



# North Ayrshire Council

## Annual Performance

### Report 2024 to 2025



North Ayrshire Council  
Comhairle Siòrrachd Àir a Tuath

# Welcome to our Annual Performance Report 2024 to 2025

This Annual Performance Report is the second annual report relating to Our Council Plan. Our Council Plan 2023-28 was approved by Council in June 2023 following consultation with our residents. It is our joint plan, our contract with our communities, Our Council Plan.

This report provides an at a glance summary of how we've supported our residents of North Ayrshire during 2024 to 2025. You can find full details in our magazine style Council Plan Progress Reports published on our website ([Council performance \(north-ayrshire.gov.uk\)](https://www.north-ayrshire.gov.uk)).

We are proud to serve our people of North Ayrshire and would like to say thank you to everyone who has supported the delivery of our services including our communities, third sector, public and private partnerships and of course our employees.



Councillor Marie Burns  
Leader of the Council

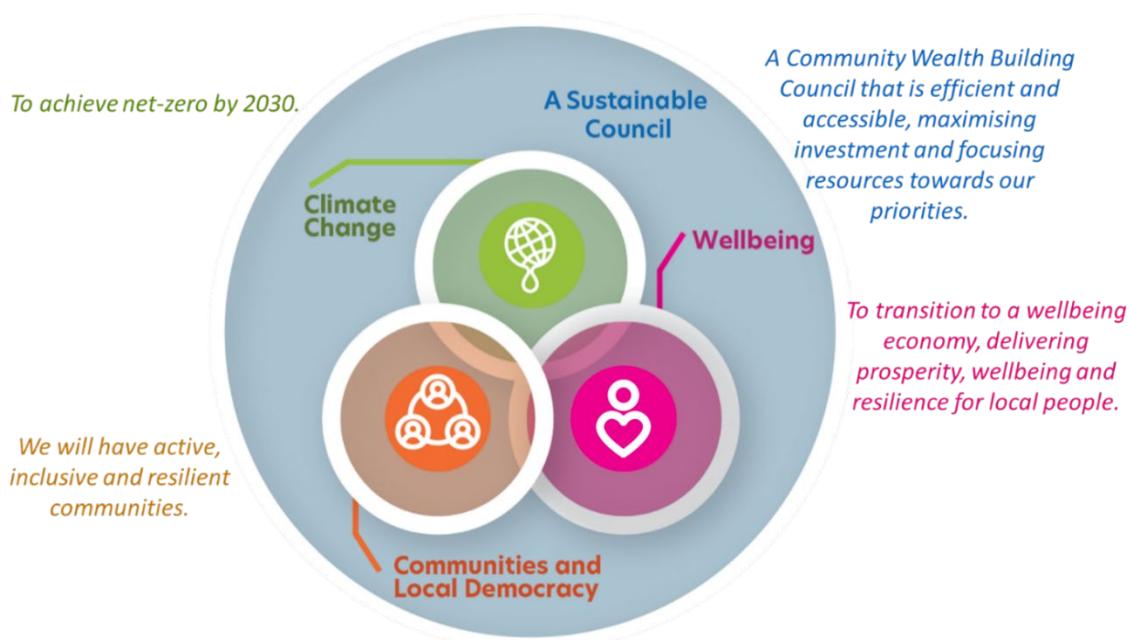


Craig Hatton  
Chief Executive

## Our Vision – A North Ayrshire that is fair for all.

## Our Mission – Working together to improve the lives of our people in North Ayrshire.

Our four Council Plan priorities are interlinked and interdependent.



# 2024 to 2025 About us

## Elected Members

- 12 Scottish National Party (SNP)
- 11 Labour Group Members (8 Scottish Labour Party and 3 Labour and Co-operative Party)
- 6 Scottish Conservative and Unionist
- 2 Reform UK
- 2 Independent

## Employees

- 6,406.64 Full Time Equivalent employees
- 7,578 employees
- 76% female
- 24% male



## Key facts

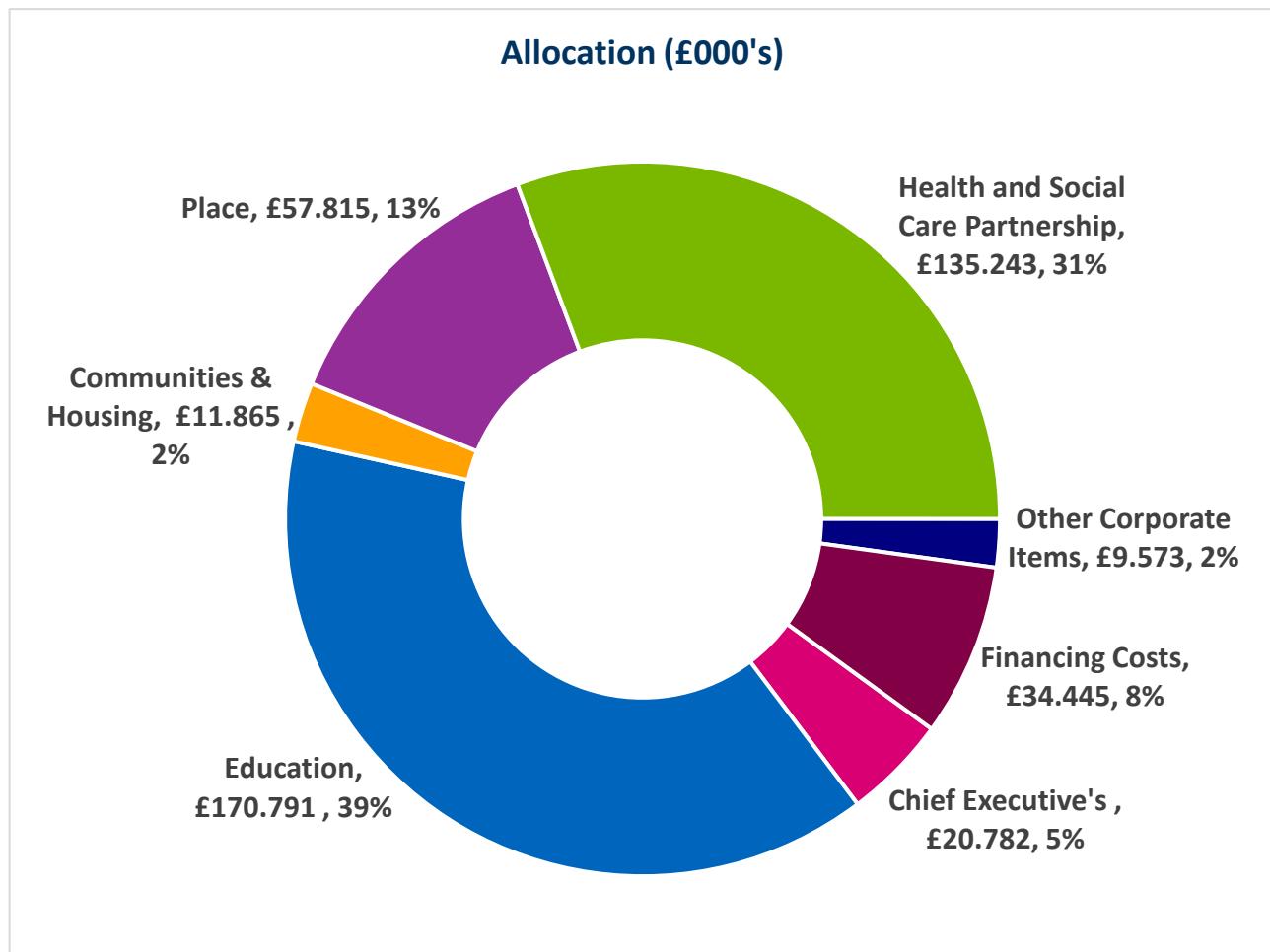
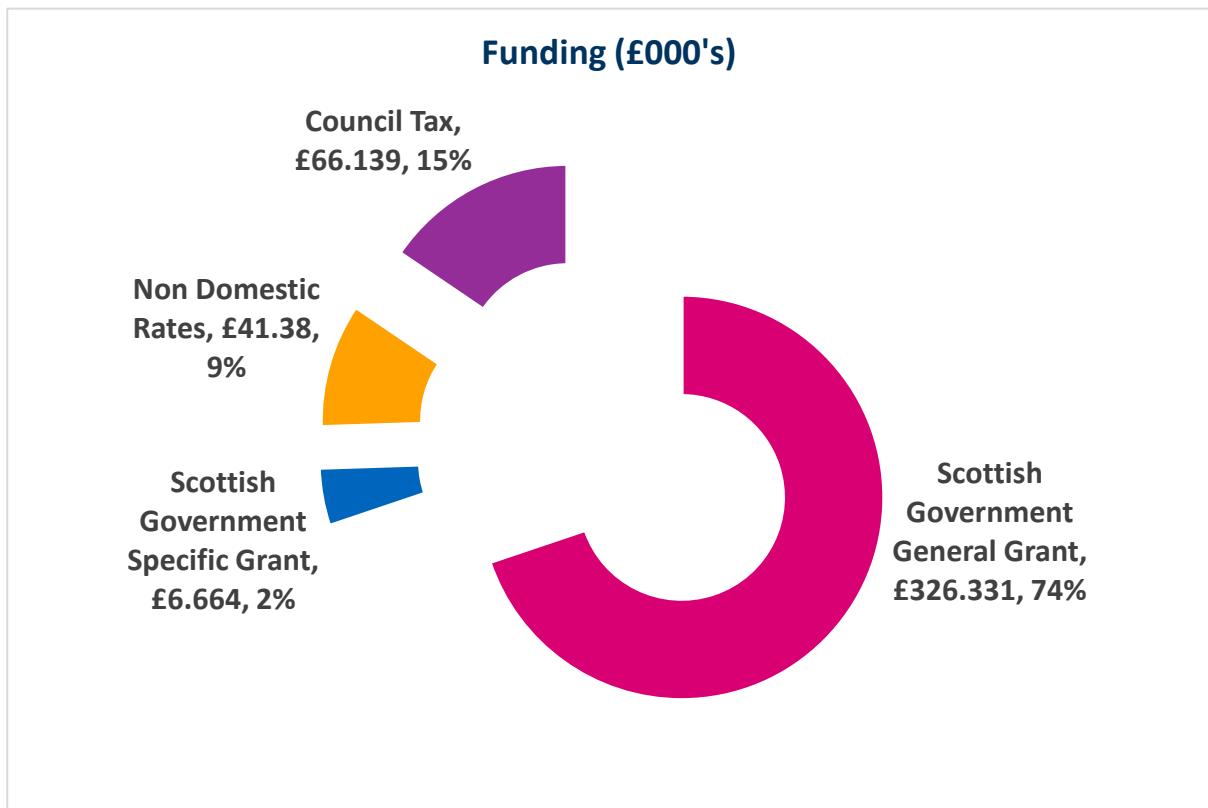
- Population: 133,570
- 64,633 households
- Life Expectancy:
  - Female: 79.3 years
  - Male: 74.9 years
- 19,208 children and young people attend our schools and early years centres (including partner early years centres)
- 24.3% of children in North Ayrshire live in poverty (after housing costs)
- 70.3% of residents are in employment
- 40.9% of our residents live in the most deprived Scottish Index of Multiple Deprivation areas



## Key assets include:

- North Ayrshire is 886 sq.km (mainland is 441 sq.km and our islands are 445sq.km)
- 225km coastline with 16 beaches (including three Sites of Special Scientific Interest (SSSI))
- 44 Local Authority Early Years Provisions
- 15 Partner Early Years Provisions
- 49 Primary Schools
- 8 Secondary Schools
- 1 Additional Support Needs School
- 1 Through School (Early Learning Centre, Primary and Secondary School combined)
- 13,315 council homes
- 1,118 km carriageway
- 3,900mm footpaths
- Approximately 23,750 streetlights
- Over 275 Hectares of woodland
- 15,992kW installed capacity of low carbon heat and electricity generation across our council's estate

# Financial Overview



# Our Performance

This section highlights key areas we have delivered under each of the four priorities: 'Wellbeing', 'Communities and Local Democracy', 'Climate Change' and 'A Sustainable Council'. Full details can be found in our six monthly Council Plan Progress Reports on our website [Council performance \(north-ayrshire.gov.uk\)](https://north-ayrshire.gov.uk/council-performance)

## Wellbeing

- Recent statistics published by the End Child Poverty Coalition showed that child poverty within North Ayrshire decreased from 29.2% in 2022-23 to 24.3% in 2023-24. This reduction of 4.9 percentage points was the largest in Scotland over this time period.
- We have been selected as one of three places to engage in the Collaboration for Health Equity in Scotland (CHES) programme. Over the next two years, we will work in partnership with Public Health Scotland and the Institute for Health Equity to reduce health inequity in North Ayrshire through improving the conditions people live and work in. The ultimate aim is to enable people to live longer, healthier lives by addressing the root causes of health inequalities and preventing illness before it starts.
- During 2024 to 2025, our Money Matters team received 5,842 referrals and secured £21.5 million in financial gains through income maximisation for service users.
- Our council was successful in becoming one of Scotland's Fairer Future Partnerships (FFP). This £350,000 investment enabled our new Child Poverty Strategy Team to be established in January. It will enhance a systematic approach to addressing child poverty in North Ayrshire.
- We have implemented our Strategic Housing Investment Plan 2024 to 2029, including starting on-site at Ayrshire Central Hospital in Irvine and at the former Garnock Academy site in Kilbirnie and completion of sheltered housing refurbishment projects at Cheviot Court, Irvine and Barnett Court, Saltcoats.
- Montgomerie Park Primary School, Moorpark Primary School and Marress Early Years Centre all opened in the second half of 2024. Montgomerie Park Primary is the first Passivhaus school in the region, which means the school has been built to a standard which provides a high level of comfort for pupils and employees while using very little energy for heating and cooling.
- Almost £2.1 million in external funding has been secured to advance the Local Transport and Active Travel Strategy.
- We commissioned a study into opportunities for Community Transport, specifically examining the existing public transport provision on Arran and in the Garnock Valley.
- A key focus for our Community Learning and Development Team has been supporting schools by delivering our 'Bounce Back Your Resilience' youth work programme. This programme is delivered by young people in local primary schools and is tailored to empower Primary Six and Seven pupils across North Ayrshire. Our young people said:

"You all helped me realise not to care so much about what others think."  
"The youth workers were all amazing there was nothing I didn't like."  
"I have learned to believe in myself and try to stop doubting myself if I fail."
- During 2024 to 2025 we delivered 71 new homes across North Ayrshire.



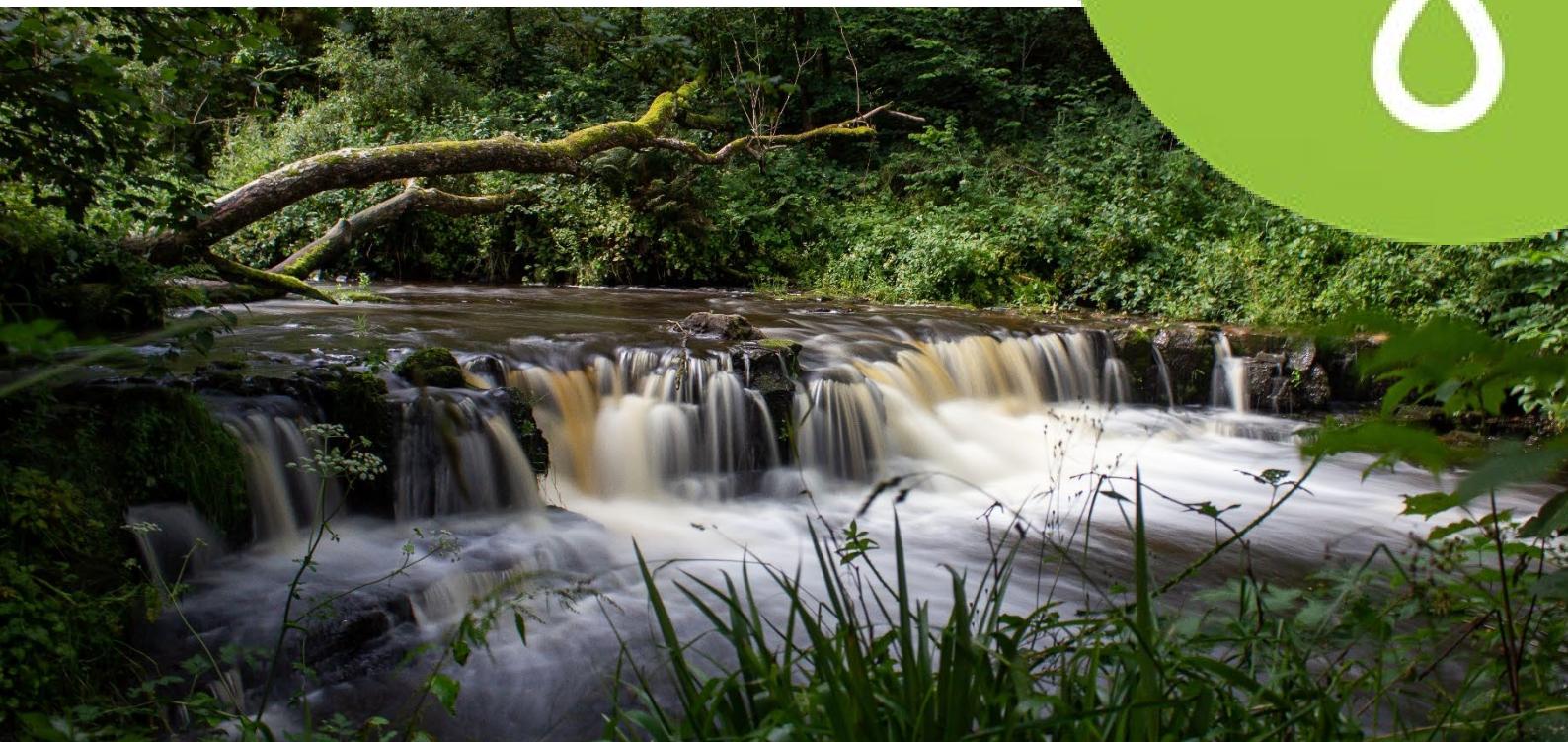
# Communities and Local Democracy

- We completed a review of our locality planning framework, agreeing a number of recommendations informed by feedback from participants, which will further strengthen local democracy
- We published our new Participation Strategy which will focus on raising awareness of participation processes including locality partnerships and enhance our budget consultation.
- Our Community Investment Fund continued to support our priorities through community groups. This included £41,000 for Beith Hive to support transport connectivity for childcare in the Garnock Valley.
- Our Community Asset Transfer Team has received 17 expressions of interest during 2024 to 2025, with 56 council assets under community management to date. We have expanded our capacity to support Community Asset Transfers (CATs) through engaging with our Active Schools team.
- A number of activities were delivered for our care experienced young people through our Corporate Parenting Summer Programme, as well as Active Schools and Community Partnership Officers working closely with our Health and Social Care Partnership. 638 of our young people took part, with 71% supported into longer term extra-curricular activity. Over 65% of attendees felt safer, that they were achieving more and/or felt more respected.
- Our council services delivered a coordinated approach to protect our residents and keep critical services running during Storm Eowyn.
- Our Financial Inclusion Partnership is developing a communications plan to help promote services to island residents, our gypsy traveller community, those who are digitally excluded and residents with disabilities
- The Multiply project focused on supporting maths skills and qualifications in adults. To deliver Multiply we worked with partners including CHAP, TACT, University of Highlands and Islands, Ayrshire College and 15 community organisations. Throughout the year Multiply delivered 521 activities, 2,339 adults participated with 505 achieving qualifications.
- Our 2024 to 2025 small grants participatory budgeting saw 15,882 votes cast across North Ayrshire, with £171,377 awarded to 190 groups across North Ayrshire
- 8,620 young people contributed to youth participatory budgeting through online voting and deciding how local money could be sent of projects to benefit our young people. Our digital approach was included as an example of good practice at the international Consul Conference in February.
- Overall service satisfaction among North Ayrshire Council tenants has risen to 92%, marking an improvement on the previous result for 2021 of 88.74%. Our three yearly tenant satisfaction survey ran from November 2024 to January 2025, with 1,490 responses representing 40% of all our sampled tenants.
- Our North Ayrshire Islands Programme was a finalist in COSLA's Excellence Awards in the category of 'Strengthening Communities and Local Democracy', in recognition of the unique partnership approach taken. We continue to work closely, positively and progressively with partners to ensure the Island Plan priorities are front and centre of local decision making where possible.



# Climate Change

- Installation of our council's two new solar photovoltaic (PV) farms is now complete with the next phase being the connection to the electricity network and commissioning works. They are expected to generate £400,000 of revenue per year over 25 years as well as reduce our carbon footprint whilst also providing funding for community initiatives through the renewable energy community benefits scheme.
- A £17.4m award from the Levelling Up Fund Round 3 was secured from the UK Government. This will support Levelling Up for Ayrshire, Commercial and Low Carbon Infrastructure.
- 15 households on Cumbrae and 25 in Kilwinning have been identified for improvements via the Energy Efficient Scotland: Area Based Scheme. This will help address the impact of energy costs and address fuel poverty.
- Four community renewable projects have been awarded £130,000 in funding through the Community Renewable Energy Generation Fund.
- The ECO4 Flex scheme provides funding for energy efficiency improvements in homes, primarily targeting low income and vulnerable households. Our funding of £902,809 has supported 32 households with the installation of over 134 energy saving measures to improve home energy efficiency.
- 16 small and medium sized enterprises (SMEs) have enrolled for a first of its kind islands Net Zero Accelerator programme. This helps businesses increase sustainability, reduce their carbon footprint and work towards eliminating greenhouse gas emissions. Part funded by Zero Waste Scotland, collaborative projects are emerging.
- Over the year our bulky waste reuse partner, Cunningham Furniture Recycling Company, collected 902 mattresses (24 tonnes) and 212 tonnes of household furniture as part of an initiative to promote opportunities for their reuse, assisting 1,787 households to furnish their homes whilst also employing 17 people within North Ayrshire.
- We have switched 36 refuse collection vehicles from diesel fuel to Hydrotreated Vegetable Oil (HVO).
- In November 2024, the third and final stage of the Fairlie Coastal Path was completed with the opening of a new, improved and safer access to the coastline for residents and visitors to the area.



# A Sustainable Council

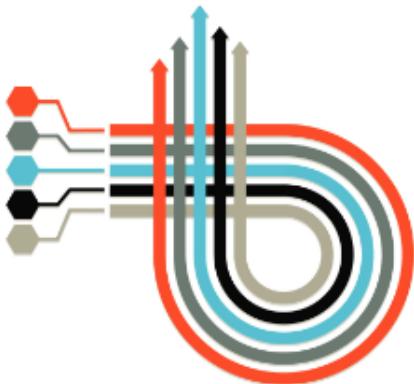
- Our most recent Best Value Thematic Audit focusing on Workforce Innovation was positive, showing how our council is responding to current challenges by building capacity, increasing productivity and innovation.
- Our Transformation Programme continues to progress, with key milestones reached within the Digital Workstream, Irvine Property Review as well as the Nethermains and Shewalton Solar PV Farm detailed above.
- The Transformation Board is overseeing service reviews across the Learning Resource; Housing Service; Financial Inclusion Services; External Residential Placements; Economic Development, Growth and Regeneration; and Waste Services.
- The Irvine Locality Review is progressing to align our operational property estate to the changing workstyles of our workforce. To date we have:
  - Relocated Genealogy from Irvine Townhouse to Irvine Library resulting in increased footfall.
  - Relocated 255 colleagues to Cunningham House.
  - Relocated the Eglington Trophy to the Heritage Centre.
  - Approved a £300,000 investment in a Community Wealth Building Initiative to support the exploration of a wellbeing enterprise hub at the current Greenwood Conference Centre site.
- We have generated £886,199 in income from our commercial property estate.
- £17.4m was secured from the UK Government via the Levelling Up Fund.
- In 2024 to 2025, 81 Skills for Life placements were created in partnership with the following services and organisations: Streetscene; Facilities; Clerical in various departments; Pupil Support Assistants; Third Sector; Step Into Sustainable Business; Care At Home and the Stores through the Health and Social Care Partnership. 51 of the placements were across other council services.
- We delivered a comprehensive public engagement exercise to inform our budget setting process for 2025 to 2026. The revised approach generated increased engagement from our communities, with 4,461 responses received in addition to community group feedback.



# Next Steps

Next steps for the next six months are included in our six-monthly Council Plan Progress Reports on our website [www.north-ayrshire.gov.uk](http://www.north-ayrshire.gov.uk).

## How do we compare?



**Local  
Government  
Benchmarking  
Framework**

You can discover how our performance compares to other Scottish local authorities through the national [Local Government Benchmarking Framework](#) online tool or through our LGBF Report published within our Year End reporting on our website [www.north-ayrshire.gov.uk](http://www.north-ayrshire.gov.uk).



We strive to make our reporting as accessible as possible. If you have any questions or require further information on our council's performance please contact:

**The Corporate Policy and Performance Team**

Tel: 01294 310000 Email: [NorthAyrshirePerforms@north-ayrshire.gov.uk](mailto:NorthAyrshirePerforms@north-ayrshire.gov.uk)  
Reports can be viewed at: [Council performance \(north-ayrshire.gov.uk\)](http://Council performance (north-ayrshire.gov.uk))