



Our Council Plan Six Monthly Progress Report

**1 April to
30 September 2024**



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Contents

Our Performance at a Glance.....	1
Welcome	2
Our Priorities.....	3
Wellbeing	4
Key Activities.....	4
Next Steps.....	9
Case Study – Drama for Wellbeing.....	10
Communities and Local Democracy.....	11
Next Steps.....	14
Case Study – Garnock Valley Task Force	15
Climate Change	16
Key Activities.....	16
Next Steps.....	20
Climate Change Case Study – Solar PV Farm	21
A Sustainable Council.....	22
Our Transformation Programme.....	22
Case Study – Our First Passivhaus School – A Model for Sustainable Education.....	24
Audits, Inspections and Accreditations.....	25
Next Steps.....	28
Performance Summary	29
Measures adrift of target.....	29
Changes to indicators.....	30
Actions Adrift of target	30
Benchmarking	31
Peoples Services.....	32
Other Services.....	33
Performance Indicators.....	44
Action Tracker	47

Our Performance at a Glance

35 Modern Apprentices recruited in August 2024

Child Poverty Action Plan Progress Report approved by Cabinet in August 2024

£165,377 of Participatory Budgeting funding available for our community groups and organisations

12,647 items of rubbish logged in September through the new 'LitterLotto' app

£17.4million funding secured from **UK Government Levelling Up Fund Round 3** for Commercial and Low Carbon Infrastructure

£130,000 of funding awarded to **four** community renewable projects

We opened our three state of the art educational facilities, investing **£41.265m** in our young peoples' education

11.2 tonnes of mattresses and **117 tonnes** of household furniture for reuse collected, assisting **875** households

72 climate change and energy lessons delivered to **26** primary schools

442 referrals to our new **Debt Advice Service** exceeding the referral target

437 P4 to P7 pupils participated in programmes during **Scotland's Climate Week**

Our new **Participation Strategy for North Ayrshire** was approved by Cabinet in June 2024

Welcome

Welcome to our Mid-Year Report on our Council Plan 2023 to 2028. This report covers the period 1 April to 30 September 2024. Our Council Plan is our contract with our residents and details how we are progressing our four priorities of Wellbeing, Communities and Local Democracy, Climate Change and A Sustainable Council.

Delivery of our Council Plan is progressing positively as 86% of our indicators where the status is known are either on target or only slightly adrift of target and 96% of our actions are on target. We actively compare our performance to other similar local authorities through the Local Government Benchmarking Framework (LGBF). Of these LGBF indicators, 17 of the 33 indicators that link closely to our priorities are in the top two quartiles. This means we are performing more strongly in priority areas compared to other councils.

We are prioritising ways in which we can alleviate the impact of cost of living. This includes: Our Money Matters Team helping residents access financial advice; funds being allocated from our Child Poverty and Early Intervention Fund to review childcare provision; emergency support payments allocated to households struggling with high utility bills through our Energy Smart Programme; and parents being supported into employment by council services to improve household income.

We received a positive Best Value audit on the theme of Workforce Innovation. Our council has set out a clear vision for workforce planning in its Council Plan 2023 to 2028. We have a comprehensive approach to workforce planning, real time workforce data is utilised to inform future plans and we have adopted a wide range of approaches to improve the skills and capacity of our existing and future workforce, including agile working.

We continue to focus on embedding Our 'No Wrong Door' approach within our council, ensuring that residents are always directed to helpful advice efficiently and that Cost of Living support is easy to access. To access this support, please call 01294 310000 or visit [our website](#).

Our council's two new solar photovoltaic (PV) farms have progressed to construction stage. Solar panels have been installed on the majority of the former Nethermain's landfill site in Kilwinning and good progress is also being made at the former Shewalton landfill site. The two solar farms are expected to generate £400,000 revenue per year over a 25-year period resulting in a total gross income of approximately £10million. Both stations have brought the sterile land at these sites (former landfill sites) back into use. This shows how we are embracing sustainable transformational change to meet our council's challenges as well as realising community benefits from the use of our land assets.

Key contextual indicators from the Wellbeing Economy Dashboard (formerly the Inclusive Growth Dashboard) include:

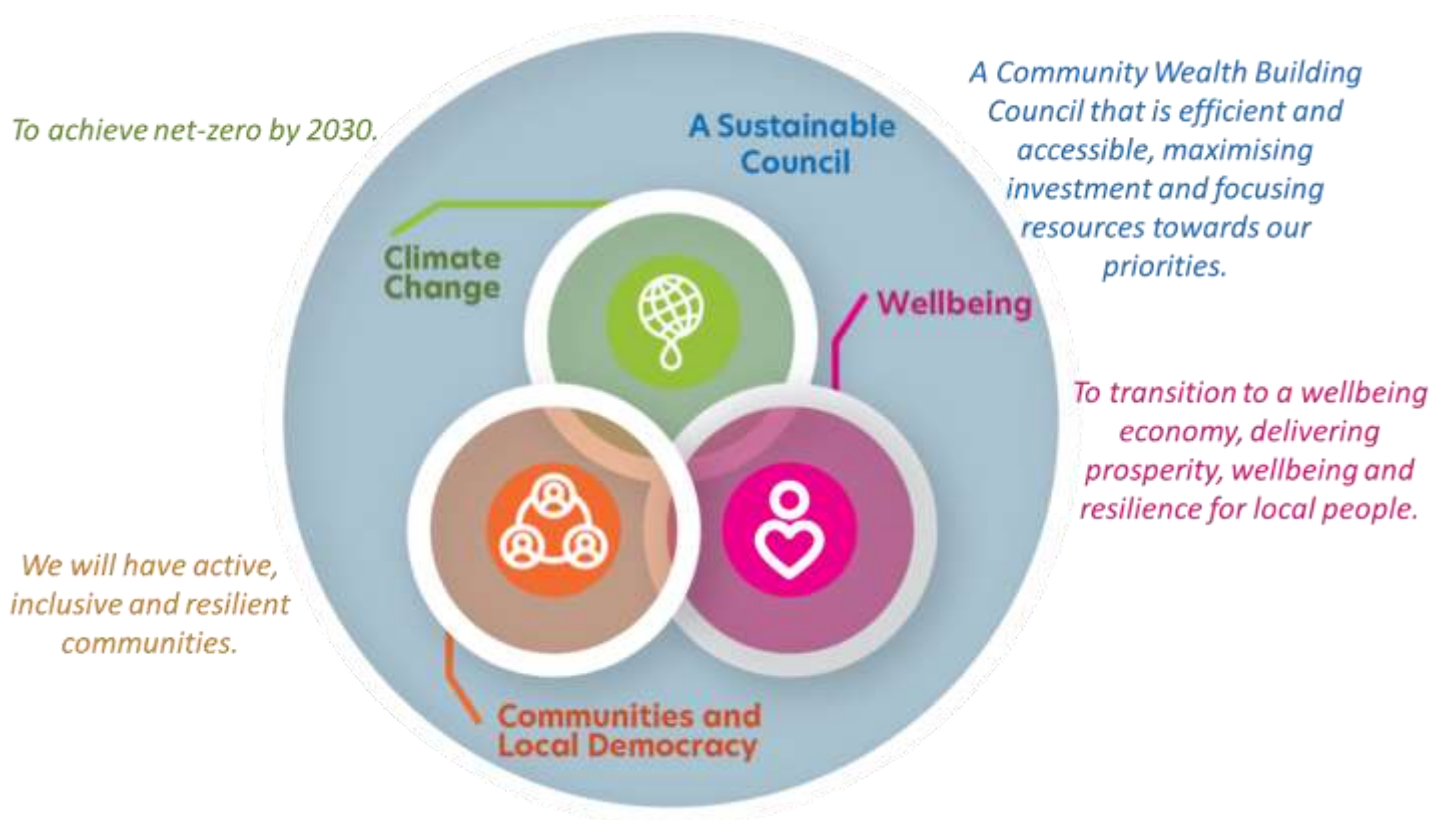
Population of North Ayrshire: 133,349 (2023)	29% of our children live in poverty after housing costs	28% of our households live in fuel poverty (2021 to 22)
65.2% of working age population is in employment (June 2024)	10.4% of people earn less than the living wage (2023)	Area wide CO ₂ emissions are 682kt CO ₂ (July 2023)

Together we will ensure a North Ayrshire that is fair for all.

Our Priorities

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

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



Wellbeing

To transition to a wellbeing economy, delivering prosperity, wellbeing and resilience for local people.

Key Activities

Cost of Living

Our council was successful in becoming one of Scotland's Fairer Future Partnerships (FFP). This partnership will fund three posts for 18 months at a value of approximately £350,000 to help bring a more systematic approach to addressing child poverty. Through innovation, small-scale tests and reform, we are aiming to develop a larger scale and sustainable approach for North Ayrshire.

We have continued to strengthen our links with the Third and Voluntary Sectors. For example, we have reconfigured our Child Poverty and Cost of Living Board within the Community Planning Partnership. This followed recent self-evaluation with partners that emphasised the importance of engaging more with the third sector to address child poverty. A commitment has been made by the Child Poverty Governance Group to work more closely with the Third Sector Interface (TSI) to progress place-based approaches to address child poverty across our localities using the Child Poverty Early Intervention Fund.

Our Child Poverty Action Plan Progress Report 2023 to 2024 was approved by our Cabinet in August. The report highlights action that has been taken. Key areas of focus include:

- Ensuring residents can access available cost of living support quickly and effectively through the No Wrong Door

approach, which ensures council employees can support our residents to access the advice and services they need.

- Improving out-of-school care provision.
- Improving the data that is gathered on the six priority groups (lone parent families, minority ethnic families, families with a disabled child or adult, families with a younger mother (under 25), families with a child under one, and larger families (three or more children) so that resources can be better targeted to support them.

In September, we began trialling a simplified Council Tax process, we are currently monitoring how well the new process works and intended benefits. Our Lived Experience group will be testing this change in November to ensure it is suitable for real world environments.

Our young people and their families in the Garnock Valley have been receiving support during the cost of living crisis from the Garnock Valley Youth Forum. Weekly attendees of the forum have been given goods and snacks whilst families have been provided with uniforms, clothes and toiletries at no cost through the "New to You" initiative.

Our community growing initiatives are sharing excess food with local larders to reduce food waste and promote sustainable food systems. Larders are also utilising FareShare (the UK's national network of charitable food redistributors) to collect surplus food from supermarkets, further minimising waste and providing food for our residents in need.



Our Financial Inclusion Partnership is developing a communications plan for 2025 to promote North Ayrshire Financial Inclusion services. This will promote services available, the range of platforms for engagement and contact details for support services. It is hoped this will improve awareness particularly for our island residents, the gypsy/traveller community, people who are digitally excluded and those with physical or learning disabilities or ill health.

Our Garnock Valley Locality Team, in Partnership with North Ayrshire's Health and Social Care Partnership and Café Solace Kilbirnie, has launched a Recovery Hub in Bridgend Community Centre. The hub provides a safe and supportive environment for individuals in recovery, offering access to information and resources.

Care Experienced Young People

Our Corporate Parenting Summer Programme offered our care experienced young people a chance to build relationships with others who may have had similar experiences. The programme provided opportunities to take part in activities that they otherwise may not have such as bowling. The event also provided parents and carers with some respite, with one carer stating:

“Being twins, the girls have quickly learnt to rely on each other in their own small bubble. Attending events that can take them out of their comfort zone and help them interact with other young people is great for their own personal development. Both girls really enjoyed soft play and as a carer it gave us a couple of hours off knowing the children were safe and being looked after.”

Our Active Schools and Community Partnership Officers have been working with a range of Health and Social Care partners such as Foster and Adoption, Kinship Families, Residential House, Children and Families team and Young Carers to remove barriers care experienced young people experience when accessing sport and physical activity opportunities. This is part of our ongoing commitment to ensure that each young person has an equal opportunity to thrive.

Achievements include:

- 51 opportunities provided for our young people, such as visits to leisure centres, team building days at Newmilns Dry Ski Slope and residentials at Inverclyde National Sports Centre.
- We have worked with 638 of our young people who are care experienced to provide sport and physical activity opportunities.
- 71% of our young people attending these opportunities have been supported into more frequent activity such as extra-curricular Active School programmes, community provision in partnership with KA Leisure, or a local community club.
- We work with our young people to monitor the impact of these opportunities. As a result of these activities, 65% felt safer, 66% felt they were achieving more, 65% felt more respected, and 67% attended more sports clubs.

Attainment

Our Education Service Improvement Plan has an enhanced focus on raising



attainment. Following significant analysis of our Achievement of Curriculum for Excellence Data, we have adapted the work of our Education Scotland Attainment Advisor to ensure greatest impact during 2024 to 2025.

Our Auchenharvie cluster of primary schools has engaged with the 'Keeping the Promise in Education Award' and will be looking at specific Personal Social Education (PSE) resources developed by Adoption UK. We are also investigating how we can collaborate with the Adoption UK education team to support our care experienced learners.

We are currently analysing initial data on how well our care experienced young people are progressing to be able to support them at school. Although further analysis within our schools has still to take place, initial information from the national Insight system indicates that of the 2023 to 2024 S4 cohort, 69% of our care experienced young people achieved Level 4 Literacy, and 79% achieved Level 4 Numeracy.

A series of activities promoting good mental health for children in Primaries 4 to 7 took place via our Outdoors for Wellbeing camp. Our 27 young people in attendance took part in crafts, nature activities and a park litter pick.

[Lifelong Learning Activities](#)

A series of cyber sessions took place over the summer in local libraries hosted by our Youth Work Modern Apprentices. The sessions focussed on:

- Cyber resilience and online safety
- Young people's rights online
- Digital technologies

- Inclusion and digital opportunities to learn online or take the next step in employment

Our Youth Work Modern Apprentice, Max, said:

“As a young person, I know how important being digitally connected is to young people. But there can be a dark side too. We want to empower young people to know the dangers of online, how to protect themselves against cyber-attacks but also how to utilise the power of online and apps to help overcome obstacles, look after their mental health, build connections and help them to achieve their aspirations and goals.”

We were delighted to receive funding from UK Government for a first of its kind Cyber Resilience programme. Cyber Explorers is the first in the UK delivering this programme in a community setting whilst working alongside our Education Department. Primary 6 and 7 as well as S1 and S2 pupils are being targeted initially, along with delivery in community centres and at the Mobile Youth Centre.

The Discovery Award Group in the Garnock Valley is aimed at all people over 50 years of age to help combat isolation and promote an active and healthy lifestyle. It offers challenges to both stimulate and motivate and has seen nine members progressing towards their Silver Award, with one member now working towards their Gold Award.

During the summer, we delivered our “Big Class Experiment”, aimed at bringing together English for Speakers of Other Languages (ESOL) learners located across North



Ayrshire, each with a variety of diverse needs. Recognising the challenge of providing effective language education, we learned from the Glasgow ESOL Forum’s approaches to managing classes with diverse needs.

Our Ranger Service led 13 events and activities that were attended by 124 of our young people and 100 adults. These events included guided Science, Technology, Engineering and Maths (STEM) trail activities, biodiversity information events and Ayrshire walking festival walks.

Our Ranger Service also supported four corporate volunteering sessions, three being through our Reconnected Programme in partnership with Human Resources and Occupational Development (HR & OD), and one provided externally.

Equalities

Our [British Sign Language Plan](#) (BSL) was published in May. This is our second Ayrshire Shared BSL Local Plan and was developed in partnership with Ayrshire College; East and South Ayrshire Councils; North, East and South Ayrshire Health and Social Care Partnerships; and NHS Ayrshire and Arran. Our BSL Local Plan sets out the priorities identified through consultation with BSL users living, working and studying in Ayrshire. The priorities included within this plan cover:

- BSL accessibility.
- Children, young people and their families.
- Access to employment.
- Health and wellbeing.
- Celebrating BSL culture.
- BSL data.
- Democratic participation.

Employment

As part of our council's workforce planning commitment, 35 Modern Apprentices were recruited in August 2024 across various council services. In addition, six employees have commenced Graduate Apprenticeship courses in September 2024 with the University of the West of Scotland (UWS), taking the overall total to 12 employees who are advancing through a Graduate Apprenticeship programme.

Community Wealth Building

We consider Community Wealth Building (CWB) to be a key mechanism to achieving a wellbeing economy in North Ayrshire. Following cabinet approval of our [2024 to 2027 Community Wealth Building Strategy](#) in February 2024, services across our council are working together to maximise local economic opportunities, increase the number of good quality local jobs, and retain wealth within North Ayrshire.

We are undertaking research to consider how we can use CWB principles to build on opportunities within our localities and meet the needs and aspirations of our communities.

CWB is at the heart of the Ayrshire Regional Economic Strategy and we are progressing our Regional Economic Strategy Delivery Plan. We are working with partners across Ayrshire including South and East Ayrshire councils, Ayrshire Chamber of Commerce and Ayrshire College to deliver actions which will support business growth under the Support for Enterprise theme.

A review of the Year One Delivery Plan has highlighted good progress, with some actions being



carried forward into Year Two. Supported by the Regional Economic Strategy, Ayrshire was successful in securing £3.7million of funding from the UK Department for Science, Innovation and Technology to facilitate emergent telecommunication technologies and 5G coverage across the region through the 5G Innovation Regions programme. Project delivery is underway alongside partners, with our council as the overall programme lead.

Commercial Estate Developments

Our new business pavilion within Annickbank Innovation Campus in Irvine, now has an identified bidder for the ground floor space and marketing will continue for the upper floor. The building is low carbon and energy efficient with an Energy Performance Certificate (EPC) rating of A+. It is hoped that the pavilion will support the growth of local businesses. Phase Four of our Annickbank Innovation Campus project is currently awaiting confirmation of external funding.

Community Transport

A study to investigate potential opportunities to develop Community Transport across North Ayrshire was commissioned in 2024.

The study aims to assess the existing public transport coverage and established community transport services currently operating on Arran and in the Garnock Valley. It will be informed by public and stakeholder engagement to determine the impacts of transport limitations on the community and identify how further community transport services could better support travel needs.

Consultation activities to inform the study were undertaken between February and

June 2024. The draft study was received in August and next steps are being established.

A further study is being commissioned on behalf of the Garnock Valley Locality Partnership on the travel challenges and barriers in the area and their impact on the community. This will commence in Quarter Three of 2024 to 2025 and include extensive consultation.

Housing

Alongside our Registered Social Landlords (RSLs) our Housing Service continues to deliver our social house building programme in the form of new build properties and buybacks of ex-local authority properties via the Strategic Housing Investment Plan (SHIP). There are a number of projects currently on site:

- Ayrshire Central Hospital site, Irvine.
- Garnock Academy site, Kilbirnie.
- Newhouse Drive, Kilbirnie.
- Laburnum Avenue, Beith.
- James McFarlane site, Ardrossan.
- Stanecastle site, Irvine.
- Former Kings Arms hotel, Irvine.
- St Mary's site, Largs.

The sheltered housing reprovisioning programme continues to be implemented with the completion of the refurbishment of Barnett Court in Saltcoats and Cheviot Court in Irvine. The next phase planned for refurbishment includes Laigh Court in Beith and Vineburgh Court in Irvine.

We continue to invest in and maintain our current housing stock. We are proactively installing sustainability measures to ensure they are as thermally efficient as possible to reduce fuel bills



for tenants. Measures include installing external wall insulation and solar photovoltaic (PV) technology to suitable properties. We are also undertaking a pathfinder project to explore a 'whole house' retrofit approach to our existing homes. This will inform future asset investment for different property types to achieve our energy efficiency targets and reduce fuel costs for our tenants.

Following submission of the Annual Return on the Charter (ARC) on 31 May 2024, the Annual Assurance Statement (AAS) will be presented to Audit and Scrutiny on 31 October 2024 for endorsement and duly submitted to the Scottish Housing Regulator. The AAS will also be presented to the North Ayrshire Network (NAN) on 10 October 2024 to seek feedback and scrutiny prior to endorsement.

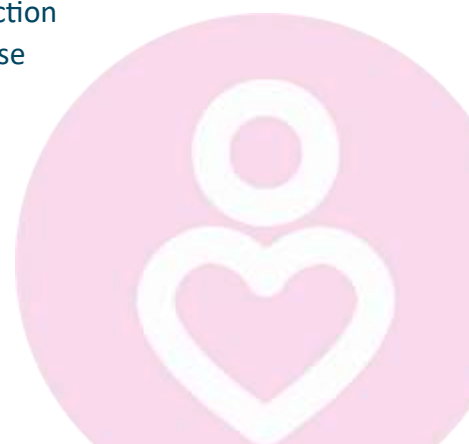
Our Tenant Inspection Panel scrutinises one area of service per year. For 2024 to 2025 the area of focus is Aids and Adaptations. This was decided independently through a review of our performance information and support from officers. The project will commence during January 2025.

Next Steps

- We will establish our Fairer Futures Partnership team to bring a more systematic approach to addressing child poverty in North Ayrshire.
- We will progress work as one of three places in the Collaborating for Health Equity in Scotland (CHES) programme, which is being jointly led by Public Health Scotland and the University College London Institute for Health Equity. The aim of this programme is to strengthen and accelerate the action underway to improve Scotland's

health, increase wellbeing and reduce health inequities. This work will complement the Fairer Futures Partnership activity.

- Review the impact and further develop our approach to the Motivation, Commitment and Resilience (MCR) pathways for our young people.
- We will review the Debt Advice service.
- We will develop a communication plan for our Financial Inclusion Partnership.
- We will hold Secondary Attainment discussions to examine attainment data to support improvement.
- We will produce our British Sign Language Operational Plan.
- We will further refine our approach to our Wellbeing Alliance.
- We will review research commissioned by our council into the potential to deliver a more locality based approach to Community Wealth Building across North Ayrshire.
- We will work with island stakeholders to influence the development of the new National Islands Plan for Scotland.
- We will progress the validation process for our Levelling Up Fund Round 3 Commercial and Low Carbon Infrastructure project.
- We will continue to provide support for local enterprise through the Business Recovery and Sustainability Fund.
- We will complete the annual review of our Strategic Housing Investment Plan
- Our Tenant Inspection Panel will scrutinise our Aids and Adaptations provision.



Case Study – Drama for Wellbeing

Youth Services returned to the Harbour Arts Centre in August for a week-long drama workshop. This year, the North Ayrshire Drama for Wellbeing sessions were attended by over 35 young performers aged between six and 15 years old.

Following a series of workshops throughout the week with a mental health and wellbeing focus, the hard work of the children and young people was celebrated with an on-stage performance to the Provost, special guests and family members.

Some of the young performers have already been used to the stage, starring in amateur drama and local dance school productions. However, for others, this was their first time.

One of our youth workers who led the workshops throughout the week supported by drama facilitators working in the industry said:

“I am incredibly proud of our talented performers. The free workshops were fully booked. We were really amazed how well received the uptake was as the aspiring performers were able to discover the power of youth work via confidence building and wellbeing sessions. It has been great to welcome performers who were with us last summer too, they’ve grown so much.”

Parent feedback included:

“The singing was incredible, and the drama was really moving. I was deeply moved by the production and it’s great to hear from my daughter and her friends that they’ve been able to learn some valuable performance skills and develop techniques to be more mentally resilient ahead of the new school term.”

The programme is an example of how we continue to champion children and young people’s rights – building their confidence and encouraging them to learn new skills beyond the classroom.



Communities and Local Democracy

We will have active, inclusive and resilient communities.

Key Activities

Community Learning and Development

We published our new Community Learning and Development (CLD) Plan 2024 to 2027. Reflecting the recommendations within the recently published Scottish Government “Learning: For All. For Life” report, key themes have been identified and commitments made to the communities of North Ayrshire.

Adult Learning, Youth Work and Capacity Building are the foundation of the CLD Plan, with themes of health and wellbeing, Community Wealth Building and workforce development woven in. It also covers inequalities and the targeting of resources, as well as describing unmet need and governance.

Participation

In June 2024 our new Participation Strategy was approved. The delivery of the first year of the strategy will focus on the following actions:

- Promote and raise awareness of the strategy and the ways in which people can be involved.
- Gather examples of effective engagement, participation and change to share.
- Enhance our budget consultation process.
- Work to further develop and promote our locality planning approach.

Additionally, we continue to develop a virtual community directory to support residents in crisis, in alignment with the work of the North Ayrshire Child Poverty and Cost of Living Board.

We have recruited community reviewers for both the locality and youth participatory budgeting (PB) process. Our reviewers will be involved in all aspects of the PB process across all six localities. There is a total of £165,377 available through the PB process which our community groups and organisations may apply for. The Consul online engagement platform will facilitate voting for young people aged eight to 25 years. Voting packs created by our Modern Apprentices will be distributed to schools promoting democracy and active citizenship.

Voting for the PB funding available through the UK Shared Prosperity Fund (SPF) Communities and Place Grant is also in progress across our six localities. There is a budget of £31,000 available and voting will conclude in November.

Training has been delivered to the Active Schools Team to expand the capacity for supporting the Community Asset Transfer (CAT) process. The Ayrshire Community Trust (TACT) hosted an information session for local groups either considering or at the early stages of a CAT. We currently have 12 expressions of interests pending, are assessing 11 full applications, and four groups are considering making an application.

In the summer, our Members of the Scottish Youth Parliament (MSYP) attended the national sitting of the Scottish Youth



Parliament. Along with the Scotland-wide membership, our MSYPs took part in the vote to decide the three campaign areas for the next two years. These have received a good amount of support from organisations across Scotland including the Third Sector. Campaigns include:

- Increasing mental health training and education.
- Investing in and protecting youth work services.
- Ending gender-based violence.

Our MSYPs took part in consultation to help shape national policy such as:

- Transitions to Adulthood for Disabled Young People.
- Scottish COVID-19 Inquiry Workshop 2 – Mental Health and Digital Inclusion.
- Artificial Intelligence in the Children’s Hearings System.
- Education Reform – What Should Happen Next?
- Together (Scottish Alliance for Children’s Rights): State of Children’s Rights Report.
- Learning for Sustainability Project – Phase 2 Workshop.

Our MSYPs have also been meeting regularly via the Executive Youth Council, attending summer events and programmes, volunteering and working on individual projects.

Locality Planning

One of the key routes for participation in North Ayrshire is through locality planning, including the work of the locality partnerships which bring our Community Planning Partners, Elected Members and community representatives together to jointly address local priorities. Using our new North Ayrshire Participation Strategy

as a catalyst, a programme of self-assessment work in relation to locality planning has been developed. This reflects our ambition to continue to grow and improve the local governance framework using locality planning. It augments the ambitions of communities across Scotland which have been identified so far through the Local Governance Review and Democracy Matters 2 conversation. The self-assessment exercise will take place over summer/autumn 2024 and will include:

- Surveys with key locality representatives to gain a deeper understanding and identify what is currently working well, the challenges to locality working and opportunities to develop the collective contribution.
- A wider review of the best of practice across national networks to inform our locality planning approach, tailored to local circumstances as required.

The 2024 to 2025 Locality Plans were approved at Locality Partnership meetings in September.

Community Planning Partnership

Our Community Planning X (formerly called Twitter) account is experiencing steady growth, nearing 900 followers. The team has recently reassessed the social media plan to enhance the use of the platform, aiming to further expand the account and highlight the initiatives of the Community Planning Partnership and Locality Partnerships.

Following positive feedback from participants after the first session in March, the second of two Community and



Locality Planning training sessions has been planned for November.

A development session took place in May 2024 led by the Scottish Fire and Rescue Service and attended by CPP partners. Actions to be considered include a review of CPP governance and looking at ways to increase working on a pan Ayrshire basis. Discussions have taken place with CPP Teams at East and South Ayrshire councils regarding increasing pan-Ayrshire working in the coming year.

We are undertaking a review of Locality Planning which will look at findings from engagement activity and local data including locality surveys and profiles. It aims to strengthen our locality planning approach in North Ayrshire and aligns with our council's ongoing commitment to community empowerment.

[Community Asset Transfer \(CAT\)](#)

Community Asset training has been delivered to employees who are interested in being the Single Point of Contact for community groups exploring community asset ownership. This training will build on existing communications between departments to ensure groups feel fully supported through the CAT journey.

We have worked to understand where we can support groups who are interested in a CAT of a building. This includes carrying out some repairs to make buildings more sustainable using our CAT Start Up Fund and working alongside our Energy team to understand what adaptations might improve the energy use of various buildings.

Modern Apprentices from Building Services helped to carry out work to the

Garnock Valley Men's Shed building, bringing it to a state where the group were able to progress to full ownership.

We are working with 19 different groups who are at various stages of the CAT process to help them progress their ambitions.

[Community Grants and Funding](#)

Participatory Budgeting 2024 to 2025 (locality and youth) was launched across all six localities, with launch events held in each locality, providing opportunities for groups to find support to apply and a chance to network with other local organisations.

PB training has been delivered across localities to staff and a community reviewer engagement session has taken place for this round of PB.

Community grants totalling £177,574.98 have been awarded by Locality Partnerships so far this year.

We are planning to review our processes for making and monitoring grants to ensure they are as easy as possible for community and voluntary organisations to access.

[Community and Voluntary Sector](#)

We have been working with the North Ayrshire Third Sector Chief Officers' Group (COG), who represent a range of local, regional and national organisations in North Ayrshire. This is a key group of senior leaders who have the potential to influence and shape CWB within the third sector as well as becoming a trusted partner for our council.

This work includes looking at how we



can work together with third sector organisations to invest in them in a collaborative rather than competitive manner. Development sessions are planned to explore this further and create agreed actions we can take forward together.

We continue to support a range of other community and voluntary sector organisations including Community Associations who operate key holding at a number of community facilities, and the Fairer Food Network who operate 16 food larders across North Ayrshire.

Islands

We have continued to support communities on Arran and Cumbrae with the implementation of our Ten-Year Island Plans. This has included supporting communities on both islands to prepare and submit applications to the Scottish Government's Islands Programme for capital projects. In addition, we supported Cumbrae Community Development Company to prepare and submit a funding application to the Scottish Government's Carbon Neutral Islands Capital Fund.

Next Steps

- We will complete our review of our Locality Partnerships and present proposals to Cabinet in early 2025.
- We will begin delivery of our year one outcomes of our new Community Learning and Development Plan.
- We will make progress on the priorities identified through the Community Asset Transfer Start-up Fund review.
- We will commence a comprehensive review of our approach to application, assessment, award and compliance in relation to community funds and grants.
- We will implement the action plan identified by our joint work with the Third Sector Chief Officers Group.
- We will continue to develop our new virtual Community Directory for community members in crisis.
- We will prepare our CPP Project Plan for 2025 to 2026.
- We will carry out Community and Locality Planning training sessions in November.
- We will undertake a consultation on rent setting options for 2025 to 2026 for our council homes.
- We will issue our tri-annual tenant satisfaction survey.
- We will test our streamlined Council Tax process with our Lived Experience Group in November.
- We will undertake both a locality and youth participatory budgeting process.



Case Study – Garnock Valley Task Force

In response to a growing trend in youth related disorder across the Garnock Valley, a Wellbeing Task Force was established to drive a fresh and effective approach to the challenge. This initiative is part of the North Ayrshire Health and Wellbeing Alliance broader delivery programme, aligning:

- Diversionary opportunities for young people.
- Educational messaging on life choices and the dangers of substance misuse.
- Better links with local partners to provide more opportunities for young people to find their future pathway.

The primary goal was to create a cohesive and skilled delivery team capable of reducing youth disorder. Through careful analysis of local data, the task force identified disengaged students within the education system as a key demographic requiring attention. They often face barriers to positive engagement leading to antisocial activities within their communities.

By addressing these challenges head on, the Wellbeing Task Force is working to empower young people with the tools, opportunities and guidance needed to make better decisions and build brighter futures.

A pilot commenced in December 2023 using KA Leisure coaches and instructors who have focused on building relationships and developing trust with the young people to build confidence through sport and physical activity and develop transferable skills such as:

- Goal setting
- Discipline
- Routine
- Teamwork
- Resilience

Our young people have completed KA Leisure’s Elevate Academy and received a 3-month fitness membership to continue their wellbeing journey out with school.

The second phase of this project focusses on empowering our young people to design and lead initiatives that benefit their local area and wider community. This stage aims to instil a sense of responsibility and belonging while equipping participants with valuable skills and experiences. By involving our young people in meaningful, community-driven projects, the initiative also seeks to shift perceptions, highlighting the positive contributions of youth and fostering stronger connections between the school and the wider community.

The next steps will involve collaborating with additional partners to expand engagement, broaden opportunities, and create more pathways for our young people. We will also explore new ways to promote access to community activities and lifelong learning opportunities.



Climate Change

To achieve net-zero by 2030.

Key Activities

Energy

Our council's two new solar photovoltaic (PV) farms have progressed to construction stage. Solar panels have been installed on the majority of the former Nethermaines landfill site in Kilwinning and good progress is also being made at the former Shewalton landfill site. The new solar farms will make a major contribution to renewable energy generation and carbon reduction whilst also bringing sterile land back into productive use.

The two solar farms are expected to generate £400,000 of revenue per year over a 25 period resulting in a gross income of approximately £10million. The projects are both in the construction stages and are scheduled for energisation in early 2025.

Following an engagement exercise via our Energy Efficient Scotland: Area Based Scheme (EES:ABS), 15 households on Cumbrae have been identified for improvements. This aims to address the impact of energy costs and fuel poverty in private housing across Scotland. Further engagement with eligible households will continue to support affordable warmth and reduced carbon emissions. In addition, 25 properties in Kilwinning have been identified as eligible and are awaiting technical surveys.

Our council continues to support wider action on climate change beyond our own estate. Four community renewable projects have been awarded funding

through the Community Renewable Energy Generation Fund, totalling approximately £130,000. Additional awareness raising activity is underway to increase the uptake of the available funding, with support from Connected Communities. A programme for Community Climate Action Plans is underway to increase action based on community priorities and this will maximise access to funding and support.

Procurement activity has commenced to undertake a review of the renewable energy potential across our council's land and assets. The scope of this work will also include assessing the potential for community owned renewable energy projects. This study will be completed by December 2024 and is likely to involve community engagement as part of its development.

Together with Development Trusts Association Scotland (DTAS) and the Three Towns locality team, we are collaborating with the Stevenston Community Company to explore the potential for a solar farm and the community asset transfer of the Kerelaw School site. This initiative offers opportunities for community ownership and the development of renewable energy sources.

Reuse and Recycling

Since the introduction of the 'LitterLotto' app in April 2024, there has been a steady increase in residents helping to dispose of litter appropriately and recording this via the app. Throughout September 2024, a total of 12,647 items of rubbish were disposed of by app users, which has shown a significant increase



from 4,942 items in July 2024. The 'LitterLotto' partnership, facilitated by the environmental charity, Keep Scotland Beautiful, gives users in North Ayrshire the opportunity to enter a UK wide weekly draw with a jackpot of £1,000 to be won, and a monthly prize draw with a cash prize of £100 to be won.

Our council's bulky waste reuse partner, Cunninghame Furniture Recycling Company (CFRC), collected 410 mattresses for reuse (11.2 tonnes) between April and September 2024 as part of an initiative to promote opportunities for their reuse. During the same period, CFRC also collected 117 tonnes of household furniture for reuse and assisted 875 households to furnish their homes supporting the employment of 16 people.

The Scottish Environment Protection Agency (SEPA) published the 2023 recycling data which showed our council improved its recycling performance from 55.3% in 2022, to 56.1% in 2023. We are ranked as the 3rd best performing of all 32 local authorities in Scotland.

Following the enactment of the Circular Economy (Scotland) Act 2024 in August, our officers have been working closely with COSLA, SOLACE and the Scottish Government through a co-design process to develop the key policy and actions to be taken forward within a new Waste Route Map for Scotland. This is expected to be published later in 2024 and will be used to inform the development of our council's new Zero Waste Strategy.

Net Zero Ambition

We are currently partnering with Zero Waste Scotland (ZWS) to implement the Islands Net Zero Accelerator (NZA) through our Business Recovery and

Sustainability fund in addition to attracting £25,000 of match funding from ZWS. This unique island specific programme will help local businesses embrace new technology and reduce their environmental impact. Through their transition to Net-Zero by 2030, the programme closely aligns to the Local Island Plans priorities of:

- Climate action and sustainability.
- Local supply chains.
- Business resilience.
- Skills development.
- Green innovation.
- Energy provision.
- Energy costs.

15 small enterprises are being supported through the 12-month programme. It is designed to help companies in their transition to Net-Zero, providing advice and support associated with reducing their carbon footprint, making energy efficiency improvements, adopting renewable energy sources and using carbon accounting tools.

The Islands Net-Zero ambition positions our islands as pioneers and role models in the broader context of climate action and sustainable development. By showcasing successful outcomes and scalable models, Arran and Cumbrae can inspire other island communities and regions to embark on similar journeys towards a greener and more resilient future.

In collaboration with Ayrshire College, we are working on the Carbon Assistant Programme aimed at supporting unemployed parents and local businesses by cultivating a skilled workforce in the



expanding field of carbon accounting.

Through this programme, nine unemployed parents have received valuable skills training and secured work placements with businesses across North Ayrshire, gaining practical experience in carbon management practices. Net Zero International will provide in-work continued professional development accredited training focused on carbon reporting skills, equipping participants to make impactful contributions to sustainability within their placements. Additionally, participants will have the opportunity to join the second year of the North Ayrshire Net Zero Accelerator Programme, offering continuous support and development in sustainable practices.

Our council continues to work with Keep Scotland Beautiful to support free energy resources for secondary schools and are developing a community carbon literacy training pack for small community groups, in conjunction with the Association for Public Service Excellence (APSE) Energy.

A community focused carbon literacy module has been drafted to be made available to community groups throughout North Ayrshire. Final amendments are being addressed with the support from the Carbon Literacy Trust.

Transport

Following approval of the Regeneration Delivery Plan funding proposals at Cabinet in August 2024, works have progressed on the Levelling Up Fund Active Travel Route initiatives including Heatherhouse Road, the River Irvine Path, Long Drive and Riverside Way. Construction on the next phase of Fairlie Coastal Path is also

ongoing and due for completion in November 2024.

Since April, our Local Transport and Active Travel Strategy (LTATS) has made further significant progress through partnership working, community consultation, project funding, and infrastructure improvements. Key achievements include completing active travel paths in Kilwinning and Fairlie, expanding electric vehicle infrastructure on Arran, initiating feasibility studies for new Active Travel Routes, and continuing our workplace and community behaviour change programme.

Nearly £2.1million in funding has been secured to advance the LTATS, sourced from the Scottish Government, Strathclyde Partnership for Transport, Sustrans and Cycling Scotland. This includes:

- General capital funding of £942,452 from the Scottish Government via Transport Scotland's Active Travel Infrastructure Fund (ATIF) Tier 1 and Local Authority Direct Award (LADA) capital award.
- Specific project grants such as £392,506 this year for the Fairlie Coastal Path from Sustrans.
- £400,000 for the North Crescent Coastal Path in Ardrossan and £165,000 for McGavin Park in Kilwinning from Sustrans and ATIF Tier Two.

Additionally, revenue awards of £157,200 from Strathclyde Partnership for Transport's People and Place programme, along with £70,905 from the LADA Revenue, enable our council to enhance



sustainable transport and active travel options across North Ayrshire, aligning with broader environmental goals and community needs.

Biodiversity

As part of our Sustainable North Ayrshire Strategy 2024 to 27, we are developing Community Climate Actions Plans for each locality area, building on the Climate Action Town Stevenston project. Development of this programme is progressing with support from our Connected Communities service and APSE.

Our Environmental Health Team is launching a 'No Idling' campaign for schools in an effort to encourage drivers to switch off their engines while they wait. A wider authority initiative is also being planned for inclusion in a bid for Clean Air Day 2025 funding from Scottish Government.

Our Sustainability Team has delivered 72 Climate Change and Energy lessons to 26 primary schools to date.

The lessons support awareness of action on climate change and encourage activities within schools via their climate action plans.

Cumbrae Primary School will participate in the first round of 'Climate 180' training with Learning through Landscapes. This is an initiative to empower children and young people with the knowledge and skills necessary to actively participate in positive changes in relation to climate change.

Continuing our collaboration with Keep Scotland Beautiful and the Climate Ready Classrooms Primary programme, 437 Primary 5 to 7 learners from 17 settings participated in the programme throughout September, culminating in the creation of

Climate Action Plans during Scotland's Climate Week. This is in addition to the 24 active Green Flags held by our schools and four currently in progress. Green Flags are an internationally recognised achievement for schools and nurseries committed to Learning for Sustainability.

A self-led sustainability trail is currently being developed for the Community Gardens at Eglinton Park which will be trialled in the Autumn. Participant feedback will help inform the design and installation of a permanent trail to be opened for Spring 2025.

Our 2030 Woodland: A Tree Planting Strategy continues to be a key area of focus, with support from our Arboricultural and Strategy teams provided to local community groups and the assessment of suitable planting sites.

To date, 36,531 trees have been planted across North Ayrshire through various projects and by community partners creating new habitat opportunities for birds and other wildlife. The total number of trees planted within the first three years of the strategy is on schedule to achieve the overall target of 108,000 trees to be planted by 2030, with six years of the strategy still remaining. A Tree Planting webapp has been created for internal GIS system users within our Streetscene Service which has been used to identify several potential tree planting sites within the Irvine area. These areas are currently being assessed for developing new tree planting proposals for the 2024 to 2025 tree planting season.

The Community Woodland Grant Fund Scheme for 2024 to 2025 launched at the end of September with a total of £25,000 available in the fund with a maximum of £5,000



per applicant. It will support local tree planting ambitions, including the creation of new community orchards. The fund has been widely advertised through a press release, social media posts and communicating directly with local community groups and allotment associations. Our council also planted perennial plants to replace traditional summer bedding plants which have better biodiversity outcomes.

Next Steps

- We will develop Community Climate Action Plans for our six localities.
- We will revise our Renewable Energy Strategy and build an asset decarbonisation model.
- We will develop a battery storage pilot scheme on non-domestic buildings to maximise the use of existing roof mounted solar PV helping support local energy networks.

- We will continue to review the current bulky uplift service to align with the new SEPA guidance.
- We will continue to develop a community focussed carbon literacy module that will be made available to community groups.
- We will host a series of Biodiversity and Sustainability, and Climate Chemistry seminars.
- We will create a North Ayrshire Network Strategy, aligned with the Scottish Government's Biodiversity Strategy.
- We will install a new permanent self-led sustainability trail at Eglinton Park.
- We will continue to develop projects for future Active Travel and Infrastructure Tier 2 Funding applications.
- We will complete the construction of our Fairlie Coastal Path.



Climate Change Case Study – Solar PV Farm

Our council identified a growing need for sustainable energy solutions to meet local energy demands and reduce carbon emissions. With increasing energy costs and the need for greener initiatives, the development of two new solar farms was proposed at the Nethermains landfill site in Kilwinning and the former Shewalton landfill site in Irvine with an aim to generate clean energy for our community while supporting our commitment to achieving net zero emissions by 2030.

Our primary objective was to design, construct and execute the solar farm projects ensuring environmental and economic feasibility whilst gaining community support and mitigating potential environmental concerns for local residents in our communities. These projects are believed to be the first solar farms to be owned and operated by a local authority in Scotland and mark a major milestone in our council's priority to cut carbon emissions.

These projects represent a £12.5million investment and are key elements of delivery of our council's Sustainable North Ayrshire Strategy. They will have the added benefit of generating income for the council to help sustain local services and will also generate 15% of any net profit as community benefits for local communities, by selling the electricity generated via a Power Purchase Agreement.

Both solar farms have progressed to construction stage and are scheduled for energisation in early 2025. The Nethermains site alone is expected to create enough energy to power more than 2,000 homes. Once complete, it will feature more than 12,000 solar panels and is expected to generate approximately 7,700MWh of electricity annually. The annual reduction in CO2 emissions is estimated at 2,700 tonnes of CO2 per year based on the combined annual energy generation of over 13,000 MWh.

The two solar farms are expected to generate £400,000 of revenue per year over a 25 year period resulting in a gross income of approximately £10million, whilst significantly reducing our carbon footprint and contributing towards our net zero goals.

These sites will make a major contribution to renewable energy generation and carbon reduction whilst also bringing sterile unused land back into productive use. They demonstrate our council's capability to deliver impactful, transformational and sustainable projects.



A Sustainable Council

To transition to a wellbeing economy, delivering prosperity, wellbeing and resilience for local people.

Our Transformation Programme

Our current Transformation Programme was approved in 2023 and developed alongside our Council Plan 2023 to 2028. The Transformation programme is one of the key approaches in addressing the financial challenges of our council, alongside exploring opportunities for further revenue generation, wider reform (including sharing services), the planned use of council reserves and, through extensive engagement with communities, consideration of the range and level of services provided by our council.

A culture of continuous improvement ensures projects are delivered to improve the impact of our services for our people of North Ayrshire. This section provides a summary of progress on workstreams where key milestones have been reached during the first six months of 2024 to 2025. Other projects will be reported as they reach relevant stages.

Digital Workstream

- Linked Priorities:** All four priorities, with Wellbeing as the main focus.
- Current Status:** On Target.
- Expected Outcome:** Easier access to services for residents. Part of the Digital Workstream which is expected to deliver £200k of savings by the end of 2027.

The Accessing the Council project, part of the Digital Workstream, reviewed our frequently used online processes to identify and implement improvements with an aim of streamlining how our residents access services. Last year we: Introduced a new Customer Services Digital Team; launched the My NAC online account using the national My Account platform for authentication; and launched our new website in September 2024.

Consequently, we are now seeing a reduction in public facing telephone numbers and email addresses on our website. With regards to the wider Digital programme the Transformation Board continue to explore opportunities which align to the digital North Ayrshire strategy. A range of work is currently being progressed nationally through SOLACE, the Improvement Service and the Digital Office. This includes a “Scotland first” approach to council processes and activities across a range of areas.

Irvine Locality Property Review

- Linked Priorities:** Climate Change and A Sustainable Council.
- Current Status:** On Target
- Expected Outcome:** Part of wider ‘Our Future Working Environment’ work, expected to deliver £670k in savings by the end of 2026.



The Irvine Locality Review is being undertaken as part of the Land and Property workstream to rationalise our council's property estate. Our approach was approved by Cabinet in September 2024. Work completed to date includes:

- Move of Genealogy from Town House to Irvine Library.
- Floor plans and move schedule for services into Cunninghame House approved. This includes the agreement of designs for a new Training Suite and Customer Services Centre in Cunninghame House.
- Designs agreed for Quarry Road, Irvine.

Nethermains and Shewalton Solar PV Farm

Linked Priorities: Climate Change and A Sustainable Council.

Current Status: On Target

Expected Outcome: Reduced emissions and a long term income to the council.

Work continues on the installations of two new solar PV farms at the former Nethermains landfill site in Kilwinning and the former Shewalton landfill site in Irvine. The programme of works for the first six months of 2024 to 2025 included:

- Approval of the detailed designs for both Nethermains and Shewalton solar PV farms.
- The start of the installation of the grid connection works by SPEN.
- Completion of site clearance works and fencing erected at both sites.
- Compound area and road installation complete at Nethermains site.
- Mounting structure work complete at Nethermains site.
- Compound area and road installation underway at Shewalton site.
- Power Purchase Agreement (PPA) investigation work and discussions with energy provider underway.

Service Reviews

The following service reviews are in progress, governed by the Transformation Board.

- Learning Resource review.
- Housing Services review.
- Financial Inclusion Services.
- External Residential Placements (Brighter Pathways programme).
- Economic Development, Growth and Regeneration services review.
- Waste Services Review.

In terms of wider local government reform, discussions are ongoing with neighbouring authorities to explore opportunities for sharing services on a regional basis. Further information will be provided in future reporting.



Case Study – Our First Passivhaus School – A Model for Sustainable Education

In response to our commitment to achieve net-zero carbon emissions, our council decided to build its first Passivhaus-certified school. The goal was to create an energy-efficient learning environment to accommodate 342 primary school students, an Early Years facility for 32 children and activity areas on a greenfield site in Montgomerie Park while maintaining high standards of comfort for our young people and employees.

Our Property Team was tasked with designing, project managing and delivering a school that met the stringent Passivhaus energy performance standards with a site specific Passivhaus induction taking place on site prior to works commencing. This required collaboration with architects, engineers and contractors to overcome the challenges of different construction techniques, tight timelines and budget constraints. A Passivhaus Champion was on site throughout the construction process to monitor and record quality standards.

The project began with extensive stakeholder engagement to align sustainability goals with educational needs.

Key actions included:

- Implementing advanced insulation and airtight construction techniques to minimise energy loss using precast concrete.
- Prioritisation of reducing embodied carbon, using green steel produced through electric arc furnaces, aligning the project with its environmental goals.
- Regular performance checks and on-site adjustments ensured the construction met all certification requirements and ensured quality throughout the build process.

Montgomerie Park Primary School opened its doors in August 2024, achieving and exceeding certification for energy efficiency, using less energy than a conventional building and reducing operational costs significantly. The project also served as a learning experience for future sustainable construction projects.

This project demonstrates how our commitment to sustainability can deliver tangible environmental, economic and social benefits while setting new standards for educational infrastructure.



Audits, Inspections and Accreditations

Best Value Thematic Approach – Workforce Innovation

Our most recent Best Value Thematic Audit focussed on Workforce Innovation. The [final report](#) was presented to the Audit and Scrutiny Committee in August. It shows how our council is responding to current workforce challenges through building capacity, increasing productivity and innovation.

The report identified:

- Staff costs equate to around 49 per cent of our council’s overall revenue budget.
- Our council has set out a clear vision for workforce planning in its Council Plan 2023 to 2028.
- We have a comprehensive approach to Workforce planning at a service level with detailed action plans, with some strengthening required at corporate level.
- Real time workforce data is utilised to inform future planning.
- We have adopted a wide range of approaches to improve the skills and capacity of our existing and future workforce. This includes agile working, which was strengthened in 2021.

The recommended actions arising from the audit are detailed below. Work towards these actions is progressing and a full update on progress will be provided in our Year End reporting.

Recommendation	Agreed Management Action
The council should establish corporate workforce planning priorities and develop a SMART action plan to allow progress in delivering these priorities to be measured.	The Workforce Strategy will be updated to include corporate workforce planning priorities and an action plan to allow progress to be measured.
The council’s workforce strategy should be updated to align with all four Council Plan 2023 to 2028 priorities and with other key strategies and plans. It should include an analysis of council-wide workforce data and set out what the required skills, learning and development needs of its staff are.	The Workforce Strategy will be updated to ensure alignment to all Council Plan priorities, other key strategies/plans and include an extract of council-wide workforce data.

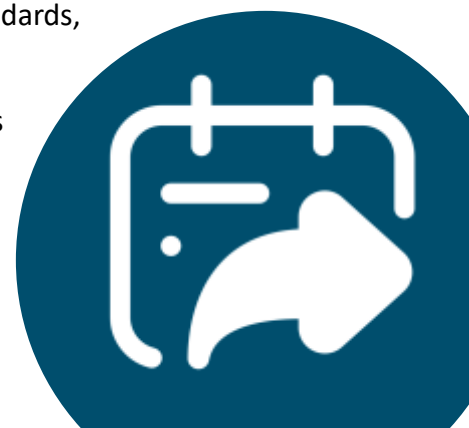


Recommendation	Agreed Management Action
The council should build on the work it has done to date to demonstrate and quantify what workforce benefits and productivity gains have been made through its use of digital technology.	Further work will be undertaken to capture and quantify efficiencies from digital improvements and for this work to be incorporated within our council’s Medium Term Financial Planning
The council should consider conducting another digital skills survey to inform the support it provides for improving the digital skills and knowledge of its workforce.	A digital skills survey will be conducted to inform future development interventions.
The council should consider gathering further feedback from staff on the impact of agile working on wellbeing and productivity.	Further feedback will be gathered from those employees who are deemed an agile workstyle to gauge continued benefits on wellbeing and productivity.
The council should explore further where it can work together with partners to share services and increase collaboration.	The Medium-Term Financial Planning process for 2025 to 2026 and 2027 to 2028 will include the exploration of further opportunities for sharing services and collaboration across partner organisations.
In addition to providing general workforce planning updates, the council should regularly report its progress against its workforce planning priorities to elected members through its Council Plan updates or other means.	Workforce planning updates and progress against priorities will be regularly reported through Council Plan Progress Reports and other means.
The council should develop a performance dashboard to provide a user-friendly overview of the impact of its workforce planning. This could help to inform future workforce planning.	A performance dashboard will be developed to monitor and inform future workforce planning.

Scottish Construction Quality Improvement Charter (CQIC)

In August, Cabinet approval was granted for our council to become signatories to the Scottish Construction Quality Improvement Charter (CQIC). The CQIC is a Scottish campaign aimed at improving construction quality and promoting good practice to deliver improved performance, create safer buildings, deliver compliance to building standards, and help towards achieving net zero ambitions.

We have already taken steps to align processes to the CQIC with officers integrating the guidance into requirements for the new build projects for Ardrossan Campus and Montgomerie Park Primary School.



The initiative is supported by the Scottish Futures Trust and all Scottish local authorities are encouraged to commit to the charter. Various contractors, trade associations, professional bodies, design consultants and other public sector bodies have also made a commitment to the CQIC.

The Association for Public Service Excellence (APSE)

Our Waste Resources Team were awarded a Gold Award for Waste and Recycling as part of the APSE Striving for Excellence Awards in May 2024. These awards are an opportunity for Scottish local authorities to demonstrate best practice in delivering fleet, waste and grounds services for their communities.

In November 2024, our teams were named as finalists in the APSE Performance Network Awards across various categories. In the Best Performer Category, Building Maintenance, Environmental Health, Refuse Collection, Roads, Highways and Winter Maintenance and Transport, Operations and Vehicle Maintenance were nominated. Nominations were also given in the Most Improved Performer Category for Building Maintenance, Roads, Highways and Winter Maintenance and Transport, Operations and Vehicle Maintenance. Results will be announced in December.

Education

Education Scotland published inspection reports on seven educational establishments in North Ayrshire in academic year 2023 to 2024 and the overall performance of our schools and centres continues to be very positive.

The Care Inspectorate published inspection reports on eight local authority early learning and childcare establishments in North Ayrshire in session 2023 to 2024, and the performance of all these establishments was positive.

Since the introduction of the current inspection framework “How Good is our School? (4th edition)” in session 2016 to 2017, there have been a total of 32 inspections by Education Scotland across North Ayrshire’s schools and early years classes. During this period, North Ayrshire has outperformed regional and national comparators across all quality indicators.

In addition, our schools have experienced a record year for “SportsScotland” School Sport Awards with 16 schools awarded gold and six awarded silver. 10 are awaiting their award. The award looks at all aspects of school sport from curriculum physical education and teacher training to extracurricular provision and access to national events.

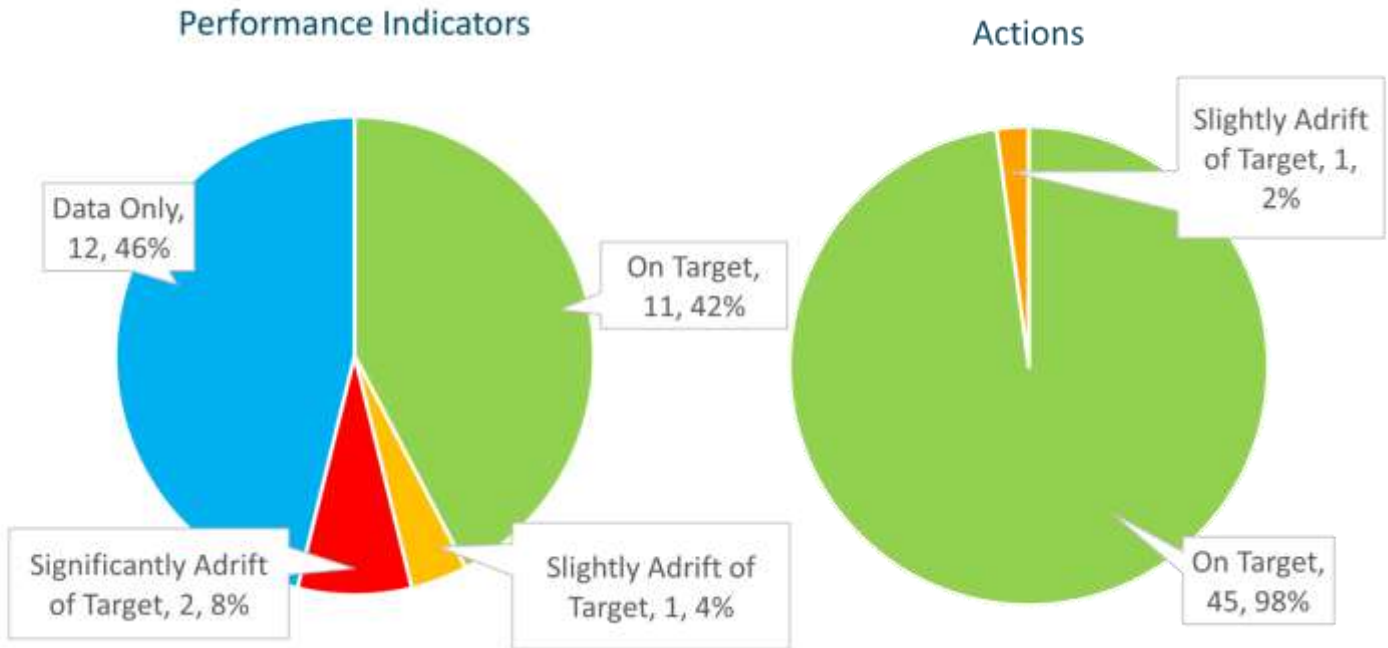


Next Steps

- We will continue to progress recommendations arising from the Audit Scotland Best Value Thematic Work.
- We will continue to progress property rationalisation.
- We will commence our budget consultation for 2025 to 26.
- We will present an update to the Audit and Scrutiny Committee, providing greater detail on our council's carbon emission reporting and work to reduce scope 3 emissions.



Performance Summary



Measures adrift of target

This section details the performance indicators adrift of target and the action being taken to address performance. Due to expected data lags, the most recent data may relate to previous time periods but may only now be available to report. To avoid duplication, only data that has not previously been reported to our Cabinet is included in this section. Further details can be found in the [Performance Indicators](#) section at the end of this report.

CP_10a % of procurement spent on local enterprises – Significantly Adrift / Red

This indicator is a ratio of our local spend against total spend. Though this ratio has decreased, the amount of actual local spend has increased from £57.5million to £71.5million. There was an increase of approximately £71million in overall external spend, mainly due to an increase in large capital projects including flood protection schemes and enabling works. These can only be carried out by tier one contractors and there were no local tier one contractors who could bid for these contracts. However, the tier one contractors reported subcontracting to local suppliers to the value of £10million, which, if considered in the above figure, would have increased the local spend percentage to 28%, above our target of 26% for 2023 to 2024.

Changes to indicators

CP_06 Average total tariff score: All Leavers

CP_37 Average total tariff score of pupils living in SIMD 20% most deprived areas

CP_38 Average total tariff for Care Experienced Young People

For the above three indicators, the source data from Insight, the national benchmarking tool for analysing attainment data in the senior phase, has changed due to its annual review. As such, there are changes to previously reported data. However these changes do not substantially affect previously reported performance.

CP_44 % of council dwellings that are energy efficient (LGBF)

No data is available from the Improvement Service LGBF for this indicator. The Scottish Government is consulting on the new Social Housing Net Zero Standard (SHNZS) which will replace the currently measured Energy Efficiency Standard for Social Housing (ESSH).

Actions Adrift of target

This section details actions adrift of target and the measures being taken to address performance. Further details can be found in the [Action Tracker](#) section at the end of this report.

CP 07 Maximising access to and uptake of benefits, entitlements and financial advice.

This action is currently slightly adrift of target (amber) due to a delay in the review and refresh of the Financial Inclusion Strategy for 2024 to 2030. However, the strategy is due to be updated by early 2025 for 2025 to 2030 and delivery of support is continuing. During the first six months of 2024 to 2025 this has included:

- Integration of welfare rights services through our in-house team moving to single case working and improved performance management system.
- Improved and streamlined referral pathways for services in line with our “Accessing our Council” transformation activity.
- Meeting targets for referrals to commissioned debt advice service.
- Increased capacity to support welfare rights within schools across North Ayrshire, expanding the established successful approach from secondary schools into primary and early years settings.

Benchmarking

The Local Government Benchmarking Framework (LGBF) provides an opportunity to benchmark our performance with other local authorities in Scotland. It is administered by the Improvement Service in partnership with the Society of Local Authority Chief Executives (SOLACE) and highlighted within the Accounts Commission's Statutory Performance Information Direction 2021 which defines how local authorities should demonstrate they are achieving Best Value for the people they serve.

We have identified 33 indicators that closely link to the priorities within our Council Plan. Data for these indicators is released in phases during the year. Areas such as CO2 emissions, Gross Value Added and claimant count are included as priority indicators as they are monitored by our council to reflect our operating environment, though we have limited influence on these areas directly. This section demonstrates our relative performance for these indicators as at the October 2024 data release. This information alongside the [LGBF Dashboard](#) enables us to learn from others to improve services for our residents.

As at October 2024, 17 of our 33 priority indicators are in the top two quartiles. Top quartile performance includes areas such as percentage of pupils entering positive destinations, immediately available employment land as a percentage of total land allocated for employment purposes in the local development plan and percentage of invoices sampled that were paid within 30 days.

In the short term (most recent one year period available), 26 of our 33 priority indicators have shown improvement in performance, whereas seven have demonstrated a reduction in performance. Some of the indicators which have improved include percentage of children meeting developmental milestones, number of business gateway start-ups per 10,000 population and street cleanliness score. Those that have declined in performance include percentage of unemployed people assisted into work from council operated/funded employability programmes, percentage of children living in poverty (after housing costs) and the percentage of Scottish Welfare fund community care grant decision in 15 days.

The following is a breakdown of the priority indicators that have been updated since our year end reporting within the context of family groups. Family groups enable local authorities to make as close to a like for like comparison as possible with other councils by grouping those with similar traits depending on the indicator. Grouping is based on levels of deprivation (people services) or rurality (other services):

People Services

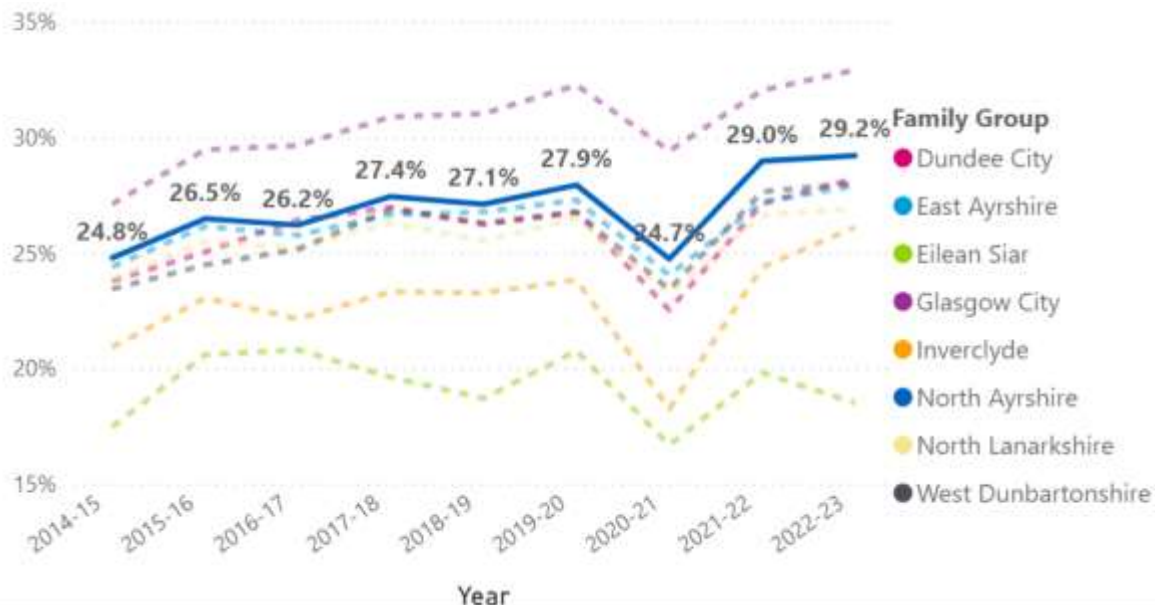
- North Ayrshire Council
- Comhairle nan Eilean Siar
- Dundee City Council
- East Ayrshire Council
- North Lanarkshire Council
- Inverclyde Council
- West Dunbartonshire Council
- Glasgow City Council

Other Services

- North Ayrshire Council
- Perth and Kinross
- Stirling Council
- Moray Council
- South Ayrshire Council
- East Ayrshire Council
- East Lothian Council
- Fife Council

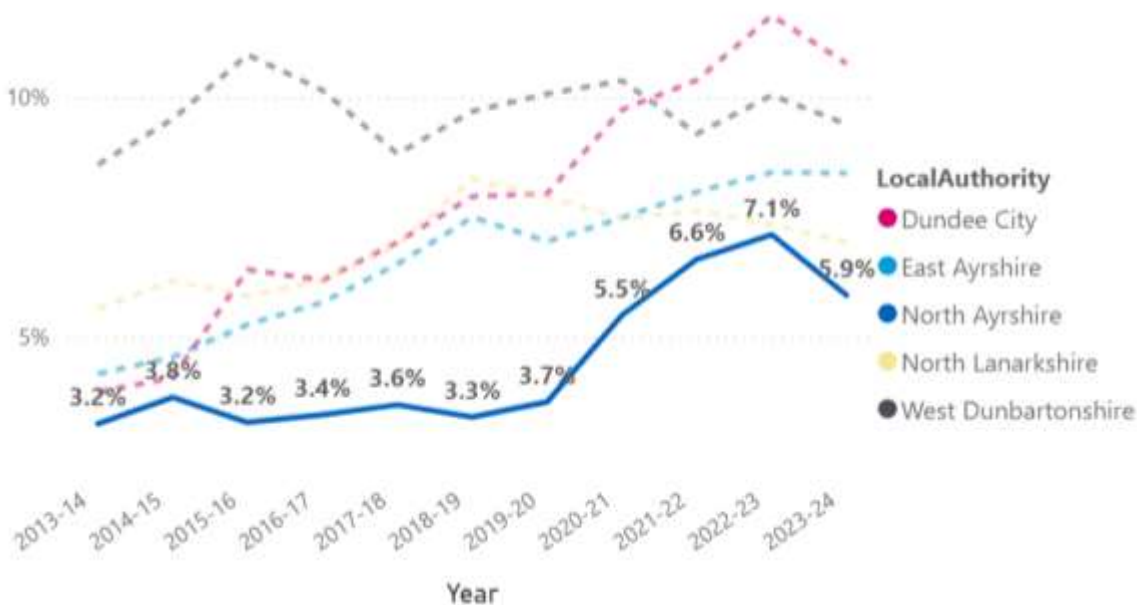
People Services

Proportion of Children Living in Poverty After Housing Costs



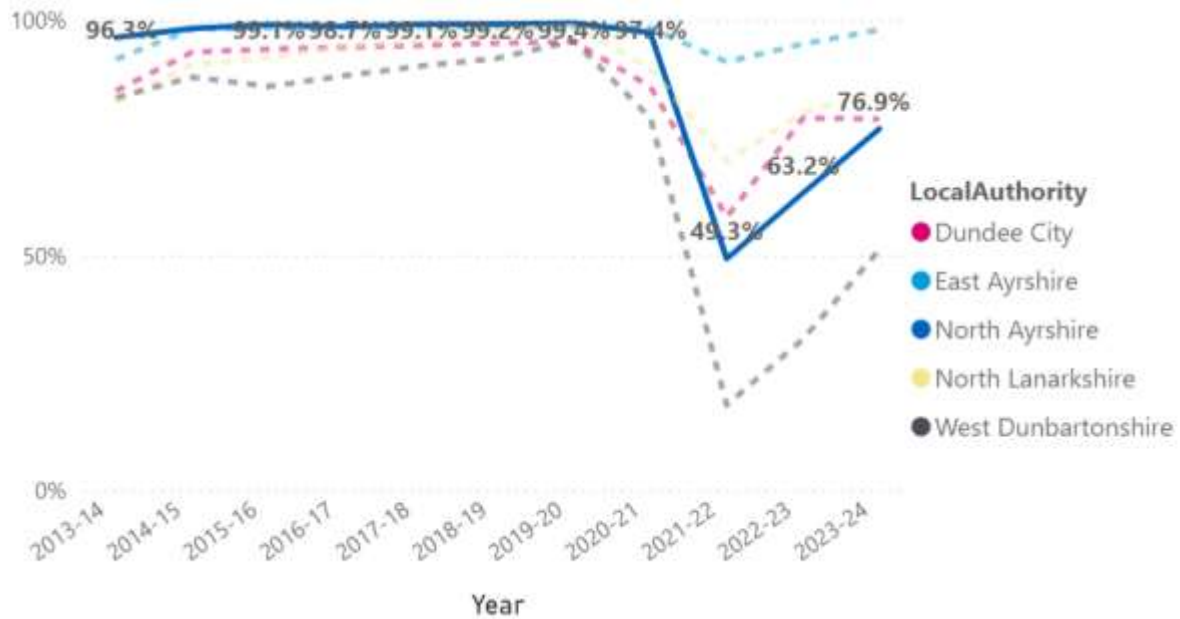
The most recent data release shows 29.2% of our children in North Ayrshire are living in poverty (after housing costs). This is above the family group average of 27.2%. Only Glasgow City Council has a higher proportion of children living in poverty (after housing costs) at 32.9%. From 2021 to 2023 we moved from 31st to 30th in the rankings and we remain in the 4th quartile.

Gross Rent Arrears (All Tenants) as a Percentage of Rent Due for the Year



The gross rent arrears (all tenants) as a percentage of rent due for the year was 5.9%. This is lower than the family group average of 8.3%. We are the strongest performing local authority in our family group. Between 2022 and 2024 we have risen in the rankings from 6th to 4th. We remain in the 1st quartile.

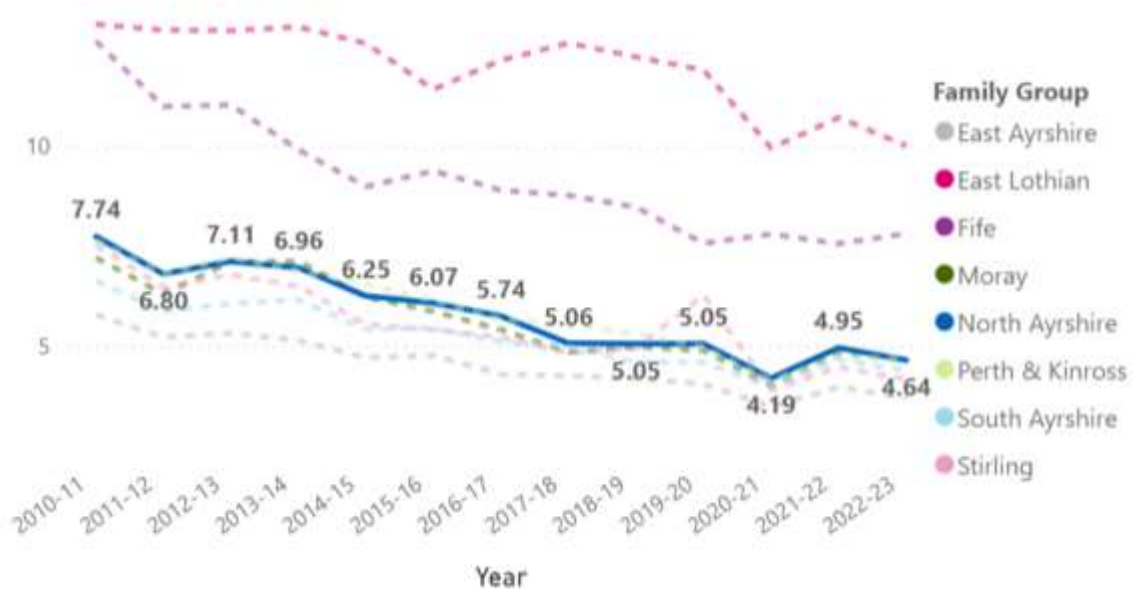
Proportion of Council Dwellings Meeting Scottish Housing Quality Standards



The most recent data release shows that 76.9% of council dwellings meeting Scottish Housing Quality Standards. This is lower than the family group average of 78%. As at 2023 to 2024, we are currently 2nd lowest of our family group, with West Dunbartonshire ranking lower. Our ranking has remained the same from 2022 to 2024 at 16 which means we are in the 2nd quartile. The continuity of this data has been impacted by the energy efficiency elements of Scottish Housing Quality Standards being replaced by the Energy Efficiency Standard for Social Housing (ESSH).

Other Services

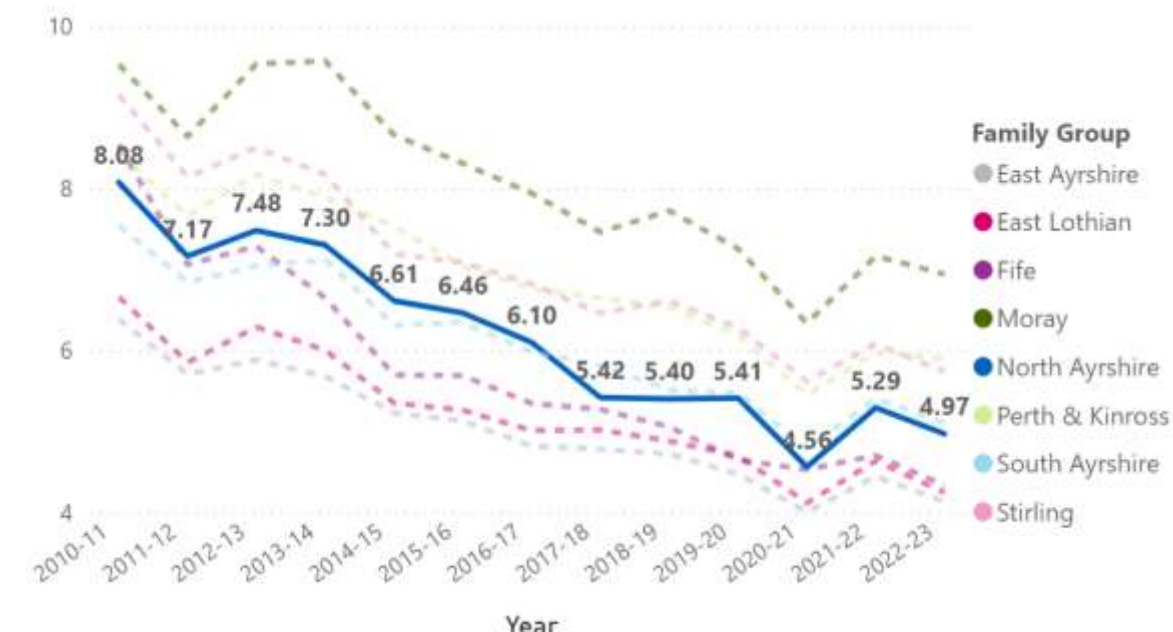
CO2 Emissions Area Wide per Capita



The most recent data release shows 4.64 tonnes of CO2 area wide emissions compared to the family group average of 5.5 tonnes. From 2021 to 2023 we have risen in rank from 20 to

18 but remain in the 3rd quartile. East Ayrshire Council is currently performing most strongly with 3.70 tonnes of CO2 emissions area wide.

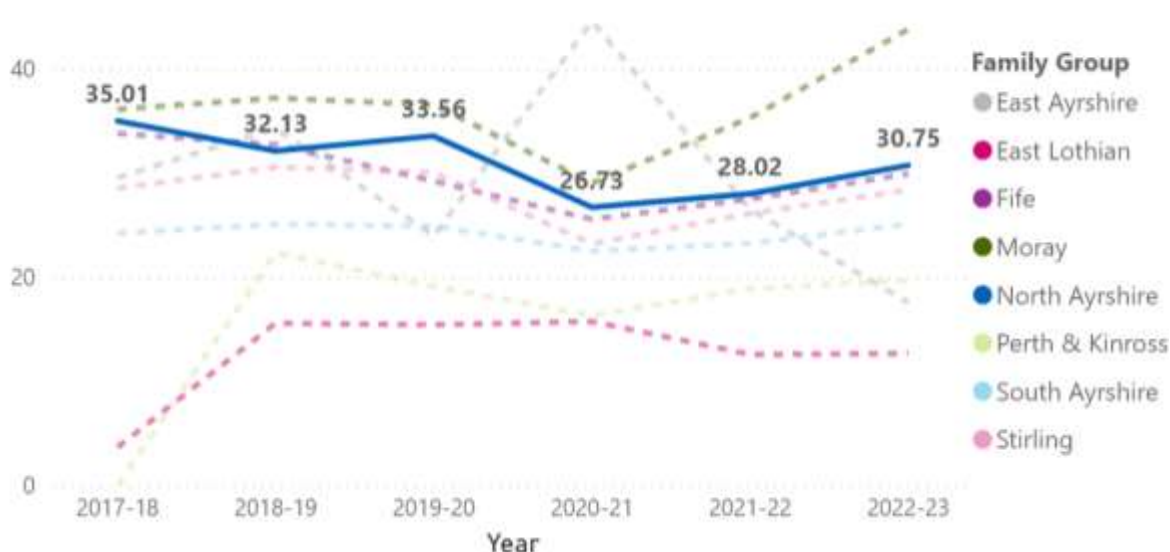
CO2 Emissions Area Wide: Emissions within Scope of Local Authority per Capita



The most recent data release shows 4.97 tonnes of CO2 emissions within scope of North Ayrshire compared to the family group average of 5.17 tonnes. We have risen in rank from 22 to 21 but remain in the 3rd quartile. Similarly to the previous indicator, East Ayrshire is currently performing most strongly within our family group with 4.13 tonnes of CO2 emissions within scope of the local authority.

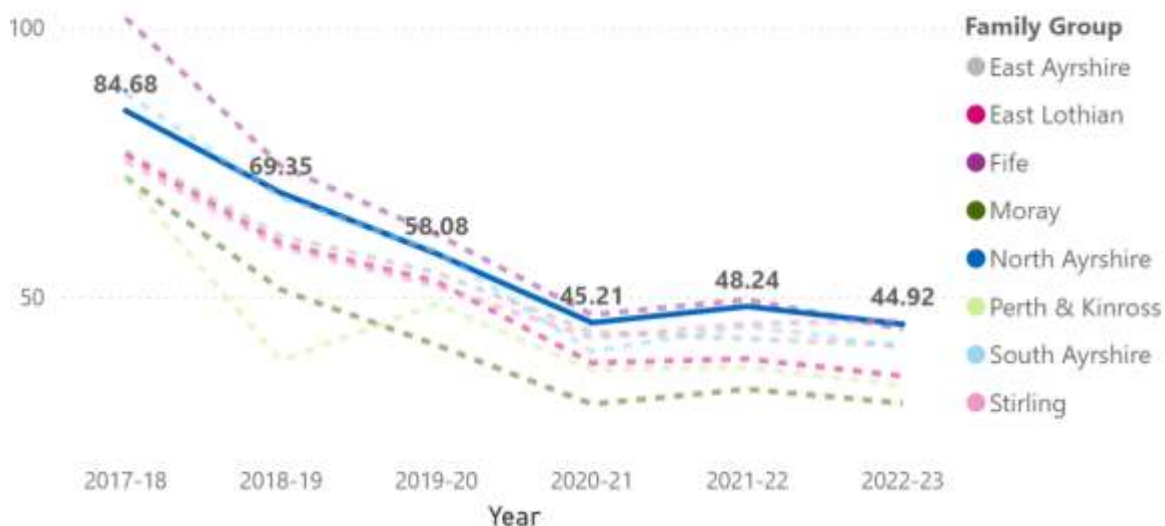
CO2 emissions area wide and within scope were impacted by continuity issues as during the production of the 2022 estimates, new data was introduced alongside improvements to the underlying methodology. To ensure that the data for 2005 to 2021 is consistent with the data now available for 2022, the estimates for these years have been revised to incorporate both the new data and the improvements in the methodology. For some local authorities, these revisions have resulted in noticeable changes to the emissions estimates in historic years.

CO2 Emissions from Transport per Capita



Most recent data shows that there were 30.75 tonnes of CO2 emissions from Transport. This is compared to our family group average of 25.99 tonnes. Between 2021 and 2023, there has been decline in our ranking from 23rd to 25th (from the 3rd quartile to 4th). Only Moray Council with 43.81 tonnes of emissions from transport is currently performing less well than our council. We have allocated significant funding towards the decarbonisation of our fleet over current and future years.

CO2 Emissions from Electricity per Capita



Most recent data shows that there were 44.92 tonnes of CO2 emissions from electricity. This is compared to the family group average of 39.43 tonnes. Between 2021 and 2023, there has been a decline in our ranking from 22nd to 23rd and we remain in the 3rd quartile. Our CO2 emissions from electricity is currently the second lowest performing within our family group with only Stirling Council recording a higher figure of 45.64 tonnes. Moray Council is currently performing strongest with 30.23 tonnes.

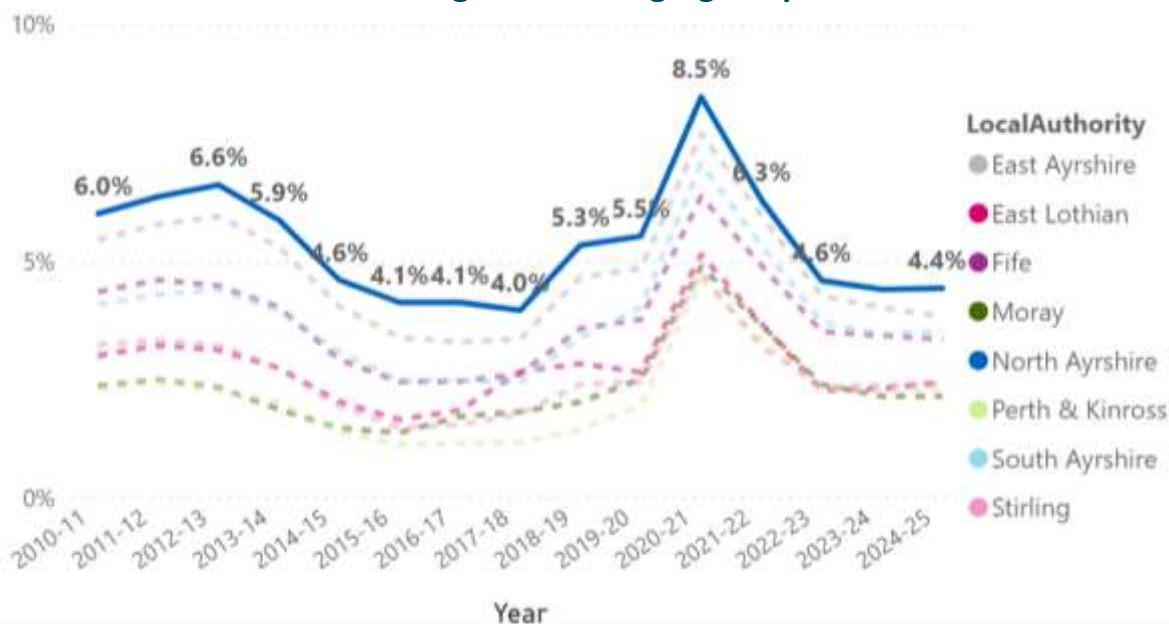
CO2 Emissions from Natural Gas per Capita



The most recent data release shows 71.36 tonnes of CO2 emissions from natural gas compared to the family group average of 52.55 tonnes. There has been a decline in our rank from 24th to 25th, meaning we move from quartile 3 to quartile 4. We are currently performing least well in this area. Perth and Kinross Council is performing the strongest with 42.35 tonnes of CO2 emissions from natural gas.

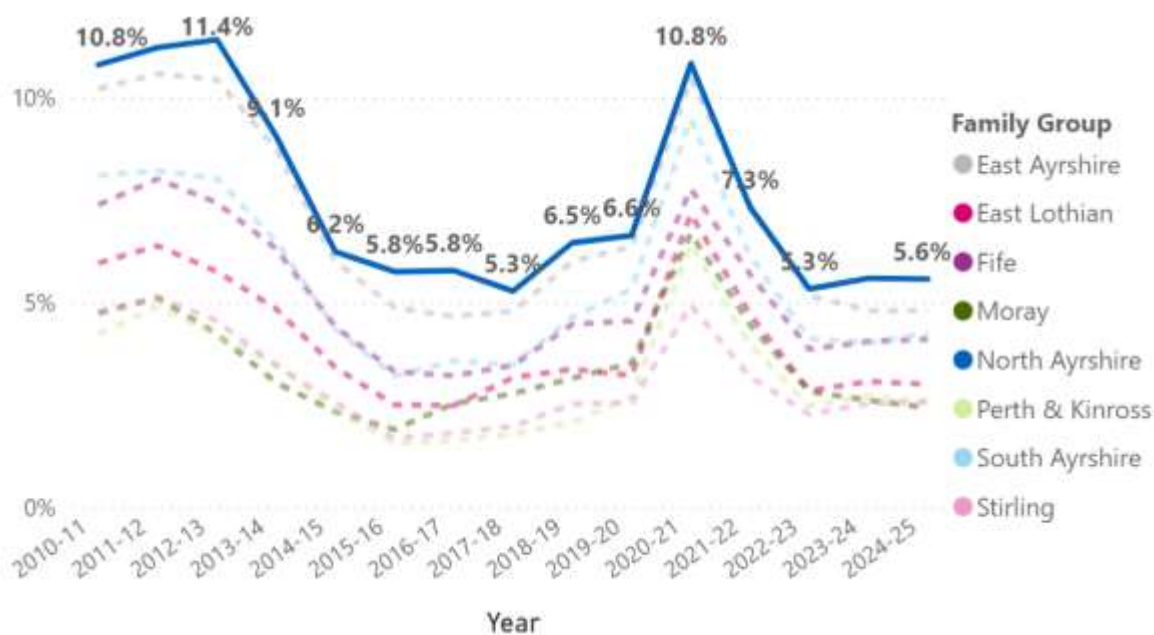
All three of the transport, electricity and natural gas CO2 emissions indicators have continuity issues within the data. Although mid-year estimates for mid-2022 have been published, the denominator for this indicator continues to use up to mid-2021 estimates. As such, National Records of Scotland (NRS) have advised that the mid-2022 estimates should not be compared to estimates for years prior to 2021. NRS is undertaking work to revise mid-2011 to mid-2021 estimates to ensure comparability between mid-2022 estimates and previous years.

Claimant Count as a Percentage of Working Age Population*



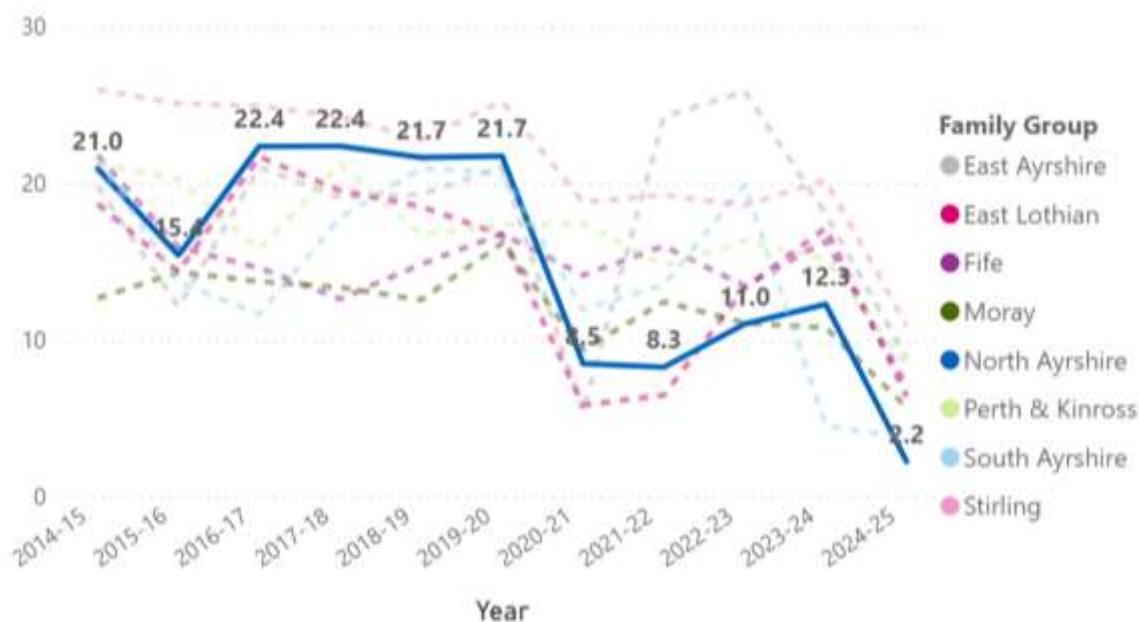
The most recent data release shows the claimant count as a percentage of working age population is 4.4% compared to the family group average of 3.8%. From 2022 to 2024 our rank has improved slightly from 31 to 30 though we remain in quartile 4.

Claimant Count as a Percentage of Population Aged Between 16 and 24 Years*



The most recent data release shows the claimant count as a percentage of population aged between 16 and 24 years is 5.6% compared to the family group average of 4.5%. We have declined from 31 to 32 in the rankings and remain in quartile 4.

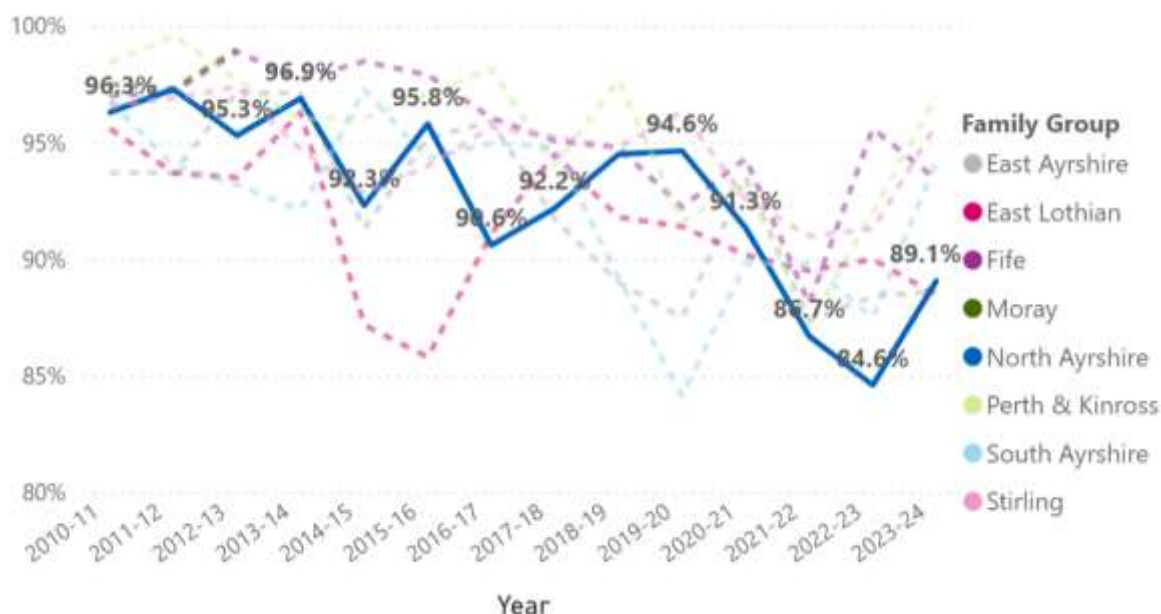
Number of Business Gateway Start-Ups per 10,000 Population*



The most recent data release shows the number of business gateway start-ups per 10,000 population is 12.3, compared to the family group average of 14.3. Subsequently we have risen in the rankings from 25th to 21st. Moving from the 4th to 3rd quartile.

*The data is available monthly for these indicators and the yearly values for 2024 to 2025 are an average of the monthly values to date. In addition, caution is required when comparing to previous years as National Records Scotland are undertaking work to revise mid-2011 to mid-2021 population estimates to ensure consistency.

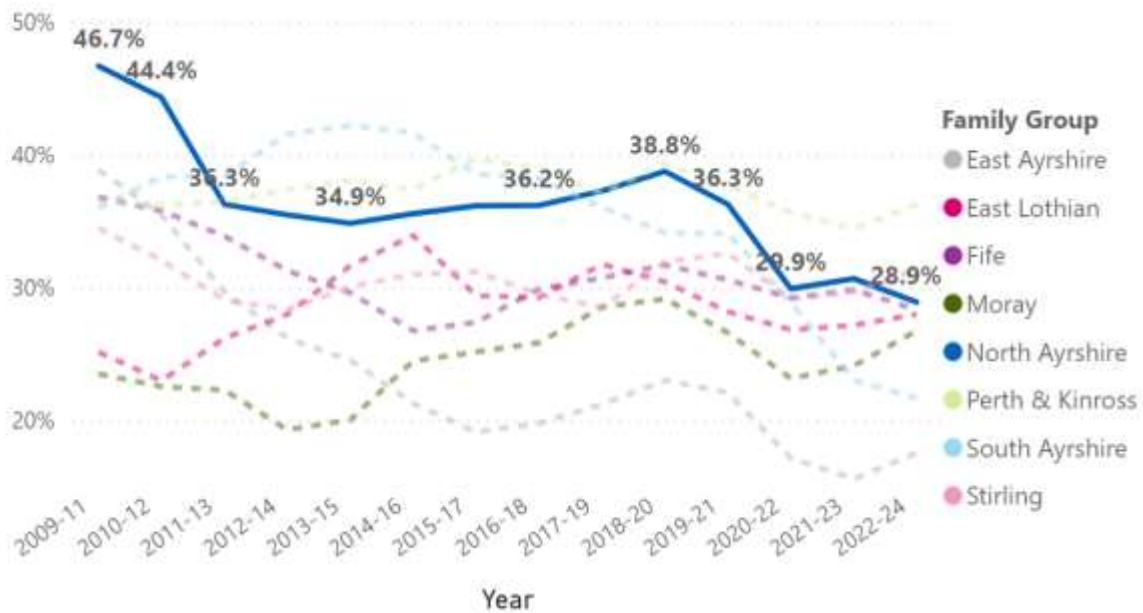
Street Cleanliness Score



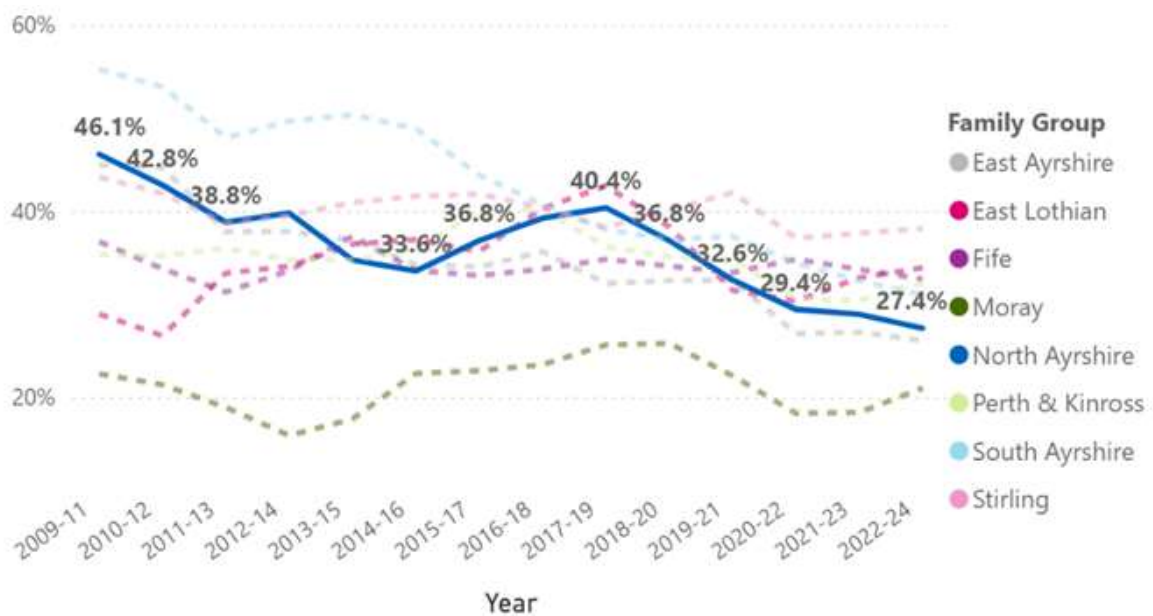
The most recent data release within LGBF shows our street cleanliness score for 2023 to 2024 is 89.1%, compared to the family group average of 90%. However, most recent figures available from the Local Environmental Audit and Management System (LEAMS) at Q2 2024 to 2025 show our percentage has increased to 91.7%, above the target of 87%.

Based on LGBF data, between 2022 and 2024 we have risen to the 3rd quartile as our rank has improved from 29th to 24th.

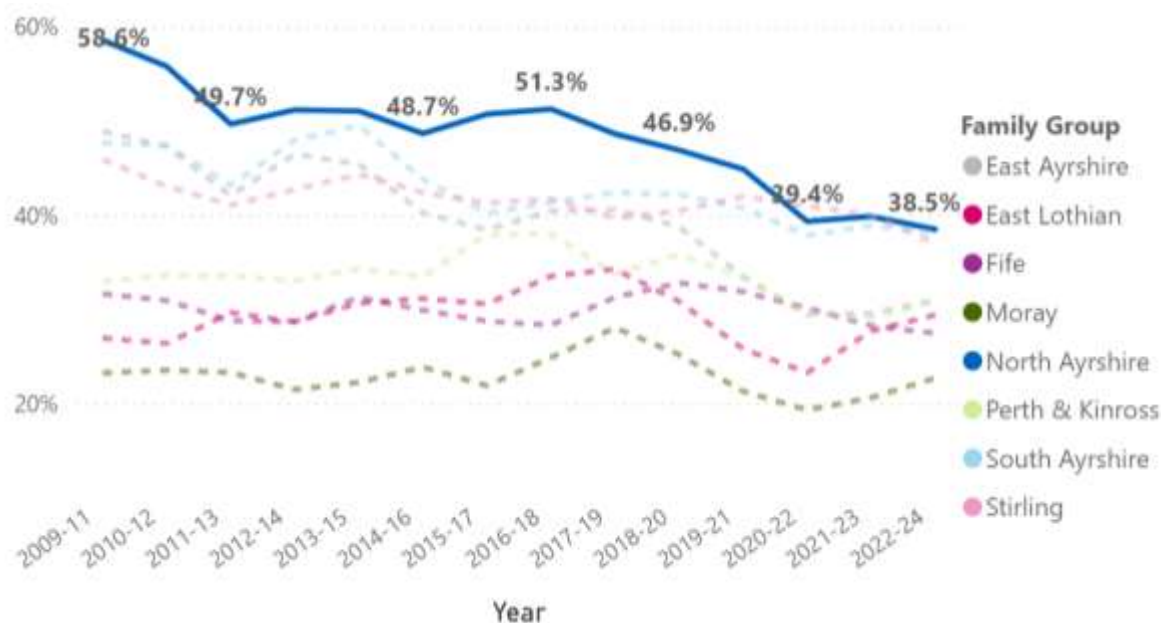
Percentage of A Class Roads That Should Be Considered For Maintenance Treatment



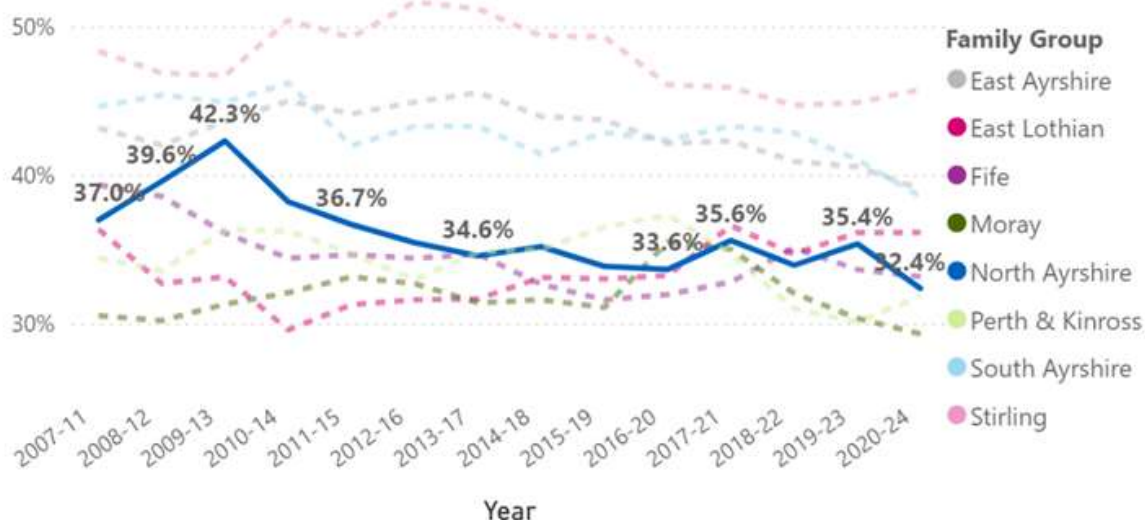
Percentage of B Class Roads That Should Be Considered For Maintenance Treatment



Percentage of C Class Roads That Should Be Considered For Maintenance Treatment



Percentage of Unclassified Roads That Should Be Considered For Maintenance Treatment

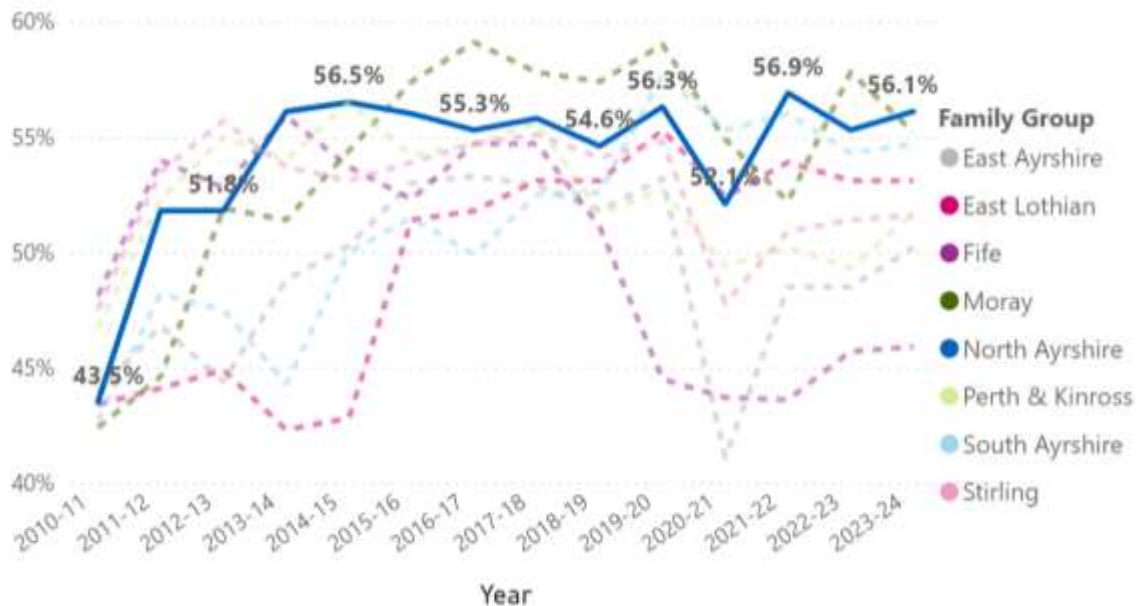


The most recent data release for our roads indicators, shows 28.9% of A class roads should be considered for maintenance treatment. This is compared to the family group average of 27.4%. We have also moved into the 3rd quartile by improving our rank from 27th to 21st. For B class roads 27.4% should be considered for maintenance treatment, compared to the 30.3% family group average. We have also moved into the 2nd quartile by improving our rank from 19th to 13th. For C class roads the most recent percentage that should be considered for maintenance treatment is 38.5%, compared to the 31.9% family group average. Again, we have improved our rank, from 27th to 26th, however we remain in quartile 3. The percentage of unclassified roads that should be considered for maintenance treatment is 32.4%,

compared to the 35.8% family group average. We have also risen in the rankings from 16th to 11th and remain in quartile 2.

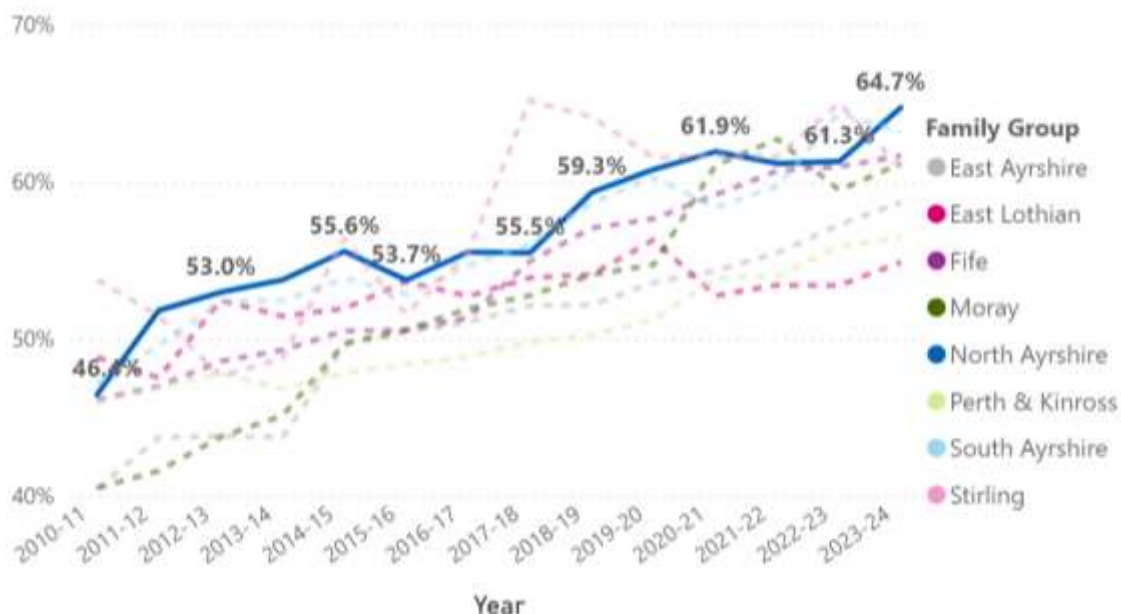
The requirement for maintenance remained relatively constant over the past four years. Please note, these are two-year rolling averages.

Percentage of Total Household Waste Arising that is Recycled



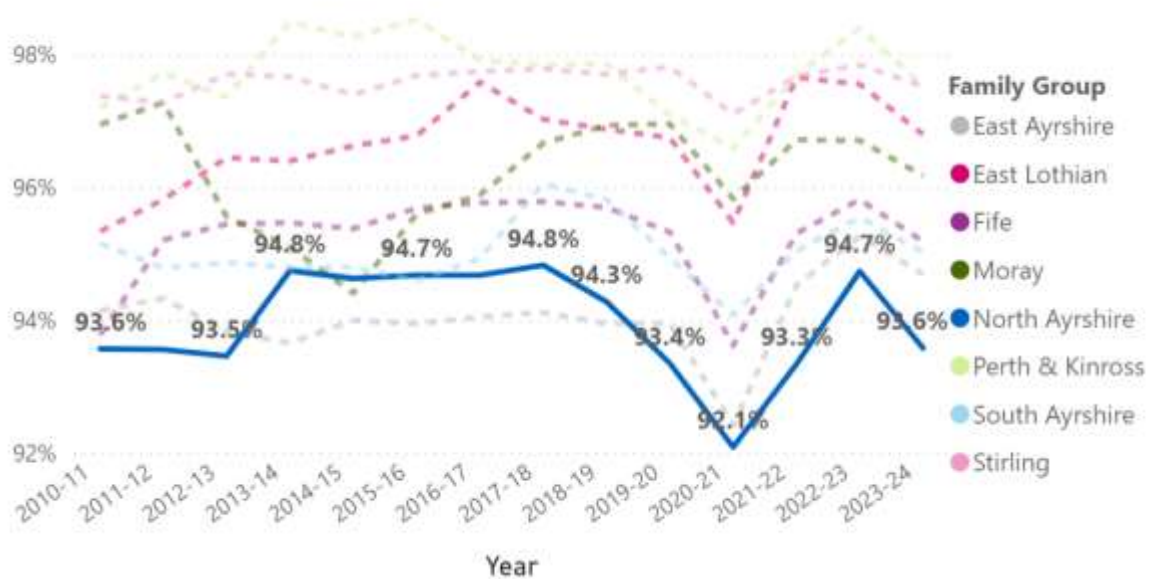
The most recent percentage of total house waste arising that is recycled was 56.1% and our family group average was 52.3%. We remain in the first quartile by rising from 4th to 3rd in the rankings. This is currently the highest in our family group.

Percentage of the Highest Paid 5% of Employees who are Women



Our most recent figure for the percentage of the highest paid 5% of employees who are women was 64.7%, whereas our average family group percentage was 60.2%. This is a rise from the 2nd to 1st quartile and improvement in rank from 10th to 4th. We currently perform strongest within our family group.

Percentage of Income Due from Council Tax Received by the End of the Year



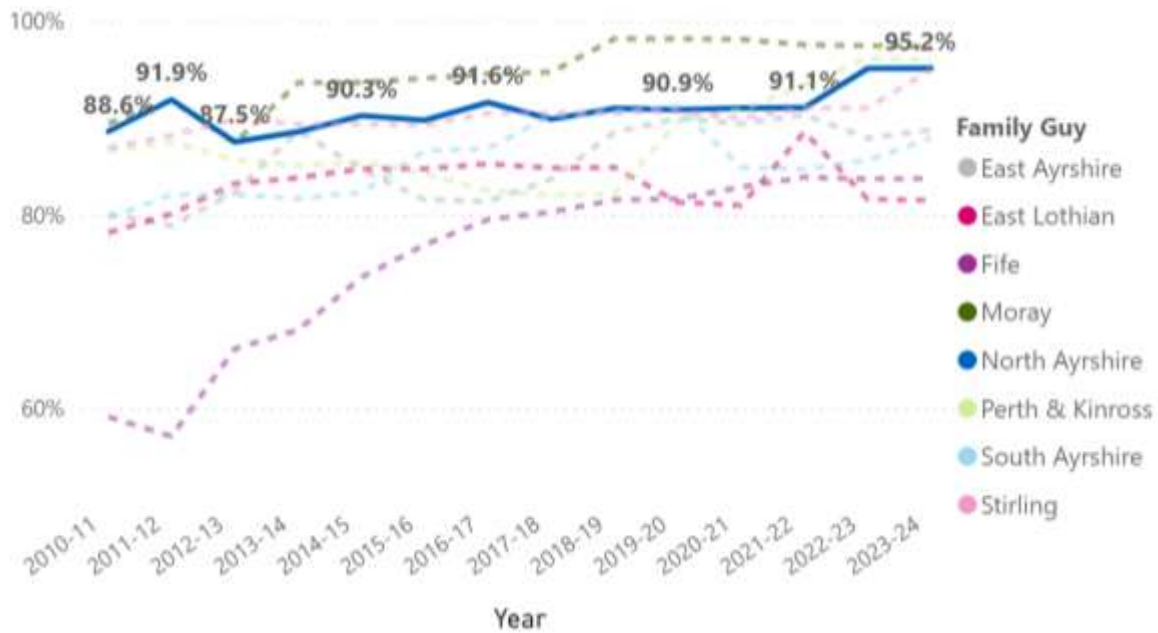
The most recent data release shows that 93.6% of income due from Council Tax was received by the end of the year compared to the family group average of 94.2%. We remain in the 4th quartile as we have declined from 29th to 30th in the rankings. We are currently performing least well within our family group with Perth and Kinross and Stirling councils performing most strongly.

Percentage of Invoices Sampled that were Paid within 30 Days








The percentage of invoices sampled that were paid within 30 days was 95.8%, compared to the 89.5% family group average. We have improved to reach the 1st quartile moving from 11th to 7th in rank. Only Fife Council with 96.41% is ahead of our council in the family group rankings.






































Percentage of Operational Buildings that are Suitable for their Current Use



The percentage of operational buildings that are suitable for their current use is 95.2% compared to the family group average of 90.7%. We remain at 6th in the ranking and in quartile 1. Only Perth and Kinross and Moray councils are performing more strongly within our family group.

Performance Indicators

PI Status	
	Significantly Adrift of Target
	Slightly Adrift of Target
	On Target
	Data Not Available
	Data Only

PI Code and Description	2021-22 Value	2021-22 Target	2021-22 Status	2022-23 Value	2022-23 Target	2022-23 Status	2023-24 Value	2023-24 Target	2023-24 Status	Q2 2024-25 Value	Q2 2024-25 Target	Q2 2024-25 Status	2024-25 Target
CP_36 Number of residents participating in community learning and development activity including youth work	No data	No data	No data	17,804			23,503	18,700		10,228			19,500
CP_04 Proportion of children meeting developmental milestones (LGBF)	78.7%			79.5%			Data Available April 2025	79%		Not measured for Quarters	No data	No data	79%
CP_37 Average total tariff score of pupils living in SIMD 20% most deprived areas	704.8			670.2			Data Available March 2025	714		Not measured for Quarters	No data	No data	720
CP_06 Average tariff score: All Leavers	905.6	880		847.2			Data Available February 2025	908		Not measured for Quarters	No data	No data	910
CP_38 Average total tariff for care experienced Young People	450.3			411.5			Data Available March 2025	465		Not measured for Quarters	No data	No data	470
CP_07 % of school leavers entering positive destinations (LGBF)	96%	93.5%		96.5%			Data Available February 2025	96.4%		Not measured for Quarters	No data	No data	96.8%
CP_39b Number of unemployed people that have progressed to employment as a result of participation in council funded or operated employability activities	555			427			475			Not measured for Quarters	No data	No data	475
CP_10a % of procurement spend on local enterprises	22.93%	24%		26.04%	25%		24.48%	26%		Not measured for Quarters	No data	No data	27%




PI Code and Description	2021-22 Value	2021-22 Target	2021-22 Status	2022-23 Value	2022-23 Target	2022-23 Status	2023-24 Value	2023-24 Target	2023-24 Status	Q2 2024-25 Value	Q2 2024-25 Target	Q2 2024-25 Status	2024-25 Target
CP_40 Number of new build housing units reaching completion (all tenures) (actual not cumulative)	No data	No data	No data	562			384	295		74			396
CP_41 Number of empty homes brought back into use (actual)	335			120			378	200		84			300
CP_28 Hectares of vacant and derelict land in North Ayrshire	1,198	1,144		1,130	1,094		951	1,094		Not measured for Quarters	No data	No data	925
CP_27 Street Cleanliness Index - % Clean (LGBF)	86.7	94		84.6	90		89.1	87		91.7*	87		87
CP_20 Overall percentage of road network that should be considered for maintenance treatment	33.9%	37.5%		34.8%	33.8%		32.5%	34.8%		Not measured for Quarters	No data	No data	32.5%
CP_42 Provided floor space of commercial/industrial space within our council portfolio (sq. ft)	No data	No data	No data	400,991			404,897	404,755		Not measured for Quarters	No data	No data	423,077
CP_02 % of council budget directed via participatory methods	2.32%	1.1%		2.74%	1%		2.05%	1.5%		1.85%	1%		1.5%
CP_43 Number of council assets under community management (cumulative)	No data	No data	No data	49			53	54		54			56
CP_30 Total installed capacity of low carbon heat and electricity generation across the council's estate	11,680	11,000		12,104	11,800		15,992	12,000		Not measured for Quarters	No data	No data	28,499
CP_29 Overall carbon emissions (tonnes) (Non-domestic council estate)	21,791	21,247		20,896	21,000		20,745	19,500		4,027			19,953














































PI Code and Description	2021-22 Value	2021-22 Target	2021-22 Status	2022-23 Value	2022-23 Target	2022-23 Status	2023-24 Value	2023-24 Target	2023-24 Status	Q2 2024-25 Value	Q2 2024-25 Target	Q2 2024-25 Status	2024-25 Target
CP_44 % of council dwellings that are energy efficient (Formerly known as SHSN05a) (LGBF)**	97.7							98.1		Not measured for Quarters	No data	No data	98.5
CP_45 Length of new or improved active travel routes per annum (Metres)	No data	No data	No data	1,090			3,900	2,000		Not measured for Quarters	No data	No data	2,000
CP_46 Number of trees planted under the North Ayrshire 2030 Tree Planting Strategy	No data	No data	No data	No data	No data	No data	36,531	40,000		Not measured for Quarters	No data	No data	47,000
CP_19 Proportion of operational buildings that are suitable for their current use (LGBF)	91.1%	93%		95.1%	93%		95.2%	92.1%		Not measured for Quarters	No data	No data	93%
CP_31 % of total household waste that is recycled (calendar year as per SEPA) (LGBF)	56.3%	53.1%		55.3%	56.9%		56.1%	57%		Data Available Nov 2024	51%		56%
CP_25 % of council dwellings that meet the Scottish Housing Quality Standard (LGBF)	49.3%	99.5%		63.2%			76.9%	72.5%		Not measured for Quarters	No data	No data	97.4%
CP_47 Gross rent arrears (all tenants) as at 31 March each year as a percentage of rent due for the reporting year (LGBF)	6.6%			7.1%			5.9%	6.5%		Not measured for Quarters	No data	No data	TBC
CP_48 % of income due from council tax received by the end of the year (LGBF)	93.34%			94.7%			93.6%	94%		Not measured for Quarters	No data	No data	98%

*Sourced from the Local Environmental Audit and Management System (LEAMS) audit conducted by Keep Scotland Beautiful.

** The 2025 and 2032 EESSH Milestones have been suspended as the Scottish Government are reviewing the EESSH2 standards to strengthen and realign the standard with the target for net zero heat in houses from 2045.

Action Tracker

Action Status	
	Significantly Adrift of Target
	Slightly Adrift of Target
	On Target

Priority	Ref #	Existing Overall Action	2023-24	2023-24	2023-24	2024-25	2024-25	2024-25	2024-25	2025-26	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	2026-27	2027-28	2027-28	2027-28	2027-28
			Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	CP01	Ensuring that wellbeing is at the heart of local life and opportunities, with a focus on tackling inequalities (Wellbeing Priority).						-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP02	Developing a Community Wealth Building approach to a wellbeing economy (Wellbeing Priority).						-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP03	Improving educational attainment and achievement and closing the attainment gap (Wellbeing Priority).						-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP04	Improving outcomes for care experienced young people including implementation of The Promise (Wellbeing Priority).						-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP05	Developing the Young Workforce and ensuring positive destinations for school leavers (Wellbeing Priority).						-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP06	Providing lifelong learning opportunities for individuals and organisations, including digital literacy (Wellbeing Priority).						-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP07	Maximising access to and uptake of benefits, entitlements and financial advice (Wellbeing Priority).						-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP08	Ensuring that supports are available in communities to alleviate cost-of-living pressures through community hubs and networks (Wellbeing Priority).						-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP09	Through our housebuilding programme and wider Housing Investment provide homes for life that meet the needs of our residents (Wellbeing Priority).						-	-	-	-	-	-	-	-	-	-	-	-	-	-

Priority	Ref #	Existing Overall Action	2023-24	2023-24	2023-24	2024-25	2024-25	2024-25	2024-25	2025-26	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	2026-27	2027-28	2027-28	2027-28	2027-28
			Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	CP10	Increase the number of homes in the area through a mix of private and social developments and bringing empty buildings back in to use (Wellbeing Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP11	Exploration of models and the development of pilot schemes to increase access to and use of public/community transport (Wellbeing Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP12	Ensure our places and spaces where we live, work and visit are well maintained and accessible (Wellbeing Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP13	Developing infrastructure to support business growth (Wellbeing Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP14	Support KA Leisure’s leadership of North Ayrshire’s Health and Wellbeing Alliance (Wellbeing Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP15	Through the Health and Social Care Partnership Strategic Plan we will protect and provide care and support for those in need (Wellbeing Priority).***	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP16	Developing strong relationships with communities and partners based on trust and shared aspirations using their experiences to inform service provision (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP17	Providing support for community organisations in achieving their goals, including as Community Wealth Building anchor organisations (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP18	Creating a participation and engagement framework which ensures opportunities and support for all residents to take part in influencing local democracy and council and partner strategies (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Priority	Ref #	Existing Overall Action	2023-24	2023-24	2023-24	2024-25	2024-25	2024-25	2024-25	2025-26	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	2026-27	2027-28	2027-28	2027-28	2027-28
			Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	CP19	Supporting participatory budgeting (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP20	Supporting community asset transfer and community owned and operated/managed assets (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP21	Supporting the Community Planning Partnership and the Community Plan (LOIP) (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP22	Developing partnerships with the third and voluntary sector (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP23	Placemaking, including creation of locality action plans based on the Community Plan (LOIP) priorities and support the delivery of Islands Plans (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP24	Ensuring an inclusive, fair, rights-based and asset-based approach in our work (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP25	Accessible public services, both digitally and locally, ensuring a 'No Wrong Door' approach (Communities and Local Democracy Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP26	Embedding our net-zero ambition in all democratic decision-making (Climate Change Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP27	Reducing the carbon footprint of our estate through rationalisation utilising a locality-based approach and taking a fabric first and low carbon energy generation approach to homes and buildings (Climate Change Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Priority	Ref #	Existing Overall Action	2023-24	2023-24	2023-24	2024-25	2024-25	2024-25	2024-25	2025-26	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	2026-27	2027-28	2027-28	2027-28	2027-28
			Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	CP28	Improving resilience and reducing carbon by developing and supporting supply chains where materials and goods are sourced locally (Climate Change Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP29	Promoting new woodland creation and protecting our green spaces to provide a natural resource for carbon sequestration (Climate Change Priority).	✔	✔	✔	●	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP30	Supporting local businesses as they meet their climate change obligations (Climate Change Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP31	Promoting a circular economy in North Ayrshire to reduce consumption of raw materials and promote reuse, repair and recycling, and generating energy from residual waste (Climate Change Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP32	Developing local low carbon energy generation schemes and networks (Climate Change Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP33	Unlocking the potential of community owned energy generation to bring new income streams into communities and help them take direct action to combat climate change (Climate Change Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP34	Learning for sustainability, and work with communities to adopt low carbon behaviour change and encourage climate-based volunteering activities (Climate Change Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP35	Improving communities' preparedness to deal with the impacts of climate change already locked-in (Climate Change Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Priority	Ref #	Existing Overall Action	2023-24	2023-24	2023-24	2024-25	2024-25	2024-25	2024-25	2025-26	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	2026-27	2027-28	2027-28	2027-28	2027-28
			Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	CP36	Working with communities to adopt low carbon behaviour change and encourage climate-based volunteering activities (Climate Change Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP37	Taking a nature-based approach to protect our habitats and species (Climate Change Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP38	Developing and promoting active travel infrastructure (Climate Change Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP39	Transitioning to low and zero carbon travel (Climate Change Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP40	Ensuring robust governance arrangements are in place to fulfil the council's statutory duties, manage risk and support delivery of key priorities (A Sustainable Council Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP41	Using dynamic data and lived experiences to inform decision-making (A Sustainable Council Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP42	Working with partners nationally, regionally and locally to secure investment and target resources towards our priorities (A Sustainable Council Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP43	Driving change and transformation, using technology where appropriate, to deliver efficient and effective services and support delivery of priorities (A Sustainable Council Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP44	Maximising financial flexibilities to help support delivery of priorities (A Sustainable Council Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP45	Maximising value from the use of our assets (A Sustainable Council Priority).	✓	✓	✓	✓	✓	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Priority	Ref #	Existing Overall Action	2023-24	2023-24	2023-24	2024-25	2024-25	2024-25	2024-25	2025-26	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	2026-27	2027-28	2027-28	2027-28	2027-28
			Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	CP46	Focusing our investment on priorities (A Sustainable Council Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	CP47	Effective workforce planning ensuring that we have the right skills/resources to deliver priorities (A Sustainable Council Priority).	✔	✔	✔	✔	✔	-	-	-	-	-	-	-	-	-	-	-	-	-	-

***Delivery of this action is managed through the Health and Social Care Partnership Strategic Plan

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:

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Reports can be viewed on www.north-ayrshire.gov.uk/performance.