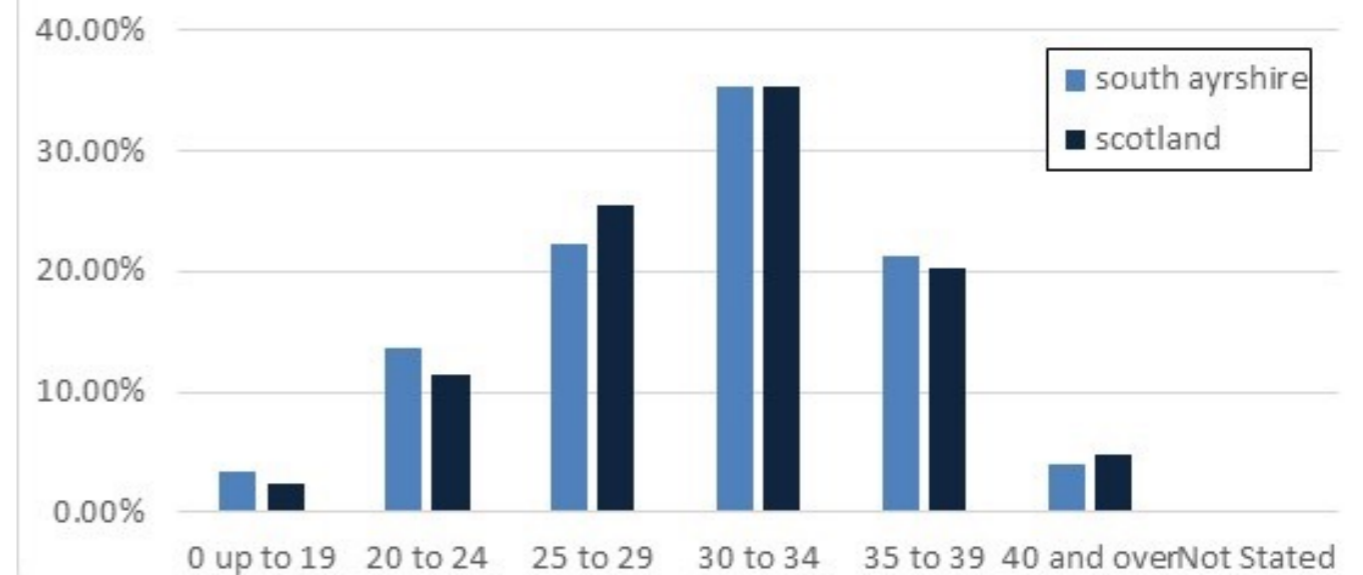
In total more males have been born than females which is same as Scotland.

Around 1 in 3 babies are born to mother's aged 30-34 years. This is the same as the Scotland trend.

### South Ayrshire : Birth rate Annual trend : 2011 to 2023



### Birth Rate 2023 : South Ayrshire / Scotland by age of mother



Race

In the 2022 Census, there were 21 Ethnic group categories to choose from.

South Ayrshire’s ethnic minority community of approximately 4.9% of the population is relatively small in comparison to large cities like the City of Edinburgh that has an ethnic minority population of 28.4% or Glasgow City that has an ethnic minority population of 27.2%. Scotland’s proportion of ethnic minority communities is 12.9%.

1 in 4 residents in South Ayrshire’s ethnic community are aged between 35-49 years.

1 in 5 residents in South Ayrshire’s ethnic community are aged under 16 years of age.

The highest percentage of residents in South Ayrshire are classed as White.

Since the Census in 2011, there has been a 1.45% increase in ethnic groups residing South Ayrshire.

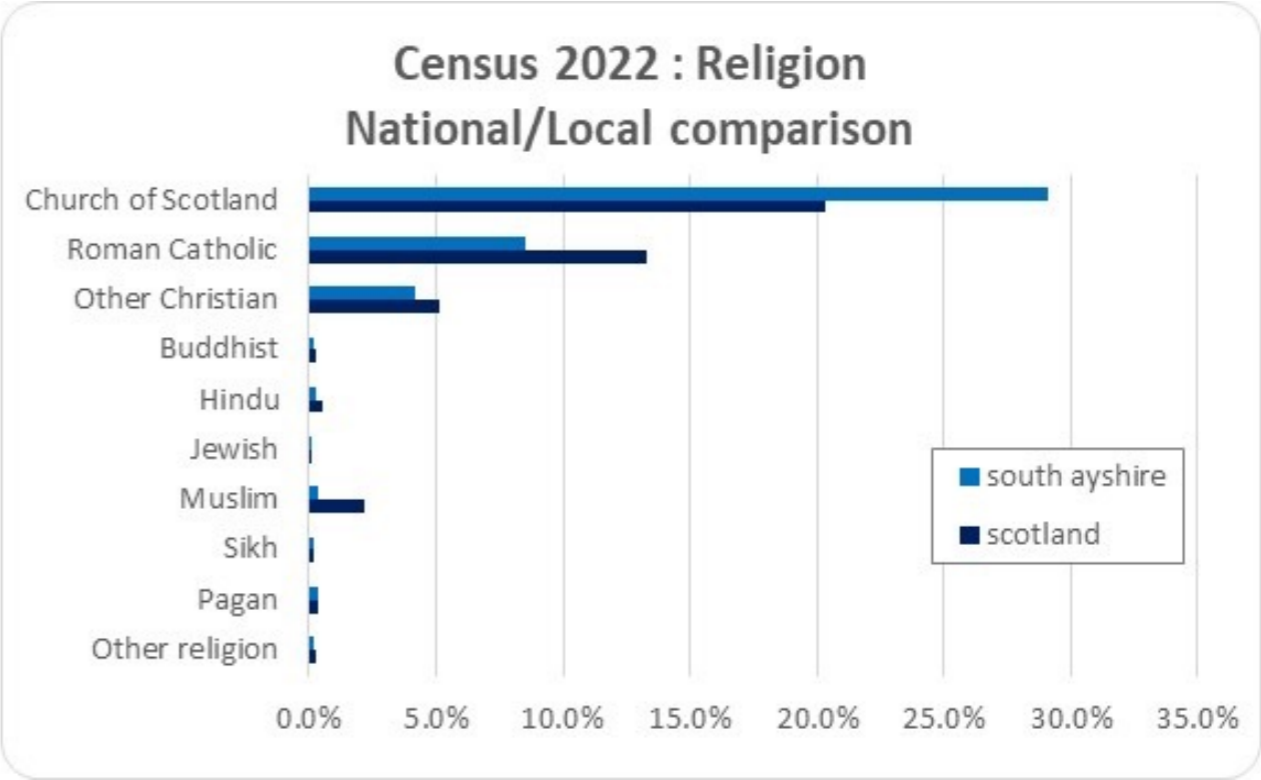
Ethnic minority groups	2011	2022	Percentage Change
White: Scottish / British	96.54%	95.10%	-1.44%
White: Irish	0.80%	0.85%	0.05%
White: Gypsy/ Traveller	0.09%	0.06%	-0.03%
White: Polish	0.34%	0.42%	0.08%
White: Other White	0.97%	1.34%	0.37%
Mixed or multiple ethnic groups	0.25%	0.57%	0.32%
Asian	0.79%	1.15%	0.35%
African	0.08%	0.12%	0.04%
Caribbean or Black	0.04%	0.06%	0.02%
Other	0.09%	0.35%	0.26%

Religion or Belief

In the Census 2022, over half of South Ayrshire residents (56.6%) said they had no religion or did not state a category. For Scotland this figure was 57.3%.

In South Ayrshire, the highest percentage of residents said their religion was Church of Scotland (29.1%) compared to 20.4% for Scotland. Scotland has a higher Roman Catholic population.

The remaining residents said they had other religious beliefs (5.9%) which was lower than the Scotland figure of 9.1%.



Sex

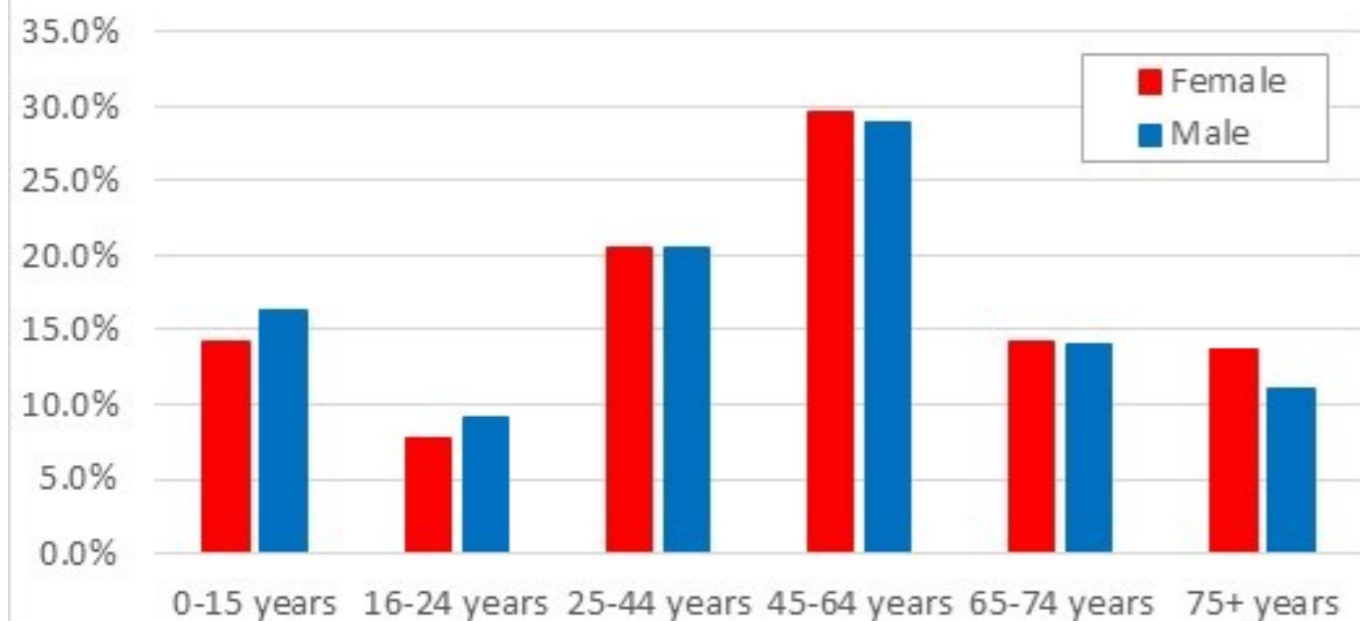
In the 2022 Census, the proportion of females to males has remained unchanged with 52.1% of the population female and the remaining 47.9% male. This is similar to Scotland’s population with 51.4% female and 48.6% male.

The highest percentage of females and males are aged between 45-64 years.

There are more females aged over 75 years than males.

Age Group	Female	Male
0-15 years	14.3%	16.3%
16-24 years	7.8%	9.2%
25-44 years	20.5%	20.5%
45-64 years	29.6%	29.0%
65-74 years	14.2%	14.1%
75+ years	13.7%	11.0%

**Census 2022 : South Ayrshire**  
Breakdown by age group and sex

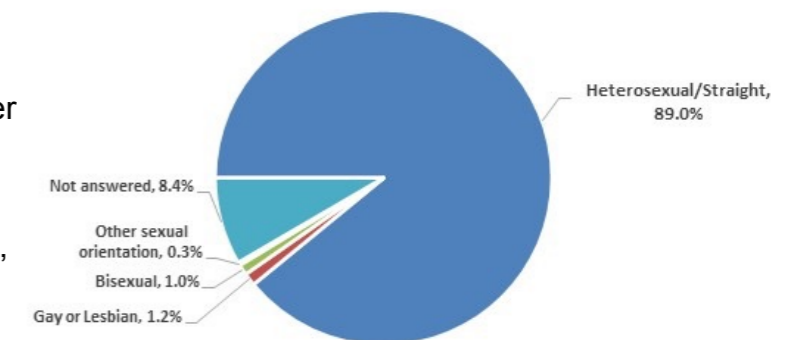


## Sexual Orientation

89% of South Ayrshire's population (aged over 16 years) classed themselves as heterosexual /straight. This is slightly higher than the Scotland rate.

The highest percentage of South Ayrshire population who identified as gay or lesbian, bisexual, or other sexual orientation were aged between 16-34 years (14.1%).

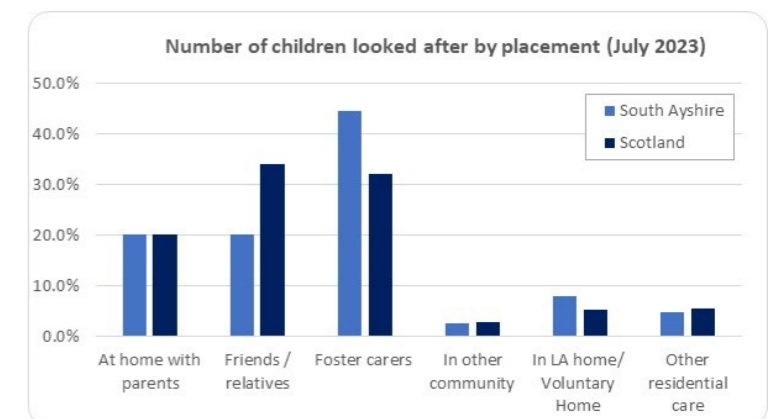
**South Ayrshire : Sexual Orientation**



## Care Experienced

### Scottish Government social work statistics (July 2023) :

- 1% of South Ayrshire's population is looked-after children.
- There are more males than females.
- 1 in 5 are aged under 5 years.
- 5% are from a minor ethnicity group and 13% are disabled.
- The highest percentage of children in South Ayrshire are looked after by foster parents.

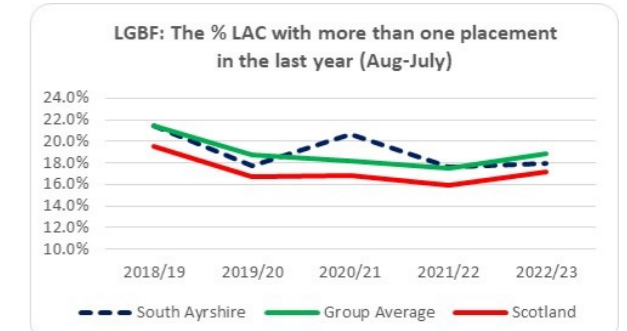
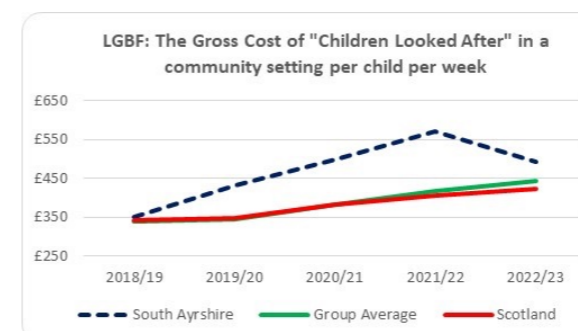
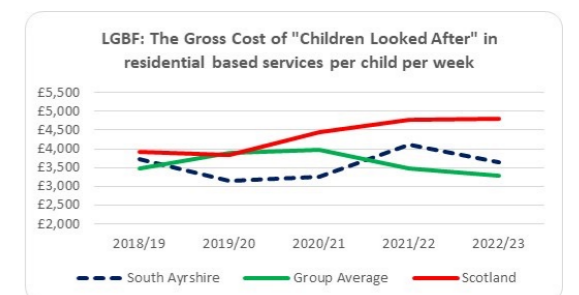


### Local Government Benchmarking Framework (LGBF) : 2022/23

The gross cost of "children looked after" in a residential based service is £3,642 per child per week. This is lower than the Scottish cost of £4,804.

The gross cost of "children looked after" in a community setting is £492 per child per week which is higher than the family group and Scottish costs.

18% of "children looked after" have had more than one placement in the last year (Aug-July).



[south-ayrshire.gov.uk](https://south-ayrshire.gov.uk)

© South Ayrshire Council 2024



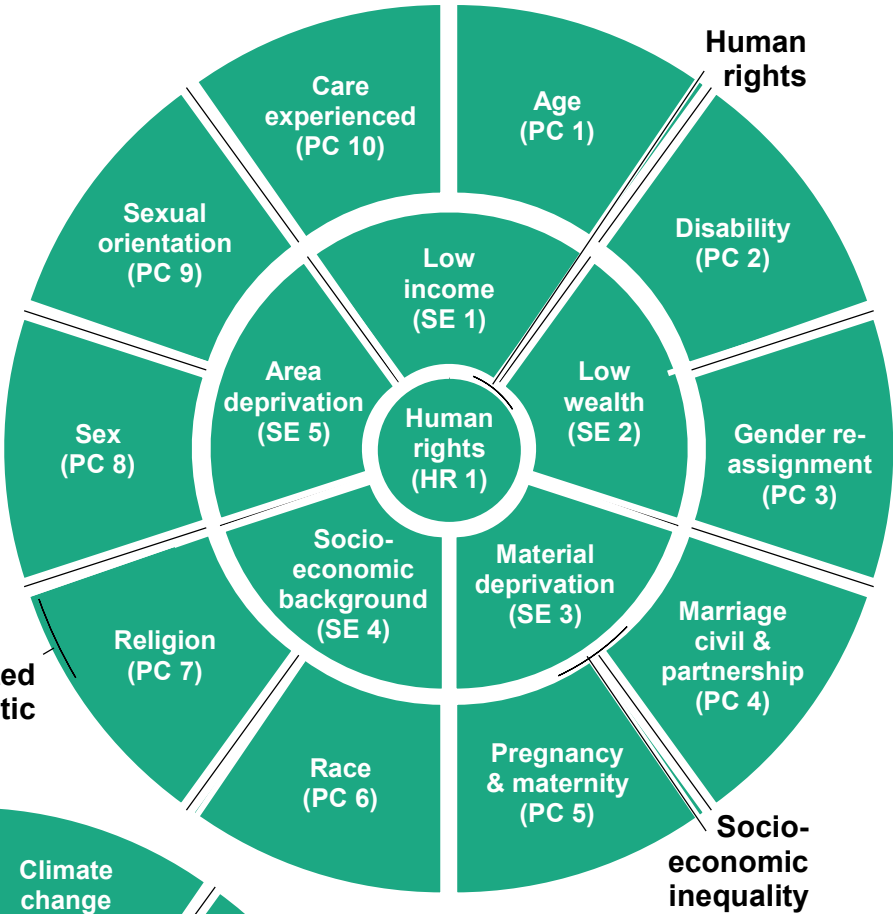
Integrated Impact Assessment Summary Report

Equality Outcomes 2025-2029



Completed by:  
Elizabeth Dougall,  
Senior Policy Officer;  
Community Planning &  
Equalities,  
Performance, Community  
Planning and Sustainability)

Date started 04/02/25



To be implemented on:

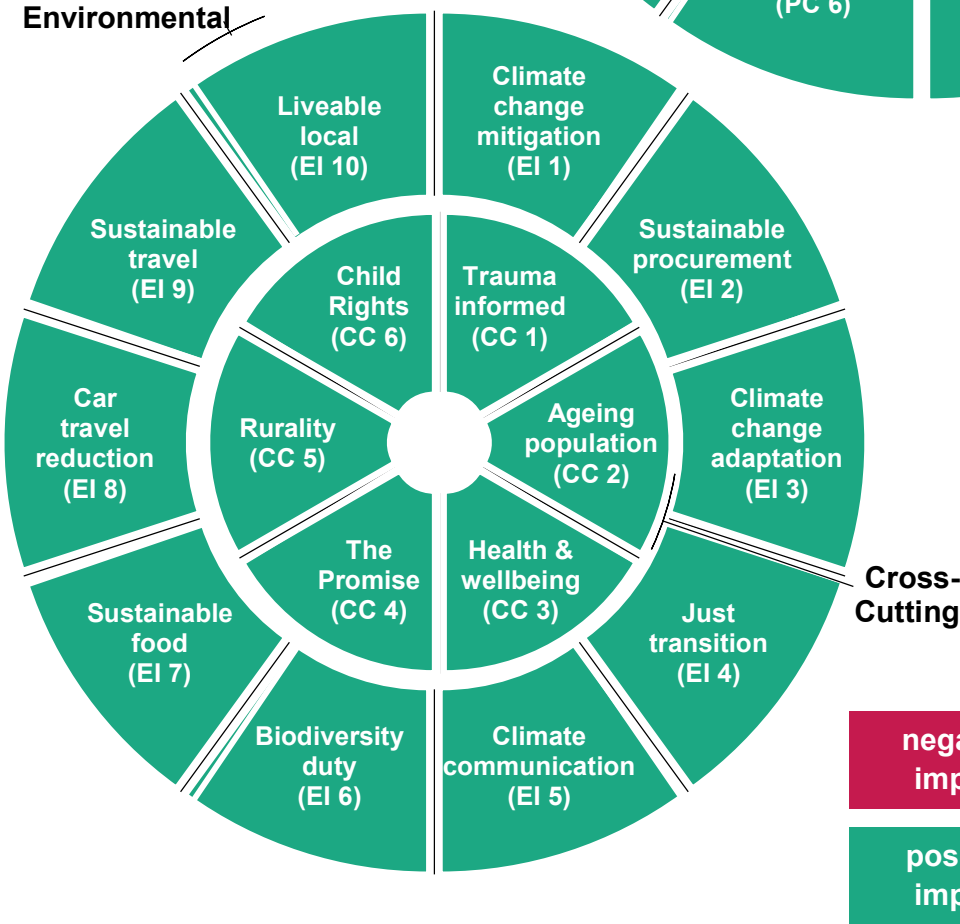
2025 TBC

Review date:

22/07/25

Oversight Panel:

Cabinet (then Service  
and Partnerships  
Performance Panel)



negative impact	uncertain / not clear
positive impact	no impact / not applicable

---

**Public sector equality duty**

---

Eliminating unlawful discrimination, harassment, and victimisation?

The Equality Outcomes aim to eliminate discrimination and any unfair treatment on the basis of those with certain protected characteristics. We as a Council and employer will have a fair and effective leadership which promotes fairness.

---

Advancing equality of opportunity?

The Equality Outcomes will advance equality of the opportunity for those who share a protected characteristic and those who do not consider the rights of minority groups. We also deliver opportunities for training, recruitment and supports as an employer, and make the most of the local economy.

---

Fostering good relations?

The Equality Outcomes aim to tackle prejudice and promote better understanding between people from different groups and those who share a protected characteristic and those who do not.

---

**Consultation declaration**

---

We confirm consultation has been carried out as part of this process.

---

## **Child Rights & Wellbeing Impact Assessment (CRWIA) summary**

### **CRWIA for a non-legislative policy/measure**

---

CRWIA title:

Equality Outcomes 2025-2029

---

Publication date:

1st April 2025

---

Summary of policy aims and desired outcomes

The development of a new set of equality outcomes for the period 2025-2029 in line with the Equality Act 2010, specifically the Public Sector Equality Duty.

---

Executive summary

Development of new South Ayrshire Equality Outcomes (2025-2029) replacing previous Ayrshire Shared Equality Outcomes (2021-2025).

---

Background:

Equality 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.

---

Scope of the CRWIA, identifying the children and young people affected by the policy, and summarising the evidence base:

Children and young people with protected characteristics however our equality outcomes will positively impact children and young people through a wider population approach.

Evidence has been gathered through census data.

---

Children and young people's views and experiences:

As part of the consultation, engagement has taken place with the Youth Council in January 2025. There was also an opportunity to complete the online survey.

---

Key Findings, including an assessment of the impact on children's rights, and how the measure will contribute to children's wellbeing:

Through the implementation of the equality outcomes which are intrinsically linked to the rights of the child through improving outcomes, reducing inequalities and contributing to children's wellbeing.

---

Monitoring and review:

Monitoring and review will take place annually via our Service and Partnerships Performance Panel and also captured as part of our Equality Outcomes and Mainstreaming Reporting which is carried out every 2 years.

---

### **CRWIA Declaration Authorisation**

---

Policy lead:

Elizabeth Dougall, Senior Policy Officer Community Planning and Equalities

---

Date:

1st April 2025

---

Deputy Director or Equivalent:

Kevin Anderson, Assistant Director - Corporate Policy, Strategy and Performance

---