



North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath

# **Joint Ayrshire and North Ayrshire Council Equality Outcomes and Actions 2017 – 2021**

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## Contents

Section		Pages
1.	Introduction	4
2.	What are Equality Outcomes?	4 - 5
3.	About Us	5 - 6
4.	Rationale for Joint Equality Outcomes	6
5.	Ayrshire Equality Outcome Working Group	6
6.	Evidence Review	6 - 7
7.	Engagement and Consultation	7
8.	National Policy Context	8 - 9
9.	Finalising Our Equality Outcomes	9
10.	North Ayrshire Equality Outcomes	9
	Appendix 1 - North Ayrshire Equality Action Plan	11 - 28

## 1. Introduction

This report presents the Equality Outcomes and actions (Appendix 1) being taken forward by North Ayrshire Council and a number of public sector partners across Ayrshire.

All public authorities in Scotland must comply with the public sector equality duty set out in the Equality Act 2010. This means that all public authorities, as part of their day to day business, must show how they will:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under this Act
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics referred to, as listed in the Equality Act are age, marriage and civil partnership, disability, religion and belief, gender reassignment, pregnancy and maternity, race, sex and sexual orientation. We are all likely to have more than one protected characteristic which make up our individual identities.

All public sector organisations are required to set Equality Outcomes every four years, and this is our second set of outcomes building on those set previously during 2012/13.

By reviewing, revising and publishing equality outcomes on a regular basis, we aim to make better, fairer decisions and be able to show that they are bringing tangible benefits for our communities and our staff.

## 2. What are Equality Outcomes?

National guidance on setting equality outcomes notes that these should be proportionate and relevant to the functions and strategic priorities of the organisations setting them, and that they may include both short and long term benefits for people with protected characteristics.

From the outset of the development process, the following definition was applied to ensure consistency and rigour.

Outcomes are not what we do, but the beneficial change or effect which results from what we do. These changes may be for individuals, groups, families, organisations or communities.

Equality Outcomes have been developed on the basis that they are short to medium term (1 – 4 years) and link with longer term and national outcomes.

It should be noted that a number of these equality outcomes link with already existing policies and strategies, in order that the Outcomes become integral to the work of the various partners to drive a more focused effort on areas for improvement specifically to improve equality and reduce inequalities.

### **3. About Us**

#### **Ayrshire**

Ayrshire is a county in South-West Scotland, located on the shores of the Firth of Clyde. Ayrshire is home to three local authority areas – North, East and South Ayrshire - as well as the Isles of Arran and Cumbrae.

National Records for Scotland (NRS) estimated the 2015 mid-year population of Ayrshire to be 370,590. Of the three local authority areas in Ayrshire, East Ayrshire accounts for 33 per cent (122,060) of the total population, **North Ayrshire 37 per cent (136,130)** and South Ayrshire 30 per cent (112,400).

#### **North Ayrshire**

North Ayrshire has a diverse range of local communities ranging from some of the most deprived in Scotland to affluent coastal retirement towns as well as the Isles of Arran and Cumbrae.

Population projections in North Ayrshire for 2015 to 2025 shows that males aged 80 years and over are projected to increase by 51 per cent and females aged 80 years and over by 28 per cent. The largest projected decrease is for both males and females of working age and this has potential implications for the number of formal and informal carers available in the future.

Overall life expectancy in North Ayrshire for both men and women has continued to increase and is similar to the Scottish average. In the last decade average male life expectancy in North Ayrshire increased from 73.8 years to 76.1 years. For females during the same decade, average life expectancy increased from 78.9 years to 80.3 years.

Meeting the needs of our communities is an integral part of our comprehensive partnership working arrangements. In addition, we also carry out specific targeted work and campaigns to benefit specific communities. The organisations that contributed to the development of the Joint Equality Outcomes are –

- North Ayrshire Council
- East Ayrshire Council
- South Ayrshire Council

- NHS Ayrshire and Arran
- Ayrshire College
- North, South and East Ayrshire Health and Social Care Partnerships
- The Ayrshire Joint Valuation Board
- The South West Community Justice Authority

#### **4. Rationale for Joint Equality Outcomes**

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

In Ayrshire, each public sector organisation, referred to above, has a requirement to develop and publish a set of equality outcomes. Considering the often close working links between many of the public sector organisations, it was proposed that closer working around the development of equality outcomes should be undertaken. More importantly, as all organisations are delivering, or supporting the delivery of, services to the same communities, their experience could be improved if approaches were consistent and this could be driven through the development of joint equality outcomes. Therefore, a decision was taken that public sector organisations across Ayrshire could develop a shared set of equality outcomes whilst still maintaining individual accountability for their part.

This overarching equality outcomes document builds on already established partnership working relationships and outlines the actions and activities to be undertaken to provide a range of quality services for local people.

#### **5. Ayrshire Equality Outcome Working Group**

On 13 June 2016, an event was held in St Kentigern's Church in Kilmarnock to consider the possibility of developing a set of shared equality outcomes. Delegates attended from all of the aforementioned organisations.

The event sought to elicit the benefits and risks of taking a joint approach to setting equality outcomes as well as the broad themes emerging for each of the organisations. Overall it was clear that there were more benefits than there were risks, coupled with the fact that a previous mapping exercise highlighted strong similarities in priorities and themes.

In a changed landscape, having so many different sets of equality outcomes represents a challenge in mainstreaming equalities. A shared set of equality outcomes between the Ayrshire public sector organisations would help facilitate the cultural shift required to mainstream equalities.

The outcome from the discussions and workshops was clear consensus for progressing the development and delivery of equality outcomes for April 2017 on

a partnership basis. With regards to the need to show clear lines of accountability, it was agreed that this would be shown through the specific actions to be taken forward by each partner that would ultimately result in the overarching delivery of the outcomes.

To this end, a core group of partnership employees established a working group to drive this forward.

## **6. Evidence Review**

As public bodies, the foundation of existing good practice on equalities, established and committed to through our previous equality outcomes, allowed us to build upon and reinforce taking this agenda forward. Given this, it makes sense to ensure that equality outcomes are aligned explicitly with existing Scottish Government policy priorities, as well as evidence from local engagement, and integrated into current performance management systems.

This approach to implementation aims to provide coherence, minimise duplication and support the ongoing mainstreaming of equality into business across Ayrshire.

We took a joint approach to the development of our equality outcomes including:

- A desk-based research and evidence review, across our Community Planning partners, that presented a baseline selection of the key facts and figures we know about groups that meet one or more of the protected characteristics. The review drew on the evidence collected from previous engagement and consultation exercises as well as the wider national policy context.
- An online survey monkey questionnaire seeking views from our communities to build upon previous discussion and consultation with equality groups. As well as the online survey, we mirrored this through the use of paper based survey forms which were available at various locations across Ayrshire. This form of consultation elicited over 250 responses.
- A further desk-based exercise in collaboration with Community Planning partners to review and consider local comment, intelligence and evidence gathered from the consultation and engagement work was carried out to help shape the final outcomes and actions to deliver on these.
- Face to face discussion with equalities groups and individuals with protected characteristics. Some groups were not able or did not wish to be directly involved asked that the notes of previous discussions be used to inform our work.

In this way our first set of equality outcomes were identified and agreed, and represent outcomes that can be achieved in the short to medium term and that, between the whole set, cover all of the protected characteristics.

The agreed equality outcomes for the period 2017-2021 are set out in Appendix 1 of this document. These outcomes will be reviewed during the four year period 2017-2021 and a progress report published in 2019.

## **7. Engagement and Consultation**

The law requires us to involve and consult with people in developing our equality outcomes. These people should have a wide range of backgrounds and characteristics and should be drawn from our services users, staff and from communities across Ayrshire and Arran. Following the desktop research work to identify our thematic areas, engagement and consultation in the development of our specific Equality outcomes took place over a number of months. Appendix 2 outlines our involvement and consultation with people in developing these outcomes. As well as the specific face-to-face engagement events, we involved communities and staff using a variety of methods including online surveys, engagement through our local Public Partnership Forums, and engagement at community and staff events.

Within North Ayrshire an additional survey was distributed during January 2017 highlighting the key actions that Services will be carrying that support the new Equality Outcomes. This survey elicited 207 responses, 187 from individuals, 13 people responding from an organisation and 12 from a group. Staff within the Community Development team conducted a workshop with Youth LGBT group around the actions supporting the outcomes.

## **8. National Policy Context**

The challenge for public bodies is to translate the legislative requirements of the Equality Act into an approach that mainstreams equality into policy and practice, which aims in turn to tackle inequalities and improve outcomes for all our communities.

Actions to deliver on equality and address inequalities are not mutually exclusive but intrinsically linked i.e. health inequalities reflects the systematic differences in health (health gaps) which are associated with people's unequal positions in society. Given this, health inequalities relate to and interact with other structures of inequality, for example, socio-economic, gender, ethnicity and disability etc.

Therefore, in order to address health inequalities effectively, consideration has to be given to the associated implications for people with equality characteristics and the complex intersections between these.

In order to provide coherence, minimise duplication and support the ongoing mainstreaming of equality into policy and practice across Ayrshire, it is important to ensure that equality outcomes are aligned explicitly with existing organisational and governmental policy priorities.

The Christie Commission Report on the Future Delivery of Public Services published in June 2011 also called for radical reform of Scotland's public services in terms of delivery of services and also signalled a need for cultural change. The report detailed four objectives of a reform programme centred around people and communities and building up their autonomy and resilience; greater emphasis on public sector organisations working together; prioritising prevention, reducing inequalities and promoting equality and continued emphasis on improving performance whilst at the same time reducing costs.

We have taken all of the above national policy context into consideration in the development of our joint equality outcomes to ensure robust and effective outcomes are set for the next four years.

## **9. Finalising Our Equality Outcomes**

As well as the face-to-face engagement events to establish potential equality outcomes, and actions and activities to deliver on these outcomes, the partners consulted on their final proposed outcomes and actions to deliver our equality outcomes for a four week period.

In the development of our equality outcomes many people gave us their experiences, views and not least their time freely and willingly to make sure that the information contained not only met our legal requirements but also the specific needs of the people we serve. For this and all the other people who have supported the development of this publication and its ongoing work to ensure successful outcomes, we thank them all for their contribution.

## **10. North Ayrshire Equality Outcomes**

The Joint Equality Outcomes adopted by North Ayrshire Council and public sector partners across Ayrshire are –

**Equality Outcome 1:** In Ayrshire people experience safe and inclusive communities.

**Equality Outcome 2:** In Ayrshire people have equal opportunity to access and shape our public services.

**Equality Outcome 3:** In Ayrshire people have opportunities to fulfil their potential throughout life.

**Equality Outcome 4:** In Ayrshire public bodies will be inclusive and diverse employers

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## Appendix 1 - North Ayrshire Equality Action Plan

<b>Equality Outcome 1:</b>	<b>In Ayrshire people experience safe and inclusive communities</b>					
<b>Links to National Outcomes</b>	<b>We have tackled the significant inequalities in Scottish Society</b> <b>We have improved the life chances for children, young people and families at risk</b> <b>We live our lives safe from crime, disorder and danger</b> <b>We have strong, resilient and supportive communities where people take responsibility of their own actions and how they affect others</b>					
<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
Increased awareness of hate crime	Raise staff awareness to better identify hate crime	Number of staff trained	Disability, Sex Gender Reassignment, Race Religion and Belief, and Sexual Orientation	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2021	Equality Officer
	Work with partners to raise awareness of hate crime	Number of crimes reported and detected	Disability, Gender Reassignment, Race Religion and Belief, and Sexual Orientation	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2021	Equality Officer

<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
Increased use of third party reporting	Increase the awareness of third party reporting	Increased third party reporting using a variety of media tools and promotion materials	Disability, Gender Reassignment, Race Religion and Belief, and Sexual Orientation	Eliminate Discrimination  Advance Equality of Opportunity Foster Good Relations	March 2021	Equality Officer
Implementation of the 'Keep Safe' initiative across partner agencies in Ayrshire	Deliver partner training as appropriate	Number of training courses/briefing sessions delivered  Number of staff trained	Disability	Eliminate Discrimination  Advance Equality of Opportunity	March 2021	Equality Officer
	Conduct a baseline of 'Keep Safe' places	Audit of existing 'Keep Safe' places	Disability	Eliminate Discrimination  Advance Equality of Opportunity	March 2018	Equality Officer
	Support the development of the 'Keep Safe' initiative in Ayrshire	Increase in the number of establishments registered for 'Keep Safe'	Disability	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2021	Equality Officer

People are aware of prevent	Raise staff awareness to better identify radicalisation	Number of staff trained	All	Eliminate Discrimination Foster Good Relations	March 2019	Civil Protection Manager
Established reporting protocols in place	Increase awareness of reporting procedures	Published briefings and leaflets in all key areas	All	Eliminate Discrimination Foster Good Relations	March 2019	Civil Protection Manager
<b>North Ayrshire Service Actions</b>						
<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
Provision of a range of early and effective interventions that support preventing violence and promoting women's safety and wellbeing.	Implement the Violence Against Women Strategy	tba	Gender, Age	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	March 2018	VAW lead (PLACE)

<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
Provision of a range of interventions that support reductions in levels of crime, anti-social behaviour, re-offending, fear of crime; and increases in crimes being detected.	Implement the Anti-Social Behaviour Strategy	Levels of crime and antisocial behaviour have reduced and crimes being detected have increased  Reoffending has reduced; Fear of crime and antisocial behaviour has reduced;	Race, Disability, Sexual orientation, Gender reassignment, Religion and Belief.	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2018	(PLACE)
Strategic Vision for education for all	Evaluate and enhance the curriculum in the Broad General Education (BGE) and senior phase  Support and strengthen the professional capacity of staff. Modernise the school estate to improve educational environment	Performance review information  Attainment Challenge data  Professional Review & Development (PRD) information and feedback evaluation  HGIOS4 Q1 2.3/2.4	Age, Race, Disability, Sexual orientation, Gender reassignment, Religion and Belief.	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2021	Education Priority 2

Outputs	Actions	Performance indicators	Protected Characteristics	General Duty	Timescale	Lead Officer/Service
Developing fully inclusive approaches suited to the needs of all our young people and their families	<p>Extend nurturing, restorative and RRS approaches extending the culture of inclusiveness within all schools.</p> <p>Updating anti bullying, Child Protection , Additional Support Needs support and extended outreach support for all of our pupils and those with particular vulnerabilities</p> <p>Modernise the school estate to meet the needs of the curriculum and children and Young People.</p>	<p>Collaborative based evidence from the Professional Learning Academy Workstream.</p> <p>Data for the Integrated services plan Family resilience reports</p> <p>Boxall profile reports.</p> <p>How Good Is Our School 4 (HGIOS4) QI 2.1 3.1 challenge questions</p>	Age, Race, Disability, Sexual orientation, Gender reassignment, Religion and Belief.		March 2021	Education Priority 1

<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
We Promise to make sure your rights are protected	Ensure 90% have achieved Rights Respecting Schools status	Integrated Children's Services Plan (ICSP) Getting It Right For You (GIRFY) data. Reports on Corporate parenting plan promise	ALL	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2021	Education Priority 1
We Promise to Work closely with each other and your family so that you are safe and protected	Share Child Protection information within 1 day of reporting to ensure each Young Person is safe.	ICSP GIRFY data and reporting on stage promises  Reports on Corporate parenting plan promises	Age, Race, Disability, Sexual orientation, Gender reassignment, Religion and Belief.	Foster Good Relations	March 2021	Education Priority 1
We Promise to Care for your health and disability needs	A robust child's plan will guide Additional Support for Young People.	ICSP GIRFY data and reporting on stage promises  Reports on Corporate parenting plan promises HGIOS4 QI 2.1, 2.4	Age, Race, Disability, Sexual orientation, Gender reassignment, Religion and Belief.	Foster Good Relations	March 2021	Education Priority 1

<b>Equality Outcome 2</b>	<b>In Ayrshire people have equal opportunity to access and shape our public services</b>					
<b>Links to National Outcomes</b>	<b>We have tackled the significant inequalities in Scottish society</b> <b>We live in well-designed, sustainable places where we are able to access the amenities and services we need</b> <b>Our public services are high quality, continually improving, efficient and responsive to local people's needs</b>					
<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
The experiences of marginalised or under-represented groups continue to inform decision-making	Through the partnership undertake a mapping exercise to identify marginalised and under-represented groups in Ayrshire.	A list of marginalised and under-represented groups to be developed and maintained	Disability, Gender Re-assignment, Race and Sexual Orientation	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2018	Equality Officer
	Ensure processes are in place which welcome, encourage and support marginalised and under-represented groups to inform decision-making	Evidence inclusion of marginalised and under-represented groups in decision-making	Disability, Gender Re-assignment, Race and Sexual Orientation	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2019	Equality Officer

<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
	Explore joint approach for the commissioning of translation, interpretation and communication support (TICS) services	TICS usage reports  Increased customer satisfaction	Disability and Race	Eliminate Discrimination  Advance Equality of Opportunity	Dec 2018	Equality Officer
As part of the Sheltered Housing re-provisioning programme we are incorporating community hubs within the complexes	Provide physical activity and other services to ameliorate social isolation and promote well-being.	No. of residents participating in activities	Age	Foster Good Relations	March 2021	Place – Housing
Extend the Self-evaluation processes	Broaden and extend self-evaluation to further include pupil/parent voice	Parent /pupil questionnaires – outcomes to be reflected in school improvement plans  Bespoke vision values aims Curriculum rationales ratified by staff	Disability Age Sex	Foster Good Relations	March 2021	Education Priority 3

Outputs	Actions	Performance indicators	Protected Characteristics	General Duty	Timescale	Lead Officer/Service
Extend use of data and research	Data packs to include information on Protected Characteristics (PC)	Analysis of data in relation to PC	ALL	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2021	Education
Reporting and practice to reflect the requirements of the National Improvement Framework (NIF)	Evaluative Reporting in terms of the NIF drivers	Self-Evaluation around NIF drivers Parental engagement , School improvement  Performance review information  Attainment Challenge data  HGIOS4 QI 2.5, 2.4, 1.		Advance Equality of Opportunity  Foster Good Relations	March 2021	Education Priority 3

<b>Equality Outcome 3</b>	<b>In Ayrshire people have opportunities to fulfil their potential throughout life</b>					
<b>Links to National Outcomes</b>	<p><b>We realise our full economic potential Equality Outcome 3 : In Ayrshire people have opportunities to fulfil their potential throughout life with more and better employment opportunities for our people</b></p> <p><b>We are better educated, more skilled and more successful, renowned for our research and innovation</b></p> <p><b>Our young people are successful learners, confident individuals, effective contributors and responsible citizens</b></p> <p><b>Our children have the best start in life and are ready to succeed</b></p> <p><b>We live longer, healthier lives</b></p>					
<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
Increase the number of modern apprentices who are BME	Conduct audit of existing modern apprenticeships by protected characteristics	Baseline of number of Black and Minority Ethnic (BME) modern apprentices in Ayrshire	Age, Race	Eliminate Discrimination  Advance Equality of Opportunity	Dec 2018	Equality Officer/MA Team
	Work with internal and external stakeholders to promote uptake across protected characteristic groups	Increase in BME modern apprentices		Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2021	Equality Officer/MA Team

<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
Increase the number of modern apprentices who have a disability	Conduct audit of existing modern apprenticeships by protected characteristics	Baseline of number of disabled modern apprentices in Ayrshire	Age, Disability	Eliminate Discrimination  Advance Equality of Opportunity	December 2018	Equality Officer/MA Lead
	Work with internal and external stakeholders to promote uptake across protected characteristic groups	Increase in modern apprentices who have a disability	Age, Disability	Eliminate Discrimination  Advance Equality of Opportunity  Foster Good Relations	March 2021	Equality Officer/MA Lead
Increased no of people in non-traditional gender roles including modern apprenticeships	Conduct an audit of existing modern apprenticeships roles by gender	Baseline of number of modern apprenticeship roles by sex in Ayrshire	Age, Gender	Eliminate Discrimination  Advance Equality of Opportunity	December 2018	Equality Officer/MA Lead
	Work with internal and external stakeholders to promote uptake across protected characteristic groups	Increase in non- traditional roles by both sexes	Age, Sex	Eliminate Discrimination/ Advance Equality of Opportunity  Foster Good Relations	March 2021	Equality Officer/MA Lead

**North Ayrshire Council Service Actions**

<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead</b>
<p>By March 2019 NAC and partners would like to achieve the following in North Ayrshire:</p> <ul style="list-style-type: none"> <li>• 110 operating social enterprises</li> <li>• £6.9m annual income for SEs</li> <li>• 1,000 full time equivalent employees in the local SE sector</li> <li>• 1,050 volunteers active in the sector</li> <li>• Sustainable NASEN established, led by the sector with at least 55 SE members</li> </ul>	<p>Implement Social Enterprise Strategy including developing social impact framework</p>	<p>TBC</p>	<p>Age, Disability, Race</p>	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>March 19</p>	<p>Economy and Communities – Economic Growth Service (Business Development)</p>

Outputs	Actions	Performance indicators	Protected Characteristics	General Duty	Timescale	Lead Officer/Service
Strengthen partnership links with Further Education and employers	Set up / Evaluate activity agreements with partners.	Analysis of the activity agreement evaluations	Age, Sex, Disability	Eliminate Discrimination	March 2021	Education Priority 5
Support Any Young Person with ASN into sustained destinations meeting their needs	Evaluate the numbers and quality of sustained destinations	Data analysis Performance review information		Advance Equality of Opportunity		
Develop employability skills in Young People	Key skills analysis of Young People and build a portfolio of their skills	Attainment Challenge data	Age, Sex, Disability	Foster Good Relations		
Introduce National Carer and Work experience Standards	Moderate provision of Work Experience with young people	Self-Evaluation of PS wider achievement through School Quality improvement arrangements.				
Introduce modern apprenticeship programmes.	Moderate provision and quality of Modern Apprentice programmes			Eliminate Discrimination		
Developing Young Workforce Plan (DYW) : More young people will be participating	Working with guidance and the	Quality Improvement Framework	Age, Sex, Disability	Advance Equality of Opportunity	March 2021	Education Priority 5.
				Foster Good Relations		

in work experience placements at an appropriate time and more closely linked to their career aspirations.	work experience contractor, pupils and employees will be consulted to ensure a better match	wider achievement.  DYW : Data and progress reports (LC)  HGIOS4 QI 3.3, 2.2, 2.7 challenge questions				
<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead</b>
Raise attainment and achievement throughout the BGE	Develop and accredit innovative approaches to learning and teaching in the BGE and Senior Phase.  Devise a range of alternative curricular pathways leading to achievements of qualifications and awards at all levels	BGE visits and evaluations of all schools Standardised assess data	Age, Race, Disability, Sexual orientation, Gender, Gender reassignment, Religion and Belief.	Advance Equality of Opportunity  Foster Good Relations	March 2021	Education Priority 4.

Outputs	Actions	Performance indicators	Protected Characteristics	General Duty	Timescale	Lead Officer/Service
<p>We will challenge gender stereotyping of career choices from early years classrooms to secondary schools. DYW Plan</p>	<p>Integrate a range of wider achievement options into programmes to enhance skills and qualifications of learners.</p> <p>Through activities such as our “Girls into Stem Careers” event, we will promote opportunities to both sexes in industry sectors where labour market information reveals gender split.</p>	<p>Map and analyse the quality of alternative provision and planning in schools and the outreach service.</p> <p>Measure the extent of personalisation and choice within the curriculum.</p> <p>HGIOS4 QI 2.1, 3.3, 2.2, 2.7 challenge questions</p>	<p>Gender, Age,</p> <p>Gender, Age,</p>	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>March 2021</p>	<p>Education Priority 4.</p> <p>Education Priority 4.</p>

<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
We will ensure that young disabled people have access to work experience placements and vocational education opportunities	By encouraging systemic change in how we work with disabled young people to create equity of opportunity	HGIOS4 QI 2.1, 3.3, 2.2, 2.7 challenge questions	Age, Disability	Advance Equality of Opportunity  Foster Good Relations	March 2021	Education Priority 4.
Monitor the outcomes for black and minority ethnic pupils to ensure that they are not disadvantaged	Through analysis of data available on attainment and school leaver progressions.	HGIOS4 QI 2.1, 3.3, 2.2, 2.7 challenge questions	Race, Age	Advance Equality of Opportunity  Foster Good Relations	March 2021	Education Priority 4.
We will continue to close the gap on educational and post school progressions for care leavers.	Targeted interventions and guidance for those most at risk	HGIOS4 QI 2.1, 3.3, 2.2, 2.7 challenge questions	Age, Race, Disability, Gender, Religion and Belief.	Advance Equality of Opportunity  Foster Good Relations	March 2021	Education Priority 4.
Youth Services will achieve the LGBT Youth Chartermark	Develop peer-led programmes for LGBT in each locality across North Ayrshire	Programmes developed in each locality	Age, Sexual Orientation.	Foster Good Relations	Dec 2017	Economy and Communities, Connected Communities, Community Development, Participation and Empowerment,

A range of ESOL (English for Speakers of other languages) opportunities are delivered which respond to changing demographics	Provide English as a Second Language (ESOL) learning opportunity across North Ayrshire	Number of volunteers trained/number of training courses	Race,	Advance Equality of Opportunity  Foster Good Relations	March 2021	Economy and Communities, Connected Communities, Community Development, Participation and Empowerment, Cat Hester
<b>Equality Outcome 4</b>	<b>: In Ayrshire public bodies will be inclusive and diverse employers</b>					
<b>National Outcomes</b>	<b>We realise our full economic potential with more and better employment opportunities for our people We are better educated, more skilled and more successful, renowned for our research and innovation</b>					
<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
Recruitment Practices	Public bodies have a diverse workforce reflective of the local population	Use alternative opportunities for advertising posts	More diverse applications for posts within the public sector	All	December 2018	HR & OD
	Achieve and maintain Level 2 of the Disability Confident Scheme	Level 2 award achieved and maintained	Disability	All	March 2019	HR & OD
	Progress work to achieve level 3 of the Disability Confident Scheme	Level 3 award achieved	Disability	All	March 2021	HR & OD

**North Ayrshire Council Service Actions**

<b>Outputs</b>	<b>Actions</b>	<b>Performance indicators</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Timescale</b>	<b>Lead Officer/Service</b>
<p>There will be an increase in the uptake of industry recognised vocational qualifications available to pupils in the Senior Phase.</p> <p>Young people will be supported when transitioning from college to post college destinations and post-college destinations</p>	<p>Schools will build capacity in-house to broaden their curricular offer to pupils.</p> <p>To ensure equity of opportunity We will work with the college to address other priorities in Developing Young Workforce i.e. STEM, inequalities</p>	<p>DYW Data and update reports</p> <p>HGIOS4 QI 3.1 3.3,3.2, 2.2, 2.7 challenge questions</p>	<p>Age, Disability, Gender</p>	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>March 2021</p> <p>March 2021</p>	<p>Education Priority 5.</p> <p>Education Priority 5</p>
<p>Strategic Vision for education for all</p>	<p>Support and strengthen The professional capacity of staff to support Equality work</p>	<p>PRD information and feedback evaluation</p>				<p>Education Priority 2</p>