

South Ayrshire Council

Promoting Children's Rights



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Introduction

The following report aims to provide an overview of the progress taken by South Ayrshire Council in taking forward Children's Rights and fulfilling our statutory duties since 2017. It is not feasible to describe all the actions across the council but this report will give you a flavour of the work across many council services that contribute to realising the Rights of Children. Education and Children's Health and Justice Service (CHJS) are major contributors due to the nature of their work.

The [Our People, Our Place Council Plan 2018-2022](#) sets out the Council's ambitions, this plan is now refreshed and refocused taking account of our vision to serve South Ayrshire by 'making a difference every day'. The Plan contains six commitments and twenty-one ambition statements and is supported by a programme of work developed by Council services. The services will work with partners and the communities to deliver on these commitments.

Fair and Effective Leadership
Commitment 1
Leadership that promotes fairness

Closing the Gap
Commitment 2
Reduce poverty and disadvantage

Grow Well, Live Well, Age Well
Commitment 3
Health and care systems that meet people's needs

South Ayrshire Works
Commitment 4
Make the most of the local economy

Stand up for South Ayrshire
Commitment 5
Increase the profile and reputation of South Ayrshire and the Council

A Better Place to Live
Commitment 6
Enhanced environment through social, cultural and economic activities



These commitments impact on children and young people and their rights.

Children's Rights apply to every child and young person under the age of 18 and to adults who are still eligible to receive a "children's service". This includes all care leavers aged 18 to 26.

Our Vision for Children and Young People

Our vision - Closing the gap and achieving potential

All children and young people in South Ayrshire deserve the chance to reach their full potential. We will support those who start at a disadvantage and remove barriers for those who are struggling, we will stretch those most able and protect and nurture all children, especially the most vulnerable. Our aim is to reduce inequality in outcomes for children and young people, in particular, to close the gap in outcomes related to deprivation so that all can achieve their potential.

Our priorities for young people are:

1. To give them the best start in life – making South Ayrshire the best place to grow up
2. To treat them equally no matter what their background
3. To support Children and Young People who are care experienced to be the best they can be
4. Provide opportunities to be healthy, both mentally and physically
5. To commit to their voices being heard

As duty bearers under the UNCRC, South Ayrshire council have an obligation to ensure that the rights of children are both recognised and realised. We take this responsibility seriously and take a strategic approach to the design and delivery of services used by children, ensuring that they focus on improving children and young people's wellbeing in their area.

Background

The United Nations Convention on the Rights of the Child (UNCRC) is an international treaty – an agreement between different countries – setting out the rights and principles relating to children up to the age of 18. The UK signed the UNCRC which came into force in January 1992. The UNCRC sets out the minimum standards for how children must be treated and other principles that should be met in relation to children. There are [54 articles](#) that are wide-ranging and cover a number of areas including health, education, leisure and play, social security, child labour, children in care and juvenile justice. The UNCRC is underpinned by four guiding principles which are general requirements for all children's rights:

- Non-discrimination
- Best interests of the child
- Right to life, survival and development
- The right of children to express their views and have them given due weight



Children and Young People's (Scotland) Act 2014

Section 2 of the Children and Young People (Scotland) Act 2014 **requires public authorities to report every 3 years** on the steps we have taken to secure better or further effect of the requirements of the UNCRC.

The Scottish Government are taking steps to ensure **that children enjoy their rights**, as set out in the NCRC. These include:

- Implementing the UNCRC and incorporating it into Scots law
- An action plan to help children and young people experience their rights
- Using the Child Rights and Wellbeing Impact Assessment (CRWIA) to ensure that their policies and legislation protect and promote the rights and wellbeing of children and young people
- Reporting on their progress to Parliament.

Getting It Right for Every Child (GIRFEC)

Getting It Right for Every Child (GIRFEC) is Scotland's approach to supporting children, young people and their families. It is designed to ensure that all practitioners working with and for children and young people have the UN Convention on the Rights of the Child at the heart of the work they do. It is enshrined in the Children and Young People (Scotland) Act 2014

Clusters

For the purposes of this report a number of Children's Rights, on similar themes, have been grouped together into clusters.



CLUSTER 1. General Measures of implementation - Do we have the structures and resources to implement the UNCRC? (Articles 4,41,42 and 44(6))

Childs Rights and Wellbeing Impact Assessments

The Childs Rights and wellbeing Impact Assessments (CRWIA) was developed by a children's rights expert, in consultation with relevant partners to support the development of policies. The views of children and young people are integral to the CRWIA process. New policies within the council use this process to ensure that the voice of children and young people are heard and taken into consideration.

Children's rights are also considered when discussing allocating budgets and resources e.g. free school meals and expanding early learning and child care.

Education services revised their Devolved School Management to ensure a fair allocation to schools. Head Teachers use this budget to best meet the needs of children.

Awareness raising/training on Children's Rights

South Ayrshire Council have a skilled and competent workforce committed to upholding Children's Rights. Training on children's rights is available to our staff and elected members and is provided for those in senior, managerial and practitioner roles.

We have an agreement with North and East Ayrshire Council to deliver Rights Respecting Schools training to education staff for all levels of accreditation.

Children's Hearings

All Children's Hearings promote the rights of the child. Panel members take this into account when making decisions.

Procurement

As standard procurement practice, we require that our officers ensure that equality and diversity is reflected in all our procurement procedures both generally and particularly in areas of procurement activity which impact most on the community.

Procurement sends out requests to suppliers to provide information on what Community Benefits they have delivered. A communication was sent to all suppliers who have committed to delivering a community benefit in South Ayrshire. 108 emails were sent out, with 52 responses. Of these, 36 had delivered at least one community benefit.

Examples of benefits delivered include:

- Advertising Scotland Works Ltd delivered a presentation and workshop to p4-p7 pupils at Kincaidston Primary, as well as donating £600 to Ayrshire Hospice for a charity fundraiser.
- George Carruthers & Sons Ltd visited South Ayrshire schools to teach children about fruit and vegetables from around the world, including preparation and tasting sessions, as well as providing training for kitchen staff at Forehill Primary.
- James Frew Ltd recruited a young person, via their Apprentice Academy, who had attended a career talk at Prestwick Academy. Part of this apprenticeship is working within the SAC Modernisation Framework.

The Council is also committed to proactively vetting our supply chain to ensure no instances of modern slavery are taking place.

International Development

As well as supporting children to realise their rights here in Scotland, we are committed to promoting children's rights internationally.

Many of our children have helped to ensure that the rights of children in countries such as Malawi, Dehli and Haiti are being realised. A few examples are:

Schools supported the Clarks Shoe Appeal collecting 13,000 pairs of shoes

Dundonald Primary did a sponsored walk to Haiti to purchase a, "Class in a box".

St Patrick's primary sold Fairtrade rice to allow them to send a child to school in Malawi for one year.



There continues to be an excellent partnership between Alloway Primary and Bandawe Primary in Malawi. In the summer of 2018 six staff from Alloway and Doonfoot Primary visited the school to support them with training in numeracy.



Young people from a number of our secondary schools have also volunteered in Malawi during their summer break.

Chernobyl Children's Lifeline

Children are brought over from Belarus and the Ukraine through the Ayrshire link of the Chernobyl Children's Lifeline (CCL). They live with volunteer families throughout Ayrshire and stay for 4 weeks. South Ayrshire provide them with a mini bus for use during the visit. They also visit County Buildings, have a tour of the building, lunch and receive gift bags with items we purchase for them to use during their visit. We also have a collection prior to their visit where we ask staff to donate items as they don't bring anything with them and need clothes, tooth brushes, toiletries etc. They are collected from their host families every morning and taken out by CCL every day to visit places local attractions such as Culzean Castle.



CLUSTER 2. General Principles of the UNCRC - Do we take decisions in the best interests of children in order to maximise their development and enable them to have their say? (Articles 2,3,6 and 12)

Empowering care experience children and young people

The Champions Board

The Champions Board is a platform for care experienced young people to have their voices heard by talking directly to Elected Members, Heads of Service, planners and commissioners, service providers and front-line staff to ensure they have a bigger say in the decisions that affect their lives. Through the Champions Board, young people with care experience can draw on their lived experience to influence improvements in services, policies and practices across South Ayrshire including Children's Services Planning. The Champions Board are keen to identify 'care' as a protected characteristic in line with the recommendations in the Care Leavers Covenant which South Ayrshire has signed up to via Councillor Douglas Campbell.

The Champions Board attended the European Social Network (ESN) Co- Production Forum on 14-15 November 2019. The event, held in Lisbon Portugal, brought together 140 people to share innovative practice and policy on involving people who use services in all aspects of social services.



They were winners of the Outstanding Peoples Gold Award 2018.

Young people with care experience designed and delivered awareness raising sessions to a range of corporate parents across South Ayrshire council and beyond to challenge stigma, develop relationships and influence service delivery.

A Virtual School Headteacher position was created to support the strategic and operational development of provision to support care experienced children and young people in South Ayrshire. The development of partnerships with social work, health and third sector organisations are key features of this role.

Employability and skills, "Family Firm" service helps improve to improve positive destination outcomes for both care experienced and young people with additional support needs.

Housing Services have supported care experienced young people in a variety of ways.

In January 2018 the Housing Service held a Young Care Leavers event involving a wide range of partners, including the Children and Families Service, residential staff, Housing Operations staff and support providers. This event sought to improve the ways we meet the housing needs of this group, and an action plan was developed to be taken forward in partnership with services.

Key actions that have been progressed thus far include:

- Support to improve Life skills
- Person-centred Housing Options
- Preventing the need to apply as homeless
- Appropriate and person-centred intensive support

Youth Housing Support Group

The South Ayrshire Council Youth Housing Support Group (YHSG) is a multi-disciplinary team which works collaboratively to prevent and alleviate the effects of homelessness for young people in South Ayrshire. The Group consists of representatives from Housing and Homelessness Management, Housing Support, Family Mediation, Training and Employment support, Social Work and Through Care and Criminal Justice services.

The Group meets fortnightly to review the cases of all young people under the age of 21 who are in housing need, in homeless accommodation or who are leaving care. The Group monitors an average of 40 cases at any given time and all members work together to identify the appropriate interventions which are required to assist the young person to maintain, access, and sustain settled accommodation, with a primary focus on assisting the young person to remain in the family home if it is safe and reasonable to do so.

Pre-Tenancy Training for Young People

South Ayrshire Council also provides pre-tenancy training targeted at young people through our Housing Support contracts. The First Home Project, for instance, seeks to prepare young people for their first tenancies and help them to consider the costs and responsibilities associated with running a home. These sessions take a capacity building approach to supporting young people, and aim to arm them with the practical skills required to manage a successful tenancy.

Homelessness Education Programme

A Homelessness Education Programme is also in operation in South Ayrshire, working with young people in local schools to highlight the realities and practicalities of housing and homelessness issues. This is also delivered to 'hard-to-reach' groups, excluded young people and young carers.

Refugees- Afghan and Syrian Families

The Council has settled a total of 21 families into accommodation under the Afghan Relocation Scheme.

South Ayrshire Council's Leadership Panel agreed to accept a number of Syrian refugees for resettlement in South Ayrshire. To date, 35 individuals have been assisted through this scheme. The Housing Service continues to play an instrumental role in linking in with all key services and agencies involved to ensure a consistent and continuous approach to service provision for these families. The Housing Service have also played a key part in ensuring that all children/toddlers are fully integrated into our education system, and that the adults are able to live independently and have the opportunity to integrate into South Ayrshire life.

Housing Support has been put in place to help these tenants across a variety of areas, including skills projects to improve access to employment and efforts to ensure cultural and religious needs of this group can be met.

As part of the Syrian Resettlement provision in South Ayrshire, CLD continue to be a key partner in developing provision for families.

The ESOL/literacy team provides on-going one to one and group work support to individuals and families to improve their literacy and communication skills. The ESOL provision has provided support to those in employment, going to college and settling in Ayrshire



Ann Gentilomo @AnnGentilomo - 1 Aug 2018
Good fun with families at Dumfries House. info @SACAdults.com

Gypsy/Travellers

Specialist accommodation has been developed for Traveller families at Coalpots Road in Girvan with 7 units being developed for this group. One property within this development has been specifically designed for a young person with physical and learning disabilities. The layout reflects the uniqueness of the site, with a secure parking zone for caravans and a central communal area for the families.



This development clinched top spot at the Scottish Home Awards in their Affordable Housing Development of the Year (small, social rent) category.

Lesbian, Gay, Bi-sexual and Transgender (LGBT+)

In December 2017 the Council's Community Learning and Development youth work team were awarded the LGBT Youth Scotland Silver Charter Mark. The service has continued to deliver outcomes relating to the Charter Mark and to improve outcomes for young people this includes.

Joint funding with education provided to LGBT Youth Scotland provides youth work and in school support for young people in South Ayrshire. This provision provides young people aged 13-25 years with the opportunity to participate in groups and receive individual support both in and out of schools.



South Ayrshire Council and Education Services have also now both been awarded the LGBT service charter mark. At certain times of the year you will see the LGBT rainbow flag flying at County Buildings in Wellington Square.

The majority of our secondary schools run gender and sexual orientation alliance groups (GSAs) to support this group of young people.

Prestwick Academy were successful in gaining the LGBT Schools Silver Charter Award.



Education services also continue to be Stonewall champions which gives us direct access to advice, support and resources when required.

Rights Respecting Schools Accreditation (RRSA)

South Ayrshire Council's Educational Services adopts a rights respecting approach in line with the United Nations Convention on the Rights of the Child.

We ensure that children and young people have a voice in influencing service delivery that affects their lives.

Educational Services continue to seek the views of children and young people in our establishments through consultation to inform planning and improvements within schools and across council services.



UNICEF Rights Respecting Schools Award seeks to put the United Nations Convention on the Rights of the Child at the heart of a school's ethos and culture to improve wellbeing and develop every child's talents and abilities to their full potential.

In South Ayrshire we continue to make very good progress: 2 schools are registered to start their journey, 13 have bronze awards, 22 have silver and 14 have gold. 3 of our gold schools have received this highest award for a second time.

South Ayrshire Youth Forum

The South Ayrshire Youth Forum (SAYF) is a group of young people from all over South Ayrshire that believe every young person should have a voice in the issues which affect them. The SAYF is a completely youth-led organization, which is supported by South Ayrshire Council.

SAYF are responsible for sharing the opinions of young people on a local and national level to ensure the issues that young people in South Ayrshire believe are most important are heard and allow decision makers to take those opinions forward.

SAYF also feed the views of young people from South Ayrshire into the Scottish Youth Parliament so that we have an Impact on National Policy.



Members of SAYF are made up of a variety of young people across different locations in South Ayrshire including 2 from Young Scot Media Groups and three members of the Scottish Youth Parliament.

Some members have been involved in:

- Delivering presentations to local Councilors to MSPs at the Scottish Parliament and to young people at youth conferences and in schools.
- Carrying out consultations at community events, local colleges and shopping centres
- Organising fundraising events for charities and the youth forum

Members are also offered the chance to complete Youth Achievement Awards, which are recognised on the Scottish Credit and Qualifications Framework (SCQF).

In November 2017 the Council hosted the ninth annual Youth Conference, with the theme of 'What matters most'. All the secondary schools in South Ayrshire were represented with around 80 children and young people coming together to discuss issues which affect them. The main topics of debate were Mental Health, Transport, Children and Young People's Rights, Curriculum for life, Democracy and Littering. These issues have also featured in surveys capturing the thoughts of around 9,500 young people over the last 12 months.



The conference was an opportunity to highlight the ways young people can engage and influence decision makers across South Ayrshire through local outcome improvement planning. Their views on subjects like social isolation, support for young carers and looked after young people provide important feedback to support the Council's work to give young people the best possible start in life.

The Youth Forum won the, "Children and Young Peoples Award" at the Scottish Education Awards in June 2019 recognising their "SAY It Out Loud", which focussed on the mental health of children and young people in South Ayrshire.

Their work has now led to the school mental health charter being introduced. Tarbolton Primary were one of the first schools to achieve this award.



Scottish Youth Parliament

Members of the Scottish youth parliament (MSYPs) are young people aged 14-25 who are elected by their peers in their local area or national organisation. Elections are held every two years (with the next election due in 2021) and their role is to represent the young people and give them a voice and ensure it is listened to at a local and national level. This is done in three ways:

- Consulting with young people
- Campaigning on issues which affect young people
- Representing young people's views to individuals and organisations that make decisions affecting young people

In South Ayrshire we currently have 3 MSYP's:

James McArthur – MSYP for Ayr

Curtis McLean-Daly – MSYP for Ayr

Ian Stewart – MSYP For Carrick Cumnock and Doon Valley



Participatory budgeting

Participatory Budgeting (PB) was first developed with local communities in South Ayrshire in 2016. Thirty-nine events have been held locally since the programme began. 800 local and community groups have been supported through the process with a total amount awarded is £1,047,806. Groups who are supporting young people and youth groups have always been part of the overall PB process, and have been awarded funding through these events.



Since 2017 South Ayrshire Council in conjunction with local youth provision, Girvan Youth Trust and Collection Commotion in Maybole, have held three youth led Participatory Budgeting events. These events were run by young people and with support from either Girvan Youth Trust Staff or South Ayrshire Council Staff. For all of these events the young people took the lead on designing the Participatory Budgeting Process, screening and scrutinising the applications and planning and running the community events. Through these events young people have distributed £36,000 to the local communities of North and South Carrick. Girvan Youth Trust has also applied to Community Choices, Scottish Government Participatory Budgeting Grant Scheme bringing an additional £30,000 worth of funding into the area. The young people of Girvan Youth Trust organised and distributed the grants for this money.

Success of young people- South Ayrshire Youth Forum Awards

The South Ayrshire Youth Forum awards is an annual awards event that recognise, celebrate and reward the achievements of local young people aged 14-25 and help acknowledge their generosity, skills and selfless acts which inspire people of all ages. Now in its 11th year, the awards event, which is run entirely by young people, showcases the successes of our young people in various categories including Art and Digital Media, Christmas Star, Democracy, Health and Wellbeing and Volunteering to name but a few.



Addressing poverty

A number of our schools serving the most deprived areas receive Scottish Attainment Challenge funding from the Scottish government and the majority of our schools receive Pupil Equity Funding (PEF) based on free meal uptake. Schools use this money in a wide variety of ways to support the needs of our most vulnerable learners to address the poverty attainment gap.

Reducing the cost of the school day by providing access to uniforms, study materials and home learning packs has continued to be introduced in a number of schools. The [Child Poverty Action Plan](#) highlights a range of cost of the school day supports that will continue to be introduced over the course of the session.

Free school meal and clothing grant applications for 2020-21 will now move to an online system. This simplified process is designed to support parents and carers accessing entitlements.

Holiday meals provision has been delivered in key South Ayrshire communities with high levels

of child poverty since 2017. The main areas where the programme is delivered is North Ayr, Girvan, Glendoune, Maybole and Barassie. Different delivery methods were used in each area to best meet the needs of the children and their families. In 2019 the decision was taken to ensure partnership working was at the heart of holiday meals delivery. The Community Engagement team worked closely with Community Learning and Development and Active Schools to deliver the programme. We have worked with a number of external partners, Glendoune Community Association, the 10:10 Trust, the Carrick Centre, North Carrick Community Sports Hub, Unity Grill, Whitletts Victoria Football Club, Milestone Church and Café Kawiarnia to deliver throughout South Ayrshire.

In 2019 we expanded our provision to ensure that children attending Active Schools summer camps were provided with a lunch, providing the leisure centres with ambient food for children who were accessing free leisure activities. We also supported CLD parent and child sessions with lunches as well as Braehead Code Club.

Over the 2019 Christmas holidays we had a hot food provision in Ayr North and Girvan and trialled food hampers in the Barassie and Maybole area which were well received by the recipients. We also supported a care experienced young people's event.

South Ayrshire are achieving the target of making available a variety of sanitary products within all schools and many other outlets across the region. There is an increasing range of ways which young people are sensitively supported within their local community and during holidays.

Further information can be found [here](#).



Advocacy

Children and young people have access to independent advocacy. We also have a clear complaints procedure and our services are subject to regulatory inspection.

CLUSTER 3. Civil Rights and Freedoms - Do we promote the freedom of association and expression, protect privacy, ensure appropriate access to information and protect from inhumane treatment? (Articles 7,8,13,14,15,16 and 17)

Data protection

Staff training is provided to ensure that they are aware of the implications of the Data Protection Act. Information sharing should be proportionate and appropriate

Digital Technology

Digital Learning continues to be a priority in South Ayrshire. Network upgrades and the continued rollout of the device refresh programme ensures we are providing a sustainable, fit for purpose, digital environment.

Developing the skills and confidence of educators is key to ensuring we effectively use digital to enhance learning and teaching. Staff have access to a range of CLPL opportunities, each school has a nominated Digital Technology Champion who took part in a Digi Discovery Day with other educators across the South West Improvement Collaborative. This provided an opportunity to network with colleagues, access digital workshops and browse the marketplace of local businesses and organisations.

Schools continue to register for the nationally recognised Digital Schools Award; 38 have registered and 6 have successfully achieved the award. These schools offer mentoring and support to those schools working towards the award. In addition, we have one school awarded the national Cyber Resilience and Internet Safety Badge.

Our campus officers support our schools in delivering Internet safety lessons to ensure our children and young people are able to keep themselves safe online



Alternative communications- British Sign Language (BSL)

The accessibility strategy group continues to meet regularly to ensure that children can access the curriculum by provision of assistive technologies or adaptations to the learning environment. The group has established an equipment store to ensure that all resources are effectively utilised. The group also advise on the current building programme on potential adaptations to improve accessibility.

The Ayrshire Shared British Sign Language (BSL) Local Plan 2018-24 is a partnership between Ayrshire College; East, North and South Ayrshire Council's; East, North and South Ayrshire Health and Social Care Partnerships; and NHS Ayrshire & Arran.

It sets out what partners will do to support BSL users in Ayrshire, covering early years and education; training and work; health, mental health and wellbeing; transport; culture and the arts; justice and democracy. It sets out the actions the partners will take between 2018 and 2024 to make progress towards these goals, including:



- Improving access to a wide range of information and public services in BSL;
- Investigating the level of BSL of teachers and support staff in schools;
- Enabling parents who use BSL to be fully involved in their child's education;
- Improving the experience of students who use BSL, when they move from school to college, university, training and the world of work;
- Improving access to health care and mental health services in BSL; and
- Removing obstacles to BSL users* participating in politics and public life, for example by promoting the Access to Elected Office Fund.

The full BSL plan, a summary version and supporting video can all be found at: www.south-ayrshire.gov.uk/equalities.

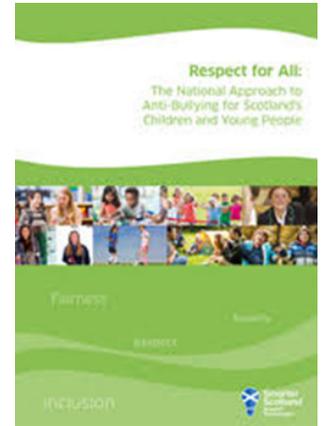
Information is available, when requested in alternative formats including braille, large print and other languages.

Anti- bullying

Education services updated its anti-bullying guidance in line with the Scottish Governments new policy,

Respect for All : national approach to anti-bullying.

To support the tracking and monitoring of bullying incidents all schools use the electronic recording system within our main data management system SEEMiS. Data is analysed four times per year.



Fostering and Adoption

The Family Placement and adoption team recognises the importance of preservation of identity by work with adoptees and those in foster care to maintain contact with their birth families and preserve their identity where appropriate.

Justice Services

Young Persons Support Team (YPST) and justice services deliver the Whole Systems Approach and Youth Diversion to prevent young people from detentions. Young people have access to legal and other assistance when they are detained. Our Child Protection and Child welfare procedures ensure that children are not subject to treatment that is inhumane or degrading.

Children and young people can have access to reports and assessments concerning them.

CLUSTER 4. Violence Against Children - to what extent do we uphold (Article 37(a))

Child Protection

All South Ayrshire schools follow procedures outlined in the national guidelines for Child Protection in Scotland (2014) and staff provide support to children and young people in their daily



work and have a vital role to help protect them from harm and help keep them safe and well by:

- Helping them learn about their personal safety including internet safety
- Being a trusted adult that children and young people may turn to for help, and who will take them seriously
- Identifying when children and young people may need help
- Understanding the steps that must be taken when there are concerns for children's and young people's safety.

All staff respond to any concerns for children's and young people's safety and work with the Council's designated officer for Child Protection and wellbeing to help ensure schools work effectively to keep children safe and well. Work to promote awareness of personal safety and protection in schools is supported by a range of partners including Campus Police Officers and the Community Safety.

School staff are trained in line with national and local strategies and action plans relating to child sexual exploitation; internet safety; violence against women and children and risk assessments. The Child Protection Co-ordinator delivers annual child protection and wellbeing training to all staff in schools, including non-teaching and staff from other support services working in schools.

There is also a comprehensive training programme available to school staff and partners focusing on topics which impact on child protection. Many other service areas within the council also complete child protection training.



Legal Services

Legal services support staff including social work colleagues in protecting children and young persons from harm by taking legal protective measures where appropriate.



Gender based violence

The Community Safety Team on behalf of the Council leads the work of the South Ayrshire Multi-Agency Partnership to tackle Violence Against Women and Children (MAPVAW). A key campaign of the MAPVAW is the 16 Days of Action and within that the promotion of the White Ribbon Campaign. The Council supports this work within services and detailed below are some examples of this:

Tackling Violence Against Women and Girls
in Scotland
25th November - 10th December
Building **well**thy communities



- Working Lunch at Ayrshire College, Ayr to raise awareness with local employers about the impact of domestic abuse in the workplace
- South Ayrshire Women's Aid Honour Based Violence Event on Forced Marriage at Kylestrome Hotel with guest speaker Jasvinder Sanghera
- The Victim Impact Box resource on Stalking was provided to partners of the MAPVAW including the Ayr Faculty of Solicitors to provide support for clients affected by stalking.

The Housing service in partnership with Women's Aid provide domestic alarms to women and families to offer additional security measures to allow affected households remain in their current home, preventing women and children being displaced from their current home.

Child Abuse

The National Society for the Prevention of Cruelty to Children (NSPCC) delivers the, "Speak out stay safe"

Programme bi-annually to all of our primary schools. This encourages children to speak to a trusted adult if they feel they are being abused in any way.

Child sexual exploitation

Moving on Ayrshire worked in partnership to produce short video clips and accompanying lessons to warn young people of the dangers of sexual exploitation. This excellent resource is delivered to all young people in their first year at secondary school.

Adverse Childhood Experiences (ACEs)

Educational Psychology service and Police Scotland jointly delivered ACEs training to local authority staff.

This training has been fully incorporated into the nurture training available to all staff both in a digital format and in person. Children's houses staff and foster carers are offered yearly training on nurture and ACEs in order that practice be developed.

CLUSTER 5. Family Environment and Alternative Care - to what extent do we support families and maintain the family unit if this is in the child's best interests? (Articles 5,10,11,18,19,20,21,25,27 and 39)

New build housing for vulnerable and disabled people

South Ayrshire Council's Housing Service works in partnership with Health and Social Care services both to deliver services to help individuals live independently now and to plan ahead to meet changing and emerging needs in the future. The current and projected needs of certain groups are particularly considered, including:

- People with learning disabilities
- People with mental health conditions
- Older people and those with long term conditions
- Children and young people



In terms of increasing the supply of affordable housing in 2018/19, RSL partners have made a significant contribution, with 22 general needs units being developed in Ayr, and 96 units developed between Troon and Symington. Of this number, 3 units were provided with Stage 2 adaptations to make them fully wheelchair accessible.

In terms of Council-led new build development, 26 properties are being developed in the Whitletts area of Ayr, comprising a mix of 1-bedroom flats, 2-bedroom semi-detached houses, 2 bed bungalows, 3-bedroom semi-detached houses and 3-bedroom terraced units. There are also 2 larger adapted properties for large families, a detached 6 bedroom and an end terrace 5-bedroom property. These properties have been designed to Housing for Varying Needs standard.

Work is also anticipated to commence soon on a development at Fort Street in Ayr. This site of 12 units will again have provision for the HSCP and all properties will be built to Housing for Varying Needs standards.

Taken together, these new build units – and indeed our general approach to new build development going forward - will help to ensure young people with particular needs are able to access a wider range of good quality housing solutions in the future.

Housing Support

More generally, the Housing Service has a housing support contract in place that works to help vulnerable tenants to sustain tenancies across South Ayrshire. This includes advice and assistance, floating support, a housing options service at local prisons and a training scheme to support younger applicants in moving towards their first tenancy as well as a range of other measures. Our Housing Support services will be reviewed in 2019/20 in order to ensure they effectively meet young people's needs and support the Council's strategic priorities in this area.

Support services like these play a key role in helping people to sustain their tenancies and facilitate their participation in community life more generally.

Hostel Activity Programme

Our Homeless Hostel Activity Programme is significantly transforming the lives – and life chances – of some of the most vulnerable people within our communities: residents of our homeless hostels. Three-quarters of homeless people in South Ayrshire suffer from mental health or addictions issues and require intense support and encouragement to develop the skills and self-esteem to resettle effectively in the community. We identified that to really assist people to rebuild their lives following a homeless episode, we needed to actively involve them in opportunities to learn new experiences and skills. We sourced funding to support the development of an annual activity programme and worked in partnership with our service users to create a series of activities that would meet their needs, encourage participation and have positive outcomes. This ranges from games nights to cookery, trips away to DIY – and feedback has been phenomenal. Service users tell us the programme has helped them better prepare for moving into their own accommodation and it recognises that people need more than accommodation alone to rebuild their lives. The programme is efficient, effective, impactful and genuinely changing lives.

Shared care arrangements

Provision is included in the House Allocations Policy to allow parents with shared care arrangements to have a property with a bedroom for the child/children during the period that they stay with that parent.

Children's Health and Justice (CHJS)

The CHJS are committed to the principal that where appropriate children are best cared for by their parents and carers and other family members. CHJS offer interventions and supports to parents and families from pre-birth and throughout.

They provide support and services to parents/carers in order that they can care for their children. They provide support to children and young people who experience complex family circumstances (e.g. young carers; children with experience of domestic abuse; children who have a parent in prison)

CHJS are a registered fostering and adoption service that is subject to regular inspection. Their assessments and interventions are monitored stringently to ensure that the rights of those involved are not violated in any way.

Where required they will offer alternative accommodation to children and young people. Their nurture-based philosophy in their houses ensure that children are given the opportunity to express their views in terms of their personal situation and how they feel their caring experience could be improved.

Legal services will support by providing legal advice on a range of issues where children are provided with alternative care.

All children known to CHJS receive a regular view and gathering their views in integral to this.

The core overarching principal of considering the child's views, acting in their best interest with the least legal intervention is core to how they practice.

Young carers

The Carers (Scotland) Act 2016 has created an opportunity for the Partnership and our partners to refresh our approach to supporting young carers. We have developed new team around the child guidance for staff in education, social care, NHS and third sector. This guidance 'Getting It Right for Young Carers' is supported by a programme of training and awareness raising.

Practitioners across South Ayrshire are supported to proactively identify young carers as early as possible and create a culture that empowers young carers and families to feel comfortable to self-identify. This approach also provides an opportunity to strengthen the working relationship between children's and adults' services to work in partnership to support young carers and their families. As part of the Act all young carers are entitled to a Young Carer Statement (YCS). The aim of a YCS is to enable young carers to express their feelings, needs and explore what impact their caring role has on their life. In South Ayrshire, children and young people are entitled to request and are supported to complete a YCS if: 1. They live in South Ayrshire 2. Are under 18 years old or in secondary school within South Ayrshire 3. They have caring responsibilities exceeding that which an "average" child or young person of the same age and stage of development might reasonably be expected to undertake.



In 2019 the Partnership and South Ayrshire Council Sport and Leisure Officers worked together to finalise proposals for free access to leisure for young carers in South Ayrshire.

Parenting

In 2018/19, Community Learning and Development (CLD) provided 199 learning opportunities for parents and children in community-based settings. 28 programmes were delivered, which are open to parents with pre-nursery children, and include Infant Massage, PEEP, Weaning and Parent Child Together programmes on subjects such as healthy cooking.

PEEP programmes covered learning around Health and Physical Development, Personal, Social and Emotional Development, Early Literacy, Early Maths and Communication and Language. Programmes have been delivered in Girvan, Maybole, Daily, Lochside Learning Centre, Newton, Braehead, Dalmillling and Dundonald primary schools. Retention rates of parents completing programmes is very strong at 86%. Of the parents completing programmes, 21% of them gained accreditation - an increase of 6% on the previous year.

The early years family learning team also delivered PEEP groups in all 37 early years centres in South Ayrshire. Themed PEEP programmes and activities around literacy, numeracy, behaviour management, outdoor, healthy eating, transition and physical activity have been well attended and received by families who have found them beneficial in supporting their children's learning. Where appropriate more targeted support has been provided for families on a one to one or small group basis.

A number of schools continue to use their Pupil Equity Fund (PEF) funding to support parental engagement. There is a variety of family learning activity taking place across the authority including: -

- Family learning afternoons/workshops on literacy, numeracy, play-based learning, Big Maths, growth mindsets and online safety;
- Games-based toolkits to support learning at home;
- Stay and play sessions;
- Parent Pupil 'Read with Me' sessions;
- Support sessions on ensuring young people's mental wellbeing.



CLUSTER 6. Basic Health and Welfare - to what extent do we promote health and welfare and consider the need of children who are disabled? (Articles 6,18,23,24,26 and 27)

Support for disabled children and young people

Children's Health and justice services offer support to children and families affected by disability:

- Provision of short breaks to children and families affected by disability including siblings
- Day care link services provide short breaks within mainstream child care settings
- Shared Care provides family-based respite for children with disability. Resource workers provide specialist training and support.
- Mini Linkers – family support group for pre-5 children
- Sibling group – Young carers affected by a sibling's disability
- Rainbow buddies – young people with physical disability attending mainstream schools
- Code club- for boys 9-12 years old with a disability.

Employability and Skills services have established enhanced employability support for young people with disabilities and additional support needs.

Active schools work in partnership with Ayrshire Sportsability to promote the education and welfare of children with physical, sensory and learning disability through sport. This increases the opportunities for young people with disabilities to take part in competitive sports and highlights pathways to local inclusive clubs.

The Learn 2 Swim Plus programme aims to address inequalities for young people with disabilities who want to learn to swim and live active and healthy lifestyles. Without the right support, children with disabilities are vulnerable to isolation, poor self-esteem and low levels of achievement. The Learn 2 Swim Plus programme aims to reduce the chances of social isolation by actively promoting inclusion and develop individual's opportunities in our programme.



The Programme lessons provide a unique provision for children with a disability within South Ayrshire and recognise that to be fully effective the service needs to be flexible and accessible to tailor to the individual needs of each young person.

The service has been highlighted nationally by Scottish Swimming as taking an innovative approach and is recognised nationally by Scottish Swimming as an area of 'best practice' which is used as an example across Scotland to build on its' approach.

Key achievements:

- We currently have 18 attending our disability programme on a Tuesday evening from level 1 - 4.
- In addition to this club we have a deaf only club with 4 beginners also attended by our deaf friendly teacher.
- We have 3 Down syndrome athletes involved in the programme - 2 of whom are volunteers and 1 is now employed to deliver the session for us.
- Across our mainstream programme we have 89 swimmers with a disability.
- Within school swimming we have supported 111 to attend with a disability.
- Last year we put 2 disabled volunteers through level 1 teaching aquatics and we are currently working with them to achieve this award.

The Gateway Group

The Gateway Group based in the Domain Youth Centre is providing young adults and older people with learning and physical disabilities the opportunity to plan and participate in activities within their local community each week. The group facilitated by CLD staff is now fully constituted and received funding this year from The Peoples Health Trust to allow the group to continue to continue to develop.

£16,000 from the Public Library Improvement Plan focussed on improving the SAC libraries provision for children with addition support needs and children with complex needs. This included extensive staff training.



Additional Support Needs

An Additional Support for Learning Parent Steering Group, consisting of ten parents was established and met three times in the session to plan and make suggestions for future events by highlighting what would be beneficial to them. The steering group requested a marketplace event for the last forum in May, with over 70 parents attending this evening and over 40 stall holders. The feedback from parents and stall holders was all very positive and it has been agreed by the steering group that the marketplace will now be an annual event. Through parental feedback and direct involvement, a series of events to provide direct advice, support and opportunities for parents to share their experiences will be offered to support families in the future.

The 'English as an Additional Language' service support family learning opportunities to improve learning for all pupils, including nursery bags and story sacks which have been shared effectively with parents and pupils. Audio pen readers and interactive eBooks readers are now being used to support mainstream learning in the schools using the pupils' home languages.

ASfL staff were involved in numerous parent/carer engagement events during the session including the English as an additional language and the visual impairment services' annual meetings and dyslexia, Autistic Spectrum Disorder (ASD) and language provision information workshops.

A programme for Newly Qualified Teachers (NQT's) was delivered which developed understanding of the impact of specific additional support needs and the role of class teachers in addressing the needs of individual children. Children supported by the specialist services were involved in the presentations.

All children have rights in terms of the United Nations Convention of the Rights of the Child (UNCRC) to be Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included, (sometimes referred to as SHANARRI indicators) All assessments of 'wellbeing' needs or what support and help is needed for a child will take account of these wellbeing indicators.

During 2017/18 all schools implemented the national practice model through the Team Around the Child approach (TAC). If a child needs help or support, the Key adults along with parents/ carers and the TAC will assess the child's wellbeing. If the child is receiving additional support or assistance in school, or from other services, then in consultation with the family the TAC will assess whether there are any wellbeing needs and if necessary, review the Child's Plan.



ASfL staff were involved in numerous parent/ carer engagement events during the session including the English as an additional language and the visual impairment services' annual meetings and dyslexia, Autistic Spectrum Disorder (ASD) and language provision information workshops.

The ASD outreach service therapist who delivered supported a speech and language therapist delivered training to ASfL staff and others in the use of the ASD toolkit. This will be embedded during sessions in 2018/19 and will inform capacity building and training needs.

The accessibility strategy group continues to meet regularly to ensure that children can access the curriculum by provision of assistive technologies or adaptations to the learning environment. The group has established an equipment store to ensure that all resources are effectively utilised. The group advise on the current building programme on potential adaptations to improve accessibility.

Play on Pedals

The majority of our schools and early years centres support the daily mile and other regular physical activity. Play on Pedals, a partnership with Cycling Scotland, continues to have a positive impact on children's health and wellbeing across South Ayrshire.

The Play on Pedals programme delivered in all our EYCs in partnership with Cycling Scotland, continues to have a positive impact on children's health and wellbeing across South Ayrshire. The programme has been supported over the past 5 years by £17,700 funding from Cycling Scotland and we have linked with local secondary schools to provide cycle maintenance. Children along with their parents at Kingcase EYC have participated in events such as a 'beach pedal' and during the period of lockdown children across South Ayrshire were able to continue to develop their skills with bikes and helmets on loan.



Breastfeeding

In addition to increased Health Visiting activity to improve breastfeeding rates and duration through universal and targeted support to families, work is underway in partnership with the Breastfeeding Network who have identified a Peer Supporter post which has been operational within South Ayrshire since February 2019. Working closely with the Infant Feeding Team based at Ayrshire Maternity Unit, targeted support is provided in the immediate post-natal period to women who breastfeed following caesarean section. All schools and early years establishments have been encouraged to sign up to the Breastfeed Happily Here scheme. Across Ayrshire over 400 premises have signed up to the scheme demonstrating their support for breastfeeding women when they are out and about with their babies, helping normalise breastfeeding in our communities



Dental Health

The oral health of children in South Ayrshire has improved in recent years. In 2019, 86.3% of children in Primary 7 presented with no obvious decay in permanent teeth compared with 79% across Ayrshire and 80% across Scotland. The Childsmile Team is working with service providers in South Ayrshire to introduce a local programme of activity which will support the national / core components of their work plan for 2020/23. This work plan will be finalised by end March 2020 and circulated to partners/ service providers for information/ further input where appropriate and possible.



All early years centres promote and participate in the child smile programme.

Mental Health

The local authority continues to plan for the development of its mental health supports for young people. A large multi-disciplinary group meet regularly to progress the Children's Mental Health and Wellbeing Plan and evaluate its progress.

The Psychological Service continues to develop their therapeutic intervention services at an individual, group and class level which are positively evaluated by service users who report increased knowledge and positive outcomes.

Information for parents to help them support their young person's health and wellbeing has been improved.

The local authority continues to ensure pupil voice is central to its planning. The South Ayrshire Youth Forum large scale Say it Out Loud survey seeks the views of our young people on all areas of mental health and mental health supports will be incorporated into the Children's Mental Health and Wellbeing Plan. The Youth Forum are active members of the Children's Mental Health and Wellbeing group.

School Counsellors are providing high quality support to young people within five of the secondary schools. This is allowing young people experiencing mental health concerns to receive direct support in a timely manner. The local authority is currently appointing a School Counsellor Team Leader to develop, quality assure and evaluate school counselling service to further develop practices.

The Compassionate and Connected Classroom resource is being piloted within several schools in the authority allowing staff to apply supports in a practitioner enquiry methodology. This allows staff to apply the principals in practice and evaluating their effectiveness.

A partnership between Carrick, Girvan, Grants Distillers and Place 2 Be has resulted in an agreement that Grants will fund two counsellors who will be based in the secondary schools but will work across the Carrick and Girvan Academy clusters and in the local community

Many other strategies have been employed to support the mental health and wellbeing of our children and young people including:

- Introduction of intensive CLPL to support the mental wellbeing of child and young people including suicide awareness, Scottish Mental Health First Aid (SMHFA) and Let's Introduce anxiety management (LIAM)
- Welfare or Wellbeing Officers, additional School Assistant or Teacher posts in schools to enable targeted interventions for individuals or groups
- Promotion of wider achievement and access to extracurricular activities through increased involvement from Active Schools Coordinators/Assistants
- Access to breakfast clubs and healthy snack
- Creation of Nurture Groups in schools to promote increased confidence, resilience and support children to build healthy relationships with peers and trusted adults
- Providing funding to enable access to after school activities including swimming, football clubs, drama groups and residential trips
- Access to music therapy specialists to promote self-soothing techniques and opportunities to allow young people to talk about their emotions
- Collaborative working with CAMHS and psychological services to implement an integrated neurodevelopment pathway which provides quicker assessment and access to services.
- Engagement with Barnardos to support increased family engagement and access to parenting programmes or direct support for children and young people
- Establishing links with Community Learning and Development to promote family learning opportunities



Sexual Health

All schools are encouraged to use the governments new Relationships, Sexual Health and Parenthood resource which is available to all online. It has an extensive selection of lessons and covers many sensitive areas such as grooming, sexting and pornography.

A group of Principal Teachers of guidance from all eight secondary schools worked together to produce an assessment pack for a number of topics including sexual health which are generally

taught within personal and social education (PSE) time. This ensures that assessment across the authority is more consistent and standards are better understood.

Health and Safety

Schools are responsible for carrying out risk assessments to identify any significant risks and put controls in place to manage those risks.

The Risk and Safety service organise and conduct Health and Safety audits in schools looking at general safety, fire risk assessment and general hygiene.

Licensing Services

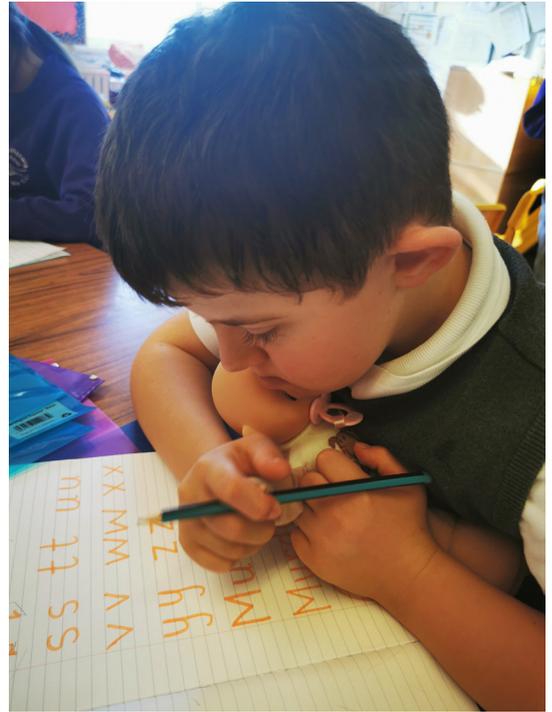
This service ensures that retailers do not sell harmful products to children through advice, inspection and test purchasing. This includes products such as tobacco, NVP's, Fireworks, Petroleum and butane.

Revenue and Benefits Service

Crisis grants are paid to alleviate short term crisis or emergency situations. Community Care grants are paid to allow families to maintain a settled lifestyle in the community and prevent homelessness

Hubs

We have developed a Health and Social Care Partnership (HSCP) / National Health Service (NHS) referral pathway, working with health visitors, school nurses, midwives and the HSCP children and families team. Hub staff delivered awareness sessions to the above teams highlighting routes out of child poverty advice and assistance the Hub can provide and how to make a referral.



CLUSTER 7. Education, Leisure and culture-

To what extent do we provide education services which are non-discriminatory? (Articles 28,29 and 31)

Education Estate

Since 2017 South Ayrshire Council has invested heavily in providing children and young people with schools which meet their needs and is suitable for learning in the 21st century. The views of children and young people have been integral to the planning processes from the outset.

All new buildings fulfil our statutory duties and are compliant with the Disability Discrimination Act (DDA) ensuring ease of access for all. Many special adaptations meet the needs of a wide range of children and young people.

New schools include:

Ayr Academy was runner-up in the 'Inspiring Learning Spaces' category of the Education Building Awards 2017.

Cherry Tree Early Year Centre. This new early years centre opened in August 2019. Cherry Tree Early Years Centre provides places for up to 150 children from birth to five years.

Daily Primary

Forehill Primary and Early Years centre

Invergarven School for children with significant additional support needs. The new school has all the facilities and equipment required to support the children and includes a hydrotherapy pool and a rebound room.

Tarbolton Community Campus which won the 'Innovation in delivering a sustainable education facility' category. This new £8.2m project opened in March 2017.

Queen Margaret Academy In November 2019 the official opening took place of the new Queen Margaret Academy, Ayr. The building hosts a brightly lit wide atrium, well equipped classrooms and games hall. It also has all weather pitches, a fitness suite and a dance studio.



In addition to these new builds may other schools received refurbishments and/or extensions. These included Annbank, Ayr Grammar, Ballantrae, Barr, Coylton, Dundonald, Fisherton, Kingcase, Newton, St John's, Struthers, Troon and Doonfoot Primary schools, Girvan and Wallacetown EYC and Southcraig school.

Girvan Academy, Kyle Academy and Marr College were also included.



Marr College won the 'Project of the year' category of the Education Building Awards 2017. The £37m project to transform the 1935 building began in spring 2015 when new all-weather facilities opened for use in June of that year. By December 2016 the new technical wing and the refurbished side of the Marr building became available. Finally, 2017 saw the opening of the south wing of the Marr building and the new PE block, helping to adapt the 20th century building to meet modern needs. South Ayrshire Council delivered the project with development partner, hub southwest, Kier Construction, and BDP architects.



Early Years

All children in South Ayrshire have a statutory entitlement to 600 hours of funded learning and childcare from the week after their 3rd birthday. This also applies to eligible 2- year olds. Some of our early years centres are delivering the increased entitlement of 1140 hours. Children can either attend one of our local authority early years centres or one of the 13 funded providers who are in partnership with South Ayrshire Council

Raising Attainment and Closing the Gap

In early years we continue to develop strategies to close the gap in the achievements of our youngest children. Provision for eligible children aged two is promoted across the authority and a range of training is provided for staff to help our youngest children to have fun, play and achieve.

Communication and language continue to be a priority and there are a range of strategies used including talk boost and phonological awareness.

Over the past few years attainment trends for children and young people across South Ayrshire has been positive compared to national figures. This includes:



The gap between children's achievements of developmental milestones in the early years has reduced over the past 5 years.



Overall attainment in literacy remains significantly greater than the national average at Quintile 1 and 5 for P1, P4 and P7 combined.



Attainment in reading, writing, listening and talking at P1, P4 and P7 combined for the most deprived 20% has increased each year since 2015-16.



The attainment gap between the 20% most deprived and those least deprived with one or more qualifications at SCQF Levels 4, 5 6 and 7 has reduced over the past 5 years.

Secondary schools aim to ensure that all young people leave school with at least an SCQF award in literacy and numeracy. Since 2016, almost all young people left school having achieved an SCQF Level 4 or better award in both literacy and numeracy. There has been a significant improving trend in the percentages of leavers achieving both literacy and numeracy awards at SCQF level 5 or better over the last five years. The percentage of leavers achieving both literacy and numeracy has been consistently above our Virtual Comparator (VC) in all measures in the latest five years.

In the senior phase, attainment targets continue to be agreed with all pupils in all subjects. The progress of individuals and groups in achieving these targets is monitored closely. A similar approach is beginning to be implemented in the BGE. The local authority monitors the progress of schools in setting and achieving these attainment targets on a termly basis. The monitoring and tracking and quality assurance procedures have been effective in contributing to sustaining high levels of attainment in the last five years.

Languages

Schools are continuing to make progress in implementing the 1+2 Languages Policy with the support of skilled languages practitioners who have developed packages of support and provided CLPL. Our two Confucius Hubs continue to support the development of Mandarin language and through cross curricular learning, children find out about China, its culture, language and geography.

Gaelic language learning is supported by a Scottish Government Grant and is delivered in blocks of learning which are fun and interactive. This has been supported across a range of resources for use in schools, to deliver CLPL sessions and to model Gaelic language learning with young people. In partnership with SAC music service, materials focussing on language requisition through song and musical activities have been developed and implemented.



Science, technology, engineering and maths (STEM)

Children and young people are given the opportunity to participate in, or contribute to, a wide variety of STEM based activities, celebrations and events which actively strive to provide an equity of opportunity and experience.

The S3 STEM Skills and Careers Event which was hosted at the Ayr Campus of UWS over four days in November 2019. 400 learners from across the South West Collaborative participated in workshops such as splicing fibre optics, engaged with keynote speakers covering diverse subjects such as the use of drones in arable farming and comparisons between Modern Apprenticeship and university graduate routes into industry, as well as visiting a marketplace featuring the aero industry, biochemistry and further education opportunities. The consensus was that it was a huge success with all attendees and stakeholders keen to be involved when this becomes an annual event.

Economy and regeneration services have also supported STEM week. They presented to young people on Spacepost as part of Jacobs' Engineering Engagement programme.

They have presented on Spaceport at several of our primary schools' career events. The Skypath magazine was produced to inspire young people in s2-4 consider a career in aerospace.

Other projects include:

- Hi5 P5 Scientific Data Explorers programme
- Twitter based film competition focused on the theme, STEM
- STEM ambassadors
- Engineering competition for first and second level
- Provosts Footprint Challenge
- RAiSE programme

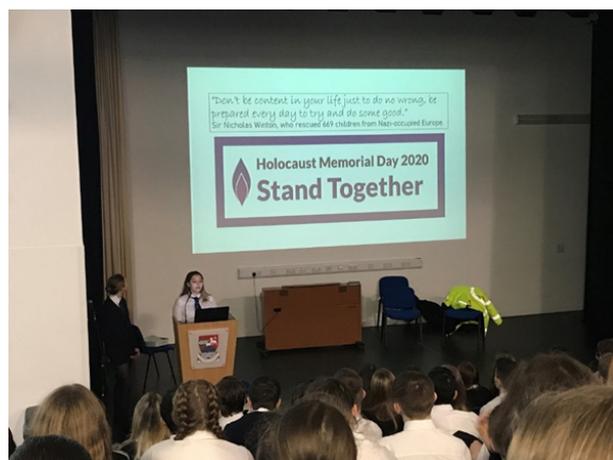


Equalities

In addition to the focus on LGBT children and young people as previously mentioned the following has taken place:

- Continued training on recording and monitoring bullying incidents via SEEMiS
- Supporting transgender young people training
- Stonewall training for Newly Qualified Teachers
- Gender bias training
- Supporting a number of equality days across our schools Including Black History Month is support of Black Lives Matter

Holmston Primary 3 class reached the final of the Show Racism the Red Card Creativity Competition 2020. They were chosen from over 1600 entries. The majority of schools also continue to mark the Holocaust Memorial Days in a variety of ways including assemblies, curricular lessons and events.



Post school Transitions

The Council's Employability and Skills team delivers a range of programmes designed to support young people who experience barriers to employment to develop the skills and experience to successfully progress into work.

Many participants successfully progress to employment with local employers, however as one of the biggest local employers, the Council is in a strong position to support participants to access vacancies and to provide support and guidance including work experience to maximise these opportunities.

We support work experience placements within the Council through the Workout and Employability Fund programmes and participants are supported by both a link Employability and Skills Officer and Workplace supervisor to develop their work readiness skills through the completion of an individual action plan. We work with participants from an early stage to identify if they have an interest in pursuing employment within the Council and tailor support, including progression to apprenticeships to facilitate this.

The Work Out programme won the team of the year in the Council's Outstanding People awards in 2017.

Key achievements:

- In March 2018 we agreed the following Corporate Parenting promise: The Council will adopt a 'Family Firm' approach to ensure every care experienced young person in South Ayrshire is given support to access a wide range of vocational learning opportunities, including apprenticeships. Since then we have successfully secured funding for 2 additional Employability and Skills staff to provide enhanced support and 5 care experienced young people have been supported to progress to apprenticeships within the Council.
- In March 2018 we began delivery of our Early Years Workforce Training programme. The first phase saw 8 existing School Assistants being supported to complete an SVQ L3 in Social Services and Healthcare (Children and Young People) and a further 40 have been recruited to start our Early Years apprenticeship programme.



Partnerships with employers are used effectively to enhance the quality of learning experiences. Secondary schools have strong relationship with partners such as Skills Development Scotland (SDS) and South Ayrshire's Employability and Skills service. The development of skills and supporting children and young people to recognise their own strengths and areas for development in terms of skills continue to be a focus across all sectors. In secondary schools, learning experiences are consistently related to the world of work and the development of skills. These relationships support young people to progress from school to positive destinations.

The majority of young people are supported take up the opportunity to undertake a work placement within the senior phase. Schools are continuing to develop processes to track and monitor the uptake and impact of work placements to ensure all young people have a positive experience and are receiving their entitlement.

Working with Ayrshire College, our neighbouring local authorities and wider partners such as the Princes Trust, we have developed effective partnerships that broaden the experiences of children and young people and provide a range of progression pathways. For session 2020/21, 21 school/college partnership courses across the SCQF levels will be delivered. This includes Foundation

Apprenticeships in Social Services Children and Young People, Business Skills, Engineering and Civil Engineering. To ensure progression for young people, secondary schools work with Ayrshire College to run "vocational burst" opportunities for pupils in S2 and S3. Ayrshire College, DYW Regional Group and the Princes Trust have been key partners in schools accessing the innovative Schools Projects initiative. Running in all secondary schools, these projects provide real life work-based learning experiences for young people on a vocational pathway. Projects include nail bars, barista, construction, bike maintenance, hair and beauty events. As a result of these projects, particular groups of young people have been supported into positive destinations.

In session 2019/20, until the school closures, there were 187 successful school/employer partnerships. 129 were in secondary schools with the remainder in the primary sector. Of the 129 partnerships in secondary schools, 70% involved employers presenting or providing an input, 23% were employers and schools working together to develop an area of the curriculum and in 7% of the partnerships, employers were leading and influencing aspects of the curriculum.

For session 2018/19 school leavers, the percentage entering a positive destination was 94%. This figure is an improvement on session 2017/18 but is still below the national average of 95% so continues to be an area for improvement. The percentage of young people entering higher education has decreased over the last four years (46.1 in session 2015/16). Conversely, the percentage of young people entering further education has increased in that period (26.0 in session 2015/16).

The number of leavers achieving vocational qualifications has increased for each of the last three years.

In partnership with Ayrshire College 14 young people from Prestwick Academy successfully achieved the SVQ Level 2 Performing Engineering Operations (PEO) course young people developed a range of skills that included component production, use of hand and power tools and practical electronics. Three young people progressed on to Modern Apprenticeships with local aerospace companies.



Active schools

Active Schools continues to support enabling children and young people to participate in a wide range of sports. Its participation and competition calendar continues to grow annually to meet the needs of our children and young people.

The active school's leadership programme continues to be delivered within all schools resulting in the development of confident and skilled young people delivering sport and dance sessions across schools and communities.

There are opportunities for children and young people to participate in sport and physical activity sessions offered across 46 different activities out with the school day, including athletics, badminton, basketball, boccia, boxercise, cheerleading, country dancing, cricket, curling, cycling, dance, dodge ball, fitness, golf, gymnastics, handball, hill walking, hockey, martial arts, mountain biking, netball, orienteering, rugby, sailing, table tennis, taekwondo, tennis, volleyball and yoga.

Furthermore, there were:

- 518 (an increase of 22%) volunteers providing physical activity sessions, including 274 qualified adults and 147 qualified secondary aged young people,
- Five leadership programmes in secondary schools supporting young people to become coaches and ambassadors for sport; and
- One leadership programme in a primary school with P6/7 children taking part in the Junior Coaching Academy.
- Pathways developed with a total of 80 different clubs.

Accredited awards are well used across almost all of our schools with The Award of Ambition at P7 and The Duke of Edinburgh's Award at secondary showing particularly positive participation and completion by children and young people.



Performance data provided by The Duke of Edinburgh's Award confirms we are still sector leading in the overall number of young people participating in and successfully completing an award, however pupil and staff interviews indicate new strategies will have to be applied to support young people who are experiencing disadvantage.



Most of our schools are now embedding the residential week at Dolphin House into their curriculum planning for upper Primary pupils. As part of the experience at Dolphin House, these young people are also given the opportunity to “discover, explore and conserve” a wild place while undertaking the John Muir Award.



Education Surveys

Each year an annual survey of children and young people is carried out.

The survey demonstrated that generally children and young people are very positive about their educational experiences.

Head Teachers use this data to inform their school improvement plans.



Cultural activities including libraries

South Ayrshire museums and galleries have a programme of exhibitions and events which is shared with schools to encourage participation by children and young people.

The libraries participated in the National Bookbug programme and have distributed over 4000 book bags in 2019-20. Bookbug sessions were delivered in 511 libraries.

Other services provide were:

Paws to Read

Creative Art Programme

Writers/illustrators visit programme

“Every Child is a Library Member” pilot project

Discover Reading

Equality of access to Technology and Media

The Hive Education class- Tamfest Festival Prop Making



CLUSTER 8. Special Protection Measures- To what extent do we protect those in need of protection? (Articles 22,30,32,33,24,25,36,37(a-d),38,39 and 40)

Offending

Young people who become involved in criminality, offending or risk-taking behaviour are referred to the SAC Whole Systems Approach- multi agency early effective interventions group for diversion from the justice system.

CHJS Initial response team provide a quick response to assess, support and where necessary implement special protections.

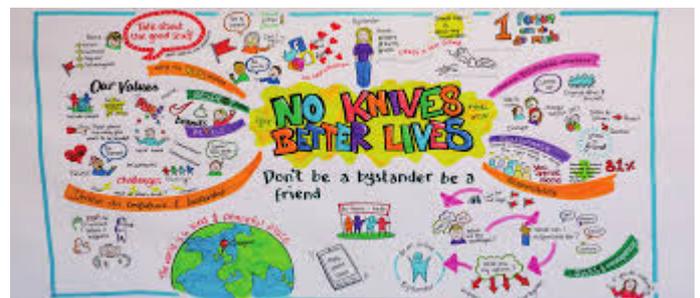
Young people have access to legal and other assistance when they are detained.

Prevention

All South Ayrshire secondary schools have agreed to take part in the Mentors in Violence programme (MVP). School staff and partners from three secondary schools were trained between January and March 2020 and should have been able to start training young people as mentors from August 2020. However, the COVID 19 situation has temporarily paused the roll out of this programme. There is a multi -agency steering group which will support schools drive this valuable national initiative forward.

It is also hoped that a few primary schools will pilot an initiative called "Gender 10" which would prepare them well for MVP.

All Secondary schools, with the support of the campus officers, have participated annually in the No Knives Better Lives programme. This programme highlights the risks of young people carrying knives and the possible terrible consequences of such an action.



Sexual exploitation

The Sexual Exploitation Joint Action Group reports to the MAPVAW, Adult Protection Committee (APC) and Child Protection Committee (CPC) on its progress in taking forward the South Ayrshire Sexual Exploitation Action Plan that is informed by national action plan. A joint strategic outcomes framework and action plan has been developed to align with actions with the national framework. The outcomes framework and plan was created following a strategic development session held in March 2015 and reviewed and updated in February 2017. The plan has 4 key areas of focus:

a) Children, young people and Adults at risk

- School age children and young people within education in South Ayrshire receive a core message on sexual exploitation and abuse, including online safety.
- Children and young people who are not in or supported by mainstream schools receive a core message on sexual exploitation and abuse, including online safety.
- Those children and young people identified as being more at risk will receive additional support.
- Adults receive a core message on sexual exploitation and abuse, including online safety.

b) Staff

- Children, young people and Adults at risk are kept safe and supported by staff who are able to identify and appropriately respond to risks of sexual exploitation and abuse.

c) Communities

- Increased awareness of sexual exploitation and abuse in local communities and people know what to do if they are worried about themselves or someone they know.

d) Support

- Improved service support for children, young people and Adults at risk who have experienced sexual exploitation and abuse.

Next Steps

CLUSTER 1.

Continue to raise awareness of the Rights of the Child both in Scotland and around the world.

CLUSTER 2.

Review the Corporate Parent Plan.

Use secured funding (2022) to continue to build a Champions Board Participation network.

Further develop the aims of the Youth Housing support group and incorporate feedback from the Champions Board to inform practice and outcomes.

Further consideration will be given to Care leavers as a priority group for housing.

Refresh CLD plan in 2021.

Continue to support and encourage all schools to continue their RRSA journey.

HSCP- relaunch of viewpoint. Development of advocacy services for young people.

CLUSTER 3.

Continue to implement the Ayrshire British Sign Language Plan 2018-24.

Work to improve the legal permanence journey for care experienced children.

CLUSTER 4.

Nurture approach will continue to be rolled out. New staff will be trained to ensure continuity of approach.

CLUSTER 5.

Implement Young Carers strategy 2020-25.

House Allocations Policy -consider whether any further provision is needed to meet the needs of blended families.

CLUSTER 6.

Continue to implement our Mental Health Strategy.

Implement management guidance: Pregnancy and parenthood in Young People.

Support schools to implement the Nutritional requirements for food and drink (Scotland) regulations 2020 by April 2021.

Revenue and benefits service will continue to support families in line with Scottish welfare legislation.

Hubs will work with schools to develop new referral pathways.

Ayrshire deaf youth club will seek further funding to maintain and develop club.

Consider further development of existing Day Care link service to include a mentoring/support service to enable young people to access community- based activities.

Further recruitment of Shared Carers for children with disabilities.

CLUSTER 7.

We will continue to improve our school estate:

Key features of the programme include:

- An additional £12 million for a new 'all-through' campus at Carrick Academy, taking the budget to more than £19 million.
- Shared Campus Project (Glenburn and St Ninian's Primary Schools)
- Girvan Academy All Weather Pitch
- School Refurbishment Programme – Various Projects
- Craigie Additional Sporting Facility

- Replace Large Tower Play Unit at Ayr Pavilion Play Park

Continue the Early Years expansion to ensure we meet children's entitlement to 1140 hours.

Continue to improve attainment and achievement and close the attainment gap.

Implement the guidance on monitoring and tracking health and well-being (HWB) to help improve the well-being of our children and young people.

Develop and implement a Sports, Leisure and Physical Activity Strategic Framework.

Improve the number of young people accessing and achieving the Duke of Edinburgh's Award from decile 1 and 2.

Implement psychological services guidance on, "Voice of the Child".

Library services will investigate new ways of reaching remote and rural schools.

Library services will introduce Makaton Bookbug sessions.

Economy and regeneration will continue to support STEM events and explore STEM centre through the Ayrshire Growth Deal.

Continue to work in partnership to further improve positive destinations for all young people including those who are care experienced.

CLUSTER 8.

Continue to implement the MVP programme across all schools.

Train campus officers to deliver the new No Knives Better Lives on-line interactive game.

Pilot the "Heartstone" hate crime education project in 3 primary schools in partnership with the police.

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。

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ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸਣਨ ਵਾਲੇ ਰਪ 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 iarrrtas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.