



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Cabinet

A Meeting of the **Cabinet** of North Ayrshire Council will be held in the **Council Chambers, Ground Floor, Cunninghame House, Irvine, KA12 8EE** on **Tuesday, 18 February 2020** at **14:30** to consider the undernoted business.

1 Declarations of Interest

Members are requested to give notice of any declarations of interest in respect of items of business on the Agenda.

2 Minutes

The accuracy of the Minutes of the meeting of the Cabinet held on 21 January 2020 will be confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973 (copy enclosed).

EDUCATION ITEMS FOR DECISION

3 Closure of Garnock Valley Early Years Centre and relocation of provision to St Bridget's Primary School Early Years Class

Submit report by the Executive Director (Communities) on the Council's response to the conditions imposed on it following the call in by Scottish Ministers on the proposal to close Garnock Valley Early Year Centre and relocate the provision for early learning and childcare for children aged 2-3 years to St Bridget's Primary School Early Years Class (copy enclosed).

4 Out of School Care in North Ayrshire – Provision of Support to the Community, Voluntary and Private Sectors

Submit report by the Executive Director (Communities) on the outcome of a review of out of school care in North Ayrshire by the Early Learning and Childcare Expansion Programme Out of School Care workstream and proposals for a new Out of School Care Policy (copy enclosed).

GENERAL BUSINESS FOR DECISION

PRESENTATION

5 North Ayrshire Leisure Limited (NALL) Performance and Impact Report incorporating the 2020-21 Budget

Receive a presentation and submit a report by the Executive Director (Communities) on the North Ayrshire Leisure Limited (NALL) Performance and Impact Report incorporating the 2020-21 Budget (copy enclosed).

Reports by the Chief Executive

6 Delegation of Functions under the Radiation (Emergency Preparedness and Public Information) Regulations 2019 (REPPIR)

Submit report by the Chief Executive on the governance arrangements for new emergency planning duties imposed under the Radiation (Emergency Preparedness and Public Information) Regulations 2019 (REPPIR) (copy enclosed).

7 Determination of the Detailed Emergency Planning Zone (DEPZ) for Hunterston A and B Nuclear Power Stations

Submit a report by the Chief Executive on the Detailed Emergency Planning Zone (DEPZ) for Hunterston A and B Nuclear Power Stations, under the Radiation (Emergency Preparedness and Public Information) Regulations 2019 (REPPIR) (copy enclosed).

Reports by the Executive Director (Place)

8 Scottish Government Consultation on the Replacement for European Union Structural Funds

Submit a report by the Executive Director (Place) on the Council's response to the Scottish Government's consultation on the replacement of European Union Structural Funds in Scotland post EU-Exit (copy enclosed).

9 Delivering Community Wealth Building

Submit a report by the Executive Director (Place) on work underway to develop a North Ayrshire Community Wealth Building Strategy and establish North Ayrshire as a Community Wealth Building Council (copy enclosed).

10 New UK Resettlement Scheme

Submit a report by the Executive Director (Place) on the Council's participation in the Syrian Resettlement Programme, which is due to end in March 2020, and to seek approval to participate in the new UK Resettlement Scheme for 2020/21 (copy enclosed).

Reports by the Executive Director (Interim) (Communities)

- 11 Community Investment Fund**
Submit report by the Executive Director (Communities) on applications by Locality Partnerships to allocate CIF funding to proposed projects (copy enclosed).

Joint Report by the Director (Health and Social Care Partnership) and the Executive Director (Interim) (Communities)

- 12 ‘Getting it Right for You’ North Ayrshire Children’s Services Plan – Performance Report 2017-2019**
Submit a report by the Director (Health and Social Care Partnership) and the Executive Director (Interim) Communities on the progress made in the ‘Getting It Right For You’, North Ayrshire Children’s Services Plan Performance Report 2017-2019 (copy enclosed).

Reports by the Director (Health and Social Care Partnership)

- 13 Health and Social Care Finance Update**
Submit a report by the Director (Health and Social Care Partnership) to provide an update on the Integration Joint Board’s financial performance to December 2019, including the projected outturn for the 2019-20 financial year (copy enclosed).

CONTRACTS

- 14 Award of Contract for Early Learning and Childcare Funded Entitlement**
Submit a report by the Executive Director (Finance and Corporate Support) on the outcome of a tender exercise and subsequent award of contracts for the Early Learning and Childcare Funded Entitlement (copy enclosed).

- 15 Urgent Items**
Any other items which the Chair considers to be urgent.

- 16 Exclusion of the Public - Para 9**
Resolve in terms of Section 50(A)4 of the Local Government (Scotland) Act 1973, to exclude from the Meeting the press and the public for the following item of business on the grounds indicated in terms of Paragraph 9 of Part 1 of Schedule 7A of the Act.
Non Disclosure of Information
In terms of Standing Order 19 (Disclosure of Information), the information contained within the following report is confidential information within the meaning of Section 50A of the 1973 Act and shall not be disclosed to any person by any Member or Officer.

16.1 Site Disposal: Former NACCO Site, Portland Road, Irvine Industrial Estate

Submit a report by the Executive Director (Place) on the former NACCO site, Portland Road, Irvine.

Cabinet Sederunt

Elected Members

Joe Cullinane (Chair)
John Bell (Vice-Chair)
Robert Foster
Alex Gallagher
Louise McPhater
Jim Montgomerie

Church Representatives

Ms Elizabeth H. Higon
Mr Ian Haining
Ms Babs Mowat

Teaching Representative

Jacqui MacKenzie

Youth Council Representatives

Chair:

Apologies:

Attending:

IRVINE, 21 January 2020 - At a Meeting of the Cabinet of North Ayrshire Council at 2.30 p.m.

Present

Joe Cullinane, John Bell, Robert Foster, Alex Gallagher, Louise McPhater and Jim Montgomerie; and Jacqui MacKenzie (Teaching Representative) and Babs Mowat (Church Representative) (Agenda Items 1-5).

Also Present

Todd Ferguson, Jean McClung and Davina McTiernan.

In Attendance

L. Friel, Executive Director, D. Forbes, Senior Manager (Financial Management), J. Smillie, Senior Manager (HR&OD), A. Lyndon, Senior Manager (Procurement), S. Stewart, L&O Development Adviser, and J. Walls, Team Manager (H&S, Risk & Insurance) (Finance and Corporate Support); R. McCutcheon, Executive Director, D. Hammond, Head of Service (Interim) (Commercial), and J. Wraith, Team Manager (Housing Strategy & CS) (Place); A. Sutton, Executive Director (Interim), R. Arthur, Head of Service (Interim) (Connected Communities), and A. McClelland, Head of Service (Education) (Communities); C. Cameron, Head of Service (HSCP Finance & Transformation), (Health and Social Care Partnership); A. Craig, Senior Manager (Legal Services), A. Hale, Health Improvement & Equalities Officer, J. Hutcheson, Senior Communications Officer, J. Law, Media and Internal Communications Assistant, and E. Gray, A. Little and D. McCaw, Committee Services Officers (Democratic Services).

Also In Attendance

J. McGeorge, Ayrshire Civil Contingencies Team

Chair

Joe Cullinane in the Chair.

Apologies

John Bruce (Church Rep).

1. Chair's Remarks

The Chair welcomed those present to the meeting and announced that the Cabinet meeting would be webcast and that all decisions are subject to the Call In Procedure detailed at Standing Order 24.

2. Declarations of Interest

There were no declarations of interest by Members in terms of Standing Order 10 and Section 5 of the Code of Conduct for Councillors.

3. Minutes

The accuracy of the Minutes of the meeting of the Cabinet held on 26 November 2019 was confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973.

4. Teaching Representation on Cabinet (Education)

Submitted a report by the Head of Service (Democratic Services) on the appointment of Jacqui MacKenzie to fill the vacancy as the representative of the professional teaching associations on Cabinet (Education).

The Cabinet (a) agreed to appoint Jacqui MacKenzie as the representative of the professional teaching associations on Cabinet when it meets to consider Education Authority business; and (b) record its appreciation of the contribution made by the former teaching representative, the late Gordon Smith.

5. Pupil Equity Funding in North Ayrshire – Progress Report

Submitted a report by the Executive Director (Communities) on the use of Pupil Equity Funding (PEF) in North Ayrshire and the impact this is having on children's outcomes. Full details of the amounts allocated to North Ayrshire schools were set out at Appendix 1 to the report.

Members asked questions and were provided with further information in relation to:

- the formula used to calculate the level of funding available to each school which uses the number of pupils receiving free school meals and the fact that this method is outdated;
- the effectiveness of PEF funding in terms of providing new services to pupils rather than offsetting national budget cuts;
- difficulties around crediting improvements in the poverty-related attainment gap to specific initiatives as the successes are linked to a number of different projects working in conjunction with each other; and
- whether the money allocated to PEF funding could be spent more effectively if it was held centrally in the Council's education budget.

The Cabinet agreed to note the progress made to date.

6. Attainment Outcomes for Care Experienced Young People

The Cabinet considered a report by the Executive Director (Communities) and received a presentation by the Executive Director (Education) on the progress being made by care experienced learners, specifically in literacy and numeracy, and the achievements of school leavers in terms of SQA examinations. Data on the number of care experienced young people was set out at Appendix 1 to the report, attainment in literacy and numeracy in broad general education for care experienced learners at Appendix 2, attainment in literacy and numeracy and overall attainment in all qualifications at senior phase level for care experienced school leavers at Appendix 3, and post-school participation of care experienced school leavers at Appendix 4.

The Cabinet agreed to (a) note (i) the content to the report; (ii) the progress being made by care experienced learners, specifically in literacy and numeracy; and (iii) the achievements of school leavers in terms of SQA examinations; and (b) receive an annual progress report on the performance of care experienced learners as part of a suite of annual attainment reports.

7. Radiation Emergency Preparedness, and determination of the Detailed Emergency Planning Zone (DEPZ) for Hunterston A and B Nuclear Power Stations

Submitted a report by the Head of Service (Democratic Services) on the Detailed Emergency Planning Zone (DEPZ) for Hunterston A and B Nuclear Power Stations and governance arrangements for new Council duties imposed under the Radiation Emergency Preparedness and Public Information Regulations 2019. A map outlining the proposed and existing DEPZ boundaries was set out at Appendix 1 to the report.

Members asked questions and were provided with further information in relation to:

- the proposed new boundary and the fact that all properties which are currently contained in the DEPZ would continue to be subject to the protective measures such as the provision of stable iodine tablets;
- legislative changes resulting in responsibility for setting the DPEZ transferring to the Council from the Office for Nuclear Regulation;
- the Cabinet's scope for deviation from EDF's recommendation in terms of setting the DPEZ; and
- differences between the DPEZ and the Outline Planning Zone (OPZ) in terms of the response to a nuclear emergency.

The Cabinet agreed to continue consideration of this item to the next meeting to allow for further discussions to take place between Elected Members and the Office for Nuclear Regulation.

8. Council Plan Progress Update: Q2 2019/20

Submitted a report by the Chief Executive on the progress of performance against the Council Plan 2019-24 as at Quarter Two 2019-20. The Council Plan 2019-24 Progress Update (Mid-Year 2019-20) was set out at Appendix 1 to the report, performance indicators for the Council Plan Performance Framework at Appendix 2, and the actions aligned to the Council Plan 2019 - 24 at Appendix 3.

The Cabinet agreed to (a) approve the performance of the Council Plan as at 30 September 2019; and (b) submit the report and appendices to Audit and Scrutiny Committee for consideration at the next available date.

9. Revenue Budget 2019/20: Financial Performance to 30 November 2019

Submit a report by the Executive Director (Finance and Corporate Support) on the financial performance for the Council at 30 November 2019. Budget reports for each directorate and the Housing Revenue Account were set out at Appendices 1-7 of the report, Virement/Budget Adjustment Requests at Appendix 8 and the HSCP Period 8 Report at Appendix 9.

Members asked questions and were provided with further information in relation to the progress of the HSCP recovery plan.

The Cabinet agreed to (a) note the information and financial projections outlined in the report; (b) note the current financial projection for the Health and Social Care Partnership at; and (c) approve the virements detailed in Appendix 8.

10. Capital Programme Performance to 30 November 2019

Submit a report by the Executive Director (Finance and Corporate Support) on the Capital Investment Programme as at 30 November 2019. The detailed Capital Investment Programme was set out at Appendix 1 to the report and the HRA Capital Statement at Appendix 2.

The Cabinet agreed to (a) approve the revisions to budgets outlined in the report; and (b) note (i) the General Services and HRA revised budgets at 30 November 2019; and (ii) the forecast expenditure to 31 March 2020.

11. Our Voice Employee Survey

Submit a report by the Executive Director (Finance and Corporate Support) on the results of the recent employee survey.

The Cabinet agreed to note the key findings and next steps of the 2019 Our Voice survey.

12. Tackling Funeral Poverty - North Ayrshire Respectful Funeral Service

Submitted a report by the Executive Director (Place) on proposals for the procurement of partner funeral directors who will offer to provide a new affordable Respectful Funeral Service package for bereaved families to tackle funeral poverty in North Ayrshire.

The Cabinet agreed to approve the proposal to identify appropriate funeral directors with whom an agreement will be developed to facilitate the provision of a new Respectful Funeral Service package for bereaved families to tackle funeral poverty in North Ayrshire.

13. Climate Change

Submitted a report by the Executive Director (Place) on progress on tackling climate change in North Ayrshire.

Further to the recommendation detailed in the report, the Leader moved that the Cabinet should propose the creation of a £5m climate change fund for consideration by full Council as part of the 2020/2021 budget setting process. The fund would be used by the Council to develop and implement low carbon and renewable energy projects.

The Cabinet unanimously agreed to (a) the proposed target year of 2030 to achieve net-zero emissions across North Ayrshire; (b) propose the creation of a £5m climate change fund, which will be used by the Council to develop and implement low carbon and renewable energy projects, for consideration by full Council as part of the 2020/2021 budget setting process; and (c) note (i) the progress made in implementing the Environmental Sustainability & Climate Change Strategy 2017-2020; (ii) the ongoing "Climate Change: Just Cool It" consultation; and (iii) the proposal to review the consultation findings to inform the Environmental Sustainability & Climate Change Strategy 2020-2023 which is currently being developed for future Cabinet consideration mid-2020.

14. Proposals for Community Investment Fund (CIF) Expenditure

Submitted a report by the Executive Director (Communities) on applications by Locality Partnerships to allocate CIF funding to proposed projects. The detailed proposal was set out at Appendix 1 to the report.

Members asked questions and were provided with further information in relation to the capacity of the proposed Men's Shed.

The Cabinet agreed to approve the CIF application in relation to the Irvine Harbourside Men's Shed in the amount of £10,000, subject to satisfactory reports from Legal and Finance Services.

15. Small-Grant Awarding Participatory Budgeting

Submitted a report by the Executive Director (Communities) on proposals to implement small-grant awarding participatory budgeting approaches by Locality Partnerships. Details of the Locality Partnerships' involvement in distributing small grants through participatory budgeting was set out at Appendix 1 to the report.

Members asked questions and were provided with further information in relation to the control which will be afforded to Locality Partnerships to set up the voting process at events in their area and whether the proposal would increase the number of organisations who can benefit from the Council's grant funding pots.

The Cabinet (a) agreed in principle proposals for small-grant awarding participatory budgeting approaches by Locality Partnerships; (b) authorised officers to conclude the development of the proposed process for funding disbursement with Locality Partnerships, to be implemented from 2020/21; and (c) agreed to receive a progress report at the end of 2020/21.

16. Award of Upgrade of External Building Fabric at Lambie Court and O'Conner Court, Saltcoats

Submitted a report by the Executive Director (Finance and Corporate Support) on the result of the tendering exercise for the Upgrade of External Fabric at Lambie Court and O'Conner Court, Saltcoats.

The Cabinet agreed to approve the award of the contract to MP Rendering Ltd as detailed in the report.

17. Exclusion of the Public

Cabinet resolved in terms of Section 50(A)4 of the Local Government (Scotland) Act 1973, to exclude from the Meeting the press and the public for the following item of business on the grounds indicated in terms of Paragraph 9 of Part 1 of Schedule 7A of the Act.

The Chair noted that confirmation had been received that the Webcast of the meeting had been terminated at this point.

18. HR and Payroll Contract

Submitted a report by the Executive Director (Finance and Corporate Support) on the current position with the HR and Payroll Contract.

The Cabinet agreed to the recommendation as detailed in the report.

The Meeting ended at 4.30 p.m.

NORTH AYRSHIRE COUNCIL

18 February 2020

Cabinet

Title: Closure of Garnock Valley Early Years Centre and relocation of provision to St Bridget's Primary School Early Years Class.

Purpose:

- i) To seek Cabinet's approval for the Council's response to the conditions imposed on it following the call in by Scottish Ministers on the proposal to close Garnock Valley Early Years Centre and relocate the provision for early learning and childcare for children aged 2-3 years to St Bridget's Primary School Early Years Class.
- ii) To inform Cabinet of the transitional arrangements for children attending GVEYC and St Bridget's Early Years Classes during the forthcoming building and refurbishment programme at St Bridget's.

Recommendation: That Cabinet agrees the proposal to close Garnock Valley Early Years Centre and relocation to St Bridget's Primary School Early Years Class.

1. Executive Summary

- 1.1 Following the Statutory Public Consultation on the proposed closure of Garnock Valley Early Years Centre (GVEYC), the Council received a Call-In Notice under Section 15(3) of the 2010 Act. The Council is required to submit its response to Scottish Ministers by April 2020.
- 1.2 Three conditions were imposed on the Council and its responses to each of these conditions are contained within this paper.
- 1.1 The Call-In has resulted in a delay to the proposed refurbishment programme and this means that the planned works will not now be complete until December 2020. Arrangements are being progressed to ensure that there is a smooth transition to the new provision within St Bridget's Primary School.
- 1.4 In order to undertake the building works and to ensure that there is minimal disruption for the children and the school, a decision has been taken to decant the current early years provision at St Bridget's PS into the Garnock Valley Early Years Centre for the duration of the works.

2. Background

- 2.1 On 14 May 2019, Cabinet approved the proposal to close Garnock Valley Early Years Centre (GVEYC) and relocate the provision for 2-3 year olds to newly refurbished provision within St Bridget's Primary School Early Years Class. This decision followed a period of statutory public consultation which ran from 23 January 2019 to 8 March 2019.
- 2.2 Following Cabinet approval, and in line with the Schools (Consultation) (Scotland Act) 2010 (as amended), the Council was required to notify Scottish Ministers within 6 days of making that decision.
- 2.3 Scottish Ministers then had a period of eight weeks in which to decide whether to call in the decision. The Council can only implement the proposal when the affirmative decision is made by Scottish Ministers.
- 2.4 On 8 July 2019, Scottish Ministers issued a Call-In Notice under Section 15(3) of the 2010 Act to North Ayrshire Council ("the Education Authority") in relation to the decision by the Education Authority to discontinue the early learning and childcare provision at GVEYC and relocate the provision to St Bridget's Primary School Early Year Class.
- 2.5 Scottish Ministers considered that there may be two potential failures by the Council to comply with the requirements of the 2010 Act:
 - In respect of the requirement to notify Scottish Ministers of a decision to implement a closure proposal in terms of section 15(2) of the Act
 - In respect of the requirement to publish a website notice confirming the Council's decision in terms of section 15 (2A) of the Act.
- 2.6 As required by the Act, a Scottish Government School Closure Review Panel was convened on 10 July 2019 to review the proposal.
- 2.7 The Panel's decision would usually be intimated to the Council within eight weeks from the date of constitution of the Panel. However, the Panel extended the period of the review for a further 8 weeks and this expired on 30 October 2019.
- 2.8 The Council was then notified of the Panel's decision to grant consent with conditions to North Ayrshire Council's proposal to discontinue the early learning and childcare provision at GVEYC and relocate the provision to St Bridget's Primary School Early Year Class.
- 2.9 Three conditions were imposed on the Council by the School Closure Review Panel in line with section 17C(1)9c) (i) of the 2010 Act. The proposed responses to each of the conditions are detailed below:

2.9.1 Condition 1

The Education Authority shall carry out a full impact assessment of the proposal to remove the free transport currently available to 2-3 year old children attending (or due to attend) GVEYC or St Bridget's. This shall include, inter alia, consultation with the parents of children who will be affected by the decision. A report of the impact assessment shall be considered by Council for a further decision as to whether to proceed with the removal of this service. Until such a decision to withdraw free transport

is made, the transport shall continue to be provided to all children who would be eligible under the present terms.

Council Response

For some years now, there has been provision of a unique transport service for children who attend GVEYC. This involves the provision of a minibus which collects and drops off some children to support their attendance at their ELC provision. Not all children attending GVEYC receive this service, and allocation is based on historical custom and practice, for example, the location of their home, the health of their parents or carers, the location of their sibling's primary school, etc. As this service is not available to any other family in North Ayrshire, despite similar circumstances prevailing, it could be considered inequitable for those families who do not receive this unique transport provision, and therefore it is proposed that it is ceased.

Following receipt of the Scottish Government decision all families with 2-3 year old children attending GVEYC were consulted on proposed changes to transport arrangements. As at February 2020, nine families were potentially affected by the proposed changes to transport and further engagement took place with them at this time. This aimed to ensure that all parents of children currently attending or due to attend GVEYC or St Bridget's from August 2020 were consulted. Of the nine families potentially affected, four are unaffected as they will transition to their 3-5 years provision from August 2020 and the remaining five children will be assessed for transport under the Council's Transport Policy. These families have raised no significant issues either in terms of equalities or otherwise. These families live relatively close to GVEYC.

Accordingly, no significant equalities impacts were identified in relation to the proposal that transport arrangements are aligned with the Council's Transport Policy. Nevertheless, and as required by the Scottish Government, an Equalities Impact Assessment has been undertaken and is attached at Appendix 1. This assessment ensures that when planning services, the Council is not adversely affecting or discriminating against any groups within a community, is promoting equality, and considering the specific needs of children and young people.

The conclusion of this assessment is that there are no significant equalities impacts in aligning the proposed transport arrangements with those of the Council's Transport Policy.

In summary, this Policy sets out the terms for the provision of free transport in North Ayrshire and adheres to the national legislation on school transport.

The policy includes the provision of free transport for children to attend early learning and childcare establishments in the following circumstances:

- A child has additional support needs and will benefit from attending ELC provision.
- A child lives more than 5 miles from the nearest ELC provision.

Engagement has also taken place with Health Visitors who make referrals to the service. This is to ensure they are aware of the removal of the transport provision, and the terms of the Council's Transport Policy. In turn this will help them support families to consider their transport requirements when selecting the most appropriate ELC establishment for their child.

2.9.2 **Condition 2**

The Education Authority shall prepare a report fully detailing the reduction of staffing levels for 2-3 year old children at St Bridget's that is envisaged by the Proposal when compared with the existing staffing levels at GVEYC. The report shall include an assessment of the impact that this reduction will have on the services currently provided both to children and to their parents who attend, or will in future attend, GVEYC or St Bridget's. No reductions to the staffing levels shall be implemented until a decision to do so has been taken by Council following consideration of that report.

Council Response

In summary, the provision of 1140 hours for 2-3 year-old children at St Bridget's will mean that the current allocation of Early Years Practitioners will require to increase by 1.38 FTE which takes account of the additional hours of ELC being provided.

Due to the proposed relocation of the provision to St Bridget's PS Early Years Class, 3 Early Years posts will no longer be required. These are:

- The Head of Centre post;
- The Driver / Handyman post; and
- The Education Assistant (Support) post.

This is because the Early Years Class will be led by the St Bridget's school leadership team including a new Early Years Manager and supported by the existing school's Education Assistant (Support) team. It is anticipated that the early years practitioners currently working with 2-3 years olds at GVEYC will relocate to St Bridget's PS Early Years Class with the children and their families, thereby providing continuity and stability during the transition.

Due to the proposed removal of the transport provision, there will be no requirement for the Driver/Handyman role.

The proposed staffing model for the 2-3 year old provision at St Bridget's PS Early Years Class is the same model that is in place across all other ELC provision for 2 – 3 year olds within Council run early years establishments and complies with Care Inspectorate and Education Scotland requirements.

2.9.3 **Condition 3**

The Education Authority shall send a report to the Scottish Ministers in April 2020 detailing its progress in complying with the two conditions set out above.

Council Response

It is proposed that this Report and its appendix, along with the minute of the Cabinet meeting which details Cabinet's decision, are submitted to Scottish Ministers in April 2020.

Proposed Transition Plan for GVEYC

2.10 The call in by the School Closure Review Panel has resulted in a delay to the proposed refurbishment programme at St Bridget's PS Early Years Class and means that the planned works will not now be completed until December 2020 at the earliest.

2.11 In order to undertake the building works and to ensure that there is minimal disruption for the children and the school, a decision has been taken to decant the current early

years provision at St Bridget's PS into the Garnock Valley Early Years Centre for the duration of the works. Both the Head Teacher, St Bridget's and the Head of Centre, GVEYC, have been involved in the consideration of options to ensure that these interim arrangements are suitable and can be managed effectively.

- 2.12 The decant will take place during the Easter break to allow works to commence at the end of April. From April to the end of June, both services (GVEYC 2-3 years and St Bridget's 3-5 years) will operate from the GVEYC building. GVEYC will continue to operate the restricted service over the summer.
- 2.13 From the start of the new session in August 2020, the GVEYC will close and the new St Bridget's 2-5 years (1140 hours) service will commence, from the GVEYC building, until December 2020, when the newly refurbished and extended facilities within St Bridget's Primary School will be open and ready for use from January 2021.
- 2.14 The GVEYC building will be declared surplus subject to approval of this report.

3. Proposals

- 3.1 i) To seek Cabinet's approval of the Council's response to the conditions imposed on it following the call in by Scottish Ministers on the proposal to close Garnock Valley Early Year Centre and relocate the provision for early learning and childcare for children aged 2-3 years to St Bridget's Primary School Early Years Class.
- ii) To inform Cabinet of the transitional arrangements for children attending GVEYC and St Bridget's Early Years Classes during the forthcoming building and refurbishment programme at St Bridget's.

4. Implications/Socio-economic Duty

Financial

- 4.1 None directly related to the current report.

Human Resources

- 4.2 The proposed staffing models retain existing terms and conditions for employees. The revised staff structure at St Bridget's Early Years class has some implications for some staff and these will be dealt with under standard HR processes.

Legal

- 4.3 This report responds to the legal requirements imposed by Scottish Ministers in relation to Section 15(3) of the 2010 Act to North Ayrshire Council ("the Education Authority") in relation to the decision by the Education Authority to discontinue the early learning and childcare provision at GVEYC and relocate the provision to St Bridget's Primary School Early Year Class.

Equality/Socio-economic

- 4.4 The attached ECRIA considers the implications for children and families who use the services under consideration and provides reassurance that no children will be disadvantaged within the new proposals.

Environmental and Sustainability

- 4.5 Investment in St Bridget's Early Years facilities will ensure high quality and sustainable accommodation for the new provision.

Key Priorities

- 4.6 North Ayrshire's children and young people have the best start in life.
- We will expand our early learning and childcare provision to make sure all eligible children are able to access 1140 hours of free early learning and childcare each year.

Community Wealth Building

- 4.7 None directly related to the current report.

5. Consultation

- 5.1 Consultation and engagement with key groups is a strong focus of the Early Learning and Childcare Expansion Programme (ELCEP) Board. A small number of families are affected by the proposals and all appropriate consultation with staff and parents in relation to the transport provision has been undertaken in relation to the ECRIA. All families are also aware of and planning for the proposed interim arrangements as described in the report.

Caroline Amos
Head of Service

For further information please contact **Doreen Walkinshaw, Business Manager**, on **01294 324175**.

Background Papers

Appendix 1: ECRIA: The provision of free and dedicated transport for children to Garnock Valley Early Years Centre

North Ayrshire Council Children's Rights Impact Assessment Form

Equality and Children's Rights Impact Assessment

This form will assist in carrying out an Equality Impact Assessment (and where appropriate Children's Rights Impact Assessment) of new, revised and existing policies and practices. Guidance on how to complete assessments is given in the Council's **Equality and Children's Rights Impact Assessment Toolkit**. The form is mandatory and must be published on the Council website once the policy or practice has been approved.

Section 1 - Details

1.1 Service: Section:

1.2 Name of Policy or Practice being assessed:

**The Provision of Free and Dedicated Transport for Children to
Garnock Valley Early Years Centre.**

Is its new ☐

Existing ☒

Budget Proposal ☐

*Budget Ref Number (if applicable)

1.3 List of participants in Equality (& CRIA) Impact Assessment

Caroline Amos, Head of Service (Education)
Lynn Taylor – Senior Manager Infrastructure and Resources
Calum Maxwell, Senior Manager Early Years
Doreen Walkinshaw, Business Manager
Diane Ferguson, Early Years Coordinator
Catriona Mulhern, Head of Centre
Donna Reid, Senior Project Officer
Andrew Hale, Health Improvement & Equalities Officer, Democratic Service

1.4 Manager responsible for impact assessment

Name:

Designation:

1.5 Timetable

Date assessment started:

Interim review date:

2.1 What is the purpose of the policy, practice or proposal?

The Impact Assessment has been prepared to review the practice of providing free transport to children attending GVEYC.

Garnock Valley Early Years Centre (GVEYC) delivers early learning and childcare to children aged 2 -3 years who are eligible and those who are referred by health visitors.

A unique part of the service, which was introduced in 2002, is the offer of a free transportation service to and from the centre, by minibus, with a dedicated driver and escort provision. The decision to provide transport was taken at the time of the introduction of the service, and was an initiative derived from Surestart funding.

At present, transport is provided for children who live in Kilbirnie, who attend GVEYC.

After Statutory Public Consultation, a decision was taken to close GVEYC and relocate to new provision at St Bridget's PS. It is proposed that this unique transport service ceases when GVEYC closes in August 2020.

2.2 Who (indicate the equality groups*) is affected by the policy or practice as an internal or external service user?

Age

There are currently 9 children who attend GVEYC who reside in Kilbirnie. This included one child who enrolled in the service in January 2020. Four of the children will transition to their 3-5 years provision from August 2020 and the remaining five children will be assessed for transport under the Council's Transport Policy.

Parents/carers of any new children starting in GVEYC will be made aware that the free and dedicated transport service is due to cease in August 2020, when the GVEYC provision ceases and children re-locate to St Bridget's PS Early Years Class.

2.3 Are there any children's rights (based on the Articles of the UNCRC – Appendix 2) that are impacted on through the proposal? (for further information please refer to the Equality and Children's Rights Toolkit)

Yes - ☐ Please **also** complete the CRIA questions in Appendix.

No - ☒ Please complete this form only.

2.4 Which aspects of the practice eliminates unlawful discrimination, harassment and victimisation?

GVEYC is the only centre with a free and dedicated local transport service. This service is not available to any other early years’ class or centre and therefore creates inequity for all other children across North Ayrshire. Where there is an identified need for transport at any centre, including GVEYC, it would be arranged and provided for a child meeting the criteria and conditions set out within the Council’s Transport Policy.

2.5 Which aspects of the practice advance equality of opportunity between people which share a relevant protected characteristic and those who do not?

The Council’s Transport Policy has been developed to align to national legislation. This means that all children who meet certain criteria and conditions, as laid out within the Council’s transport policy, will receive the transport they require. This should include those children at GVEYC and will be used to determine provision for any child affected following the removal of the free, dedicated, local transport for GVEYC.

Attendance data analysis has shown that the attendance rates at other Council early years centres are similar to the attendance rates at GVEYC, which suggests that attendance is not improved by the existence of a unique transport provision.

The removal of the unique transport arrangements at GVEYC will bring the transport provision into line with arrangements for all other children attending Early Years (EY) centres and classes across North Ayrshire.

2.6 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not? (Does it tackle prejudice and promote a better understanding of equality issues).

N/A

2.7 Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals on a protected characteristic group)?

There are no direct cross-cutting or accumulated effects, however the Education Service will work closely in partnership with Health Visitors to ensure that all professionals have information about the full range of ELC services to support parents to make more informed choices, particularly in relation to their responsibility to transport their children to their chosen early years provision. This would include a full range of ELC providers: funded providers, child minders and other local authority service providers, within their locality and community.

Free transport will be provided in line with the Council’s Transport Policy.

2.8 If Crosscutting issues identified with other Services, what discussion/interaction has taken place to mitigate any potential negative impacts of accumulated proposals?

The Garnock Valley Health Visiting Team are being briefed on the proposed changes to ensure they have a clear understanding of the Council's Transport policy and how it is operated for early years children and families in other localities across the Council. Health Visitors will support parents to make informed decisions about the most appropriate ELC service for their child and the family. If children meet the criteria to receive transport provision, they will receive transport in line with the Council's Transport Policy.

Section 3 – Collecting Information

3.1 What evidence were you able to access about the needs of relevant protected groups?

Potential sources of Evidence:

Attendance data
Geographical Data
Internal Practice – North Ayrshire Council's Transport Policy

Source(s) of Evidence used for this assessment:

Attendance Data

The attendance records at GVEYC and other NA ELC establishments in similar SIMD areas.

Geographical Data

At present, all children who are transported to and from the GVEYC reside in Kilbirnie. Distance range is from 0.3 to 1.3 miles.

There are 3 local authority establishments which currently offer 2 year old provision in the Garnock Valley – Dalry Early Years Centre, Garnock Community Campus Early Years Centre. In addition, there are funded providers, including childminders in the local area.

Internal Practice

GVEYC is the only centre with a dedicated transport facility. This service is not available to any other early years' class or centre. Where there is an identified need for transport this is, in all other instances, arranged and provided following the criteria and conditions set out within the Transport Policy.

Engagement with Service Users

The small number of families affected by the proposals have all been consulted in relation to the new arrangements.

3.2 Are there any gaps in your evidence?

None Identified

Section 4 – Impacts

4.1 From the list of protected characteristic groups identified in section 2.3 please identify any potential positive and negative impacts on any of these protected characteristics?

Protected Characteristic	Yes	No	Please Explain (Positive or Negative)
Age (Older people, children and young people – please identify which categories will be affected)	X		This practice change affects some children aged 2 – 4 years.
Disability (Physical and Learning)	X		Children who require transport because of their assessed need will not be negatively impacted because they will be provided with transport in line with the Council's existing Transport Policy.
Gender reassignment (Where a person is living as the opposite gender to their birth)		X	
Pregnancy and Maternity		X	
Race, ethnicity, colour, nationality or national origins (including gypsy/ travellers, refugees and asylum seekers)		X	
Religion or belief		X	
Sex Women and Men)		X	
Sexual Orientation (Lesbian, gay and bisexual people)		X	
Other (Poverty, homelessness, ex-offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership)		X	

4.2 If there is a possibility that Young People will be impacted through this policy either directly or indirectly – please complete the Children’s Rights Assessment in Appendix 1.

There is no impact identified in relation the UN Children’s Rights.

Section 51 of the **Education (Scotland) Act 1980**, makes it clear that free school transport must be provided for primary school age children who live 2 miles or more (if aged under 8) and who live more than three miles or more (if aged 8 and or over) from their catchment school.

It should be noted that the arrangements for school transport in North Ayrshire Council are more favourable than that noted in the legislation as all primary aged children living more than 2 miles from their catchment school will receive school transport.

A child attending an early years’ establishment will not normally be provided with free school transport except in the following circumstances:

- A child with additional support needs who will benefit from attendance;
- A child lives 5 or more miles away from the nearest local early years provision.
- During school holidays, certain children who require access to provision through referral and have been identified as requiring support.

Fairer Scotland Duty

4.3 The Fairer Scotland Duty (‘the Duty’), Part 1 of the Equality Act 2010 places a legal responsibility on the Council to actively consider (‘pay due regard to’) how we can reduce inequalities of outcome caused by socio-economic disadvantage when making decisions ([further guidance is available here](#)).

Does the proposal have the potential to have a significant impact on inequalities of outcome caused by socio-economic disadvantage?(consider low income; low wealth; material deprivation; area deprivation; communities of place or interest, socio-economic background).

Please explain/explore the key issues below:

The Council’s Transport Policy and the current practice of transport provision at GVEYC have been developed to meet very specific needs in relation to additional support needs and/or geographic location. Therefore, there is no assessment of income or any other socio-economic factors. However, it is recognised that whilst there may be some socio-economic impact for some families, there is no evidence to suggest this is the case for families who currently use the service, all of whom live 1.3 miles or less from GVEYC. They are therefore resident within the National Guidance of 5 miles or more from the nearest ELC facility. GVEYC is the only establishment in North Ayrshire that provides this transport service for early years children.

4.4 If impacts have been identified how will these be mitigated or explored in more detail? (please outline below)

There are currently 9 children who attend GVEYC who reside in Kilbirnie and are currently accessing the transport provision. Four of the children will transition to their 3-5 years provision by August 2020 and their transport provision will cease as they are no longer attending GVEYC. In January 2020, new enrolments included one child who has been identified and currently receiving transport and this child is included in the total number of nine children. The remaining five children will be assessed in relation to transport under the Council's Transport Policy.

Parents and carers of all new children joining the service from February 2020 will be made aware of the planned cessation of the GVEYC service provision in August and the transition to the new 1140 St Bridget's Early Years Class. All children joining the service will be assessed in relation to transport under the Council's Transport Policy from August 2020.

4.5 Island Proofing

Island Proofing is about considering the particular needs and circumstances of island communities when public sector organisations exercise their functions and make decisions. This has been added to the process of assessing the Council Plan and includes a range of issues such as access to services, digital connectivity, employment and access to education; transport and access to goods and services.

N/A

Section 5 – Assessment

5.1 Is there any evidence that the policy:

- may result in less favourable treatment for particular groups?
- may give rise to direct or indirect discrimination?
- may give rise to unlawful harassment or victimisation?

Yes ☐

No ☒

No evidence ☐

If yes, give details

N/A

5.2 If you have identified a negative impact for any protected characteristic, how will you modify this?

5.3 Is the policy or practice intended to promote equality by permitting positive action to remove or minimise disadvantage?

Yes ☒

No ☐

If Yes, please give details

Any transport arrangements for children attending the new provision located within St Bridget's Primary School Early Years Class will be in line with all other local authority early years classes and centres.

5.4 Will the policy lead to positive outcomes for people based on a protected characteristic? (please explain)

When the dedicated transport arrangements cease, transport will be provided for any child who meets the qualifying criteria in line with the Council's Transport Policy.

Section 6 – Consultation & Recommendations

6.1 Describe the consultation undertaken with equality groups, including details of the groups involved and the methods used.

- Prior to the Statutory Public Consultation (SPC), pre-engagement sessions were held with parents and staff of GVEYC and St Bridget's Primary School Early Years Class and health visitors. These meetings included the GVEYC Head of Centre and the Head Teacher from St Bridget's Primary School.
- A public meeting was held at St Bridget's Primary School during the SPC process. This meeting was attended by the Head of Centre and staff from GVEYC, one parent, and a local Councillor.
- Following receipt of the Scottish Government decision, in June 2019, all families with 2-3 year-old children attending GVEYC were consulted on proposed changes to transport arrangements. These engagement sessions were led by the Head of Centre and parents were offered a follow up session with the Senior Manager (Early Years).
- Further consultation took place in February 2020 to ensure that all parents due to attend GVEYC or St Bridget's were consulted.
- Engagement has taken place with Health Visitors in North Ayrshire to ensure they are aware of the Council's Transport Policy and the criteria that are applied to early years children. They are supporting families to consider the most appropriate early years placement for their child.

Section 7 - Outcome of Assessment – please ensure children’s rights have been considered (appendix 1) before completing this section.

7.1 Please detail the outcome of the assessment:

1. No major alterations to the policy assessed: the ECRIA (and socio-economic impact) demonstrates the policy is robust and there is no possible discrimination or adverse impact. All opportunities to promote equality have been taken. ☒
2. Adjust the policy: the ECRIA (and socio-economic impact) identifies potential problems of missed opportunities. Adjust the policy to remove barriers or better promote equality. ☐
3. Continue the policy: the ECRIA (and socio-economic impact) identifies the potential for adverse impact or missed opportunities to promote equality. Set out the justifications for continuing with it in the ECRIA, in line with the duty to have due regard. For the most important policies, compelling reasons will be needed. ☐
4. Stop and remove the practice: the practice shows actual or potential unlawful discrimination. It must be removed or changed ☐

7.2 For Outcome 2. in section 7.1 above - please detail recommendations, including any action required to address negative impacts identified or to better promote equality

The removal of the dedicated transport at GVEYC will not happen until the service ceases in August 2020. Any new requests for transport will adhere to the Council’s Transport Policy ensuring that NAC’s Early Learning and Childcare services comply with the policy. Parents in the Garnock Valley locality will also be able to explore other options, including placing their child in an early learning and childcare provision which is more accessible, or which better meets the needs of their family circumstances.

7.3 Please state the key issues and recommendations arising from the Children’s Rights Impact Assessment (if applicable)?

It is recommended that the free and dedicated local transport service associated with GVEYC is removed when the GVEYC provision ceases and the Council’s Transport Policy is applied for any child who is assessed to be entitled to free transport according to the criteria within the Policy.

7.4 If Outcome 3 is chosen from section 7.1 above, please outline the justifications for continuing the policy/procedure.

N/A

Section 8 – Monitoring

- 8.1 Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved.**

Review of children's attendance patterns.

- 8.2 Describe how you will publish the results of monitoring arrangements?**

The Communities Directorate (Education) oversees all the work relating to the 1140 expansion programme in North Ayrshire. It will be responsible for monitoring the impact of the GVEYC closure and the new provision at St Bridget's Primary School Early Years Class.

- 8.3 When is the policy or practice due to be reviewed?**

The Council's Transport Policy is due to be reviewed within the next 12 months. This will involve the Council's Transport Hub, the Communities Directorate (Education) and Legal.

- 8.4 Head of Service who has approved impact assessment**

Please insert name and title of the Head of Service who has approved this assessment.

Name:

Title:

Date:

Section 9 – Publication

- 9.1 All Equality Impact Assessments must be published on the Council website. Please forward to Andrew Hale (ahale@north-ayrshire.gov.uk)**

Useful Guidance

Equality and Human Rights Commission: Assessing impact and the public sector duty: A guide for public authorities (Scotland) (2012)

<http://www.equalityhumanrights.com>

Children's Rights:

- <https://www.cypcs.org.uk/rights/uncrcarticles>
- <http://www.gov.scot/Topics/People/Young-People/families/rights>

Appendix 1

When considering the Children's Right's Impact process, some of the key considerations should be recorded in the EIA question section, including any evidence, research and consultation (including any consultation with young people)

Children's Rights Impact Assessment – Not Applicable as no direct or indirect impact on younger people ☐

Assessing the Impact and Presenting Options

- Please indicate if possible how many children and young people (nearest estimate) are likely to be affected by the policy or measure?**

Five children currently access the GVEYC transport provision and therefore will be impacted by the proposal to cease this provision.

- Are some children and young people more likely to be affected than others?**
If, Yes what groups? (consider protected characteristics – e.g. disabled young people, LGBT etc)

Yes – disabled children

- What Children's Rights are likely to be affected by the policy/proposal?**
Please refer to Table 2 (Appendix 2) – summary of Children's Rights measured against the Children's Wellbeing indicators and insert the relevant rights and indicators in the table below.

Wellbeing indicator (e.g. safe, healthy etc)	Children's Right (e.g. 22 – refugee children)
Included	23 – Children with disabilities

- What likely impact will the policy/proposal have on Children's Rights and Wellbeing? Positive/negative**

	Positive (Explain)	Negative (Explain)
Wellbeing Indicators/ Children's Rights -		A child may be unable to access their entitlement to ELC.
Other Protected Characteristics	Positive (Explain)	Negative (Explain)

5. If Negative impacts are identified how will these be mitigated or the effect reduced?

If a child has an additional support need or disability and is assessed to be in need of transport to access their ELC entitlement then this will be provided in line with the Council's Transport Policy.

6. Are there any resource implications of policy modification or mitigation?

If so please state

No

7. Conclusions and Recommendations from Children's Rights Assessment (please transfer these to section 7.3 of the main Equality and Children's Impact Assessment report above)

It is recommended that the free and dedicated local transport service associated with GVEYC is removed when the GVEYC provision ceases and the Council's Transport Policy is applied for any child who is assessed to be entitled to free transport according to the criteria within the Policy.

Appendix 2

Wellbeing Indicators (GIRFEC)

Safe	<ul style="list-style-type: none"> Protected from abuse, neglect and harm
Healthy	<ul style="list-style-type: none"> Having the best possible standards of physical and mental health; support to make healthy, safe choices
Achieving	<ul style="list-style-type: none"> Accomplishing goals and thereby boosting skills, confidence and self-esteem; 'being all they can be'.
Nurtured	<ul style="list-style-type: none"> Having a loving and stimulating place to live and grow
Active	<ul style="list-style-type: none"> Having opportunities to take part in a wide range of activities
Respected	<ul style="list-style-type: none"> Being enabled to understand their world, being given a voice, being listened to, and being involved in the decisions that affect their wellbeing.
Responsible	<ul style="list-style-type: none"> Taking an active role within their home, school and community.
Included	<ul style="list-style-type: none"> Being a full member of the communities in which they live and learn; receiving help and guidance to overcome inequalities.

Links between Wellbeing Indicators and Articles of the UNCRC

Wellbeing Indicator	Articles of the UNCRC (Rights of the Child)
Safe	<p>11 - abduction and non-return of children 'Children and Young People have the right to' be protected from being kidnapped or taken out of the country when they shouldn't be.</p> <p>19 - protection from violence, abuse and neglect 'Children and Young People have the right to' be kept safe from harm and protected against violence. They must be given proper care by those looking after them.</p> <p>22 - refugee children 'Children and Young People have the right to' special help and be allowed to live somewhere that is safe if they are a refugee.</p> <p>32 - child labour 'Children and Young People have the right to' protection from doing work which would be dangerous or interfere with their education. If they are under 16 there are laws about where, when and for how long they can work</p> <p>33 - drug abuse 'Children and Young People have the right to' be protected from dangerous drugs.</p>

	<p>34 - sexual exploitation 'Children and Young People have the right to' never be pressurised or forced into doing anything sexual. They have the right to be protected from it.</p> <p>35 - abduction, sale and trafficking 'Children and Young People have the right to' be protected from being abducted or sold. People should never make them do anything against their will, like marry someone.</p> <p>36 - other forms of exploitation 'Children and Young People have the right to' be protected from being taken advantage of in any way and have the right to be protected from any sort of exploitation.</p> <p>37 - inhumane treatment and detention 'Children and Young People have the right to' be treated with respect if they have committed a crime. They should not be locked up unless it is absolutely necessary and they will get legal help.</p> <p>38 - war and armed conflicts 'Children and Young People have the right to' not to be forced to go into the army or take part in war if they are under 15. In Scotland, they have to be 16 to join and are not normally allowed to fight until they are 18.</p>
Healthy	<p>3 – best interests of the child 'Children and Young People have the right to' have their interests considered if a decision is being made by any person about them. What is best for them is what matters.</p> <p>6 – life, survival and development 'Children and Young People have the right to' be kept safe from harm, they have the right to be alive, survive and develop through life.</p> <p>24 - health and health services 'Children and Young People have the right to' if they are ill, be given good healthcare so they can get well again. They have the right to live in a safe, healthy environment with good food and clean drinking water.</p> <p>39 - recovery and rehabilitation of child victims 'Children and Young People have the right to' special support to help them recover if they have been hurt or badly treated.</p>
Achieving	<p>4 – 'Children and Young People have the right to' have their rights are protected and an environment where they can grow up safe.</p> <p>18 - parental responsibilities and state assistance</p>

	<p>'Children and Young People have the right to' both parents having the main responsibility to bring them up and should always consider what is best for them.</p> <p>28 - right to education 'Children and Young People have the right to' have an education. In Scotland education is free and children three years old are entitled to a free nursery place.</p> <p>29 - goals of education 'Children and Young People have the right to' learn and develop their skills and personality fully, teach them about their own and other people's rights and prepare them for adult life.</p>
Nurtured	<p>4 – Children and Young People have the right to' have their rights are protected and an environment where they can grow up safe</p> <p>5 - parental guidance and a child's evolving capacities 'Children and Young People have the right to' their parents being responsible to guide them through their childhood and help them learn how to use their rights.</p> <p>18 - parental responsibilities and state assistance 'Children and Young People have the right to' both parents having the main responsibility to bring them up and should always consider what is best for them.</p> <p>20 - children deprived of a family 'Children and Young People have the right to' special care if they can't live with their parents. They may be looked after by other members of their family or by a different family.</p> <p>21 - adoption 'Children and Young People have the right to' if they are being adopted, this must only happen under very strict rules which make sure that what is happening is best for them.</p> <p>25 - review of treatment in care 'Children and Young People have the right to' if they are looked after in a care home or somewhere else away from home, have their living arrangements looked at regularly to make sure they are still what's best for them.</p> <p>27 - adequate standard of living 'Children and Young People have the right to' a safe place to live, food, clothing and to take part in things they enjoy.</p>
Active	<p>3 - best interests of the child 'Children and Young People have the right to' have their interests considered if a decision is being made by any person about them. What is best for them is what matters.</p>

	<p>23 - children with disabilities 'Children and Young People have the right to' if they have any kind of disability, have special help to make sure they can join in with things.</p> <p>31 - leisure, play and culture 'Children and Young People have the right to' rest, play and have the chance to join a wide range of activities. It is really important to remember to have a balance in their life.</p>
Respected	<p>2 - non-discrimination 'Children and Young People have the right to' have the convention that applies to everyone under the age of 18, no matter who they are, whether they are a boy or a girl, what their religion is, whether they have a disability, or what type of family they come from.</p> <p>3 - best interests of the child 'Children and Young People have the right to' have their interests considered if a decision is being made by any person about them. What is best for them is what matters.</p> <p>4 - Children and Young People have the right to' have their rights are protected and an environment where they can grow up safe</p> <p>5 - parental guidance and a child's evolving capacities 'Children and Young People have the right to' their parents being responsible to guide them through their childhood and help them learn how to use their rights.</p> <p>8 - protection and preservation of identity 'Children and Young People have the right to' know who they are – official records should be kept. If they are over 16 years old and adopted, they can try to find out who they birth parents are.</p> <p>12 - respect for the views of the child 'Children and Young People have the right to' speak up and have their opinions listened to and be taken seriously by adults on things that affect them.</p> <p>13 - freedom of expression 'Children and Young People have the right to' say whatever they believe as long as it does not harm or offend other people. They also have the responsibility to respect the rights and freedom of others.</p> <p>14 - freedom of thought, belief and religion 'Children and Young People have the right to' to choose their own religion and beliefs. Their parents should help them think about this.</p>

	<p>16 - right to privacy 'Children and Young People have the right to' their own space and privacy. For example, they shouldn't have their personal letters opened or anyone listening in to their personal phone calls.</p> <p>17 - access to information; mass media 'Children and Young People have the right to' access information which is important to their wellbeing. Adults should help them find information they are looking for and make sure it's not harmful.</p> <p>18 - parental responsibilities and state assistance 'Children and Young People have the right to' both parents having the main responsibility to bring them up and should always consider what is best for them.</p> <p>30 - the right to learn and use the language, customs and religion of their family 'Children and Young People have the right to' enjoy their own culture, use their own language and practise their own religion.</p>
Responsible	<p>3 - best interests of the child 'Children and Young People have the right to' have their interests considered if a decision is being made by any person about them. What is best for them is what matters.</p> <p>12 - respect for the views of the child 'Children and Young People have the right to' speak up and have their opinions listened to and be taken seriously by adults on things that affect them.</p> <p>14 - freedom of thought, conscience and religion 'Children and Young People have the right to' choose their own religion and beliefs. Their parents should help them think about this.</p> <p>15 - freedom of association 'Children and Young People have the right to' join and form groups and make friends – as long as this does not harm other people.</p> <p>40 - juvenile justice 'Children and Young People have the right to' be given legal assistance if they have committed a crime. The Convention also states that they should only be sent to prison if they have committed a serious crime.</p>
Included	<p>3 - best interests of the child 'Children and Young People have the right to' have their interests considered if a decision is being made by any person about them. What is best for them is what matters.</p>

6 - life, survival and development

'Children and Young People have the right to' be kept safe from harm, they have the right to be alive, survive and develop through life.

18 - parental responsibilities and state assistance

'Children and Young People have the right to' both parents having the main responsibility to bring them up and should always consider what is best for them.

23 - children with disabilities

'Children and Young People have the right to' if they have any kind of disability, have special help to make sure they can join in with things.

26 - social security

'Children and Young People have the right to' help and financial support from the Government if they need it.

27 - adequate standard of living

'Children and Young People have the right to' a safe place to live, food, clothing and to take part in things they enjoy.

NORTH AYRSHIRE COUNCIL

18 February 2020

Cabinet

Title: **Out of School Care in North Ayrshire – Provision of support to the community, voluntary and private sectors**

Purpose:

- i) To advise Cabinet of the outcome of a review of out of school care in North Ayrshire by the Early Learning and Childcare Expansion Programme Out of School Care workstream.
- ii) To seek Cabinet approval for a new Out of School Care Policy (Appendix 1) which outlines a range of support measures to be provided for the community, voluntary and private sectors by North Ayrshire Council.

Recommendation: It is recommended that Cabinet:

- a) Notes the outcome of work by the Early Learning and Childcare Expansion Programme Out of School Care workstream; and
- b) Approves the North Ayrshire Council Out of School Care Policy and the range of support measures proposed within it to be provided by North Ayrshire Council.

1. Executive Summary

- 1.1 The Early Learning and Childcare Expansion Programme (ELCEP) Board has carried out a review of Out of School Care (OSC) in North Ayrshire. This included commissioning the Scottish Out of School Network (SOSCN) to support this work.
- 1.2 The ELCEP Board has prepared an OSC policy for North Ayrshire Council which sets out the ways in which North Ayrshire Council could support the sector to be more sustainable and to deliver high quality OSC experiences for children and families.
- 1.3 The measures proposed within the policy relate to the provision of free lets for OSC providers within school establishments; the delivery of a learning and development pathway to build knowledge and capacity amongst OSC staff; and the support for the creation of an OSC Network that will enable the sector to share practice, information and resources. It is expected that these measures will make a significant contribution to the overall sustainability and potential growth of the sector

2. Background

- 2.1 The Early Learning and Childcare Expansion Programme (ELCEP) Board has been responsible for the review of Out of School Care (OSC) provision in North Ayrshire. OSC is a term that covers after school and before school provision, breakfast clubs and holiday care provision. All OSC services in North Ayrshire are delivered by the community, voluntary or private sectors.
- 2.2 As part of this review, the Scottish Out of School Care Network (SOSCN), the national support body for out of school care, was commissioned in January 2019 to undertake a consultancy project to assess the current sustainability and quality of OSC services in North Ayrshire.
- 2.3 Historically in the early 2000s, out of school care was nationally funded by the National Lottery, government grants and local authority funding.
- 2.4 In 2011, as a result of required budget savings, the Council was no longer able to support OSC services, and the decision was taken to reduce levels of officer support and financial assistance to the community, voluntary and private sector OSC services.
- 2.5 OSC services are now wholly reliant on fees paid by parents and it is very difficult to sustain services, particularly during holiday periods, without additional financial support either directly through grants or indirectly through free/low-cost rents or paid-for qualifications and training for staff. It is acknowledged that it is not all a question of additional funding as some services are able to be self-sustaining, but this is usually in larger urban areas with large working populations, where paying-customers are more numerous and/or where premises may be free or subsidised.
- 2.6 In addition, any childcare service which provides care for children on non-domestic premises for a total of more than two hours per day and on at least six days per year, must register with the Scottish Care Inspectorate and meet the National Care Standards. Whilst in the past there were extensions given to OSC staff to achieve their formal qualification appropriate to their role within the organisation, this is no longer the case.
- 2.7 If a service cannot meet the required qualifications and standards that apply and pay salaries commensurate with the expectation of the market, then an OSC service may be lost and the families relying on the service may be disadvantaged as a result. Without access to wrap-around child care, the aspiration of the Council to help more people into work and out of poverty may be impacted.
- 2.8 The review of out of school care in North Ayrshire by the Council and Community Planning Partners aims to support the provision of out of school care services by the community, voluntary and private sectors, to ensure that the council meets its Priority Outcomes as set out in the Council Plan 2019-24:
 - North Ayrshire has an inclusive, growing and enterprising economy.
 - North Ayrshire's children and young people experience the best start in life.
- 2.9 North Ayrshire Council recognises that out of school care is one of the many ways that we can make sure that every child and young person is healthy, happy, safe and

achieving their potential. OSC is an important service for working families and relevant to all sections of the community in geographic areas of North Ayrshire.

2.10 Next Steps

Following consideration of the work of the Out of School Care workstream, the ELCEP Board identified 3 key areas where it felt the Council could make a positive contribution to support OSC services. These are:

1. Premises: Provide free lets in education establishments which have an ELC facility open from 8am until 6pm.
2. Qualifications and Training: Establish and deliver a learning and development pathway in partnership with OSC providers that ensures, as a minimum, that all staff working in OSC fulfil their duties and the requirements of the Scottish Social Services Council.
3. Local OSC Network: The Council will support an OSC network to provide networking opportunities, shared training and information resources for all OSC providers. OSC providers will be expected to lead and shape its growth into a self-sustaining network that benefits all.

2.11 The ELCEP Board considers that these proposed actions by the Council are fair, reasonable and proportionate to achieving sustainable ongoing improvement, in support of a strong and flourishing educational experience within the OSC sector.

3. Proposals

3.1 It is recommended that Cabinet:

- a) Notes the outcome of work by the Early Learning and Childcare Expansion Programme Out of School Care workstream; and
- b) Approves the North Ayrshire Council Out of School Care Policy and the range of support measures proposed within it to be provided by North Ayrshire Council.

4. Implications/Socio-economic Duty

Financial

4.1 The current Community Contract between North Ayrshire Council and local signatory Community Associations has resulted in a reduction in venue assistant costs as a result of joint measures taken including negotiated “Keyholding,” which has helped to balance the costs within the halls and centres budget. This will minimise any impact of free lets to OSC providers.

Considering the potential for OSC providers to make greater use of schools with early years centres, open between 8am until 6pm, which already have janitorial costs built in, the provision of free lets to OSC providers can be managed at little or no additional cost. Financial implications can be managed within existing budgets.

Human Resources

- 4.2 It has been identified that a Single Point of Contact (SPOC) be identified as the primary link between the Council, its Community Planning Partners and OSC services. An officer has been identified to support OSC Services and assist with the development of a Local Network.

Legal

- 4.3 None.

Equality/Socio-economic

- 4.4 In supporting Out of School Care partners within the community and voluntary sector inequalities of provision and quality of OSC services will be reduced and families will be supported into work, thus reducing poverty.

Environmental and Sustainability

- 4.5 None.

Key Priorities

- 4.6 The following Council Plan priorities will be addressed by the current proposals:

- Active and strong communities;
- Children and young people experience the best start in life; and
- Inclusive, growing and enterprising local economy.

Community Wealth Building

- 4.7 The proposals support the following pillars of community wealth building:

- Advancing community enterprises; and
- Supporting local business activities and increasing the variety of ownership models.

5. Consultation

- 5.1 The following stakeholders have been engaged throughout this process:

- OSC providers and staff
- Third Sector Interface
- SOSCN – Scottish Out of School Care Network (National support agency).

Audrey Sutton
Interim Executive Director (Communities)

For further information please contact **Caroline Amos, Head of Service**, on **01294 324416**.

Background Papers

Appendix 1 – Out of School Care Policy and Memorandum of Understanding

NORTH AYRSHIRE COUNCIL

OUT OF SCHOOL CARE POLICY

1. Introduction

- 1.1 The expansion in Early Learning and Childcare (ELC) in North Ayrshire has prompted a review of out of school care in North Ayrshire. This policy has been written to set out how the Council aims to support the provision of out of school care services by the voluntary and private sectors across the authority, and to ensure that the council meets its Priority Outcomes as set out in the Council Plan 2019-24:

- North Ayrshire has an inclusive, growing and enterprising local economy.
- North Ayrshire's children and young people experience the best start in life.

North Ayrshire Council recognises that out of school care (OSC) is one of the many ways that we can make sure that every child and young person is healthy, happy and safe and achieving their potential. OSC is an extremely important service for all working families and is therefore relevant to all sections of the community in all geographic areas.

OSC is a term that covers after school and before school provision, breakfast clubs and holiday care provision.

2. Our Commitment

- 2.1 North Ayrshire Council is committed to making known and reinforcing the benefits of high quality OSC; and supporting and encouraging the development of accessible and sustainable OSC.
- 2.2 The Council is committed to promoting improvement and to embedding quality within all OSC provision in the authority.
- 2.3 The Council seeks to develop innovative and inclusive services in partnership with communities and families, private and voluntary partners, and schools.
- 2.4 The Council is committed to ensuring that children are at the heart of the services they are part of and that OSC is a positive experience for them within which they are fully engaged.
- 2.5 The Council is committed to ensuring that all OSC in North Ayrshire is compliant with the current legislative frameworks and policy developments that relate to OSC provision in Scotland.

3. Working Together

- 3.1 Following re-organisation in 2016 all OSC provision in North Ayrshire is delivered by the independent sector – private businesses or third sector organisations.
- 3.2 Following a review by the Scottish Out of School Care Network which was carried out with the private and third sector organisations, several recommendations were put forward which seek to support the improvement and sustainability of the current OSC provision in North Ayrshire.
- 3.3 The Council recognises the diverse mix of provision currently available as well as the shortfall of provision in some areas and seeks to work with providers to uphold and sustain provision where it currently exists and to explore options to expand provision into areas where there is none.
- 3.4 Provision of high quality, flexible and affordable OSC requires commitment from a number of partners. The Council recognises that everyone must work together as partners, with children and families placed at the heart of the services that are delivered.
- 3.5 Council therefore recognises the following organisations as partners in the delivery of OSC in North Ayrshire:
 - a. Current private and third sector providers of OSC
 - b. HSCP
 - c. Schools and community associations.
 - d. Parent Councils
 - e. Third Sector Interface (TACT)
 - f. Business Gateway
 - g. SOSCN
- 3.6 The Council and its partners will therefore:
 1. Promote the value of high-quality OSC provision as part of the wider Council Plan priorities.
 2. Acknowledge the contribution made by OSC provision to the economic growth of North Ayrshire and the financial sustainability of working families.
 3. Ensure that OSC provision is developed in partnership with children and families
 4. Ensure that all providers work together to provide year-round provision that meets the requirements of the Care Inspectorate and other regulatory bodies.
 5. Ensure effective communication processes and systems are in place to support regular positive discussions, and sharing of practice, resources and ideas.
 6. Work together to ensure that each child's OSC experience promotes positive outcomes through effective interventions and constructive learning and development opportunities.

4. Implementation of the Policy

- 4.1 The Early Learning and Childcare Expansion Programme Board has been responsible for the review of OSC provision in North Ayrshire and for the initiation and development of this policy. This Board has been established to provide leadership and governance of the programme of work on the expansion in early learning and childcare and will oversee the implementation and monitoring of this policy until its function will be complete in August 2020. Thereafter the OSC policy will be monitored by the Communities Directorate.
- 4.2 To support the Council's commitment to OSC and to its partners, it will:
- 1 Establish and deliver a learning and development pathway in partnership with OSC providers that ensures, as a minimum, that all staff working in OSC fulfil their duties and the requirements of the Scottish Social Services Council. Training will be delivered at convenient times and in accessible venues that enable OSC staff to attend. Training delivered by the Council will be provided free of charge. OSC providers are expected to support staff to attend and engage with the learning and development pathway and take responsibility for their own personal development.
 - 2 Provide free lets in education establishments which already have an ELC facility, open from 8am until 6pm, within it. Providers will have a standardised let agreement that secures the use of the premises for the OSC service. Where providers do not currently occupy an education establishment but want to take advantage of the free let, the Council will support them to explore the option to move their service into the nearest suitable education establishment.
 - 3 Support the formation and development of an OSC Network for all OSC providers which aims to provide networking opportunities, shared training and information resources, an equipment/toy library, bank staff, and possibly over time, shared administrative functions. The Council will provide resource to establish, develop and co-ordinate the network. OSC providers will be expected to lead, shape and contribute to its growth which will be for the benefit of all.

5. Legislative Framework

- 5.1 SOSCN recommends the UN Convention of the Rights of the Child as the overarching policy framework that guides the provision of OSC.
- 5.2 The Children and Young people (Scotland) Act 2014 also acknowledges children's rights to be at the heart of planning and delivery of services.
- 5.3 Getting it Right for Every Child (GIRFEC) 2006 which focuses on children wellbeing.

- 5.4 Health and social care legislation also apply to OSC: Care Inspectorate and Health and Social Care Standards; SSSC Codes of Practice; and Protection of Vulnerable Groups Act.

6. Monitoring and Reviewing

- 6.1 The Council will monitor the effectiveness of the policy in a number of ways. These are:
1. Monitoring comments and complaints received through the OSC network or other sources.
 2. Annual review of the policy by the Communities directorate with the OSC Network
 3. Reporting on the Care Inspectorate inspection gradings and feedback from parents and children on their OSC experiences.

7. OSC Policy Memorandum of Understanding: (see next page)

Memorandum of Understanding

2019-2020

This MoU is an agreement made between the following parties:

Party A

Organisation Name:	NAC Communities Directorate
Address:	Cunninghame House Irvine
Telephone:	

Party B

Organisation Name:	Out of School Care Partner Provider ()
Address:	
Telephone:	

1. SUBJECT

1.1. North Ayrshire Council has the following key priorities:

- Active and strong communities;
- Children and young people experience the best start in life; and
- Inclusive, growing and enterprising local economy.

1.2. The Equality Act 2010 (Authorities subject to the Socio-economic Inequality Duty) (Scotland) Regulations 2018, sets out a duty to have due regard to the desirability of exercising functions in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.

1.3. Following a report presented to Cabinet on (Insert date) the Council identified a need to support the provision of quality care, offered within the current Out of School Care (OOSC) provision across North Ayrshire and to increase access to OOSC. The Council also acknowledged that a lack of access to OOSC could have a significant impact on the potential economic benefit to those in work or looking for work and would present a potential barrier for parents and others responsible for child care, seeking another positive destination that would assist them into work.

2. COMMITMENTS

Party A (North Ayrshire Council - Communities Directorate) commits to:

1. Making known and reinforcing the benefits of high quality OOSC and supporting and encouraging the development of accessible and sustainable OOSC.
2. The Council is committed to promoting improvement and to embedding quality within all OOSC provision in the authority.
3. The Council seeks to develop innovative and inclusive services in partnership with communities and families, private and voluntary partners, and schools.
4. The Council is committed to ensuring that children are at the heart of the services they are part of and that OOSC is a positive experience for them within which they are fully engaged.
5. The Council is committed to ensuring that all OOSC in North Ayrshire is compliant with the current legislative frameworks and policy developments that relate to OOSC provision in Scotland.

In delivering our Commitments, the Council will provide the following support:

1. Establish and deliver a learning and development pathway in partnership with OOSC providers that ensures, as a minimum, that all staff working in OSC fulfil their duties and the requirements of the Scottish Social Services Council. Training will be delivered at convenient times and in accessible venues that enable OOSC staff to attend. Training delivered by the Council will be provided free of charge. OOSC providers are expected to support staff to attend and engage with the learning and development pathway and take responsibility for their own personal development.
2. Provide free lets in education establishments which already have an ELC facility, operating from 8am until 6pm within it. Providers will have a standardised let agreement that secures the use of the premises for the OOSC service. Where providers do not currently occupy an education establishment within an ELC facility but want to take advantage of the free let, the Council will support them to explore the option to move their service into the nearest suitable education establishment. Where services use other provision within the Council's portfolio of property, they will require to continue to meet the agreed letting costs.
3. Support the formation and development of an OOSC Network for all OOSC providers which aims to provide networking opportunities, shared training and information resources, advice on accessing external funding opportunities, an equipment/toy library, bank staff, and possibly over time, shared administrative functions. The Council will provide resource to establish, develop and co-ordinate the network and designate a member of staff, to be a single point of contact for the network. OOSC providers will be expected to lead, shape and contribute to its growth which will be for the benefit of all its members.

Party B (OOSC Partner Provider) commits to:

1. Promote the value of high-quality OOSC provision.
2. Acknowledge the contribution made by OOSC provision to the economic growth of North Ayrshire and the financial sustainability of working families.
3. Ensure that OOSC provision is developed in partnership with children and families and that consultation is planned and robust.
4. Provide year-round provision where that meets the requirements of Parents and carers, the Care Inspectorate and other regulatory bodies.
5. Regular and ongoing communication to support positive discussion, share best practice, resources and ideas across the OOSC Network.
6. Work together to ensure each child's OOSC experience, promotes positive outcomes, effective interventions and constructive learning opportunities.

3. POLICIES

- a. This agreement is a voluntary undertaking between both parties.
- b. In the event of dispute both parties agree to meet in good faith to discuss a resolution as soon as practicable.
- c. Either party may withdraw from this MoU at any time by giving notice in writing.

4. AMENDMENTS

Both parties agree to commit to review the MoU on an annual basis and to amend as necessary.

Both parties understand and agree to this MoU as having been negotiated together in partnership.

PARTY A REPRESENTATIVE

Signature: _____

Name: _____

Position: _____

Date: _____

PARTY B REPRESENTATIVE

Signature: _____

Name: _____

Position: _____

Date: _____

NORTH AYRSHIRE COUNCIL

18 February 2020

Cabinet

Title: North Ayrshire Leisure Limited (NALL) Performance and Impact Report incorporating the 2020-21 Budget.

Purpose: To ask Cabinet to note the North Ayrshire Leisure Limited (NALL) Performance and Impact Report incorporating the 2020-21 Budget.

Recommendation: That Cabinet notes the North Ayrshire Leisure Limited (NALL) Performance and Impact Report incorporating the 2020-21 Budget.

1. Executive Summary

1.1 KA Leisure aims to improve health and wellbeing through physical activity. The work of the leisure trust includes:

- Supporting physical activity;
- Improving health and wellbeing;
- Enhancing skills through training; and
- Creating pathways to employment.

1.2 2019 has been a successful year for KA Leisure. Highlights included the opening of the new Circuit facility in Irvine, gaining national recognition for the delivery of innovative projects, receiving external funding and maintaining the RoSPA Gold health and safety award. In addition, the participation was one of the highest recorded since the inception of KA Leisure. Collaborations, as part of North Ayrshire's Active Communities Strategic Partnership included the very successful DrEAM (Drop Everything and Move) approach and work with North Ayrshire Council and NHS Ayrshire and Arran's early adopter work with Scottish Government on a whole systems approach to diet and health weight, one of the new Public Health priorities. As KA Leisure enter their 20th Anniversary year, creating equity, through opportunities to take part in sport and physical activity, improve health and increase employability, is at the heart of their approach.

1.3 In the current financial year KA Leisure is projecting a small surplus.

1.4 The Council and KA Leisure are currently collaborating on medium term financial planning including the 2020-21 budget set within the current report.

2. Background

- 2.1 North Ayrshire Leisure Limited trades as KA Leisure. They are a Company limited by guarantee and a registered Scottish Charity and are also a not for profit organisation. Any surpluses generated are reinvested across the Company. They are governed by their Articles of Association which includes their charitable objectives.
- 2.2 KA Leisure aims to improve health and wellbeing through physical activity, regardless of age or background and, to fulfil these goals, will continue to encourage participation, make investments in facilities, and create innovative opportunities to help the inactive become active.
- 2.3 KA Leisure's priority continue to be those who participate in physical activity and sport, but in line with the North Ayrshire Active Communities strategy, a strong focus is on those who are not active. Inactivity carries significant health, social and economic risks. Working with partners in North Ayrshire and beyond, KA Leisure continues to develop innovative programmes, such as Mind and Be Active, Healthy Active Rehabilitation Programme (HARP), Move More cancer rehabilitation and Weigh to Go.
- 2.4 Creating a climate of change is also underpinned by significant investment in facilities and infrastructure. KA Leisure and the communities of North Ayrshire have benefited from significant investment in new leisure facilities by North Ayrshire Council during recent years. The newest addition, the Circuit – indoor and outdoor sports pitches - complements previous investment through the Portal, Garnock Community Campus and Largs Campus, and has contributed to increases in participation. Investment in fitness and internal infrastructure includes the refurbishment and expansion of the fitness suite at Auchenhavrie, as well as new fitness equipment. New fitness equipment has been invested in for Vikingar and the visitor attraction has had a new stage and sound system installed.
- 2.5 Champions for Change is a two-year community-based project which uses the power of sport to deliver positive change to individuals, families and communities. Created with funding received from the Scottish Government Changing Lives Through Sport and Physical Activity fund it is delivered in partnership with North Ayrshire Council's Active Schools Team and the North Ayrshire Alcohol and Drug Partnership. KA Leisure was one of the few leisure trusts to be successful in accessing this funding.
- 2.6 The Health and Wellbeing programme incorporates the Activator mobile health and physical activity unit, the exercise referral programme (Active North Ayrshire - ANA) and Community Outreach programme, all providing opportunities for people to begin their active journey. A new partnership with Scottish Fire and Rescue Service supports people who are identified as being at risk of falling during Fire Home Safety Visits, with a referral to the HARP project.

- 2.7 KA Leisure has continued to develop a range of sporting activities for older adults. This includes Walking Netball, Walking Football and 50+ Badminton. 2020 will see the development of a new 50+ programme called the Golden Games. This will include a variety of sports activities for older adults and will be delivered across North Ayrshire.
- 2.7 In relation to the Local Government Benchmarking Framework the following changes have taken place:
- 2.8 *Satisfaction with leisure facilities*: ranking has fallen from 19th to 28th place. A small population sample is used to obtain this data. The reason for this change is attributed to the closure of the Portal's pool for remediation works and uncertainty about the future of the pool for the Three Towns locality.
- 2.9 *Cost per attendance at sports facilities*: ranking has improved from 10th to 8th place due to facilities such as the Portal now being open and attracting a greater number of attendees, exceeding 2.5million visits in 2019.
- 2.10 KA Leisure will continue to develop their information and communication technology infrastructure during 2020, ensuring they operate as efficiently as possible while providing excellent customer service through improving technology interfaces with customers.
- 2.12 KA Leisure are making good progress with their ambition, within North Ayrshire's Active Communities strategy, to increase the number of people who are more active more often by 10% by 2026. Significant universal approaches to population health and physical activity include DREAM (Drop Everything and Move), described in the accompanying report and now featuring in North Ayrshire's work as an early adopter site for the Scottish Government's diet and healthy weight national Public Health priority.
- 2.13 In summary, overall attendances have increased by 24.3% (541,045 visits) between 2014/15 and 2018/19, with a total of 2,767,370 visits during financial year 2018/19, with both universal and targeted approaches contributing to participation levels.
- 2.14 The accompanying impact and budget report (Appendix 1) provides further statistical information and an insight into the effect the work of KA Leisure and partners continues to have on North Ayrshire residents.
- 2.15 KA Leisure continues to manage its resources efficiently in a challenging financial climate, increasing its income from sources other than North Ayrshire Council.
- 2.16 The following table illustrates the 2020/21 budget in conjunction with the 2019/20 budget for comparison purposes. The budget takes into consideration anticipated activity levels for 2020/21, ongoing pricing reviews of products and activities and reductions in line with the Council's ongoing financial planning.

Table 1

	2019-20 budget	2020-21 budget
Expenditure	£	£
Employee Costs	5,467,438	5,632,238
Property Costs	1,342,362	1,413,979
Supplies & Services	411,508	408,082
Transport & Plant	48,012	44,363
Administration Costs	345,050	347,050
Payments to Other Bodies	164,182	163,244
Finance/Other Expenditure	553,725	444,744
Total Expenditure	8,332,277	8,453,660
Income		
North Ayrshire Council	2,861,624	2,705,624
Other Income	5,475,272	5,753,247
Total Income	8,336,896	8,458,871
Surplus	4,619	5,211

2.17 The Company's general reserves are currently £175,673 and the investment reserve is £331,061 with £293,401 currently unallocated).

2.18 Income generation has increased by 46% since 2013/14.

3. Proposals

3.1 It is proposed that Cabinet notes the North Ayrshire Leisure Limited (NALL) Performance and Impact Report incorporating the 2020-21 Budget.

4. Implications/Socio-economic Duty

Financial

4.1 There are no additional financial implications arising from this report other than those described at 2.14 above. The Council and KA Leisure continue to work together on medium term financial planning.

Human Resources

4.2 There are no HR implications arising from this proposal.

Legal

4.3 There are no legal implications arising from this proposal.

Equality/Socio-economic

4.4 An Equality Impact Assessment is not required for the proposal set out in this paper. As set out in the report KA Leisure continue to focus much of their activity on individuals and groups requiring specialist support and activity, thus closing the inequalities gap across a number of themes.

Environmental and Sustainability

4.5 There are no environmental & sustainability implications arising from this report.

Key Priorities

4.6 The proposal contained within the report support the North Ayrshire Council Plan priorities:

- Active and strong communities
- Inclusive, growing and enterprising local economy
- People enjoy good life-long health and wellbeing.

Community Wealth Building

4.7 The proposal supports the following pillars of community wealth building:

- Supporting local business activities and increasing the variety of ownership models.

5. Consultation

5.1 Consultations take place with KA Leisure on an ongoing basis and partners, customers and prospective customers are the focus of regular engagement by KA Leisure and North Ayrshire Council.

Audrey Sutton
Interim Executive Director (Communities)

For further information please contact **Rhona Arthur, Interim Head of Service (Connected Communities)**, on **(01294) 324415**.

Background Papers

Appendix 1: KA Leisure Impact Report



| leisure

PERFORMANCE AND **IMPACT** REPORT 2020-2021

Incorporating 2020/2021 Budget



NORTH AYRSHIRE

MORE ACTIVE MORE OFTEN



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Welcome to our **PERFORMANCE AND IMPACT REPORT 2020-2021**



It does not seem possible that 20-years have passed since North Ayrshire Leisure Limited was established, and incredibly over 30-million activity attendances have been recorded during this time. We are extremely proud of what we have achieved over the last 20-years.

The current year has been a successful year. There have been many highlights including, the opening of the new Circuit facility, national recognition for the delivery of innovative projects, receiving external funding and maintaining the RoSPA Gold health and safety award. In addition it is anticipated this year's participation levels will be one of our highest.

Our 20th year promises to be our most challenging to date due to funding reductions, changes in user demand and increased competition. However, despite these challenges our focus remains on

improving the health and wellbeing of the communities of North Ayrshire and achieving our ambition of:

**NORTH AYRSHIRE
MORE ACTIVE
MORE OFTEN**

Our Performance and Impact report highlights our current performance and incorporates our 2020/2021 budget. The report sets out our ambition, priorities and commitments over the next financial year, as well as identifying the challenges we face.

We hope during the next 20-years that we will make an even greater impact!



2000



North Ayrshire
Leisure Limited
Established.

20 YEARS OF KA LEISURE

2001

Companywide
customer
management and
information
system
introduced.

2002

- First Cardiac
rehabilitation class.
KA Fitness Launched.
- Viking Visitor Attraction
Longhouse opened.

2003

- Big Lottery
Funding – expansion of
exercise referral programme
to all North Ayrshire surgeries
& appointment of Exercise
Referral Officer.
- Paths for All Funding –
Walking Development
Officer appointed.



2005

Gymfest – First
annual Scottish
National Festival of
Gymnastics at
Magnum Leisure
Centre.

2008

First KA
Campuses
Open.

2007



North Ayrshire
Leisure rebranded
as KA Leisure.

2006

Activator
Mobile Health &
Physical Activity Unit
purchased &
outreach programme
rolled out across
North Ayrshire.

2011

Extended &
Refurbished
Ice Rink Opens at
Auchenharvie
Leisure
Centre.

2012

- New fitness
internet enabled
equipment purchased
across all
4 leisure centres.
- On-line customer
booking
introduced.

2013

- KA Exercise
Referral Programme,
Active North Ayrshire,
gains funding from
Health and Social Care
Partnership.
- KA Campus
West Kilbride opens.
- Magnum Indoor Synthetic
Football Pitch opens.

2014

Finalists in
UK Active Flame
Awards – Healthy
Partnerships
Category.

2015

- Awarded
£80,000 from
Commonwealth Games
Legacy Fund for Mind and Be
Active mental health
improvement programme.
- Swimming Lesson
direct debit
introduced.
- 1st RoSPA Gold
Award.

2010

The
Community
Games
were established
at KA Campus
St Matthews.

2020

2019

- Circuit Opens,
5th Consecutive RoSPA
Gold Award, RoSPA Gold
Medallist, RoSPA Leisure
Gold Award Winners.
- Awarded funding from
Changing Lives Partnership to
deliver Champions for
Change project.

2018

- 3-year funding received
from the Health and Social
Care Partnership to develop
a new Health and
Wellbeing Service.
- KA Campus Largs Opens,
Finalists in UK Active Awards –
Gym of the year.
- Active Partner in the newly
established Green Health
Partnership.

2017

- Garnock Community
Campus & Portal Open.
- Move to New Head Office,
Quarry Road.
- Funding awarded for Girl Make
Your Move campaign £27,215,
£123,00 from MacMillan
Cancer Care for our Move More
cancer rehabilitation
programme.



WE ARE KA LEISURE

Established in 2000, KA Leisure is a Company limited by guarantee and a registered Scottish charity, committed to creating opportunities, inspiring people and changing lives through sport and physical activity.

KA Leisure manages sport and physical activity services on behalf of North Ayrshire Council and all financial surplus generated is reinvested back into the communities of North Ayrshire.

With over 300 employees, 16 venues and a range of outdoor sports facilities, KA Leisure provides a range of high quality programmes, activities and facilities delivering opportunities for over 2 million customers to participate in physical activity and improve their health and wellbeing each year.

Trustee Directors

Gary Higgon (Chair)

Ashley Pringle (Vice Chair)

Timothy Billings

Joy Brahim (retired November 2019)

Helen Campbell

Shaun MacAuley

Jean McClung (appointed November 2019)

John Sweeney

Anne Todd (appointed June 2019)

Lorraine Tulloch (appointed June 2019)

Senior Management Team

Libby Cairns – Chief Executive

Laura Barrie – Business Manager (Physical Activity)

Colin Glencorse – Business Manager (Leisure)



We are governed by our Articles of Association which includes our charitable objectives.

Objects of the Company:

- 1 to advance public participation in sport;
- 2 to provide or assist in the provision of facilities for, or activities relating to, recreation or other leisure time occupation;
- 3 to advance the arts, heritage, culture or science; and
- 4 to enhance lifelong learning opportunities for individuals and community groups,

in each case such services being provided in the interests of improving social welfare and community wellbeing for the benefit of, and in relation to the general public in, the North Ayrshire area (including the communities of the North Ayrshire area and visitors to that area) save that special facilities may be provided for persons who by reason of their youth, age, infirmity or disability, poverty or social or economic circumstances have need of special facilities, and in each case through any appropriate means, and to do all such other things as may seem incidental or conducive to the pursuit of the foregoing objects and the exercise of the powers of the company (whenever express or implied).

* extract from Articles of Association

STRATEGIC DIRECTION

Through a focused approach, and by working with our many partners, we will continue to use our resources to make the greatest impact across the communities of North Ayrshire and will continue to develop and grow participation by:

1 Expanding our reach to maximise the impact on the health and wellbeing of North Ayrshire

We are committed to growing our programmes and activities to make North Ayrshire, more active, more often and by doing so contribute to the collective North Ayrshire Active Communities Strategy target of a 10% increase in activity levels by 2026.

Over the past few years we have strengthened the scope of our health and wellness programmes, with programmes geared towards the prevention and management of long-term health conditions, with our Active Lifestyles Team earning a national reputation for best practice delivery.

Collaborative working has given us greater clarity on where to focus our resources, guiding users to the most appropriate lifestyle support, promoting the benefits of physical activity for physical, mental and social health. Our universal activity programmes are for the whole community and we remain committed to keeping them accessible, affordable and inclusive. For those requiring a more specific approach we will continue to develop and deliver co-designed targeted interventions.

We play an active role with our partners in building community cohesion, tackling anti-social behaviours and supporting individuals into work and training, by using sport and physical activity to break down barriers.

2 Balancing inclusiveness, accessibility and affordability with charitable sustainability

A key challenge for KA Leisure is achieving and maintaining a balance between providing sustainable services with those that are socially worthwhile and meet our charitable purpose.

As the leading provider of sport and physical activity services in North Ayrshire, we ensure that activities and programmes are accessible, affordable and inclusive, through the effective use of resources and investment.

We will continue to maintain a strong focus on our fitness activities. Fitness activities provide 44% of our income, in turn supporting initiatives for those requiring a more specific approach to overcome barriers to participation and contributing to investment in venues and programmes.

We will maintain a focus on capital investment across our portfolio of venues to ensure they remain relevant for all our customers.

We are more than sport and physical activity; we make a significant contribution to the social infrastructure of North Ayrshire. By taking part in our programmes and activities, our customers not only benefit individually from their own direct participation, they also support a North Ayrshire charity increasing the number of people enjoying good life-long health and well-being.

Our Ambition is:

**NORTH
AYRSHIRE
MORE ACTIVE
MORE OFTEN**

As a committed member of the North Ayrshire Community Planning Partnership and an active member of the North Ayrshire Active Communities Strategic Partnership KA Leisure engages with our partners to capitalise on opportunities to develop a sector leading approach to inclusion and equality in physical activity.

In order to achieve our ambition, we will focus on the following 2 priorities:

PRIORITIES

Expanding our reach to maximise the impact on the health and wellbeing of North Ayrshire

Balancing inclusiveness, accessibility and affordability with charitable sustainability

PRIORITIES

Our two priorities are underpinned by our commitment to:

1 Developing a committed, flexible, diverse and customer focused workforce

We recognise the value of our staff and the contribution they make to our business and ultimately to the health and wellbeing of North Ayrshire residents. They are our greatest asset. We will progress our organisational development journey, defining our customer service approach, investing in, and empowering our workforce to develop new and innovative ways of working.

Staff development will focus on the following areas during the next 12 months:

- continuous training, development and competency-based assessment;
- leadership development and professional training programmes to build capability and capacity at all levels;
- supporting our workforce to be customer focussed, aiming to get it right first time; and
- strengthening the role of the Employee Forum.

2 Enhance customer experience through better customer understanding

As part of our organisational development journey we actively develop our approaches to gathering and using customer feedback to shape the KA Leisure customer service approach. We want to ensure there is a consistent quality customer experience across all venues, programmes and activities to help us grow our customer base.

To achieve this, we will:

- embrace technology to improve our approach to gathering customer feedback;
- develop our approach to evaluation of customer feedback and analysis of our data;
- expand and develop user group forums;
- develop our use of data to define our customer service approach, ensuring that the right activity is delivered in the right place at the right time; and
- use customer feedback evaluation and data analysis to influence our approach with partners.

3 Nurture and maintain productive partnerships to remove barriers to participation

We play an active role with our partners to improve the health and wellbeing of North Ayrshire residents through sport and physical activity interventions. We will continue to maintain and develop relationships with new and existing partners to identify opportunities to create connections with individuals and groups who are hard to reach. We will reduce barriers to participation by:

- strengthening relationships with partners to ensure that we are working collaboratively to make the greatest impact;
- supporting improved physical and mental wellbeing through co-designed activity programmes;
- providing active opportunities that support social integration;
- delivering positive diversionary opportunities;
- creating opportunities to support individuals move into paid or voluntary roles; and
- supporting the development and governance of community sports clubs.



4 Growing effectiveness

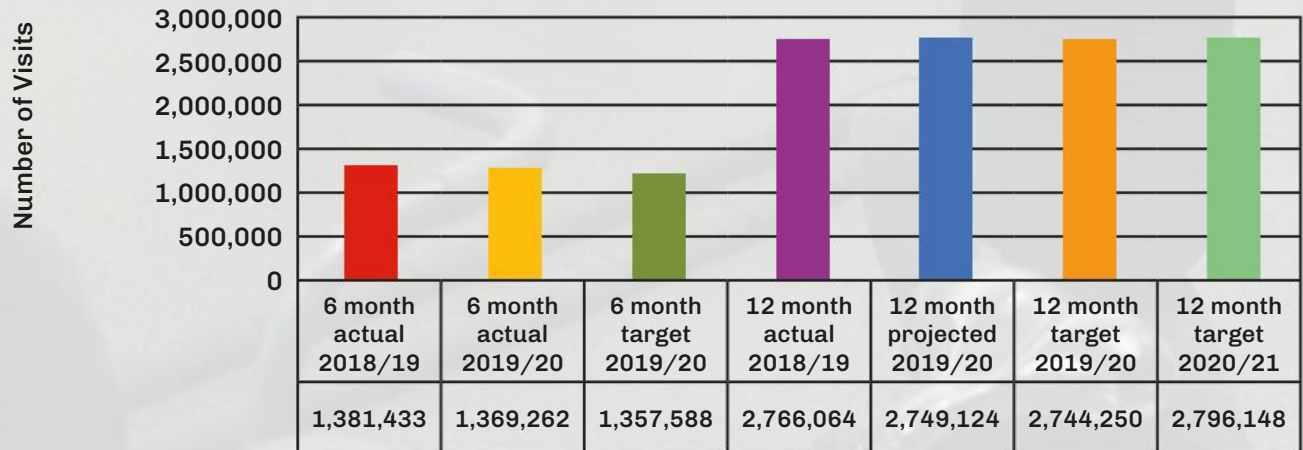
We are a diverse organisation and our impact is much wider than just sport and physical activity, however, with reductions in funding we need to look at new and innovative ways of delivering and supporting the delivery of our services to ensure the financial viability and sustainability of KA Leisure, including:

- seeking to optimise income through appropriate pricing whilst ensuring activity remains affordable, accessible and inclusive;
- reviewing service delivery to ensure efficiency and continuous improvement across all business areas;
- designing innovative ways of working and ensuring our systems and processes support operational and reporting needs;
- investing in infrastructure, and responding to the opportunities offered by technology; and
- identifying new sources of funding to mitigate reductions in the North Ayrshire Council contribution.

PARTICIPATION

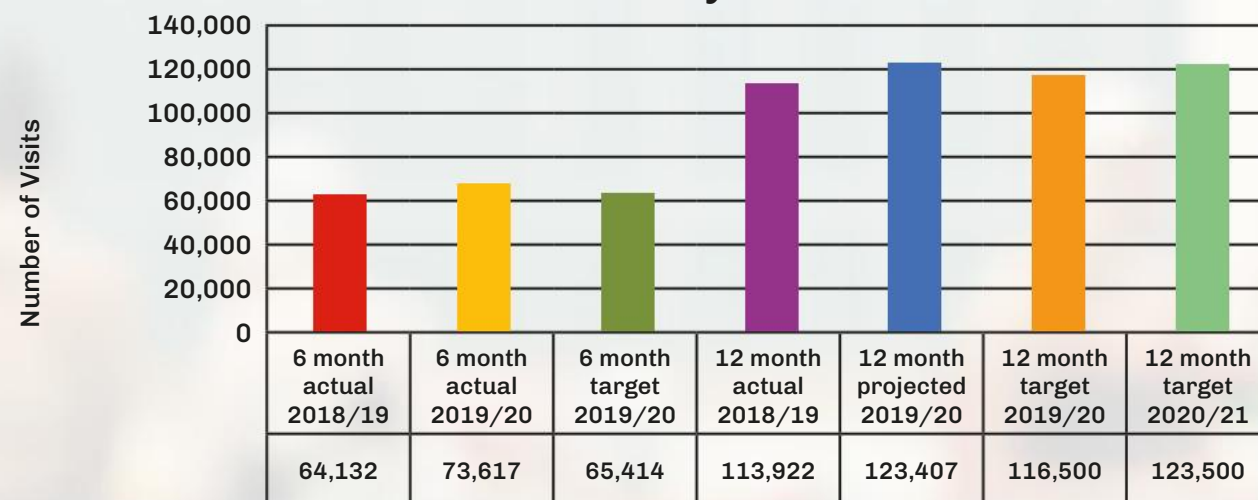


Overall Customer Visits



It is anticipated that our overall customer visits will be marginally below the number recorded during 2018/19 however, they will be slightly above our annual target. Participation has been affected by reductions in aquatics, community sport, fitness, golf and ice rink visits. However, reductions have been partly off-set by increases within active lifestyles, indoor and outdoor sports. A further breakdown is provided for each area within the following pages.

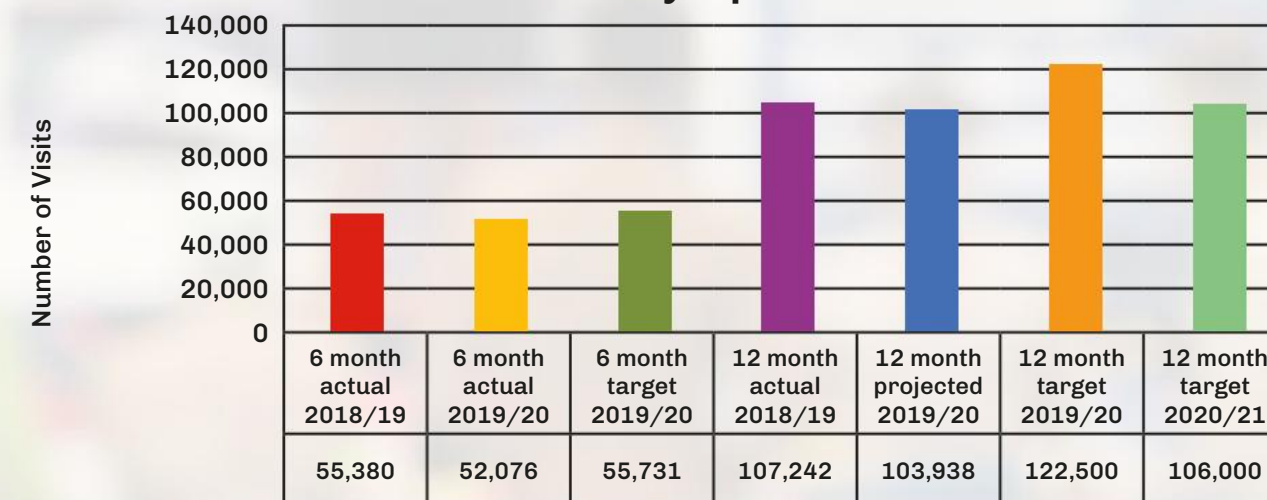
Active Lifestyles



The Active Lifestyles Team delivers a broad range of activities within local communities to support people to become more active and adopt a healthier lifestyle. This includes a range of preventative services, health screening, signposting, health education and physical activity opportunities.

Attendances within the programme are currently higher than expected, and it is anticipated that participation will be maintained during the remainder of the financial year and during 2020/2021 due to the activities on offer and collaboration with partner organisations.

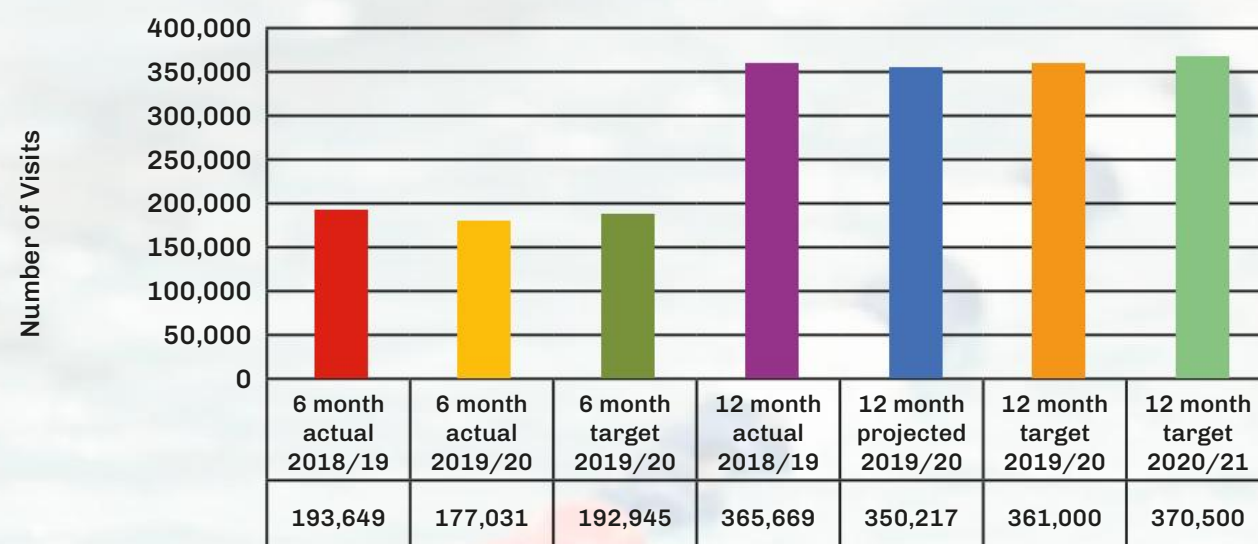
Community Sport



The Community Sport Team support children, young people and adults to improve their health and well-being through the provision of a range of sporting opportunities. They also work with communities to develop sustainable, community-led approaches that get clubs working together to develop welcoming, safe and fun environments for sport.

Participation has decreased during the year due to the end of the School of Rugby Programmes at Ardrossan and Garnock Academies following funding coming to an end. In 2020/2021 the Community Sport team will continue to work in facilities and with local clubs to develop sports programmes.

Aquatics

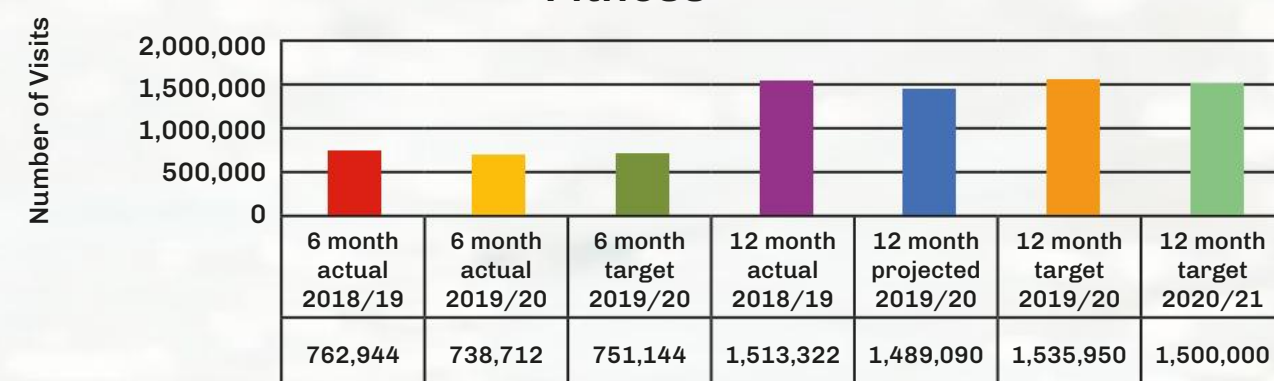


Aquatics activities include public, programmed, club and learn to swim programmes across the swimming pools at Auchenhavrie Leisure Centre, Garnock Community Campus, Portal and Vikingar.

It is anticipated that customer visits to swimming pools will finish below the annual target. Although there has been varied performance across aquatic activity areas and swimming pools the main contributing factor to the reduction in visits has been several closures of the swimming pools at the Portal. The closures were

required to carry out investigatory and remedial works to the pool drainage channels and surrounds over a 10-week period. There has been a much longer-term impact in attendances beyond the closure period and we still have to fully recover. Members of the venue team are currently working with Scottish Swimming to further develop our aquatic programme during 2020/2021 with a focus on the learn to swim programme, the introduction of new young person activities and programmed adult activity.

Fitness

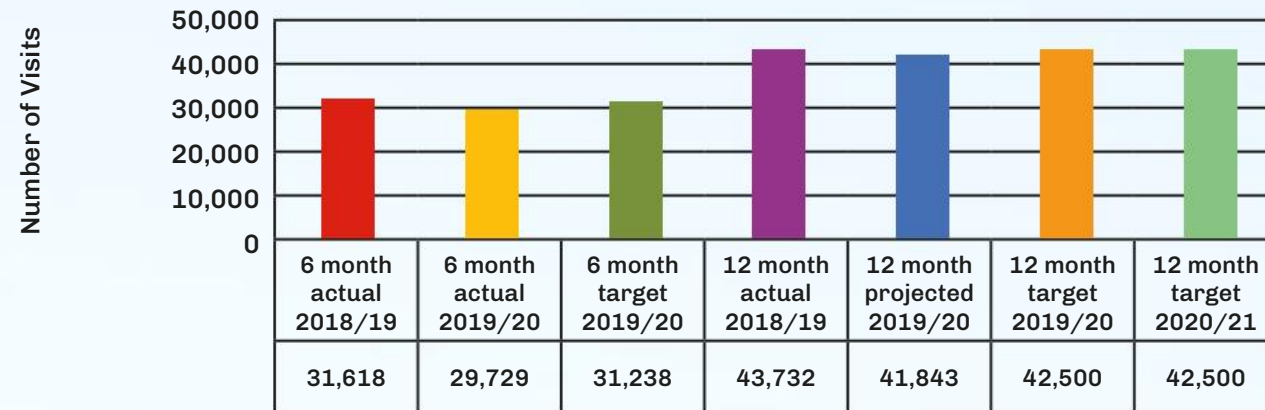


Fitness activities include causal fitness suite use, class attendances and personal training sessions across Leisure Centres and Campus facilities. Having achieved a cumulative growth of 68% during the previous 5-years, memberships and attendances have plateaued during the current financial year. Additionally, the implementation of a price review in May 2019 resulted in a reduction of membership numbers. An overall decrease has been partly offset by extending capacity at the fitness suite at Auchenhavrie resulting in a 2% increase of members in comparison to the previous year. Cognisance has been given to emerging competition and the limited scope for further market penetration when setting the target for 2020/2021. Our focus is on retention, developing the Elevate fitness brand and activity development during 2020/2021.

Furthermore, to encourage use of our local Campus facilities a new Campus only membership was launched at the start of 2020.



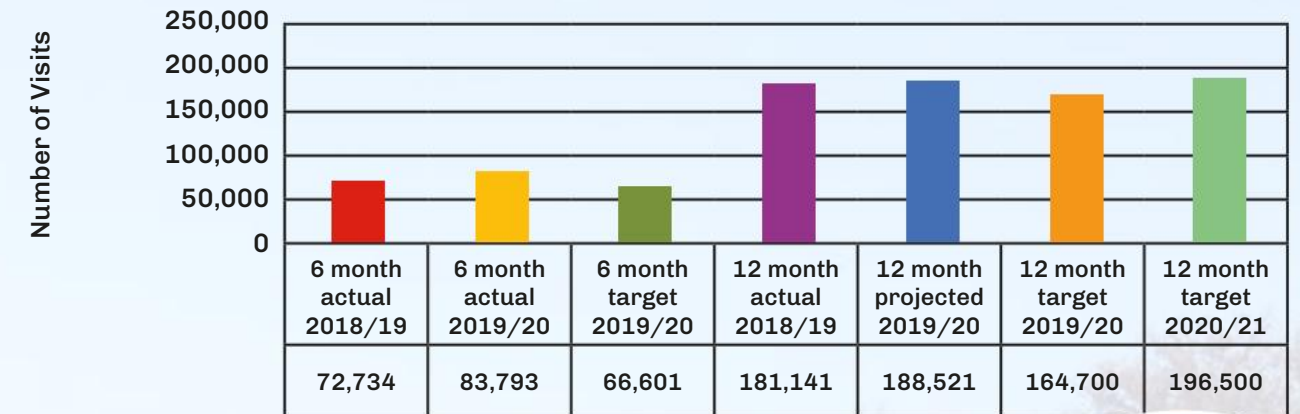
Golf



Despite delivering a successful golf coaching programme, with 385 children attending during the summer and early autumn period, overall golf attendances have reduced. Although inclement weather has contributed to this reduction the greatest impact has been a national reduction in the playing of golf. Due to national trends

private golf clubs have become more accessible resulting in KA Leisure golf members moving to private courses. During 2020/2021 we will continue to implement our golf development plan, concentrating on promoting opportunities for young people, females and older adults to participate in golf activities.

Indoor Sports

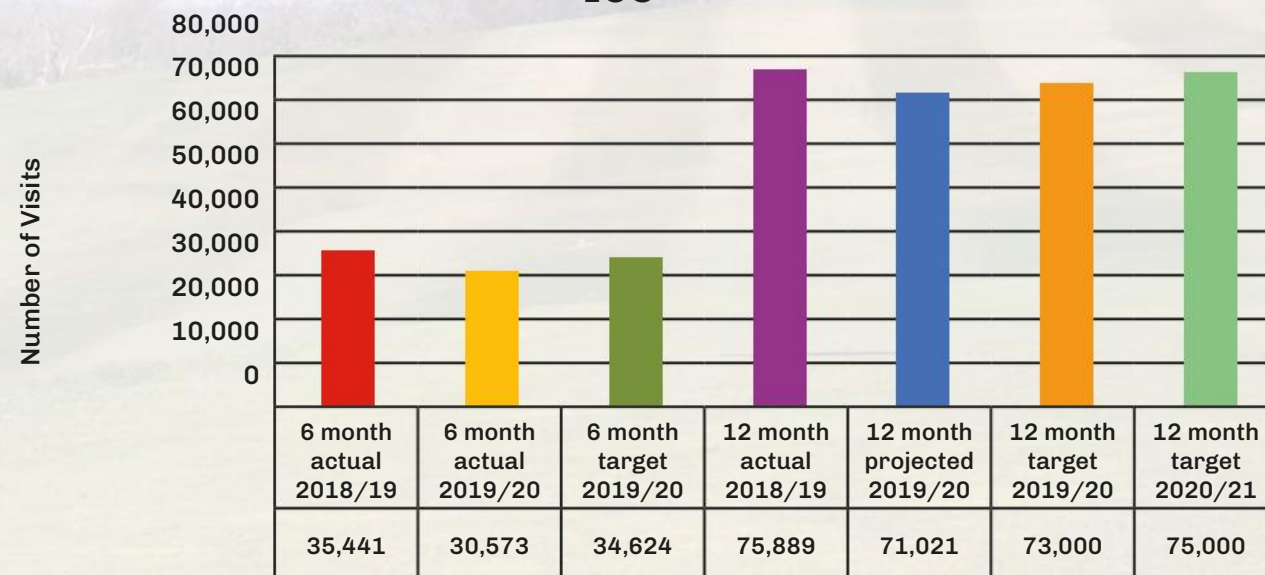


A focus on the development of the indoor sports programme, both through the direct delivery of activity and through partnership with local sports clubs has led to an increase in customer visits. Programme

development has included the introduction of sensory soft play, walking netball and youth sports clubs, as well as the expansion of badminton, netball and walking football.

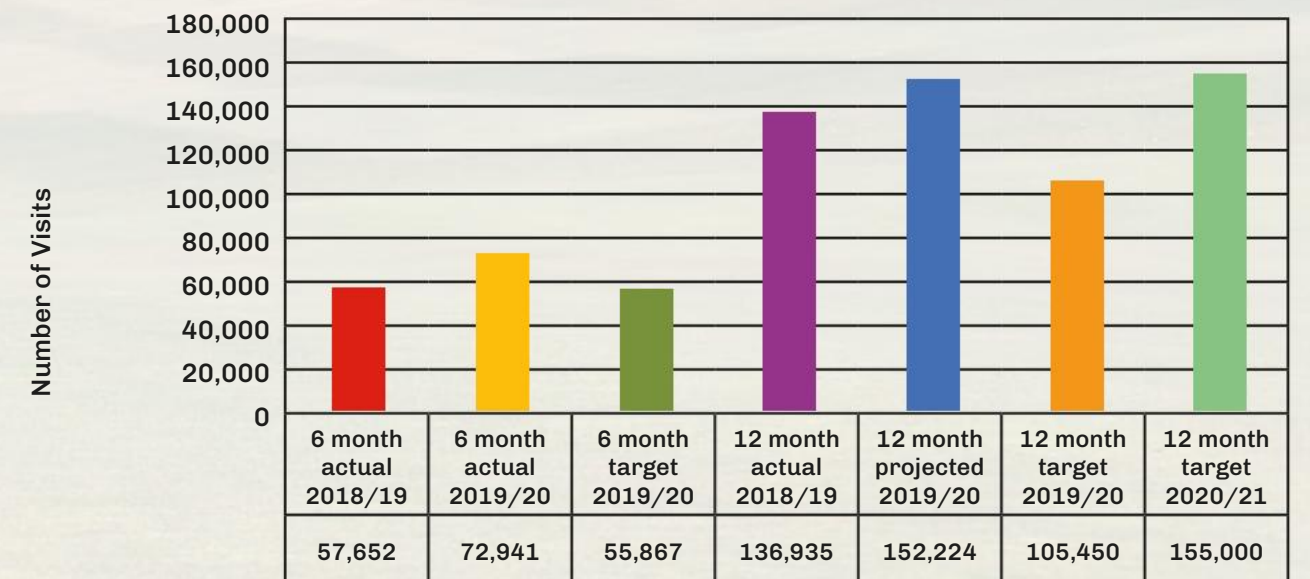


Ice



Customer visits to ice rink activities have reduced in comparison to the previous year due to an extended closure period to allow the extension of the fitness suite above the ice rink at Auchenharvie Leisure Centre. Discounting the closure period customer visits are in-line with the previous year.

Outdoor Sports



Outdoor Sports customer visits includes participation on grass and synthetic pitches. Programmes and club bookings have been expanded predominately due to the introduction of indoor and outdoor synthetic pitches at the new Circuit facility in Irvine. In addition to the increase in our weekly club bookings the new

venue has supported the expansion of our football programme including; football festivals, walking football sessions, the delivery of coach education and training, and enhanced our partnership with Ayrshire College.



FINANCIAL INFORMATION

Current Year Position at October 2019

KA Leisure is operating overall within its budgetary framework. The probable outturn exercise carried out at the end of October revealed a small surplus of £7,103. Any surpluses generated are re-invested in maintaining the business. The table below shows the current overall financial position.

ANNUAL BUDGET			
	Annual Budget (£)	Probable Outturn (£)	Variance on Budget to Date (£)
Expenditure	8,332,277	8,487,480	77,604
Income	8,336,896	8,494,583	85,023
Surplus	4,619	7,103	7,419

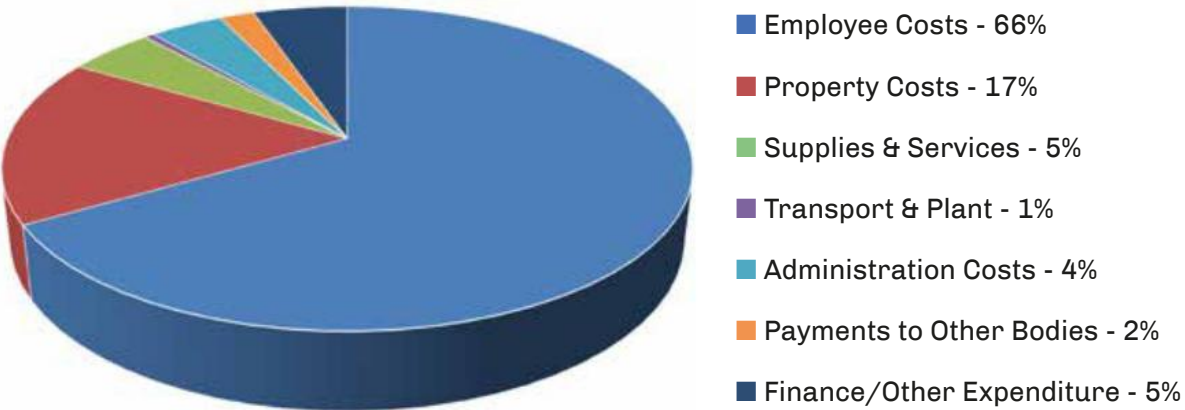
In the first six months of the year income recovery and expenditure are both higher than anticipated at this stage. This is predominately relating to unbudgeted projects and the timing of securing funding.

Budget 2020/2021

	2019/2020 Budget (£)	2020/2021 Budget (£)
Expenditure		
Employee Costs	5,467,438	5,632,238
Property Costs	1,342,362	1,413,939
Supplies & Services	411,508	408,082
Transport & Plant	48,012	44,363
Administration Costs	345,050	347,050
Payments to Other Bodies	164,182	163,244
Finance / Other Expenditure	553,725	444,744
Total Expenditure	8,332,277	8,453,660
Income		
North Ayrshire Council	2,861,624	2,705,624
Other Income	5,475,272	5,753,247
Total Income	8,336,896	8,458,871
Surplus	4,619	5,211

The pie chart reveals the percentage breakdown of expenditure across KA Leisure for 2020/2021. The largest cost to KA Leisure is employee costs which is 66% of the expenditure budget for the financial year.

2020/2021 Budgeted Expenditure



Variances in Budget 2020/2021

The significant variances between the 2019/2020 budget to the 2020/2021 budget are detailed below.

Employee Costs

Overall employee costs are budgeted approximately £165,000 higher than 2019/2020. This is mainly attributed to:

- Pay Award**
The pay award has been set at 3% for 2020/2021. The approximate cost is £158,000. This will be offset by additional income from North Ayrshire Council.
- Community Sports Hubs**
The funded hours to co-ordinate the project cost approximately £30,000 which is off-set by the funding received.
- KA Campus**
There has been a reduction in employee hours at KA Campus Largs resulting in a saving of approximately £10,000.
- Other Factors**
The 2020/2021 budget also takes into account a reduction in employee costs predominantly related to managerial support costs. The position will be reviewed during the financial year.

Property Costs

Property costs are budgeted approximately £72,000 higher than 2019/2020. This is mainly due to the rental charge of the new Circuit facility and increased costs relating to health and safety inspections. These increases are partly offset by a reduction in general property costs.

- Supplies and Services**
Supplies and services costs have reduced by approximately £3,000 within the area of general supplies and services.
- Transport and Plant**
Transport and Plant costs are budgeted slightly lower in 2020/2021 than in 2019/2020 due to a reduction in employee mileage costs.
- Administration Costs**
Administration costs are budgeted slightly higher in the financial year 2020/2021 than the previous year which is mainly due to an anticipated increase to the annual insurance premium.

Payments to Other Bodies

Payments to other bodies costs are similar to the previous financial year.

Finance and Other Expenditure

Finance and Other Expenditure is approximately £109,000 lower in 2020/2021 than in 2019/2020. This is predominantly due to the inclusion of a transfer to reserves of £80,000 in 2019/2020, that has not been included in the 2020/2021 budget. In addition there is a budgeted reduction in depreciation and hire purchase leasing costs in the financial year 2020/2021.

Area	2019/2020 Budget	2020/2021 Budget	Variance	
Auchenharvie Leisure Centre	1,030,880	1,125,148	94,268	9%
Garnock Community Campus	346,700	355,265	8,565	2%
Portal	1,330,000	1,363,935	33,935	3%
Vikingar	554,760	576,250	21,490	4%
KA Campus	462,650	485,750	23,100	5%
Golf	273,969	270,269	-3,700	-1%
Outdoor Sports	55,400	87,350	31,950	58%
Physical Activity	245,700	151,100	-94,600	-39%
Projects	536,801	545,126	8,325	2%
Other	638,412	793,054	154,642	24%
North Ayrshire Council	2,861,624	2,705,624	-156,000	-5%
Income Total	8,336,896	8,458,871	121,975	



Leisure Centres and KA Campuses

Overall income within our centres and campuses is projected to increase compared to the current financial year.

A proportion of income from fitness memberships in previous financial years has been allocated to the Physical Activity area of the business for Volunteer and Fitness Works memberships. In the 2020/2021 budget all income generated from fitness memberships will be allocated to Leisure Centres and Campuses. Income budgets will be varied across Leisure Centres, KA Campuses and Physical Activity in comparison to 2019/2020.

At Auchenhavrie Leisure Centre overall income is projected to increase compared to the current financial year. This is mainly due to increased income from aquatics, fitness and the ice rink.

Income at Garnock Community Campus is projected to increase in comparison to the current financial year due to continued development of the aquatic programme.

At the Portal income is budgeted to increase due to fitness activities and developments within aquatics programme.

At Vikingar income is budgeted to increase for fitness memberships and swimming.

KA Campus overall income is projected to increase in 2020/2021 mainly due to the programming of activities within games halls.



Golf and Outdoor Sports

Golf income is projected to decrease in the next financial year due to lower participation levels, which is reflective of national trends. Golf development continues to be a priority. We will continue to encourage new and existing groups to make use of our golf courses by working with partners to focus on target customer groups.

Outdoor sports income is projected to be higher than the current financial year. This is mainly due to income from synthetic pitches at the new Circuit facility in Irvine.

Physical Activity

Overall Physical Activity income is budgeted to decrease during 2020/2021. This is mainly due to the reallocation of fitness memberships income to Leisure Centres and KA Campuses. However, this reduction is partly offset by funding received for Community Sport Hubs.

Projects

Income is due to increase during 2020/2021 due to additional income generated from projects.

Other Income

Other income is budgeted higher than last year mainly due to the pay award funded by North Ayrshire Council.

North Ayrshire Council

It has been advised that the financial contribution from North Ayrshire Council towards leisure services operational costs will reduce by £156,000 for the financial year 2020/2021.

Investment

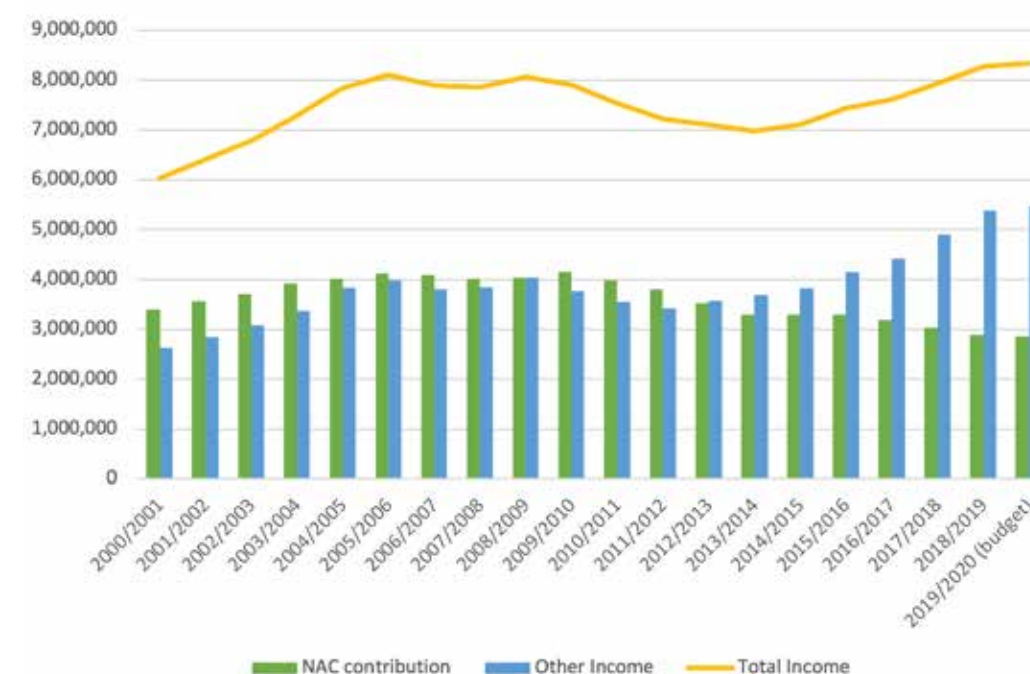
Continued investment within our venues is critical to ensure that facilities remain relevant to the residents of North Ayrshire. Any financial surplus generated by KA Leisure is invested back into the programmes and facilities that we operate. During the past financial year the following investments have been made:



North Ayrshire Council Contribution

The graph on the right details the levels, and sources of income during KA Leisure's first 20-years. The graph depicts an initial increasing contribution from North Ayrshire Council, peaking in 2009/10, before falling to its lowest level in the current financial year. From 2012 we have been able to increase income through our service delivery, particularly within fitness activities.

20 Year Contribution in Relation to Income



NORTH AYRSHIRE ACTIVE COMMUNITIES

We are passionate about working collaboratively with our partners and likeminded organisations to increase activity levels and improve the health and wellbeing of the communities across North Ayrshire.

The North Ayrshire Active Communities Strategy was launched in 2016 and provides strategic direction and leadership across a broad range of partners to realise the vision over the next 10 years.



VISION

**MORE PEOPLE,
MORE ACTIVE,
MORE OFTEN!**

TARGET

10%
increase in physical activity
levels across North Ayrshire
by **2026**

AIMS

Start Active

Stay Active

Achieve Ambitions

KA Leisure play a lead role in the development and implementation of the Active Communities Strategy supporting people to be more active and improve their health and wellbeing. DrEAM; Drop Everything And Move is North Ayrshire's approach to having fun, while living healthier and more active lives.

The idea behind DrEAM is that we celebrate every step, because we believe every one of us has the power to get moving! The DrEAM Initiative motivates thousands of people across North Ayrshire to have fun while getting active.



DrEAM brings together a host of key partners focusing on these themes and priority groups

Now in its third year the DrEAM initiative highlights some of the fantastic opportunities available, and shouts about the social benefits, improved mental wellbeing, and emphasises that making a small change can make a big difference. Since the introduction of the strategy in 2016 our attendances have increased 18%, contributing to the overall target.

THEMES & PRIORITY GROUPS



MAKING A DIFFERENCE

We are ambitious and committed to delivering leisure, sport and physical activity opportunities to an outstanding level, we strive to improve what we do to benefit our partners, customers and participants.

Our focus is improving the health and wellbeing of the residents of North Ayrshire and achieving our ambition of a North Ayrshire More Active More Often. We remain committed to keeping our programmes accessible affordable and inclusive. Equity of opportunity is at the heart of our approach.

Our report and accompanying short videos feature some of our incredible participants whose determination and courage have inspired others in their active journey.

This report highlights the impact of local delivery and the difference it is making to our communities.

MAKING A DIFFERENCE

FITNESS

Customer visits to our fitness activities provide 55% of overall customer attendances. Our fitness memberships are just under 9,000 and along with casual fitness users account for around 1.5million customer attendances every year, generating over £2million income. We operate fitness suites and class programmes across our 4 leisure centres and 7 campus facilities.

OVER 280
FITNESS CLASSES
PER WEEK

GENERATES OVER
£2 MILLION
INCOME
EACH YEAR

8,991
FITNESS
MEMBERS

OVER
1.5 MILLION
ANNUAL
FITNESS VISITS

We continue to reimagine what fitness means to our members with the launch of our new fitness brand ELEVATE fitness club, as well as the creation of innovative programmes such as: ELEVATE series; EVOLVE cycling series, and the introduction of our new ELEVATE fitness club personal training service. All our fitness activities and programmes are designed to allow everybody to participate irrespective of fitness level.

As well as encouraging active participation the continued success of our fitness activities is crucial to the maintenance and development of our wider programmes. The income from fitness activity ensures a range of activities and programmes remain accessible, affordable and inclusive particularly for those requiring a more supported approach.

We will continue to maintain a strong focus on our fitness activities to allow us to provide greater reach through the development of our programmes and activities, and to continue to keep our venues relevant for customers through continuous investment.

This year we have continued to invest in our fitness venues, creating exciting spaces for our members. Our fitness suites are designed to encourage everybody to try something new, from pushing a sledge, performing an Olympic lift or even flipping a tyre along a track!

**EXTENSION AND
REFURBISHMENT**
of Auchenharvie Fitness Suite

**RENEWAL
OF FITNESS
EQUIPMENT**
at Auchenharvie
and Vikingar
Fitness Suites

INVESTMENT

55%
OF KA LEISURE
OVERALL
ATTENDANCES

68%
INCREASE
IN ATTENDANCES
DURING LAST 5-YEARS

THE NEW
ELEVATE
FITNESS CLUB
BRAND
LAUNCHED

NEW
CAMPUS
ONLY
MEMBERSHIP
LAUNCHED

MAKING A DIFFERENCE

COMMUNITY VENUES

Our portfolio of community venues form the foundation of what we do. Offering opportunities to participate in a wide range of sporting and physical activity opportunities; from baby ballet to ballroom dancing, learning to swim to synchronised swimming, and, mini-kickers to walking football. We have activities to suit everybody. We provide access to individuals, teams, clubs and organisations for coaching, training, performance sport or just having fun taking part in activity across North Ayrshire within our 4 Leisure Centres, 8 campus venues, 3 golf courses and range of sports pitches.

11
FITNESS
SUITES



1
ICE RINK



OVER 20
SPORT
HALLS



4
SWIMMING
POOLS



2
FOOTGOLF
COURSES

1
INDOOR
FOOTBALL
PITCH



In addition to our own programmes we increase participation levels by hiring facilities to clubs and groups to encourage more people to live healthy active lives.

KA Leisure and the communities of North Ayrshire have been fortunate to benefit from significant investment in new leisure facilities by North Ayrshire Council during recent years. The newest edition, the Circuit – indoor and outdoor sports pitches, complements previous investment with the Portal, Garnock Community Campus and Largs Campus, and has contributed to increases in participation.



2,544,900
venue visits 2018/19



301
swim memberships



384 learn 2 swim
classes per week



1,017
golf memberships

Investment across our portfolio of venues has continued during the year, ensuring that we remain operational, and relevant for all our customers. Investment in both Auchenharvie Leisure Centre and Vikingar has resulted in the replacement of all fitness equipment, an extended and refurbished fitness suite at Auchenharvie, and an upgraded fitness suite at Vikingar. Creating refreshed and exciting environments for today's (and tomorrow's) customers.

Health & Safety

We continually work to nurture a positive health, safety and wellbeing culture across our workplaces. Employee engagement, development and recognition, on-line inspection and reporting, as well as annual external health and safety audits are key to our positive culture. These efforts have been recognised with our 5th consecutive Royal Society for the Prevention of Accidents (RoSPA) Gold Award, achieving the RoSPA Gold Medal, and being awarded the inaugural RoSPA Gold Leisure Safety Award.



VENUES
scored **79%**
or better in this year's external
HEALTH AND SAFETY AUDITS



Alex Murray, Health & Safety Co-ordinator at KA Leisure (pictured right), said: "We are very proud of our ever improving health and safety culture at KA Leisure, and are delighted to have received this level of recognition which is testament to the hard work of our employees across the business in ensuring that each of our venues represent a safe and healthy environment for our visitors and our colleagues"

MAKING A DIFFERENCE

POWER OF SPORT

We continue to harness the unique power of sport to ensure our activities are welcoming, positive and inclusive. It is vital that we understand and meet the needs of communities who may experience barriers to participation with a particular focus on age, disability, gender and social economic disadvantage. We work with partners both locally and nationally to develop sustainable, community-led approaches that get clubs working together to build welcoming, safe and fun environments for sport.

The following highlights just a few of the programmes and initiatives which support the development of sport and sporting opportunities throughout North Ayrshire.



The programme focuses on the development of clubs within each Community Sport Hub. This involves support across a number of key areas including, child protection and safeguarding, marketing and promotional support, volunteer and coach development, funding workshops and first aid.

Each KA Campus will be rebranded in 2020 to a Community Sport Hub. This will create a closer affiliation with clubs and local facilities.



- Our Community Sport Hubs follow the key principles set by **sportscotland** –
- Growth in participation.
 - Engage the local community.
 - Promote community leadership.
 - Offer a range of sporting opportunities.
 - Bring all appropriate (key) partners/ groups/people together.



Our innovative new programme Champions for Change is a two year community based project which uses the power of sport to deliver positive change to individuals, families and communities. Created with funding received from the Changing Lives Through Sport and Physical Activity fund it is delivered in partnership with North Ayrshire Council's Active Schools Team and the North Ayrshire Alcohol and Drug Partnership.

Project outcomes reflect the aims of each partner and utilises sport and physical activity to deliver early messages of drug and alcohol misuse.

The project is based in the Irvine and Garnock Valley localities and focuses on two key outcomes.

1. The development of individuals who are unemployed or disengaged at school. Their development includes sports coaching qualifications, drug and alcohol training and employability training.
2. The delivery of a schools and community activity programme which incorporates educational message of drugs, alcohol and tobacco misuse.



63 COMMUNITY SPORT ACTIVITIES PER WEEK

The Community Sport Team support children, young people and adults to improve their health and well-being through the provision of a range of sporting opportunities. We deliver programmes in community facilities and in conjunction with our facilities team. Some of our new activities and programme developments include -

SENSORY SOFT PLAY

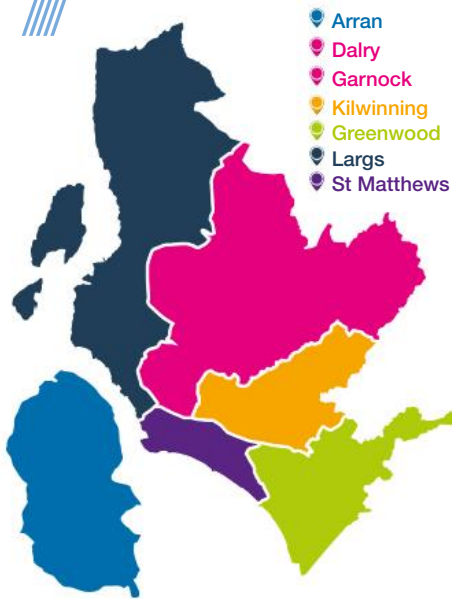
These fun sessions are suitable for age 12 months – 3 years helping to work towards development milestones in a fun way through sight, sound, touch and fun games.

50+ ACTIVITIES

We are continuing to develop a range of sporting activities for older Adults. This includes Walking Netball, Walking Football and 50+ Badminton. 2020 will see the development of a new 50+ programme called the Golden Games. This will include a variety of sports activities for older adults and will be delivered across North Ayrshire.



7 COMMUNITY SPORT HUBS



53 REGISTERED CLUBS ACROSS OUR HUBS

643 VOLUNTEERS

4,298 Total Playing MEMBERS

70% MALE
30% FEMALE

MAKING A DIFFERENCE

HEALTH AND WELLBEING

At KA Leisure we want everyone to enjoy the benefits of being active and our programmes are designed to help participants develop the knowledge, skills and confidence they need to improve their health and wellbeing.

Our Health and Wellbeing programme incorporates the Activator mobile health and physical activity unit, the exercise referral programme ANA and our Community Outreach programme all providing fun opportunities for people to begin their active journey.

We continually strive to deliver innovative programmes through collaboration with key partners who share the same outcomes which;

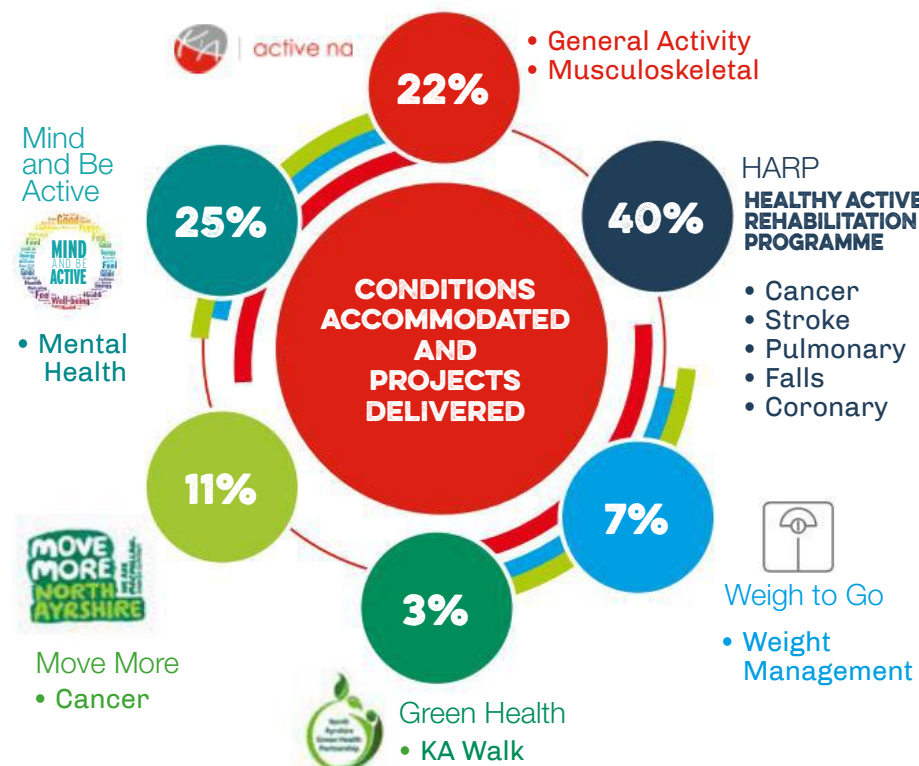
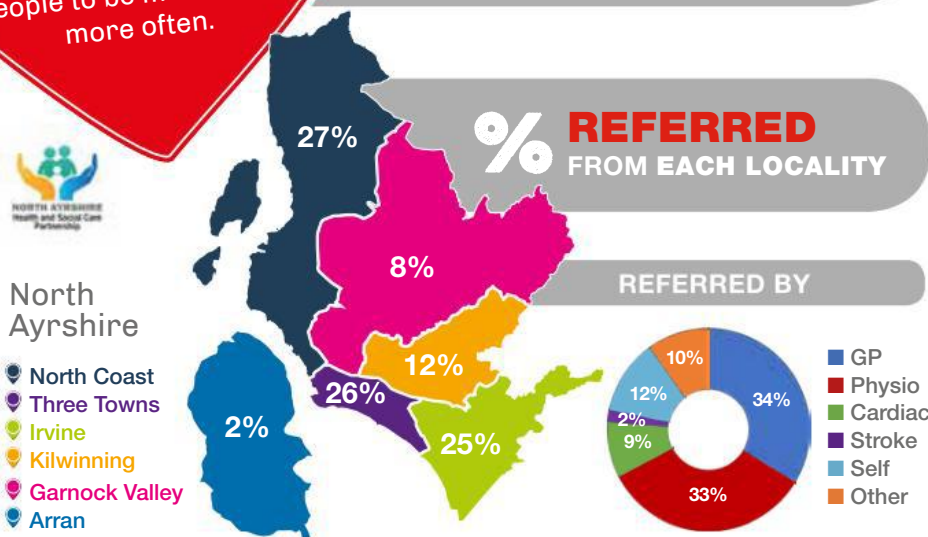
Engage with priority groups including those who are vulnerable, isolated and at greatest risk of inactivity

Provide early intervention by offering the right support at the right time in a local place

Target specific health issues including long term conditions and mental health and wellbeing

We have developed a Health and Wellbeing Service with North Ayrshire Health and Social Care Partnership to support people to be more active more often.

APPROX **100 NEW REFERRALS EACH MONTH**



*Participants referred may participate in more than one project

56,702 ATTENDANCES at physical activity sessions

3,366 Swimming **11,781** Aqua Aerobics

2,806 Falls Prevention **12,904** MBA **21,197** Condition specific

159 1-1 weight management support sessions **4,489** Gym inductions / personal programmes

69 WEEKLY CLASSES

3 Strength and balance classes within community hubs

15 Condition specific classes

12 Falls/strength and balance classes

6 Specific Mind and Be Active classes

22 HARP multi condition classes

11 Move More cancer rehab classes

40% MALE **60% FEMALE**

*Participate in the programme

BENEFITS OF PARTICIPATION

- ✓ Improved wellbeing
- ✓ Supports independent living
- ✓ Improves mood
- ✓ Reduces social isolation
- ✓ Fun



74% of participants reported that taking part in the programme helps them **MAINTAIN A HEALTHY BODY WEIGHT**

78% of participants reported that taking part in the programme **PROVIDES RELIEF FROM STRESS**

ANNE
"I already feel my general flexibility and mobility are improving and find the social aspect of the classes is really enjoyable and beneficial to my wellbeing."

NEW PARTNERSHIP with the Scottish Fire and Rescue Service!

During Fire Home Safety Visits people who are at risk of falling can be identified and supported via a referral to the HARP project. In addition, the Active Lifestyles Team can also request a Fire Home Safety Visit for project participants.

LOOKING AHEAD

We are familiar with the challenging climate ahead; a reduction in funding, increased competition, changing customer requirements, increased customer expectations and the requirement to invest in our older venues. However, despite these challenges we believe everyone is entitled to enjoy the benefits of leading an active and healthy lifestyle through participating in sport and physical activity. We will therefore continue to look for ways to do what we already do in a better manner, and to identify new opportunities to develop our programmes to further grow participation across North Ayrshire.

Increased competition in the local fitness market will impact fitness participation and income levels across our sites. However we are more than a fitness provider, delivering wider benefits to the communities of North Ayrshire. In response to the introduction of increased competition within the local fitness market we will concentrate on improving our existing fitness provision, and developing our many other activity areas to grow programmes and increase income streams.

Future growth will require us to actively develop our gathering and analysis of customer intelligence to continually modify and shape the KA Leisure customer experience. This will require a review of our customer relationship management processes and software solutions to ensure that we are providing the right activity, in the right venue, at the right time, while ensuring there is a consistent quality of customer experience across all venues, programmes and activities.

Investment and reimagining of venues will continue, creating environments where people are comfortable engaging in physical activity and encouraging social connections. Our Asset Management Plan will be continually reviewed to ensure that venues and supporting infrastructure are; fit for purpose, fit for today's (and tomorrow's) customer requirements, and meeting customer expectations.

Partnerships underpin what we do, and we have been fortunate to maintain a strong working relationship with our foremost partner, North Ayrshire Council, and develop our delivery programme through engaging and collaborating with a wide range of partners to increase our reach. Moving forward we will use customer feedback evaluation and data analysis to influence our approach in developing new alliances to broaden the services that we offer.

We aim to create an even bigger impact during the next 20-years!



Appendix A

Target and Projected Customer Activity Levels by Site

	2018-19 Actual	2019-20 Target	6 month to Sept 19	6 month from Oct 18	2019-20 Projected	2020-21 Target
Auchenharvie Leisure Centre						
Swimming	70,769	75,000	40,935	30,142	71,077	73,000
Swim Lessons	39,999	35,250	23,378	19,546	42,924	44,000
Fitness - Gym	295,806	305,000	147,011	146,297	295,000	300,000
Health Suite	2,778	3,500	1,282	1,315	2,597	2,600
Ice Rink	75,889	73,000	30,573	40,448	71,021	75,000
Fitness - Studio Classes	110,950	114,000	59,783	54,463	114,246	114,000
Events/Admissions	31,564	28,500	17,965	15,144	33,109	31,000
Total	627,755	634,250	320,927	307,355	629,974	639,600

Garnock Pool / Garnock Community Campus						
Swimming	46,417	46,000	23,488	22,220	45,708	46,000
Swim Lessons	16,286	15,250	9,591	8,206	17,797	19,000
Fitness - Gym	79,679	75,000	39,928	40,162	80,090	81,000
Sports Hall Activities	16,247	14,000	6,965	11,094	18,059	19,000
Fitness - Studio Classes	30,466	29,000	15,765	15,256	31,021	33,000
Outdoor Sports	15,140	16,500	5,980	9,120	15,100	15,100
Events/Admissions	33,138	15,000	17,173	18,467	35,640	35,000
Total	237,373	210,750	118,890	124,525	243,415	248,100

Magnum Leisure Centre / Portal						
Swimming	80,645	80,000	32,024	38,475	70,499	80,000
Swim Lessons	43,518	42,500	13,774	21,438	35,212	40,000
Fitness - Gym	493,911	500,000	232,847	245,037	477,884	478,000
Sports Hall Activities	22,309	22,500	12,954	12,871	25,825	27,000
Fitness - Studio Classes	192,844	193,500	96,717	95,827	192,544	193,000
Events/Admissions	42,729	37,500	15,135	22,730	37,865	37,500
Total	875,956	876,000	403,451	436,378	839,829	855,500

Vikingar						
Swimming	46,423	46,500	23,517	21,761	46,000	46,500
Swim Lessons	21,612	20,500	10,324	10,232	21,000	22,000
Fitness - Gym	141,967	145,000	68,860	70,135	138,995	142,000
Health Suite	6,297	6,500	2,829	3,348	6,177	6,200
Soft Play	3,861	3,500	1,802	1,832	3,634	3,600
Fitness - Studio Classes	50,961	51,500	27,521	25,073	52,594	53,000
Entertainments	13,980	13,000	5,700	9,690	15,390	14,000
Events/Admissions	25,938	27,000	13,368	11,461	24,829	25,000
Visitor Attraction	19,328	21,000	10,531	6,638	17,169	18,000
Total	330,367	334,500	164,452	160,170	325,788	330,300

	2018-19 Actual	2019-20 Target	6 month to Sept 19	6 month from Oct 18	2019-20 Projected	2020-21 Target
KA Campus Dalry						
Fitness - Gym	9,471	10,500	4,091	4,454	8,545	9,000
Sports Hall Activities	22,425	22,000	7,822	12,835	20,657	21,000
Fitness - Studio Classes	6,195	6,000	3,182	2,980	6,300	6,300
Outdoor Sports	3,160	4,000	1,999	1,015	3,014	3,000
Events/Admissions	8,987	7,000	3,809	6,031	9,840	10,000
Total	50,238	49,500	20,903	27,315	48,356	49,300

KA Campus Kilwinning						
Fitness - Gym	11,660	13,000	4,683	5,578	10,261	10,800
Sports Hall Activities	26,603	30,000	7,543	13,508	21,051	24,000
Fitness - Studio Classes	4,316	4,750	1,822	2,034	3,856	4,000
Outdoor Sports	24,370	19,000	13,620	15,380	29,000	29,000
Events/Admissions	7,113	6,500	2,596	4,139	6,735	6,500
Total	74,062	73,250	30,264	40,639	70,903	74,300

KA Campus Arran						
Fitness - Gym	2,953	2,750	1,258	1,384	2,642	2,750
Sports Hall Activities	14,456	12,500	5,285	9,586	14,871	15,000
Fitness - Studio Classes	-	-	75	-	75	-
Outdoor Sports	1,050	2,200	586	610	1,196	1,100
Events/Admissions	6,954	7,000	4,178	3,552	7,730	7,300
Total	25,413	24,450	11,382	15,132	26,514	26,150

KA Campus Greenwood						
Fitness - Gym	7,884	7,750	3,800	4,018	7,818	7,800
Sports Hall Activities	33,340	26,000	18,143	21,420	39,563	40,000
Fitness - Studio Classes	3,582	3,750	1,954	1,918	3,872	3,750
Outdoor Sports	25,283	26,000	8,968	15,503	22,500	21,000
Events/Admissions	1,550	1,250	416	912	1,328	1,250
Total	71,639	64,750	33,281	43,771	75,081	73,800

KA Campus St Matthews						
Fitness - Gym	21,594	23,000	8,540	10,355	19,200	19,500
Sports Hall Activities	35,580	31,000	16,045	20,956	37,001	39,000
Fitness - Studio Classes	8,047	8,250	3,482	3,790	7,500	8,000
Outdoor Sports	11,797	11,000	4,508	7,410	11,918	12,000
Athletics Track	8,743	8,750	5,653	4,045	9,698	9,500
Events/Admissions	11,740	10,000	4,764	8,350	13,114	12,000
Total	97,501	92,000	42,992	54,906	98,431	100,000

Appendix A

	2018-19 Actual	2019-20 Target	6 month to Sept 19	6 month from Oct 18	2019-20 Projected	2020-21 Target
Stanley Primary School						
Sports Hall Activities	5,575	5,500	2,550	2,750	5,300	5,300
Fitness - Studio Classes	-	-	-	-	-	-
Outdoor Sports	13,140	12,000	6,480	7,620	14,100	14,000
Events/Admissions	1,121	1,200	472	774	1,246	1,200
Total	19,836	18,700	9,502	11,144	20,646	20,500
West Kilbride Community Centre						
Fitness - Gym	25,892	27,500	10,205	12,979	23,184	23,500
Fitness - Studio Classes	9,095	10,000	4,016	4,528	8,544	8,500
Events/Admissions	1,382	1,000	670	500	1,170	1,100
Total	36,369	38,500	14,891	18,007	32,898	33,100
KA Campus Largs						
Fitness - Gym	452	1,200	171	337	508	600
Sports Hall Activities	4,293	1,200	2,303	3,891	6,194	6,200
Fitness - Studio Classes	5,597	4,500	3,001	3,773	6,774	6,600
Outdoor Sports	4,440	6,000	1,240	1,820	3,060	3,000
Events/Admissions	1,322	1,000	1,137	957	2,094	2,000
Total	16,104	13,900	7,852	10,778	18,630	18,400
Golf Courses						
Auchenharvie	11,469	11,000	8,482	3,101	11,583	12,000
Ravenspark	21,538	21,500	13,157	6,276	19,433	19,400
Routenburn	10,725	10,000	8,090	2,737	10,827	11,100
Total	43,732	42,500	29,729	12,114	41,843	42,500
Outdoor Sports						
Sports Pitches	38,555	31,000	28,130	20,805	48,935	56,260
Pavilion Halls	1,306	1,200	228	1,246	1,474	900
Total	39,861	32,200	28,358	22,051	50,409	57,160
Physical Activity						
Community Sport	107,242	122,500	52,076	51,862	103,000	103,938
Active Lifestyles	113,922	116,500	73,617	49,790	123,407	123,500
Total	221,164	239,000	125,693	101,652	226,407	227,438
Total Customer Activity						
Leisure Centres	2,071,451	2,055,500	1,007,720	1,028,428	2,039,006	2,073,500
KA Campuses	391,162	375,050	171,067	221,692	391,459	395,550
Golf & Outdoor Sports	83,593	74,700	58,087	34,165	92,252	99,660
Physical Activity	221,164	239,000	125,693	101,652	226,407	227,438
Total	2,767,370	2,744,250	1,362,567	1,385,937	2,749,124	2,796,148

Appendix B Historical Customer Activity by Site

	2014-15	2015-16	2016-17	2017-18	2018-19
Auchenharvie Leisure Centre					
Swimming	78,745	79,182	78,351	74,650	70,769
Swim Lessons	25,601	28,240	33,183	32,659	39,999
Fitness - Gym	272,720	286,552	299,198	306,950	295,806
Health Suite	3,689	2,601	2,682	3,807	2,778
Ice Rink	80,834	82,945	75,018	67,028	75,889
Fitness - Studio Classes	98,277	105,636	111,213	116,222	110,950
Events/Admissions	20,432	23,738	27,259	25,683	31,564
Total	580,298	608,894	626,904	626,999	627,755
Garnock Pool / Garnock Community Campus					
Swimming	46,071	40,910	34,727	44,720	46,417
Swim Lessons	12,479	13,861	13,632	14,275	16,286
Fitness - Gym	26,252	24,753	25,622	64,872	79,679
Sports Hall Activities	-	-	865	13,148	16,247
Fitness - Studio Classes	-	-	2,230	24,707	30,466
Outdoor Sports	-	-	3,230	18,023	15,140
Events/Admissions	9,269	7,536	7,444	21,683	33,138
Total	94,071	87,060	87,750	201,428	237,373
Magnum Leisure Centre / Portal					
Swimming	137,890	136,953	106,785	89,901	80,645
Swim Lessons	18,104	22,277	29,549	41,209	43,518
Fitness - Gym	219,939	245,216	293,702	488,683	493,911
Health Suite	5,192	7,209	4,420	-	-
Sports Hall Activities	50,158	53,272	26,130	21,486	22,309
Soft Play	9,479	8,446	7,394	-	-
Fitness - Studio Classes	87,452	96,702	113,434	188,620	192,844
Entertainments	15,884	15,946	4,416	-	-
Events/Admissions	51,802	54,712	48,663	35,147	42,729
Total	595,900	640,773	634,493	865,046	875,956
Vikingar					
Swimming	53,247	51,784	44,990	47,050	46,423
Swim Lessons	11,146	12,264	11,987	18,554	21,612
Fitness - Gym	99,477	128,239	143,877	146,393	141,967
Health Suite	3,387	6,331	5,588	6,723	6,297
Soft Play	3,626	3,908	3,606	4,071	3,861
Fitness - Studio Classes	38,015	46,504	49,427	52,050	50,961
Entertainments	16,025	15,898	15,210	16,645	13,980
Events/Admissions	27,770	18,294	19,459	27,565	25,938
Visitor Attraction	20,301	18,222	19,802	19,697	19,328
Total	272,994	301,444	313,946	338,748	330,367

Appendix B

	2014-15	2015-16	2016-17	2017-18	2018-19
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KA Campus Dalry					
Fitness - Gym	41	14,910	13,099	11,092	9,471
Sports Hall Activities	16,512	20,522	22,670	20,504	22,425
Fitness - Studio Classes	949	6,256	5,517	6,654	6,195
Outdoor Sports	6,770	5,790	5,060	3,596	3,160
Events/Admissions	10,225	8,783	8,265	9,284	8,987
Total	34,497	56,261	54,611	51,130	50,238

KA Campus Kilwinning					
Fitness - Gym	8,701	8,004	10,258	12,750	11,660
Sports Hall Activities	19,429	18,920	20,681	25,210	26,603
Fitness - Studio Classes	0	1,198	3,459	4,532	4,316
Outdoor Sports	-	-	-	10,340	24,370
Events/Admissions	3,648	7,937	6,791	7,008	7,113
Total	31,778	36,059	41,189	59,840	74,062

KA Campus Arran					
Fitness - Gym	1,695	1,716	2,558	2,660	2,953
Sports Hall Activities	14,628	14,134	12,831	11,576	14,456
Fitness - Studio Classes	0	0	0	0	0
Outdoor Sports	2,640	2,227	3,575	3,052	1,050
Events/Admissions	9,563	9,872	8,010	8,221	6,954
Total	28,526	27,949	26,974	25,509	25,413

KA Campus Greenwod					
Fitness - Gym	5,341	5,197	7,055	9,053	7,884
Sports Hall Activities	46,648	45,396	33,158	26,892	33,340
Fitness - Studio Classes	3,007	2,619	2,506	3,844	3,582
Outdoor Sports	35,098	41,607	40,500	27,986	25,283
Events/Admissions	7,049	6,386	3,682	1,354	1,550
Total	97,143	101,205	86,901	69,129	71,639

KA Campus St Matthews					
Fitness - Gym	28,866	26,050	22,650	23,247	21,594
Sports Hall Activities	42,463	49,546	39,945	30,989	35,580
Fitness - Studio Classes	11,983	10,295	9,015	8,680	8,047
Outdoor Sports	16,226	14,581	13,210	10,920	11,797
Athletics Track	5,327	2,692	9,329	9,219	8,743
Events/Admissions	27,001	21,599	18,672	13,571	11,740
Total	131,866	124,763	112,821	96,626	97,501

	2014-15	2015-16	2016-17	2017-18	2018-19
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Stanley Primary School					
Sports Hall Activities	5,150	5,870	5,530	5,225	5,575
Fitness - Studio Classes	0	0	0	0	0
Outdoor Sports	4,340	6,820	7,760	10,660	13,140
Events/Admissions	2,500	2,474	1,136	1,170	1,121
Total	11,990	15,164	14,426	17,055	19,836

West Kilbride Community Centre					
Fitness - Gym	31,956	32,802	34,031	30,061	25,892
Fitness - Studio Classes	11,356	12,006	11,595	10,623	9,095
Events/Admissions	647	1,206	1,393	1,155	1,382
Total	43,959	46,014	47,019	41,839	36,369

KA Campus Largs					
Fitness - Gym	-	-	-	-	452
Sports Hall Activities	-	-	-	-	4,293
Fitness - Studio Classes	-	-	-	-	5,597
Outdoor Sports	-	-	-	-	4,440
Events/Admissions	-	-	-	-	1,322
Total	-	-	-	-	16,104

Golf Courses					
Auchenharvie	15,583	15,267	14,539	11,606	11,469
Ravenspark	31,012	30,835	28,149	22,441	21,538
Routenburn	11,928	10,584	10,381	9,303	10,725
Total	58,523	56,686	53,069	43,350	43,732

Outdoor Sports					
Sports Pitches	38,620	39,080	39,310	31,280	38,555
Pavilion Halls	10,560	10,140	1,918	2,226	1,306
Total	49,180	49,220	41,228	33,506	39,861

Physical Activity					
Sports Development	112,576	128,808	128,854	122,427	107,242
Health and Fitness	83,024	86,475	101,939	103,012	113,922
Total	195,600	215,283	230,793	225,439	221,164

Total Customer Activity					
Leisure Centres	1,543,263	1,638,171	1,663,093	2,032,221	2,071,451
KA Campuses	379,759	407,415	383,941	361,128	391,162
Golf & Outdoor Sports	107,703	105,906	94,297	76,856	83,593
Physical Activity	195,600	215,283	230,793	225,439	221,164
Total	2,226,325	2,366,775	2,372,124	2,695,644	2,767,370

SUPPORTERS

We must say a huge 'Thank You' to our partners who have provided us with their expertise, time and support in making North Ayrshire, More Active More often.

These include –



KA LEISURE IN NORTH AYRSHIRE

Our portfolio of venues and our innovative programmes delivered across the 6 localities offers a range of social and recreational opportunities which currently attract in excess of 2.5 million attendances.

North Coast, West Kilbride and Cumbrae

- KA Campus Largs
- KA Campus West Kilbride
- Routenburn Golf Course
- Vikingar!

Arran

- KA Campus Arran

Garnock Valley

- Garnock Community Campus
- KA Campus Dalry

Kilwinning

- Almswall Park
- KA Campus Kilwinning

Three Towns

- Auchenharvie Leisure Centre
- Auchenharvie Golf Course
- KA Campus St Matthews
- KA Campus Stanley

Irvine

- KA Campus Greenwood
- Portal
- Quarry Road
- Ravenspark Golf Course

Our fun diverse programmes are delivered within the heart of our communities / localities aiming to reduce barriers associated with participation and reducing social isolation.

Community Sport

Deliver a range of community sessions which includes activities such as -

- Athletics
- Badminton
- Balanceability
- Basketball
- Football
- Gymnastics
- Kids Clubs
- Pre-School sessions
- Netball
- Youth Clubs

In addition

- Coach and Volunteer development training
- Club Support
- Management of the Community Sport Hub programme
- Event Delivery
- Portable Pitch - Our mobile pitch is used to engage with children and young people within their communities and focuses on youth diversion opportunities.

Health and Wellbeing

Our Exercise on Referral Project Active North Ayrshire offers condition specific classes including;

- Cardiac Rehabilitation
- Fall Prevention (Invigor8)
- Multiple Sclerosis
- COPD
- Learning disability
- Mental health
- Exercise after stroke
- Osteoporosis
- Hip & Knee rehabilitation
- Kids Referral
- Cancer Rehabilitation
- Weight management

In addition

- Our Community Programme delivers a range of physical activity opportunities which include strength and balance classes, keep fit, KA Walk, a variety of Green Health activities and fun dance for pre-school age to older adults.
- ACTIVATOR – versatile mobile physical activity and health unit offering health checks and lifestyle advice.



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NORTH AYRSHIRE COUNCIL

18 January 2020

Cabinet

Title:	Delegation of Functions under the Radiation (Emergency Preparedness and Public Information) Regulations 2019 (REPIR)
Purpose:	To make governance arrangements for new emergency planning duties imposed under the Radiation (Emergency Preparedness and Public Information) Regulations 2019 (REPIR)
Recommendation:	Cabinet agrees to amend the Scheme of Delegation to Officers to delegate public information duties under REPIR 2019 to the Head of Democratic Services and remaining operational functions to South Ayrshire Council as lead authority for the Ayrshire Civil Contingencies Team.

1. Executive Summary

- 1.1 The Radiation (Emergency Preparedness and Public Information) Regulations 2019 came into effect on 22 May 2019 and imposes new duties on the Council.
- 1.2 The only facilities in North Ayrshire currently affected are Hunterston A and B. Many of the duties are operational in nature, including revision of the Hunterston B Nuclear Power Station Off Site plan which will require to be revised to adhere to the regulations by 21 May 2020. This report deals with the delegation of such functions. Any functions which involve the determination of policy, such as the determination of the boundaries of the Detailed Emergency Planning Zone (DEPZ) would, in terms of the Council's existing Schemes of Administration and Delegation to Officers, be for Cabinet.
- 1.3 A separate report deals with the determination of the boundaries of the DEPZ.

2. Background

- 2.1 The new REPIR legislation is part of the UK's commitment to continuously improve preparedness in line with international best practice. It applies to all nuclear sites across the UK and is not specific to Hunterston A or B. The revised regulations place the following new duties onto local authorities:
- 2.2 Detailed Emergency Planning Zone

2.2.1 The duty to determine the size and shape of the DEPZ around Hunterston now lies with the local authority (it was previously with the Office for Nuclear Regulation (ONR) as regulator).

2.2.2 In terms of REPPiR, the operator is responsible for assessing the hazards from the site and prepares a Consequences Report. The content of this is detailed in the regulations. In determining the DEPZ the Council must do so 'on the basis of' this Consequences Report. To quote the REPPiR Code of Practice:- "The DEPZ must be based on the minimum geographical extent proposed by the operator in their Consequences report and should:

- (a) Be of sufficient extent to enable an adequate response to a range of emergencies; and
- (b) Reflect the benefits and detriments of protective action by considering an appropriate balance between:
 - i. Dose averted, and
 - ii. The impact of implementing protective actions in a radiation emergency across too wide an area.

In defining the boundary of a detailed emergency planning zone, geographic features should be used for ease of implementing the local authority's off-site emergency plan. Physical features, such as roads, rivers, railways or footpaths should be considered as well as political or postcode boundaries, particularly where these features and concepts correspond with other local authority emergency planning arrangements."

2.2.3 Determination of the DEPZ is the subject of a separate report.

2.3. Outline Planning Zone (OPZ)

2.3.1 Each nuclear site requires an Outline Planning Zone (OPZ). The extent of this is set in the regulations, being 30km in relation to Hunterston B (currently 20km) and 1km relating to Hunterston A. The latter reflects the non-operational and decommissioned nature of Hunterston A. The purposes of the OPZ are, to quote the Code of Practice as follows: -

"The presence of an outline planning zone should assist the local authority in planning for extremely unlikely but more severe events. The central aim of the outline planning zone is to support the decision making of emergency responders in the event that detailed or generic arrangements are not sufficient. Outline planning is about identifying what protective actions may be needed at a strategic level, where those capabilities could be obtained from and the anticipated time frame over which they will become available rather than having them in place ready to mobilise without delay".

2.3.2 In the case of Hunterston B this zone now includes the local authorities of East Ayrshire, South Ayrshire, Argyll and Bute, Renfrewshire, East Renfrewshire and Inverclyde. The current plan already includes information relating to our immediate neighbouring councils (East Ayrshire, South Ayrshire and Argyll and Bute). This will be extended to include other council areas out to 30km. These councils will provide the following information to support planning for the OPZ:

- Town populations
- Schools
- Healthcare facilities
- Care / Elderly homes
- Camping and Caravan sites
- Public footpaths, parks golf courses, large parks and stadia
- COMAH sites
- Reservoir and Treatment works
- Railway stations, ports and harbours

2.4. The local authority now has a duty to provide prior warning and information to the public living within the both the DEPZ and the OPZ. The extent of this duty is detailed in the Code of Practice as follows: -

“Prior information should be supplied in an appropriate manner and in an accessible format to members of the public who are in the detailed emergency planning zone, without their having to request it, so far as reasonably practicable.

Prior information should be available in an appropriate manner and in an accessible format to members of the public in the outline planning zone. If members of the public request such information they should be directed to it or provided with access to a hard copy if requested.”

2.5 Prior Information to the Public

2.5.1 Previously, EDF provided prior information to the residents within the DEPZ in the form of a calendar and the residents are also given the opportunity to register with EDF to be contacted by telephone in the case of an offsite emergency (although this is not compulsory). Under REPIR 19 this responsibility now falls to the local authority and would be undertaken by the Council's Communications team.

2.5.2 With regards to the OPZ, the Council's Communications Team will work closely with colleagues in the other council areas to ensure the same messaging and public information is provided on their respective websites directing them to North Ayrshire Council's website for further information on how being inside the OPZ may affect them and how to access a copy of the public Hunterston Offsite Contingency plan.

2.6 With the exception of the communication duties detailed in 2.6.2 above, all of the remaining functions would be undertaken by the Ayrshire Civil Contingencies Team (ACCT). This is a pan-Ayrshire local authority shared service, the lead authority for which is South Ayrshire Council. ACCT currently work with EDF on preparing the Hunterston Off-Site Plan and are heavily involved in both emergency planning and exercising for Hunterston

3. Proposals

3.1 It is proposed that public information duties under REPIR are delegated to the Head of Democratic Services and the remaining operational duties under REPIR are delegated to South Ayrshire Council as lead authority for ACCT.

4. Implications/Socio-economic Duty

Financial

- 4.1 There are no financial implications as this work is chargeable to EDF under REPPIR.

Human Resources

- 4.2 Any additional resource which is required by ACCT would be rechargeable to EDF.

Legal

- 4.3 A primary purpose of this report is to address the new legal duties imposed under REPPIR.

Equality/Socio-economic

- 4.4 There are no significant equalities or socio-economic implications of this report.

4.4.1 Children and Young People:

There are no significant implications of this report. Effective emergency planning arrangements support responders to deal with an emergency, and address the impact of an emergency on the population as a whole, children and young persons included.

Environmental and Sustainability

- 4.5 This report advises about new emergency planning duties in relation to Hunterston A and B, and the governance around these. Effective emergency planning arrangements support responders to deal with the environmental and other impacts of an emergency.

Key Priorities

- 4.6 Implementation of REPPIR will support the Council Plan theme of:
- Helping all of our people to stay safe, healthy, and active

Community Wealth Building

- 4.7 None

5. Consultation

- 5.1 There has been consultation with local Category 1 and 2 emergency planning partners, the Communications Manager, South Ayrshire Council and ACCT

Andrew Fraser
Head of Democratic Services

For further information please contact **Andrew Fraser, Head of Democratic Services**, on **01294 324125**.

Background Papers

- 1- REPPIR
- 2- Reppir Code of Practice

NORTH AYRSHIRE COUNCIL

18 February 2020

Cabinet

Title: **Determination of the Detailed Emergency Planning Zone (DEPZ) for Hunterston A and B Nuclear Power Stations**

Purpose: To agree the extent of the Detailed Emergency Planning Zone (DEPZ) for Hunterston A and B Nuclear Power Stations, under the Radiation (Emergency Preparedness and Public Information) Regulations 2019 (REPPIR)

Recommendation: Cabinet agrees to (1) determine the DEPZ for Hunterston A as 0km as recommended by the Operator, and (2) determine that the boundary of the DEPZ for Hunterston B should include all properties currently within the DEPZ, as shown delineated in black on the plan at Appendix 4 attached to this report.

1. Executive Summary

- 1.1 1.1The Radiation (Emergency Preparedness and Public Information) Regulations 2019 requires the Council to determine the boundaries of the DEPZs (Detailed Emergency Planning Zones) around Hunterston A and B.
- 1.2 The boundaries of the DEPZs must be 'on the basis of' the Operators' recommendations contained in their 'Consequences Report'. Currently the boundary is 2.4km from Hunterston B, whereas the respective Consequences Reports propose a boundary of 2km for Hunterston B and 0km for Hunterston A. The Council has limited powers to extend the boundary, but in the case of Hunterston B it is recommended that there are practical implementation advantages in retaining within the DEPZ, those properties currently within the existing 2.4km boundary. For reasons set out in the report, the Council does not have legal powers to set a DEPZ which is significantly beyond this distance and there are disadvantages in doing so.

2. Background

- 2.1 The new REPPIR legislation became part of UK law on 22 May 2019, as part of the UK's commitment to continuously improve preparedness in line with international best practice. It applies to all nuclear sites across the UK and is not specific to Hunterston A or B.

- 2.2 Regulation 8 places a duty onto local authorities to determine the size and shape of the DEPZ around the such sites. This duty was previously held by the Office for Nuclear Regulation (ONR) as regulator.
- 2.3 The DEPZ is the area close to the site where protective countermeasures are to be applied in the event of an off-site release from Hunterston B. These protective countermeasures are:
- Sheltering
 - Taking stable iodine tablets
 - Evacuation
- 2.4 All residents living within the DEPZ currently receive a calendar every year advising them of what to do if an emergency is declared. NHS Ayrshire and Arran also ensure that the residents have a supply of stable iodine tablets. The administration of stable iodine in tablet form is carried out to reduce or prevent uptake of radioactive iodine by the thyroid. EDF provide a telephone warning service whereby residents can register to be notified by telephone if an emergency is declared.

The Extent of the Discretion Available to the Council

- 2.5 It is important to recognise that the Council's duty under Regulation 8 does not stand alone. It forms part of a wider series of duties exercised by other bodies. The Council cannot exercise functions of these other bodies and vice versa. It also needs to be borne in mind that outwith the DEPZ there is an Outline Planning Zone extending to 30km for Hunterston B and 1km relating to Hunterston A. The boundary of the OPZ is set by REPPiR. The small OPZ for Hunterston A reflects the non-operational and decommissioned nature of this site.
- 2.6 To fully understand the extent of the discretion available to the Council, it is necessary to detail the various functions involved in REPPiR, and who exercises them. REPPiR sets out the following approach to the different responsibilities of Council and Operator. :-
- 2.7 Firstly it is the duty of the Operator (EDF for Hunterston B and Magnox for Hunterston A), not the Council, to assess the risks from generation of nuclear power at the site. In terms of Regulation 4 this is referred to as the hazard evaluation.
- 2.8 Secondly, Public Health England (PHE) determine the thresholds or Emergency Reference Levels (ERLs) which are relevant to administration of iodine, sheltering and evacuation. This is relevant as the DEPZ is the area within which it is necessary to shelter, to administer iodine and evacuate in order to meet the these Emergency Reference Levels. Emergency Reference Levels are a system designed primarily for planning of protective actions as a means to decide whether, on balance, the action does more good than harm. ERLs are expressed in *averted dose*, that is the amount of radiation dose which can be saved as a result of implementation of the protective action. This averted dose reduces the

risk from radiation but must be balanced against the potential harm that is associated with the protective action itself. The ERL system takes into account this non-radiation harm, and so presents a simplified approach to support decision making and planning. Each of the three protective actions (sheltering, evacuation, stable iodine) has an upper and lower ERL. PHE's advice is to always plan to use the lower ERL which maximises the protection of the public and represents the largest justifiable area or radius. If the calculated averted dose is below the lower ERL then, on balance, the protective action may introduce more harm than good. If the averted dose is greater than the upper ERL then the protective action can nearly always be justified on balance.

- 2.9 Thirdly, under Regulations 5 and 7, EDF as Operator submits a Consequences Report to the Council, which is attached at Appendix 2. The details of what must be considered in this Consequences Report assessment are contained in Schedule 3 of REPPIR.
- 2.10 In its Consequences Report, EDF has applied the worst-case scenarios taken from their hazard evaluation (including multiple risks all occurring at the same time), to determine the geographical extent to which it would be necessary to evacuate, shelter and administer iodine to comply with the Lower ERL for each of the protective actions. They have therefore recommended the largest justifiable distance. The respective distances from their Consequences Report are 300m for evacuation (although there are no houses within this distance), 1km for sheltering and 2km, for administration of stable iodine. PHE recommends that stable iodine is used in conjunction with sheltering which is why sheltering has been recommended out to 2 km rather than 1 km.
- 2.11 The last step in this process is that under Regulation 8, the Council determine the boundary of the DEPZ. This must be '**on the basis of**' the operator's recommendation. The Council can extend this in light of :
- (a) local geographic, demographic and practical implementation issues;
 - (b) the need to avoid, where practicable, the bisection of local communities; and
 - (c) the inclusion of vulnerable groups immediately adjacent to the area proposed by the operator
- 2.12 In all cases there is a need to have regard to the REPPIR Approved Code of Practice. Relevant extracts from this in relation to a local authority's duties under Regulation 8 (determination of DEPZ) appear in Appendix 1.
- 2.13 A key question in determining the extent of the discretion open to the Council is to determine what is meant by 'on the basis of the operator's recommendation' in Regulation 8. In other words, how wide is the Council's discretion to depart from this? It seems clear from the foregoing that in setting the DEPZ, the Council cannot consider the risks from nuclear operations at Hunterston, including any issues of graphite brick cracking, since hazard evaluation is a matter for the Operator under Regulation 3. Nor can Council change the Emergency Reference Levels (ERLs) set by PHE. We are obliged to accept these and accept the Operator's Consequences Report, including their assessment of factors in Schedule 1. In other words, the Council has to accept the Consequences Report at face value and cannot look behind it. Essentially our role is restricted to fine tuning the boundary to align it with geographical features, avoid bisecting

communities etc. This backed by the ONR statement that ‘there is nothing in REPPiR which should change the current position.’

- 2.14 In exercising its discretion the Council also needs to balance the benefits and disadvantages of any proposed boundary. However, and as detailed in 2.8, the Emergency Reference Levels (ERLs) set by Public Health England, largely determine this, since they are a system designed to decide whether, on balance, the action does more good than harm. For example, disadvantages of administering iodine might include (a) some people have adverse effects from it; (b) having tablets around a house for long periods is never a good idea as pets, and children can get hold of them (c) people can forget why they are there or move. As regards evacuation, having a wider DEPZ evacuation zone is something which could stop those within the immediate area from evacuating. Having a wider sheltering distance could impact on those who need visits from carers, result in pupils being unable to return home etc. While there may also be a perception that being in the DEPZ could impact on house values (as it would be declared in the seller’s home report, and might discourage some buyers), this would not be relevant to the Council’s role under Regulation 8 to look at ‘local geographic, demographic and practical implementation issues’.

Determination of the DEPZ

- 2.15 The Council have received Consequence Reports from both Operators. REPPiR defines the factors which must be taken into account in any such Report. EDF Energy has considered a wide range of accident scenarios in the hazard evaluation process and its recommendations are based on the scenario of shortest time to release, the largest quantity of radioactivity and the longest duration of release in the determination. The EDF Consequences Report recommends the distance of the DEPZ should be 2km from Hunterston B.
- 2.16 The Council has also received a Consequences Report from Magnox in respect of Hunterston A which is attached at Appendix 3. As the boundary of the wider OPZ for Hunterston A is set at 1km by REPPiR, the DEPZ would have to be less. This Report states that there is no requirement for a DEPZ for Hunterston A. This reflects the non-operational and decommissioned nature of this site. In practice, as Hunterston A and B are next to each other, a wider boundary for ‘B’ will result in an area around ‘A’ being within a DEPZ.
- 2.17 Whilst the legislation is clear that local authorities should base their DEPZ area on the Consequences Report, and the Council has to take this report at face value and not look behind it, the Council has also sought and received from PHE (Public Health England) their independent advice on the DEPZ distance for Hunterston B. PHE provide independent radiation advice to councils across the UK. The PHE advice agrees with that of EDF and states that the protective countermeasures are only required to a distance of 2km from Hunterston B.
- 2.18 The current DEPZ is a 2.4km circle around the site, which dates from when Hunterston A was an operating nuclear power station. In 2016, ONR determined that Hunterston A (by then a decommissioning site) was no longer considered a risk under the REPPiR 2001.

- 2.19 There are currently 50 properties within the current 2.4km DEPZ. This would reduce to 42 within the recommended 2km DEPZ. However, if a 2km boundary was to be imposed, this would now be aligned with physical features such as the A78. This would mean that with the exception of 8 properties all of those included previously within the 2.4km DEPZ would be included in the new 2km DEPZ. Appendix 4 shows the boundary of the existing 2.4km boundary and a 2km boundary.
- 2.20 There is no duty on the Council to consult widely in setting the DEPZ, particularly as the Council's discretion is limited to being based on the Operator's Consequences Report. As the Council's discretion is largely limited to fine tuning the operator's recommendations AACT did carry out a consultation in late 2019 with those who might be effected by such an exercise. In particular they wrote to all residents within the current DEPZ. At that stage, indications from EDF were that the Consequences Report would recommend a DEPZ of 1km, rather than the 2km now proposed. Only one resident from within the DEPZ commented, seeking further information. They advised they would prefer not to be included in the DEPZ area but would still like to receive both the calendar and the stable iodine tablets. This lack of response by those within the DEPZ to the proposal to reduce the DEPZ to 1km might reasonably be interpreted as showing that those within the DEPZ had few concerns about its reduction.
- 2.21 The Chair of the Hunterston Site Stakeholders Group and Fairlie Community Council has written to North Ayrshire Council and ONR expressing the wish that the DEPZ is extended to include all of Fairlie and Millport. Fairlie lies between 3.5 and 6.5km km from the site, and Millport lies approximately 4km from the site.
- 2.22 A number of other representations have been submitted from members of the public which seek extension of the DEPZ to 20km from the site. The main basis for this is that in France there is a 20km radius for pre-distribution of these stable iodine tablets, in Germany it is 64 miles, Austria and Belgium provide for the whole population and the Dutch Government have determined that they are to be provided for all pregnant women and under-18s, within a 100km radius of nuclear power plants. These countries provide residents with a voucher and they pick up tablets 'free of charge' from Pharmacies.
- 2.23 The arguments in favour of extending the DEPZ to 20km reflect the different regulatory regimes in these countries, that of the UK being a risk-based one. The Council has no power to determine the DEPZ or the allocation of iodine based on French, German or other laws. It requires to comply with REPIR. The Council cannot look behind or challenge the Consequences Reports it has received from the Operators. It cannot change the Operators hazard assessment or PHE's Emergency Reference Levels (ERLs) in order to justify a wider DEPZ. It cannot change the legislative basis of REPIR to bring it into line with France or elsewhere. Nor can it alter the considerations in terms of Schedule 3 of REPIR which a Consequences Report needs to address. All of these are outwith the Council's powers.

- 2.24 In relation to Millport, an argument has been made that in the event of an emergency when the ferries were cancelled, stable iodine tablets would not reach Millport. While this is a matter for more detailed planning as part of the Outline Planning Zone (OPZ), it is understood that a stock of stable iodine is held on the island. If the DEPZ was extended to include Millport and Fairlie, this would be well beyond the Lower Emergency Reference Level (ERLs) set by Public Health England and therefore, as the purpose of the ERLs is to determine the point at which the DEPZ does more harm than good, extending the DEPZ to these communities would do more harm than good.
- 2.25 Public Health England's advice is that on the basis of the assessment made by EDF, extending automatic protective actions out to 6 km or 20 km would not be justified. The Outline Planning Zone extends beyond 20 km and provides a framework for planning which is proportional to the risk. Should an emergency occur, PHE would always assess the risk to the public on the basis of observed data and prognosis of how the event may develop and advise the STAC (the Scientific and Technical Advice Cell who provide advice in an emergency) accordingly as to what protective actions are appropriate.
- 2.26 The Council's role is to base the DEPZ on the operator's Consequences Report, and to fine tune these boundaries based on the factors detailed in Regulation 8, namely;
- (a) local geographic, demographic and practical implementation issues;
 - (b) the need to avoid, where practicable, the bisection of local communities; and
 - (c) the inclusion of vulnerable groups immediately adjacent to the area proposed by the operator.
- 2.27 In terms of (b) and (c) above, there are no communities bisected by the proposed 2km limit and no vulnerable premises adjacent to it. As regards local geographic, demographic and practical implementation issues, this only allows Council to fine tune the boundaries. Arguably, for practical implementation purposes it is better to keep everyone in the existing zone within the new zone, particularly as much of it will still be around 2km. In defining the boundary of a detailed emergency planning zone, geographic features should also be used for ease of implementing the local authority's off-site emergency plan. Physical features, such as roads, rivers, railways or footpaths should be considered as well as political or postcode boundaries, particularly where these features and concepts correspond with other local authority emergency planning arrangements.

3. Proposals

- 3.1 In relation to the DEPZ for Hunterston A, as the OPZ is set under the Regulations as 1km, the only reasonable option is to set the DEPZ for Hunterston A as 0km. In practice this has little effect as a DEPZ for Hunterston B will include ground around Hunterston A.
- 3.3 In relation to the DEPZ for Hunterston B, the Council has a statutory duty to determine the DEPZ "on the basis of the Operator's recommendation as contained in their Consequences Report". There are two realistic options. Firstly, to go with the Operator's recommendation of 2km, the reasonableness of which has been confirmed by Public Health England. Alternatively, to retain the current

properties within the boundary, having regard to the communication and certainty advantages which such a long-standing boundary brings in an emergency. In both cases the boundary would now be aligned with geographic features, rather than being a simple circle around the site.

- 3.4 A strict application of the Emergency Reference Levels (ERLs) would suggest that the inclusion of properties outwith 2km would do more harm than good. However on balance, given that such properties are not far outwith the 2km, and having regard to the practical implementation benefits of retaining the current properties within the DEPZ, it is recommended to retain the current households within the DEPZ, but to better align this with geographical features, as shown in the plan annexed at Appendix 4 to the report.

4. Implications/Socio-economic Duty

Financial

- 4.1 There are no financial implications as this work is chargeable to EDF under REPPIR.

Human Resources

- 4.2 It is not expected that this will result in any additional staffing requirements, but any such resources would be chargeable to EDF as operator

Legal

- 4.3 A primary purpose of this report is to address the new legal duties imposed under REPPIR.

Equality/Socio-economic

- 4.4 There are no significant equalities or socio-economic implications of this report.

4.4.1 Children and Young People:

There are no significant implications of this report. Effective emergency planning arrangements support responders to deal with an emergency, and address the impact of an emergency on the population as a whole, children and young persons included.

Environmental and Sustainability

- 4.5 This report advises about new emergency planning duties in relation to Hunterston A and B. Effective emergency planning arrangements support responders to deal with the environmental and other impacts of an emergency. It is important to recognise that this report is not about wider issues of the sustainability, hazards or environmental impact of nuclear power.

Key Priorities

- 4.6 Implementation of REPPIR as a whole will support the Council Plan theme of:

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- Helping all of our people to stay safe, healthy, and active

Community Wealth Building

4.7 None

5. Consultation

- 5.1 There has been consultation with local Category 1 and 2 emergency planning partners, the Communications Manager, relevant officers in neighbouring authorities and residents within the current DEPZ. There has also been consultation with Public Health England who are the authority who provide independent radiation advice to Councils across the UK.

Andrew Fraser
Head of Democratic Services

For further information please contact **Andrew Fraser, Head of Democratic Services**, on **01294 324125**.

Background Papers

- 1- Consequences Report for Hunterston A
- 2- Consequences Report for Hunterston B
- 3- REPPIR
- 4- Reppir Code of Practice

Appendix 1
REPIR Code of Practice
Extracts from Guidance relating to Regulation 8 (Duty of Local Authority to determine DEPZ)

In relation to setting the DEPZ the Code says:-

“190 The detailed emergency planning zone must be based on the minimum geographical extent proposed by the operator in the consequences report and should:

- (a) be of sufficient extent to enable an adequate response to a range of emergencies; and
- (b) reflect the benefits and detriments of protective action by considering an appropriate balance between;
 - i. dose averted; and
 - ii. the impact of implementing protective

194 The zone should be set as the minimum area the operator considers should be covered by the local authority's off-site plan in accordance with paragraph 2 of Schedule 4, as well as by the local authority applying local geographic, demographic and practical implementation factors and considering relevant protective action in the area. The emergency arrangements for the zone should be identified in the off-site plan as per Schedule 6, Part 2, Chapter 1.

195 The local authority should accept the operator's recommendation of the minimum geographical extent of the detailed emergency planning zone. The local authority should only change that area to extend it because of local geographic, demographic and practical implementation issues, the need to avoid bisecting communities or to include vulnerable groups at the outer limit of the area. The local authority is not required to have the expertise to verify the technical basis for the minimum extent set by the operator.

197Although, undertaking protective action can reduce the dose received, this needs to be balanced against the stress caused to affected people and the potential harm to them that could result from this action. The size of the detailed emergency planning zone and the protective action planned in it should not put people at risk of harm from unnecessary action. An excessively large area could also divert important resource from affected areas which require the most attention. If it is considered by the operator that the local authority has

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increased the detailed emergency planning zone excessively so that the increase is detrimental to the effectiveness of the off-site plan, this should be discussed with the local authority and the regulator.



Nuclear Generation Limited

The Radiation (Emergency Preparedness and Public Information) Regulations 2019

Hunterston B Power Station Consequences Report

Originated By:	Emergency Planning Group	Date:	January 2020
Reviewed By:	Emergency Preparedness Engineer	Date:	January 2020
Approved By:	Technical and Safety Support Manager	Date:	January 2020

Revision	Date
001	January 2020

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Purpose

This consequence report is required in regulation 7 of Radiation (Emergency Preparedness and Public Information) Regulations (REPPiR) 2019 for the Local authority to determine a Detailed Emergency Planning Zone (DEPZ). It sets out the technical justification for the minimum distance for the DEPZ around Hunterston B nuclear power station.

The key priority for EDF Energy Nuclear Generation Ltd (EDF NG) is the safe, reliable generation of electricity. Generating safely means the prevention of accidents, recognising the potential hazardous situations or malicious acts that may cause harm to the public, our staff, the environment, or the reputation of the company and managing these events should they occur

The likelihood of an event occurring at Hunterston B power station is minimised through safety considerations in the siting, design, construction and operation and the granting and compliance with a nuclear site licence regulated by the Office for Nuclear Regulation (ONR). A Nuclear Site Licence is granted only after the ONR has fully satisfied that the licensee is a capable operator and has made an adequate safety case for the station and developed appropriate safety standards. The implementation of these standards demonstrates that an accidental event which might lead to the release of even small amounts of radioactivity is extremely low.

Despite constant vigilance, the safeguards incorporated into the design and operation of plant and support systems, and a positive accident prevention culture, hazardous situations that challenge control can occur. Having well-rehearsed emergency arrangements in a state of readiness, as required by REPPiR 2019, provides an additional layer of protection to mitigate the effects of unforeseen events.

This consequence report is developed from REPPiR regulations 4 and 5, requiring the operator, EDF Energy, to conduct an evaluation of the work with ionising radiation at Hunterston B power station to identify the hazards which could cause a radiation emergency, as defined in REPPiR regulation 2 and to assess the potential consequences of a full range of emergencies “both on the premises and outside the premises considering any variable factors which have the potential to affect the severity of those consequences”.

1 Consequence Report

1.1	Name and Address of the Operator		EDF Energy Nuclear Generation Ltd. Barnett Way Barnwood Gloucester Gloucestershire GL4 3RS
1.2	Premises details	Address	Hunterston B power station West Kilbride Ayrshire KA23 9QX
		Location	All distances mentioned in this report are a radius from the premises centre point Grid Reference NS 18570 51455, which is the centre of the reactor building.
		Date of commencement of work with ionising radiation	Work with ionising radiation has already commenced at Hunterston B power station. The construction of the station started in 1968 and the station started generating electricity in 1976.

1.3	Recommended Minimum Geographical Extent – Detailed Emergency Planning (DEPZ)	The Detailed Emergency Planning Zone for the site should be no smaller than 2km from the centre point noted above in section 1.2.
1.4	Recommended Distances for Urgent Protective Actions (sheltering, stable iodine tablets & evacuation)	<p>The assessments required under REPIR indicate detailed planning is justified for the urgent protective actions of administration of stable iodine and implementation of sheltering within a distance of ~ 2km from the site for protection of the public. The protective actions should be capable of being enacted as soon as is practical after the declaration of a Radiation Emergency has occurred or before a release starts to maximise the averting of dose. Stable iodine can be administered up to 5-8 hours following exposure as averting iodine inhalation dose of ~ 50% is still possible.</p> <p>Appropriate arrangements should be considered in this area for individuals for whom it is not possible to offer appropriate shelter in solid buildings and stable iodine tablets. This is likely to include a number of transient individuals, such as those using local recreational facilities.</p> <p>The rationale for the distances and timings for recommending the detail planning for implementation of urgent protective actions is provided below in section 1.7.</p> <p>The assessments indicate evacuation is justified within 300m. This area is predominantly inside the site fence, therefore there is no justification for planning in detail to evacuate the public as a default action within the detailed emergency planning zone. Evacuation within the DEPZ should be considered in outline planning arrangements in the event of a severe accident.</p> <p>It is recommended that advice be issued within 24 hours to restrict consumption of leafy green vegetables, milk and water from open sources/rain water in all sectors of the Details Emergency Planning Zone and downwind of the site to a distance of 43km.</p>

<p>1.5 Recommended Minimum Geographical Extent – Outline Emergency Planning (OPZ)</p>	<p>It is recommended that the Outline Planning Zone for the site be set as per REPPIR regulation 9 (1) a) and schedule 5 – (category 2) at 30km.</p> <p>Default urgent protective actions, other than consideration of food restrictions, are not recommended within the OPZ. Outline planning should consider the implementation of urgent protective actions in the OPZ for a radiation emergency which is considered extremely unlikely.</p> <p>It is recommended that that the outline plan consider the process for the implementation of stable iodine distribution, shelter and evacuation uniformly throughout the OPZ, with or without a warning period.</p> <p>Planning in outline will enable implementation of protective actions based on the assessments made during an event and determined as appropriate based on the justification of the potential for averting exposure.</p>
<p>1.6 Environmental pathways at risk</p>	
	<p>A radiation emergency at Hunterston B would take the form of a gaseous plume containing radioactive particulates. This would put the following environmental pathways at risk:</p> <ul style="list-style-type: none"> • Grown foods – direct surface contamination and soil to plant • Animal products via ingestion • Water supplies through direct contamination and contaminated runoff
<p>1.7 Rationale</p>	
	<p>SELECTION OF SOURCE TERM</p> <p>EDF Energy has considered a wide range of accident scenarios in the hazard evaluation process and selected a candidate release as the basis of the consequences assessment. The candidate release assumes the most pessimistic attributes from a number of fault sequences in terms of time to release and quantity of activity released it, therefore, does not correspond to the release from a specific individual fault. It covers faults in all facilities on site, and all modes of plant operation.</p>

POPULATION VARIABLES

As recommended by Public Health England the exposure to the following population groups has been considered

- infants (0-1 year)
- children (1-10 years)
- Adults

Particular attention is given to the exposure to infants as the most vulnerable group

Dose to the foetus and to breast-fed infants has been considered and it has been determined that the protective measures required for these do not exceed those required by the most vulnerable group identified above.

IMPACT OF WEATHER VARIABLES

The most significant consequences off site will occur from airborne radioactivity. The impact of the consequences is dominated by the weather conditions transporting the radioactive material off site. Extremes of weather, in this context, relates to the amount of dilution of the radioactive material that occurs during transportation. While higher wind speeds transport radioactivity over greater distances, the plume tends to move faster and affects a narrower area. Slow moving wind, with little or no turbulence, reduces the dilution of the radioactivity and presents the worst-case conditions for a release of radioactive material, as the release of radioactivity remains more concentrated as it moves off the site.

This becomes relevant in terms of the potential exposure through inhalation (amount of radiation per breath) and direct exposure as the release cloud or plume passes overhead. A full range of the atmospheric conditions occurring in the UK have been considered, along with the impact of rain, as this can 'wash' radioactivity out of the cloud or plume leading to a build-up of deposited activity where the rain falls raising levels of radiation in the environment and the potential of increased exposure through ingestion and direct exposure. The weather conditions used to develop the distances recommended in this report account for over 95% of the expected conditions at Hunterston B from an assessment of historic weather data. This aligns with Public Health England's recommended methodology to take account of pessimistic consequences due to unfavourable weather conditions as set out in report PHE-CRCE-50.

EMERGENCY RELEASE AND RESPONSE TIME VARIABLES

The effectiveness of the urgent protective actions is determined by when implementation is achieved relative to the release and passage of the radioactive material. It is assumed that the most limiting scenario occurs when the release commences before emergency plans are activated. The duration of the candidate release is approximately 5 hours at which point the release will effectively terminate because the depressurisation of the Reactor Coolant System results in

limited motive force to expel radioactivity, or because emergency actions have re-established containment.

Despite best efforts to rapidly assemble the emergency response organisation to determine the protection strategy and to notify members of the public to take action, the delay in doing this will reduce the effectiveness of the protective measures. A conservative time factor for implementing the protective measures of 2 hours has been considered when assessing distances determined by the effectiveness of protective actions. However the distances recommended in this report are based on a best-case scenario where protective actions can be implemented in advance of exposure occurring.

No assumptions should be made about the availability of a warning period to enact the emergency response and protective actions. Whilst faults could develop which would give a warning period of an hour or more before a release of radiation from the site it should not be assumed that this would be the case. Therefore any protective actions and emergency plans should be based on the conservative basis that no warning period would be available and should therefore be capable of being activated as soon as possible.

PUBLIC PROTECTION GUIDANCE

Public Health England (PHE) provide the UK guidance for emergency planning thresholds on dose for guiding decisions on actions. Emergency Reference Levels (ERL's) are dose criteria that apply to the justification and optimisation of sheltering-in-place, evacuation and administration of stable iodine. These are most appropriately expressed in terms of averted dose and are given in the table below.

Recommended ERLs for the planning of sheltering-in-place, evacuation and administration of stable iodine protective actions

	Effective dose or organ dose	Averted dose (mSv) ^a	
		Lower	Upper
Sheltering	Effective	3	30
Evacuation	Effective	30	300
Stable iodine	Thyroid ^b	30	100

^a In recognition of their higher cancer risk, the doses are those potentially averted in young children

^b mSv equivalent dose to the thyroid

The key objective with planning and deploying urgent protective actions is to achieve more good than harm in context of the risks from radiation exposure and the risks associated with the protective measure. Hence the arrangements in place should be proportionate to the risk and offer a trade-off between protection against radiation dose and the detriments that protective actions can have when implemented.

As indicated in REPIR, the lower ERLs are used in the determination of the distance for justifying detailed planning for implementing urgent public protective measures.

APPLICATION OF THE EMERGENCY REFERENCE LEVELS

The recommended minimum distance for detailed emergency planning has been based on consideration of distances to which it would be proportionate to administer the urgent protective actions of evacuation, shelter and stable iodine. The nature of radiation emergency at Hunterston B means that iodine radionuclides are the dominant hazard. Therefore, the distance to which the administration of stable iodine is considered proportionate is the greatest of any of the protective actions and is the distance used to determine the minimum size of the Detailed Emergency Planning Zone.

DISTANCE TO LOWER ERL FOR STABLE IODINE

The distance across which it is justifiable to administer stable iodine as a protective action has been calculated as ~2000m from the centre point of the site based on the lower emergency reference level for an infant, identified as the most vulnerable group. This assumes the maximum possible benefit afforded by this protective action by it being administered before or very shortly after exposure.

Whilst it is accepted that there may be a delay in notifying the public of a radiation emergency, resulting in the protective action being less effective, it is considered appropriate for public protection to base the distance given in this report by considering the most effective outcome.

DISTANCE TO LOWER ERL FOR SHELTERING

The distance across which it is justifiable to recommend shelter as a protective action has been calculated as ~950m from the centre point of each site based on the lower emergency reference level for an infant, identified as the most vulnerable group.

Whilst this distance is shorter than that of stable iodine, it is recommended that the two protective actions be deployed together and therefore it would be reasonable to extend shelter as a protective action to the same distance as that of stable iodine. This follows public protection guidelines set out by Public Health England in report PHE-CRCE-049.

DISTANCE TO LOWER ERL FOR EVACUATION

The distance across which it is justifiable to recommend evacuation as a protective action has been calculated as ~300m from the centre point of the site based on the lower emergency reference level for an infant, identified as the most vulnerable group.

This area is largely contained within the site fence in most places and contains no permanent residents. It is therefore judged that the use of evacuation as a default urgent protective action within the Detailed Emergency Planning Zone is not

justified. Evacuation within the DEPZ should be considered in outline planning arrangements in the event of a severe accident.

DISTANCES FOR FOOD RESTRICTIONS

Averting exposure to radiation through ingestion of locally produced food stuffs and drinking water is not considered to be an immediately urgent protective measure due to the delay in exposure and the ability to issue advice within 24 hours from the start of the release.

Assessments indicate that the radiation concentrations in milk under likely dispersion conditions would exceed the Euratom Maximum Permitted Levels (MPL) to a distance of ~ 41km and concentrations in unprocessed leafy green vegetables would exceed the MPLs to a distance of ~43km. It is recommended that for ease of communication the advice be issued for a single distance of 43km. This should also include advice against drinking of rainwater or water from open sources to the same distance.

Analysis shows that the distance to which food restrictions would be required will vary significantly based on the weather factors on the day with the presence of rain having a significant influence. Whilst it may be necessary to implement food bans beyond the distances recommended it is considered proportionate to plan for the extent suggested, which can then be reviewed and adjusted as necessary by the appropriate authority once an appropriate emergency organisation has been established.

OTHER EMERGENCY PLANNING CONSIDERATIONS

Appropriate arrangements should be considered in the DEPZ to a distance of 2000m for individuals for whom it is not possible to offer appropriate shelter in solidly built buildings and stable iodine tablets. This may include transient populations such as users of local recreational facilities.

Whilst potential dose to such individuals is not expected to exceed the lower ERL for evacuation, the doses could be above the lower ERLs for sheltering and stable iodine. Appropriate arrangements will therefore be needed to ensure that any individuals that fall into this category can be adequately protected, which may be most practically achieved by evacuating them from the immediate area.

There are a range of potential events which could occur at the site which relate to conventional industrial hazards (e.g. fires, chemical spill) which may require an emergency response, including off site support, but do not lead to a release of radioactive material. These would be declared as a Site Incident. It is understood that such events could be perceived as a radiation emergency by the public, and therefore all such events will include necessary notifications to relevant organisation so that reassurance requirements can be enacted.

SUMMARY RECOMMENDATIONS OF DISTANCE TO LOWER ERL

The assessments indicate that detailed planning is justified at Hunterston B power station within at least 2000m and the urgent protective actions of administration of stable iodine and implementation of sheltering are justified within a maximum distance of 2000m from the site for protection of the public.

2000m is the minimum distance for the DEPZ. The local authority can choose to extend this in line with Regulation 8(1). It is not recommended that urgent protective actions be extended beyond the distances specified in this report without taking appropriate public protection advice as increasing protective actions beyond the recommended distances could do more harm than good.

The protective actions should be capable of being enacted as soon as is practical after the declaration of a Radiation Emergency (Off Site Nuclear Emergency) or before a release starts to maximise the averting of exposure. Consideration should be given to the pre-distribution of stable iodine tablets within the area likely to be affected.

Stable iodine can be administered up to 5-8 hours following exposure as averting iodine inhalation dose of ~ 50% is still possible.

Evacuation is not considered to be justified as a default protective action in the DEPZ.

2 Distribution

Station Director			
TSSM			
QMGH			
EPE			
External Communications Manager			
Louise Driver		Head of Emergency Planning	EDF Energy
Josh Tarling		Emergency Planning Group	EDF Energy
Craig Hatton	<i>External</i>	Chief Executive	North Ayrshire Council
Jane McGeorge	<i>External</i>	Coordinator	Ayrshire Civil Contingencies Team
Lesley Jeffery	<i>External</i>	Civil Contingencies Officer	Ayrshire Civil Contingencies Team
Stuart Fannin	<i>External</i>	Site Inspector	ONR
REPP19Compliance@onr.gov.uk	<i>External</i>	REPP19 Compliance Lead	ONR
TSSM (Equivalent)	External	TSSM (Equivalent)	Hunterston A Station

Figure 1 – Recommended Minimum Distance for Detailed Emergency Planning



**Radiation (Emergency Planning and Public Information) Regulations
2019**

Consequences Report for Hunterston A Decommissioning Site

The following report is provided to the North Ayrshire County Council in accordance with REPIR 2019, Regulation 7(5), with the particulars of the report in accordance with REPIR 2019 Schedule 4.

Factual Information

(a) The name and address of the operator:

Mr J Grierson, Regional Closure Director,
Magnox Ltd.,
Hunterston A Decommissioning Site,
West Kilbride
Ayrshire
KA23 9RA

(b) The postal address of the premises:

Hunterston A Decommissioning Site,
West Kilbride
Ayrshire
KA23 9RA

Hunterston A is a decommissioning nuclear power plant site, without a significant presence of irradiated fuel.

(c) The date on which it is anticipated that work with ionising radiation will commence:

Work with ionising radiation is already underway at the premises.

Recommendations

(a) The proposed minimum geographical extent, if any

There is no distance beyond the site's boundary fence within which urgent protective action to mitigate harm from the unintended release of radioactive material may be needed.

It is recommended that no detailed off-site emergency planning is required.

Rationale

(a) The rationale for the above recommendation on the minimum distance for which urgent protective action may be needed is as follows:

Assessment carried out by Magnox Ltd has established that there is no event, whether caused by error or omission by the operators or caused by external factors, which can credibly result in the release of sufficient radioactive material from the Hunterston A site to the atmosphere to cause public serious harm. As such, there is no scenario where urgent protective action to reduce public dose uptake is needed.

There is a region close to the site where protective actions to mitigate public dose uptake could be considered in the highly unlikely event of a large aircraft impacting the site. If the impact were directly onto waste bunker 1 (a relatively small facility on the site), the resultant aviation fuel fire will cause the release of some radioactive particulates into the air. For members of the public within 500m of the site boundary, their dose could possibly exceed the lower ERL for sheltering (the point where the option to shelter the public should be considered) but nowhere beyond the site fence will it exceed the upper ERL for sheltering (the point where urgent protective action should normally be taken).

It has been established by assessment that in the most unfavourable weather conditions, the consequences of a large aircraft impact directly on to bunker 1 could lead to a dose of up to 32mSv.

This is for a member of the public who is as close as possible to the event, and who remains there for the whole period that the fires continue. However, if the weather was typical for the location (i.e. a moderate breeze), the dose would only be up to 9mSv and then only if the wind was blowing directly towards the person. The majority of this dose uptake will arise whilst the fires in the bunker continue to burn, with the dose uptake caused by inhalation of the radiologically contaminated smoke. Whilst it would be appropriate to consider asking the public at this close location to take shelter to avoid dose uptake, given the true nature of the event (a catastrophic aircraft impact with a debris radius likely to be of the order of a few hundred meters) and the trivial health significance of the predicted dose, it would be difficult to judge this action should be a priority.

The consequences of the scenario reduce with distance. For weather which is typical for the site, the dose received during the whole course of the event will only exceed 5mSv within a distance of 170m from the bunker (effectively, this covers a 200m stretch of the public road passing the site; and only when the wind is blowing from the East). For people beyond this distance, the dose is sufficiently small it is unnecessary to take any action to mitigate the dose. It is likely that any actions taken by the authorities, such as requiring the public to shelter or to evacuate the area, will do more harm than that arising from the unmitigated dose.

Bunker 1 is currently being emptied of radioactive materials. It is anticipated that by the end of 2020, the bunker will have been emptied and after that time there will be no further scope for an event, of any credible nature, to result in a significant release of radioactive material from the Hunterston A site.



NORTH AYRSHIRE COUNCIL

18 February 2020

Cabinet

Title:	Scottish Government consultation on the replacement for European Union Structural Funds
Purpose:	To ask Cabinet to homologate the Council's response to the Scottish Government's consultation on the replacement of European Union Structural Funds in Scotland post EU-Exit.
Recommendation:	<p>It is recommended that Cabinet:</p> <ul style="list-style-type: none"> a) Agrees to homologate the Council's response to the Scottish Government Consultation as detailed in Appendix 1; b) Agrees that the same underlying principles of the response are used to inform the Council's response to the anticipated UK Government's consultation on the proposed UK Shared Prosperity Fund; c) Agrees the Council's continued engagement with strategic national and regional networks, including Southern Scotland, to maximise support from UK and Scottish regional policy, funding and regulatory frameworks post EU-Exit.

1. Executive Summary

- 1.1 Scottish Government has launched a consultation on the replacement of European Structure Funds post-Brexit. This report outlines our response which is included within Appendix 1. It is also anticipated that the UK Government will soon launch a consultation exercise on the proposed UK Shared Prosperity Fund (UKSPF). The Council has been engaging with strategic national and regional networks, including Southern Scotland partners, to ensure that the needs of our communities and businesses are put forward strongly within these consultation exercises.

2. Background

- 2.1 European Regional Development Fund (ERDF) and European Social Fund (ESF) have been important to efforts by UK local authorities to address the UK's regional economic imbalances. Historically, North Ayrshire Council has received significant funding from EU programmes. The current EU Structural Funds programme covers the period 2014-2022. North Ayrshire Council has received allocations under four main programmes, which are listed below:

- Youth Employment Initiative
- Employability Pipeline
- Poverty and Social Inclusion
- Business Support (Ayrshire wide ERDF)

2.2 Analysis by the West of Scotland European Forum (WoSEF) has identified that 15-25% of Scottish Councils' spend on economic development activity comes from European funding and therefore securing a positive outcome from the UKSPF for North Ayrshire is crucial to our ongoing plans for inclusive economic development and regeneration, particularly at a time of constrained local government funding.

2.3 The UK Government has indicated its intention to provide successor funding to EU Structural Funds through its proposed UKSPF but there is little detail of what shape this will take, despite a consultation on this fund being promised for some time.

2.4 In terms of the current Scottish Government's consultation, Scottish Ministers have set out five non-negotiable principles to influence successor funding:

- 1) Scotland should not lose out financially compared to the current level of funding it receives from the EU;
- 2) The devolution settlement must be respected and there must be no attempt by the UK Government to take back powers that the Scottish Government has rightfully executed to date;
- 3) The Scottish Government's role in the development of the Shared Prosperity Fund should be as partners, not merely consultees;
- 4) The current level of flexibility of allocation of funds should not be reduced under post EU-exit funding arrangements;
- 5) The replacement should be operational from 1 January 2021 in order to be implemented in early 2021 so that our stakeholders do not suffer any difficulties due to funding gaps.

2.5 The Scottish Government's consultation focuses on:

- the aim and objectives of post EU Exit funding in Scotland;
- how to maximise its added value;
- the extent to which it should be aligned with Scottish, UK and EU policy priorities;
- whether and how it should be concentrated thematically or geographically;
- the appropriate arrangements for monitoring and evaluation;
- and the most effective and efficient approach to governance and partnership.

2.6 The consultation closed on 12 February 2020 and the Council's response included at Appendix 1 was submitted prior to the deadline.

Reducing regional inequalities and achieving an inclusive economy

2.7 The key points from the Council's response are outlined below:

- The purpose of a replacement fund should be focused on reducing the stark levels of regional inequalities in the UK. Reports published in 2018 and 2019 by ONS, the UK's independent national statistical body, show Southern Scotland NUTS2 region (Dumfries and Galloway, Scottish Border, South Lanarkshire Council and the three Ayrshire Councils) to be the region with the lowest GDP per head in the UK, and that it has been in this position for the past twenty years. A new regional policy is required to support fragile regions such as Southern Scotland NUTS2.

- The new Fund needs to support projects that are strategically significant at a regional or local level in terms of promoting a sustainable inclusive economy. There should be more flexibility to use funding to meet regional and local needs and contribute to key priorities such as inclusive economy, Community Wealth Building and net zero carbon. Programmes need to be structured in ways that deliver support more efficiently, flexibly and with more local control. Local authorities can play strong and effective roles at the heart of decision making and management arrangements for the UKSPF.
- A multi-annual approach is necessary to address the complex and deep-rooted causes of regional inequality
- Meaningful consultation by the UK Government on the new UKSPF is essential, however time is running out and there has been no formal consultation with local authorities. To avoid a hiatus in activity, UKSPF needs to be in operation from January 2021 and, as such, key framework and financial decisions are needed soon, particularly to allow for budget and programme planning.

Strategic engagement

2.13 The Council has been engaging with a range of strategic and regional partners to develop joint responses to replacement programme consultation to promote North Ayrshire and wider Ayrshire interests: Convention of Scottish Local Authorities, Scottish Local Authority Economic Development network, Industrial Communities Alliance, Highlands & Islands European Partnership, West of Scotland European Forum and the Southern Scotland network (Dumfries and Galloway Council, Scottish Borders Council, South Lanarkshire Council and the three Ayrshire Councils).

2.14 This includes a meeting in Irvine in December where officers from Southern Scotland authorities agreed actions to highlight the NUTS2 region's aspirations with respect to the replacement programmes, including:

- Developing a joint letter from Southern Scotland Councils to UK Government and Scottish Government;
- Engaging with local MPs and MSPs to highlight the regional case and requesting support;
- Working jointly to ensure that Scottish level responses - particularly those submitted by CoSLA and SLAED – reference the position of Southern Scotland and recognise the potential to maximise support to Scotland's regions by pressing the case for targeted support to Southern Scotland.

3. Proposals

3.1 It is recommended that Cabinet:

- a) Agrees to homologate the Council's response to the Scottish Government Consultation as detailed in Appendix 1;
- b) Agrees that the same underlying principles of the response are used to inform the Council's response to the anticipated UK Government's consultation on the proposed UK Shared Prosperity Fund;
- c) Agrees the Council's continued engagement with strategic national and regional networks, including Southern Scotland, to maximise support from UK and Scottish regional policy, funding and regulatory frameworks post EU-Exit.

4. Implications/Socio-economic Duty

Financial

4.1 None at this stage in the consultation process.

Human Resources

4.2 None at this stage in the consultation process.

Legal

4.3 None at this stage in the consultation process.

Equality/Socio-economic

4.4 The Council's response sets out that future funding should contribute to reducing regional inequalities and achieving an inclusive economy.

Environmental and Sustainability

4.5 The Council's response sets out that future funding should contribute to tackling climate change and the transition to a low carbon economy.

Key Priorities

4.6 The proposals and response contribute towards the following Council Plan key priorities:

- North Ayrshire has an inclusive, growing and enterprising economy
- North Ayrshire's residents and communities enjoy good life-long health and well-being
- North Ayrshire is well-connected with effective infrastructure
- North Ayrshire is a sustainable environment
- North Ayrshire is a vibrant, welcoming and attractive environment

Community Wealth Building

4.7 The Council's response sets out that future funding should reflect the wider aims of Community Wealth Building.

5. Consultation

5.1 The Council is working with key partners noted above to develop joint responses to consultations on domestic replacements for EU programmes. NAC officers participated in a Scottish Government consultation event in January 2020. The Ayrshire Regional Economic Joint Committee in June 2019 agreed a regional approach to engaging with Southern Scotland.

RUSSELL McCUTCHEON
Executive Director (Place)

For further information please contact **Julie McLachlan, Senior Manager – Economic Policy**, on **01294 324999**.

Background Papers

Appendix 1: North Ayrshire Council response to Scottish Government consultation on the replacement for European Union Structural Funds

NORTH AYRSHIRE COUNCIL RESPONSE TO SCOTTISH GOVERNMENT CONSULTATION ON THE REPLACEMENT OF EUROPEAN STRUCTURAL FUNDS IN SCOTLAND POST EU-EXIT

February 2020

A) STRATEGIC AIMS

Objectives

Scottish Ministers want to take this opportunity to design a flexible source of additional funding that drives inclusive economic growth and makes a measurable and significant difference to the lives of people, businesses and communities across Scotland. With this in mind:

- 1. What are the main aims that this funding should seek to achieve?**
- 2. How could funding be used most effectively to address spatial inequalities between areas and communities in Scotland?**
- 3. Geographically, at what level would the priorities for funding be best set?**

North Ayrshire Council welcome this consultation and would be happy to discuss any aspects of this submission. The Council has extensive experience of EU funding and delivering programmes to address the diverse needs and opportunities of our communities and businesses across North Ayrshire's strategic investment sites, towns, rural and island communities. Replacing EU funding with the right type and level of domestic funding via a strong regional policy is critical if we are to achieve an inclusive economy in fragile post-industrial regions like Ayrshire

Stark levels of regional inequality in the UK have been well-documented, however this is also an issue impacting the Scottish economy and our ambitions of an inclusive wellbeing economy. The Fraser of Allander Institute (2018) have recently highlighted this in their economic commentary: GVA per head in Edinburgh is nearly 2.5 times higher than in East and North Ayrshire. In the past 20 years this gap has widened – GVA per head in Edinburgh has nearly doubled since devolution, with growth in East and North Ayrshire around half that rate.

North Ayrshire Council recognise that in an increasingly challenging economic environment, we have to work in new ways in order to deliver an inclusive economy. As a result, working in partnership with the Scottish Government's Office of Chief Economic Advisor, the Council piloted the 'Inclusive Growth Diagnostic'. The main purpose of the Diagnostic was to identify constraints and opportunities for driving inclusive growth in North Ayrshire in order to prioritise actions to address them at a time of constrained public sector resources. Jobs density was one of the key constraints identified by the diagnostic – indeed North Ayrshire has one of the lowest job densities in Scotland – and this highlights that the Council is unable to achieve inclusive growth without a change in national policy and investment, and as such investment should be targeted where there is most need, for example areas of market failure, and where impact will be greatest.

The failure of current ESIF programmes and approaches to address the different challenges and opportunities faced by Scotland's regional and local economies was recognised in 2018 by the Scottish Parliament's Economy, Jobs and Fair Work Committee. Following an inquiry into existing and future programmes, the Committee concluded that this failure should be addressed in successor programmes if inclusive growth is to be delivered in Scotland. Similar conclusions and recommendations have been reached at a UK level by an All Party

Parliamentary Group (APPG) investigating post Brexit funding in 2018, and by a House of Commons Committee Inquiry into the role and function of replacement funds in 2019.

There is a need for a new National Regional policy which aims to build on European Cohesion Policy with its focus on tackling regional economic imbalances and problems at NUTS2 level. These aims should be underpinned by the principles of interventions being required to focus on inclusive economies and sustainable development which aligns with the need to combat climate change and increase local wealth.

UKSPF resources need to be allocated in fair and transparent ways that give priority to the development needs of less prosperous regions such as the Southern Scotland NUTS2 region which includes Ayrshire.

Traditionally the EU uses Gross Domestic Product (GDP) per head in NUTS2 regions as the primary indicator for calculating the quantum and nature of assistance needed to support the union's economic and social cohesion. NUTS2 is the statistical geography agreed with Member States as the base for calculations, with each region classified as less developed, transition or more developed, depending on how its regional GDP per head compared to the EU average. EU programmes use these classifications to target funding and regulatory support, with less developed and transition regions securing higher level, and more flexible, support than more developed regions. This targeted approach extends beyond EU Structural and Cohesion Funds and is a key component of regulatory frameworks, particularly state aid. This ensures that less developed and transition regions operate under more favourable state aid terms than more developed regions. The Council believes this approach should continue for replacement funds.

The proposal for a fifth NUTS2 region, Southern Scotland, was approved by Scottish Government and finally agreed by UK Government and the European Commission in 2017. Local authorities in the south of Scotland have long argued that the former NUTS2 geographies masked significant intra-regional inequalities in Scotland. Southern Scotland NUTS2 comprises the area covered by the three Ayrshire local authorities, except for the North Ayrshire islands, alongside the areas covered by South Lanarkshire, Dumfries & Galloway and Scottish Borders Councils. Adjustments were made to the NUTS2 boundaries of West Central Scotland and Eastern Scotland, and the revised NUTS2 regions came into force in January 2018.

CPMR (European Conference of Peripheral Maritime Regions), an influential body in EU circles, published a report shortly before the last UK General Election which projected that Southern Scotland, the Highlands & Islands and West Central Scotland NUTS2 regions would have been awarded substantial packages of support from the EU had the UK not taken the decision to withdraw its membership. It projects that UK regions would have secured €13 billion euros in 2021-27. This level of increase would have had a very substantial impact on the overall funding pot the UK would have been able to secure, and had the potential to transform the seven UK NUTS2 regions which CPMR projects would have been classified as less developed, including Southern Scotland. For these the combined regions, Cohesion funding allocation in 2021-27 is projected as £3.8 billion.

Reports published in 2018 and 2019 by ONS, the UK's independent national statistical body, show Southern Scotland to be the NUTS2 region with the lowest GDP per head in the UK, and that it has been in this position for the past twenty years.

Alignment with Scottish Policy and Other Funding Streams

Scotland has a set of high-level strategic documents that guide the direction of our policy development and spend. These are focussed on inclusive economic growth and include our

National Performance Framework, our Economic Strategy, our Programme for Government and our new Enterprise and Skills Strategic Board approach.

4. How could the use of future funding add value to other sources of funding focussed on similar objectives in Scotland?

The new Fund needs to support projects that are strategically significant at a regional or local level in terms of promoting sustainable inclusive growth. This is likely to include activity which currently benefits from EU support, such as business competitiveness and employability and skills programmes. It should contribute to the wider aims of Community Wealth Building including a fair and resilient local economy and labour market, with diverse business models. Where appropriate, UKSPF could also include support for capital project activity e.g. development of sites and premises for business and industry, tackling climate change and the transition to the low carbon digital economy, development of low carbon transport infrastructure.

Alignment with UK and EU Policy

The UK Government has said that the SPF will be aligned with its Industrial Strategy and will focus on increasing productivity. At the same time, the European Union is evolving its Cohesion Policy with a structure of 5 themes: A Smarter Europe; A Greener, carbon free Europe; A Connected Europe; A More Social Europe; and A Europe closer to citizens, to create a more tailored approach to regional development in order to drive EU investments.

- 5. What practical value would you see in future funding in Scotland being aligned with the UK Industrial Strategy and other spatially-differentiated UK economic policies such as the City and Regional Deals or the Industrial Strategy's sectoral approach?**
- 6. What practical value would you see in maintaining alignment with EU Cohesion Policy?**

In terms of levels of decision making and autonomy, NAC believe subsidiarity will be critical if the UKSPF is to succeed. The funding should be aligned with Scotland's economic strategy and the NPF's focus on inclusive growth and wellbeing, and its approach to regional economic development with a focus on those regions in need of additional investment to promote an inclusive economy such as the Southern Scotland NUTS2 area.

The purpose of EU Cohesion Policy is to reduce the significant strategic imbalances which exist between nations and within the regions of those nations.

It might also be useful to maintain linkages with the next phase of EU Cohesion Policy. In practical terms this would be of use in facilitating access to the 2021-27 generation of European Territorial Cooperation programmes, though this is dependent on the UK buying in to these programmes. If the funds for these are to come from UKSPF, its budget needs to be increased to accommodate them.

It is in the joint interests of the UK and EU for a long-term economic relationship to be agreed. In mirroring EU regional policy development, a common policy language can be maintained, helping to ensure that the competitive advantage liable to be delivered by cohesion policy in the EU is matched by developments in the UK. The recognition of NUTS2 Less Developed Regions within the UK in alignment with the EU would be an important contribution to this.

Evaluation and Monitoring Progress

In order to ensure that any new fund is achieving its aims and objectives, it is important that an evaluation approach is developed in parallel.

- 7. How could we best evaluate the success of this new fund?**

- 8. What relevant parts of the National Performance Framework should this funding be targeted towards?**
- 9. Which specific aspects of the monitoring and evaluation framework from European Cohesion Policy do you consider would be beneficial to retain for any new fund?**

UKSPF programme targets should be set to reflect the contribution they make to narrowing inter and intra-regional disparities and the National Performance Framework and Scottish Government's inclusive growth outcomes, using key inclusive growth indicators such as GVA and labour market participation but also wider measures, NAC are keen to share learning from the Inclusive Growth Diagnostic.

The longer term focus of programmes should be on the additionality of economic, social and environmental programmes.

B) GOVERNANCE STRUCTURES OF FUTURE FUNDING

Allocation and Programme Duration

Whilst funding allocations will largely be determined by our objectives, we must make sure that our approach is developed in an appropriate manner which is sensitive to differing needs across Scotland. We also need to be clear about the timeframes over which any funding programme would operate.

- 10. What approach should be used to allocate the funding at programme level - including the most effective duration of the programme that would better support the identified priorities?**
- 11. What would be the most appropriate partnership and governance structure to achieve the strategic objectives of the future funding?**
- 12. What would be the most effective delivery model to ensure maximum leverage of funds from public and private sectors to regional investments?**
- 13. What capacity-building or other support is needed to ensure the ability of local partners and communities to participate in the programme?**
- 14. What can be learned from the design and delivery of the current and previous European Structural Fund Programmes in Scotland?**

Subsidiarity to regional and local economies is important and allocations should align to NUTS2 areas.

NAC's experience is that support allocated over a sustained period is more likely to achieve objectives than a series of disconnected, time-limited and small scale initiatives. The seven year period currently operated by EU funding should be considered. We believe a multi-annual approach is necessary to address the complex and deep-rooted causes of regional inequality. This approach is further recommended as it would facilitate longer-term strategic planning, attract additional investment and underpin subsidiarity and a multi-level governance approach.

Decisions on the right mix of funding and means to delivery interventions to secure inclusive growth will be much more likely to succeed if further devolved to reflect Scotland's diverse regional economies.

One of the difficulties with the Scottish Government's current approach to ESIF has been the desire to implement a central framework. Programmes need to be structured in ways that deliver support more efficiently, flexibly and with more local control. Local authorities can play strong and effective roles at the heart of decision making and management arrangements for the UKSPF. The drive to support inclusive growth requires flexibility at the regional and local level to determine the right mix of funding to business, communities and investment in

economic infrastructure. Intervention works best when developed and delivered at the right spatial scale.

A major Structural Funds defect has been the increasingly onerous requirements for verification, compliance and audit. The process should be kept simple and there be a greater degree of trust in local authority financial management and audit procedures than what there has been for previous programmes.

Meaningful consultation by the UK Government on the new UKSPF is essential, however time is running out and there has been no formal consultation with local authorities. This is disappointing. To avoid a hiatus in activity, UKSPF needs to be in operation from January 2021 and, as such, key framework and financial decisions are needed soon, particularly to allow for budget and programme planning.

DRAFT

NORTH AYRSHIRE COUNCIL

18 February 2020

Cabinet

Title: Delivering Community Wealth Building

Purpose: To update Cabinet on work underway to develop a North Ayrshire Community Wealth Building Strategy and establish North Ayrshire as a Community Wealth Building Council.

Recommendation: It is recommended that Cabinet notes the update on activities underway to implement a Community Wealth Building approach.

1. Executive Summary

- 1.1 The Council Plan highlights our ambitions to develop and implement a Community Wealth Building (CWB) strategy for North Ayrshire. The strategy will establish North Ayrshire as Scotland's first Community Wealth Building Council and there is significant interest at a national level in our approach. This report provides an update on activities underway at a local and regional level to implement CWB and to deliver a North Ayrshire Community Wealth Building Strategy.

2. Background

- 2.1 In June 2019 Cabinet received an update on CWB progress so far; the commission of the Centre for Local Economic Strategies (CLES) to undertake a local wealth building diagnostic for the Council and make recommendations to support the development of an ambitious CWB Strategy; the inclusion of a £3m Community Wealth Building Fund as part of the Ayrshire Growth Deal (AGD) Heads of Terms; and agreed proposals to establish a Community Wealth Building Commission, chaired by the Council Leader.
- 2.2 A Community Wealth Building Officer Working Group continues to drive CWB work including establishing a new 'Quick Quote' procurement process which has increased opportunities for local business; supported the procurement service to build knowledge of local suppliers; and identified opportunities for capacity building with North Ayrshire businesses.
- 2.3 The Working Group designed a CWB workshop for the Council's Staff Leadership Conference in November 2019 where senior leaders were provided with a better understanding of Community Wealth Building and how it will effect the way the Council works; asked to consider how they can support a CWB approach within their role; and were provided with an opportunity to feed in ideas to the development of a CWB strategy. Officers have also delivered a CWB training session to Elected Members and

an elearning video will be launched. These are all part of our early stage activities to establish NAC as a CWB Council.

Community Wealth Building Commission

- 2.4 Following the agreement of Cabinet to establish a CWB Commission, the Commission had its first meeting in September 2019 where it agreed a Terms of Reference, received a presentation from CLES on its Local Wealth Building Diagnostic for North Ayrshire and an update on the Ayrshire Growth Deal (AGD) CWB project. The membership of the Commission includes the North Ayrshire Community Planning Partnership (CPP) anchor institutions and Council Officers and will be agile to respond to the needs of the strategy.
- 2.5 The first meeting of the Commission agreed to drive forward work to explore procurement opportunities to support the local business base. A CWB Commission/CPP procurement workshop took place in November 2019 and focus will now move to delivering the joint actions arising from this workshop.

CLES Local Wealth Building Diagnostic

- 2.6 The CLES diagnostic outlined 21 recommendations (Table 1 below) for the Council and wider partners to consider, with a presentation and discussion on the recommendations taking place at the first meeting of the CWB Commission. An assessment has been undertaken of the deliverability and suitability of the report's recommendations and these have been used as the basis to develop a North Ayrshire Community Wealth Building Strategy.

Table 1: CLES Recommendations

CWB Pillar	Recommendation
Ayrshire Growth Deal	1. All Growth Deal projects should follow the principles of community wealth Building.
CWB Council	2. Create dedicated oversight of the agenda through an officer who reaches across the council.
CWB Council	3. Develop an Anchor Charter Agreement for North Ayrshire.
Procurement	4. Develop the corporate culture and status of procurement as a key feature of community wealth building.
Procurement	5. Include community wealth building priorities as part of wider review of community benefits as part of the procurement scoring process.
Procurement	6. Refine procurement analysis through a survey of suppliers and a market supply analysis
Procurement	7. Explore cash or 'in kind' equivalent system for suppliers as an alternative to embedding community benefits within contracts.
Procurement	8. Work with anchors in the CPP to explore procurement spend, with potentially joint procurement activities.
Procurement	9. Assess whether there is the capacity for a change of approach towards waveplanning that enables deeper

	market and locality engagement before commissioning.
Employment	10. Encourage anchors to review workforce policy and planning.
Employment	11. Develop a business charter or 'pledge'.
Land and Assets	12. Innovate through Public-Common Partnerships.
Land and Assets	13. Explore a development vehicle.
Land and Assets	14. Use council and other anchor assets to develop a 'deep town approach' within a locality.
Financial Power	15. Use credit unions to increase financial literacy and amplify progressive finance.
Financial Power	16. Identify and present investment propositions within North Ayrshire to Strathclyde Pension Fund.
Ownership	17. Progress plans for community bank.
Ownership	18. Ensure Team North Ayrshire actively builds the social and solidarity economy.
Ownership	19. Accelerate conversion of family owned businesses to employee ownership.
Ownership	20. Investigate feasibility of municipal ownership.
Ownership	21. Apply a community wealth building frame to the commercialisation / municipalisation workstream.

North Ayrshire Community Wealth Building Strategy

- 2.7 A CWB strategy is currently in draft and will be launched Spring 2020, subject to agreement by Cabinet in April 2020. The strategy will be Scotland's first CWB strategy and it will outline a clear plan for a fairer and more inclusive local and regional economy that delivers economic, social and environmental justice for the citizens of North Ayrshire.
- 2.8 A key priority within the Commission's remit is to support the implementation of the strategy and to recommend to Cabinet and the Community Planning Partnership the approval of a Community Wealth Building Strategy. The Commission discussed a draft strategy at its meeting in January 2020 and work is now underway to finalise the strategy for endorsement by the Commission at its next meeting in March 2020.
- 2.9 In terms of wider engagement, we have discussed CWB with each of the Locality Partnerships at their January round of meetings. We are also using CONSUL (Your Voice, Your View) and put a range of CWB discussion questions on this platform to reach a wider audience. Feedback on some of the CWB pillars was also gained through the Council's Fair Say budget engagement sessions within localities.
- 2.10 The timeline below (Table 2) sets out the next steps for the development of a strategy.

Table 2: Timeline for Strategy Development

February 2020	<ul style="list-style-type: none"> Finalise document for review and design
March 2020	<ul style="list-style-type: none"> CWB Commission discussion and sign off of final draft Update to Community Planning Partnership Board

April 2020	<ul style="list-style-type: none"> • Approval by NAC Cabinet
April/May 2020	<ul style="list-style-type: none"> • CWB Summit and launch of Strategy tbc
June 2020	<ul style="list-style-type: none"> • Endorsement by Community Planning Partnership Board

2.11 Community Wealth Building is at the forefront of the new Council Plan. To deliver on those ambitions for North Ayrshire requires that Council resources are realigned. In addition to the realignment of Council resources, further Council resources will be required to support implementation of the strategy and this will be considered by Council when it sets its 2020/21 to 2022/23 budget. There is also a requirement to secure external funding and this will be part of the strategy to support the work over the next 3 years. In summary the proposals include:

- CWB Business Team and Grant Fund
- Community Regeneration Officers and project budget
- Commercial Land and Assets Resource
- CWB Coordinator
- CWB Business Development Specialist
- Community Benefits Officer

Ayrshire Growth Deal Community Wealth Building Project

2.12 The AGD Heads of Terms (HoT) included a £3m Ayrshire Community Wealth Building Fund to develop Scotland's first regional approach to CWB. This pan-Ayrshire project is led by NAC and currently under development with support from the Scottish Government and wider regional partners, including through the Ayrshire Regional Economic Partnership. A pan-Ayrshire working group was established in May 2019 to develop the project on a regional basis.

2.13 The CWB project consists of developing a regional approach to working with anchor institutions to:

- Work within localities to facilitate CWB activities on procurement, employment, assets and ownership.
- Promote Fair Work practices and position Ayrshire as a Fair Work region.
- Support and fund CWB activity including social enterprises, employee ownership and supplier development activities.

2.14 A project development workshop took place with Scottish Government in September 2019 where positive feedback was received from policy officials and project development work continues based on this feedback. The Council Leader presented to the September meeting of the Regional Economic Partnership on the project and the wider CWB approach which was well received. Beyond the CWB project, it is an agreed principle that all AGD work will be taken forward through a CWB lens to maximise the impact of the Deal. Additionally, the developing Regional Economic Strategy will incorporate CWB as a strategic priority.

3. Proposals

3.1 It is recommended that Cabinet:

- a) Note the update on activities underway to implement a Community Wealth Building approach;
- b) Agree proposals to deliver a North Ayrshire Community Wealth Building Strategy; and
- c) Agree that a Community Wealth Building Strategy will be presented to Cabinet in April 2020 for approval.

4. Implications/Socio-economic Duty

Financial

- 4.1 North Ayrshire will benefit from the £3m funding via the Ayrshire Growth Deal. In addition to the realignment of Council resources, further Council resources will be required to support implementation of the strategy, this will be considered by Council when it sets its 2020/21 to 2022/23 budget. As part of the strategy we will seek to maximise external funding.

Human Resources

- 4.2 Subject to approval of the strategy and securing the necessary funding a number of new roles have been identified. These will be progressed in accordance with Council policy and process.

Legal

- 4.3 None.

Equality/Socio-economic

- 4.4 The CWB Strategy will present a transformational approach to achieve an inclusive economy. In particular, the actions on Fair Employment will support excluded groups in North Ayrshire and contribute to our aim to reduce child poverty in North Ayrshire.

Environmental and Sustainability

- 4.5 The CWB Strategy will contain actions to contribute to our ambition to become net zero carbon.

Key Priorities

- 4.6 The CWB Strategy will meet the following key Council Plan priorities:
- North Ayrshire has active and strong communities
 - North Ayrshire has an inclusive, growing and enterprising economy
 - North Ayrshire's residents and communities enjoy good life-long health and well-being
 - North Ayrshire is well-connected with effective infrastructure
 - North Ayrshire is a sustainable environment
 - North Ayrshire is a vibrant, welcoming and attractive environment
 - An efficient Council that maximises resources and provides value for money

Community Wealth Building

- 4.7 The CWB Strategy will be key to delivering a cross-cutting approach to Community Wealth Building and establish North Ayrshire as a CWB Council.

5. Consultation

- 5.1 Engagement has taken place with the Community Wealth Building Commission, Ayrshire Regional Economic Partnership, Locality Partnerships, wider communities via CONSUL, Elected Members CWB training, senior leaders via the staff Leadership Conference, Community Planning Partner's Procurement Officers and an update will be provided to the March 2020 CPP Board and the March 2020 EDR Board.

RUSSELL McCUTCHEON
Executive Director (Place)

For further information please contact **Caitriona McAuley, Head of Service (Economic Development and Regeneration)**, on **01294 324309**.

Background Papers

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NORTH AYRSHIRE COUNCIL

18 February 2020

Cabinet

Title:	New UK Resettlement Scheme
Purpose:	To provide Cabinet with an update on the Council's participation in the Syrian Resettlement Programme, which is due to end in March 2020, and to seek approval to participate in the new UK Resettlement Scheme for 2020/21.
Recommendation:	<p>(a) Note the progress made on Syrian Resettlement Programme, which is due to end in March 2020.</p> <p>(b) Approve the Council's participation in the UK Resettlement Scheme, including a commitment to provide a safe haven for a further 30 refugees (6 families) by March 2021.</p>

1. Executive Summary

- 1.1 In September 2015 the Council responded to an urgent request from the UK Government and COSLA's Strategic Migration Partnership to assist those refugees displaced from Syria. As a result, the Council made a humanitarian commitment to resettle 100 refugees by March 2020, in line with the UK Government's targeted timescales.
- 1.2 North Ayrshire Council has fully participated in the Syrian Resettlement Programme and, due to meeting its initial target numbers earlier than expected, increased its pledge on two further occasions, taking the overall total to 201 refugees (41 families).
- 1.3 The Council is again well advanced in meeting this target and will complete the resettlement of 201 refugees by the end of February 2020.
- 1.4 On 17 June 2019, the UK Government confirmed its ongoing commitment to resettlement post 2020, announcing plans for a new UK Resettlement Scheme which will see thousands more refugees provided with a route to protection. The UK Resettlement Scheme will consolidate the existing Syrian Resettlement Programme (SRP), Vulnerable Children's Resettlement Scheme (VCRS) and Gateway Protection Programme, which will all come to a natural end in 2020. The new scheme will be open to refugees identified by the United Nations High Commissioner for Refugees (UNHCR) to be in need of resettlement to the UK because of their vulnerability; the scheme does not have a specific geographical focus.

Local authority participation in the new scheme will continue to be voluntary, with refugees allocated in the same way as currently under SRP and VCRS.

- 1.5 It is proposed that the Council participates in the new UK Resettlement Scheme and agrees a commitment to provide a safe haven for a further 30 refugees (6 families) by March 2021.

2. Background

- 2.1 In September 2015 the Council responded to an urgent request from the UK Government and COSLA's Strategic Migration Partnership to assist those refugees displaced from Syria. As a result, the Council made a humanitarian commitment and will have successfully resettled 201 refugees over the 4 years of the programme.
- 2.2 The Council has an established Syrian Refugee Task Force, chaired by the Head of Physical Environment. The Task Force provides strategic direction and ensures delivery of operational support across all services that are engaging with and supporting Syrian families.
- 2.3 The Task Force meets on a regular basis and includes representatives from across the Community Planning Partnership. Housing Services takes the lead role in the coordination of services to refugees and other members of the Task Force include Education & Youth Employment, Health and Social Care Partnership, Community Development, Employment & Skills, NHS, Police Scotland, Scottish Fire & Rescue, DWP, Ayrshire College and the third sector. This approach and support has been crucial in building capacity within each service. It ensures that communication is consistent, resources are targeted and learning is shared to enhance the quality of service delivery.
- 2.4 Our Refugee Support Team continues to manage the service provided to refugees. The team delivers support services, manages the resettlement and integration process and problem solves as required. We also employ a coordinator, bi-lingual liaison officer, teachers and classroom assistants to assist refugee children at school. The Health & Social Care Partnership have a Syrian Refugee Coordinator who co-ordinates all health services delivered by the partnership to refugee families.
- 2.5 By the end of February 2020 we will have accommodated 201 refugees comprising of 41 Syrian families - 74 parents and 127 children. Families have settled well across seven towns and have been warmly welcomed into North Ayrshire's communities.
- 2.6 All children of school age are engaged in education, while adults receive language tuition through the English for speakers of other languages (ESOL) service provided by the Council. The Council works in partnership with Ayrshire College. A pan-Ayrshire approach to ESOL provision has been introduced to support a consistent approach to service delivery across Ayrshire.
- 2.7 The Council's Employability Service continues to arrange volunteering, work experience and placements with local companies, matched to the skills and competencies of each adult.
- 2.8 The ongoing focus is to improve language skills to enhance personal social development, aid refugee integration and improve employment prospects of those of working age. Our aims also align with the vision of the national 'New Scots Refugee Integration Strategy' which strives for a welcoming Scotland where refugees are able to rebuild their lives from the day they arrive. The Council has carefully and successfully

managed the expectations and needs of local communities alongside the needs of the vulnerable families resettled.

3. Proposals

- 3.1 The Home Office is seeking the support and participation of UK local authorities in relation to the new Resettlement Scheme.
- 3.2 In Scotland, local authorities will continue to be supported by COSLA's Strategic Migration Partnership at both a strategic and operational level to deliver on the commitments made. The Scottish Government supports the efforts made by local authorities and COSLA to offer a place of safety to those fleeing war and persecution.
- 3.3 The requirements of the new UK Resettlement Scheme mirror the current programme and will continue to be fully funded by Home Office grants, minimising the potential for any additional financial burden on the Council at a time of financial austerity.
- 3.4 The successful approach to integration adopted by the Council over the last four years has been recognised nationally by both COSLA and the Home Office. It is proposed that we continue to build on this approach and extend our humanitarian commitment to providing a safe haven for vulnerable refugees, many of whom have experienced significant trauma.
- 3.5 Our staff have developed the capacity and skills necessary to continue to support refugee families and deliver the Council's commitment.
- 3.6 It is proposed that the Council builds on this success and commits to welcoming a further 30 refugees (approximately 6 families) by the March 2021 deadline.
- 3.7 This increased commitment will be funded entirely by Home Office grant and will be managed in a way that continues to carefully balance the needs of local communities with those of the vulnerable refugees.

4. Implications/Socio-economic Duty

Financial

- 4.1 There are no additional financial implications arising from this report as all costs are met through Home Office grant funding.

Human Resources

- 4.2 The continuation of the Council's humanitarian commitment will require the extension of temporary contracts for those staff involved specifically to work with refugees.

Legal

- 4.3 None.

Equality/Socio-economic

- 4.4 The further extension of our resettlement programme will have a positive impact on the refugees given a safe haven in North Ayrshire and on the ethnic minority group of refugees already resettled.

Environmental and Sustainability

- 4.5 None.

Key Priorities

- 4.6 Resettling refugees will contribute to achieving the Council Plan priorities of 'Active and strong communities' and 'People and communities are safe'.

Community Wealth Building

- 4.7 None.

5. Consultation

- 5.1 All members of the Syrian Refugee Task Force have been consulted regarding the contents of this report. Members represent a wide number of internal and external services including Physical Environment, Finance and Corporate Support, Education, Health & Social Care Partnership, Connected Communities, Economic Development & Regeneration, Police Scotland, Department for Work & Pensions, Primary Care NHS Ayrshire & Arran, The Ayrshire Community Trust, and Ayrshire College.

RUSSELL McCUTCHEON
Executive Director (Place)

For further information please contact Robert McGilvery, **Senior Manager- Housing Operations**, on 01294 310174.

Background Papers

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NORTH AYRSHIRE COUNCIL**18 February 2020****Cabinet**

Title:	Proposals for Community Investment Fund (CIF) Expenditure
Purpose:	To determine applications by Locality Partnerships to allocate CIF funding to proposed projects.
Recommendation:	<p>That Cabinet:</p> <ul style="list-style-type: none"> a) Reviews the enclosed applications from the Garnock Valley, Kilwinning, North Coast and Cumbraes and Three Towns Locality Partnerships in line with CIF criteria; b) Approves the CIF application in relation to YOUth Lead - Beith Community Development Trust; c) Approves the CIF application in relation to a multi-purpose youth and community hub – Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club; d) Approves the CIF application in relation to a Project Officer for the North Coast and Cumbraes Locality; e) Approves the CIF application in relation to a feasibility study for a community heritage hub – Ardrossan Castle Heritage Society; f) Approves the early release of £30,000 from a sum of previously agreed to be ringfenced for Millport Town Hall to enable the project to progress; and g) Authorise officers to direct the Garnock Valley Locality Partnership and the Three Towns Locality Partnership to the new Small Grants Participatory Budgeting process in respect of the PB projects in the two deferred CIF applications.

1. Executive Summary

- 1.1 Within its budget for 2017-18, North Ayrshire Council provided a funding allocation for the creation of an innovative fund to enable communities to address the priorities they have identified through Locality Planning Partnerships and within the context of North Ayrshire Community Planning Partnership's Fair for All strategy.
- 1.2 Locality Partnerships have subsequently continued to work on their local action plans and are refining proposals for expenditure in line with their locally identified needs. This is a challenging process, and it is a testament to the dedication of the Locality Partnerships and their community partners that proposals are now emerging to provide creative approaches to addressing local challenges.

- 1.3 This report brings forward a proposal, which responds to the specific need of the local community and which has been developed based on local circumstances and opportunities.
- 1.4 This proposal has been approved to be submitted to Cabinet through a process of collaboration and consensus by the Locality Partnership.

2. Background

- 2.1 Within its budget for 2017-18, North Ayrshire Council provided an allocation for the creation of an innovative fund to enable communities to address the priorities they have identified through Locality Planning Partnerships and within the context of North Ayrshire Community Planning Partnership's Fair for All Strategy, to be distributed among Localities as follows:

Locality	Population	Value
Irvine	29%	£754,000
Kilwinning	11%	£286,000
3 Towns	23%	£598,000
Garnock Valley	15%	£390,000
North Coast	18%	£468,000
Arran	4%	£104,000

- 2.2 It was agreed that the CIF will support proposals and projects that connect with:

- The North Ayrshire Fair for All Strategy;
- The Community Planning Partnership and Locality priorities; and
- North Ayrshire Council's values, priorities and business objectives.
- Fulfil a compelling need and do not duplicate existing services or facilities;
- Provide long-term, sustainable, positive results for the greatest number of people possible;
- Exhibit project and/or organisational innovation in their approaches to their work in their way of addressing community challenges and in their request to Locality Partnerships and the Council;
- Come from (an) organisation(s) that is financially viable (can provide financial statements upon request) and efficiently and effectively managed. This can include an organisation to be created to deliver the project;
- Include options or potential for NAC and CPP employee engagement and volunteering where possible; and
- Include measurable outcomes and can report to NAC on outcomes on a regular basis.

- 2.3 The proposal development and application process has been agreed as follows:

- Locality Partnerships should continue to engage with their communities and stimulate interest in the CIF. Each Locality Partnership will then strategically assess the applications, make links and look at the funding 'in the round.'
- If the partnership supports a bid then the group will be encouraged to submit a full application form, which they will decide upon before making a proposal to Cabinet for final approval.
- The finalised proposal will go to the next suitable Cabinet for final approval.

- 2.4 The enclosed applications have been developed by community partners and North Ayrshire Council officers and are now recommended for approval by Cabinet. The proposals are as follows:

2.4.1 The Garnock Valley Locality Partnership

The allocation and funds committed to date are outlined in the table below.

The Garnock Valley Locality Partnership CIF allocation	£390 000
Men's Shed	£28 000
Travel Needs Analysis	£25 000
Geilsland Gateway - Volunteering and Employability	£45 000
Balance	£322 000

Proposal: YOUth Lead: £43,500 (£14.5k per year for 3 years) (Appendix 1)

YOUth Lead has been developed within the Geilsland Gateway project and builds on the programme supported by the existing funding partnership including CIF, Scottish Government, the Robertson Trust and Beith Trust. Its 3-year funding commitment has meant that a more strategic approach to community development can be facilitated and the first project to come through is the YOUth Lead project. Beith Community Development Trust are seeking additional resources to facilitate this. The funding for the YOUth Lead Coordinator post will be match-funded by the Scottish Government Investing in Communities Fund.

2.4.2 Kilwinning Locality Partnership

The allocation and funds committed to date are outlined in the table below.

The Kilwinning Locality Partnership CIF allocation	£286 000
Kilwinning McGavin Park	£35 000
Balance	£251 000

Proposal: Multi-Purpose Youth and Community Hub: £41,190 (Appendix 2)

Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club, with the support of Kilwinning Rangers Football Club, would like to convert a recently donated 110ft x 40ft portacabin currently at the Club's base at Kilwinning Community Sports Club. This will form a 433 square metre flexible community space to address the capacity issues for youth and other activities in the main clubhouse building. A large, fully accessible, multi-functional space will be created through the removal of dividing walls, with works also to include a Youth Zone and the construction of toilets. Affordable office and rental space for small local businesses will help to provide the sustainability for the organisation and this will help to provide further youth activities.

Kilwinning Community Sports Club is a well -used facility and lacks the capacity to provide space for the numbers involved in its social inclusion, food provision, employability and community programmes and to meet the community ambitions of the organisation.

2.4.3 North Coast and Cumbraes Locality Partnership

The allocation and funds committed to date are outlined in the table below.

The North Coast and Cumbrae Locality Partnership CIF allocation	£468 000
Cycling Without Age- Fairlie	£22 800
Clearer Minds	£30,200
Millport Town Hall	£200,000
Balance	£215 000

Proposal: North Coast and Cumbrae Project Officer: £35,947.85 (Appendix 3)

Following two CIF unsuccessful applications to build capacity in the North Coast and Cumbraes organisations to address the 3 locality priorities the Locality Partnership has worked to co-produce this application for a Project Officer.

This is a new post/service and will be dedicated to a specific range of activities supporting financial inclusion, mental health and the reduction of social isolation. It is envisaged that the post holder will work with local groups to develop Community Investment Fund applications, external funding applications and stimulate growth and development of support for these priorities.

NAC will take the responsibility for employing a Community Development Worker. The post is 21 hours per week for an 18month period. It will be based with the current Locality Team, who will continue with their broad range of work across adult learning, youth work and capacity-building.

2.4.4 The Three Towns Locality Partnership

The allocation and funds committed to date are outlined in the table below.

The Three Towns Locality Partnership CIF allocation	£598 000
Ardrossan Community Development Trust	£25 000
Three Towns Growers	£100,000
The Training Station	£50,000
Balance	£423 000

Proposal: Ardrossan Castle Community Heritage Hub – Feasibility Study: £17,912 (Appendix 4)

This application is for a feasibility study for a community heritage hub.

The organisation wishes to develop a small community heritage hub located on Ardrossan Castle Hill, Ardrossan, subject to permissions. The purpose of this hub would be to take forward the aims and ethos of Ardrossan Castle Heritage Society to promote Ardrossan Castle as a positive tourist destination in North Ayrshire i.e. to conduct community research projects investigating Ardrossan Castle and the surrounding landscape, to provide public events related to the history of the Castle and to provide an indoor/outdoor space for education and learning activities related to the castle, such as school visits, including toilet and first aid facilities.

As an interim step, the project being applied for to CIF aims to deliver a feasibility study for a cost of £17,912. The feasibility study / business plan will form the basis of funding applications to Heritage Fund and other funders for the construction / installation of the community heritage hub and revenue funds for public activities.

2.4.5 The North Coast and Cumbrae Locality Partnership £30,000

The North Coast and Cumbrae Locality Partnership CIF allocation	£468 000
Cycling Without Age- Fairlie	£22 800
Clearer Minds	£30,200
Millport Town Hall	£200,000
Balance	£215 000

Proposal: Millport Town Hall: £30,000 (Appendix 5)

In August 2019 the Cabinet agreed to award £200,000 from the North Coast's allocation of the CIF to Millport Town Hall for the restoration of the building subject to:

- (i) the award being set aside for 12 months to allow for the full cost of the project to be funded; and
- (ii) a proportional reduction in the award should the overall cost of the project reduce.

The North Coast and Cumbraes Locality Partnership is requesting the early release £30,000 to Millport Town Hall. This will enable the project to progress with architectural and quality surveyor reports. This award will be part of the £200,000 CIF money, previously agreed to be ringfenced for the project. A conditional agreement, until July 2020, is agreed with another external funder to contribute some of the costs of the architectural and survey work and any delay risks losing the funding. The project requires reports from an architect and a quantity surveyor to inform the next step of the restoration and for further funding applications where the detail provided by specific experts is essential.

2.4.6 Deferred CIF Applications

On 29 October 2019, Cabinet agreed that, while small-grant awarding participatory budgeting (PB) was of proven value in creating community cohesion, the distribution of Community Investment Fund (CIF) funds via this approach failed to deliver the core objectives of the CIF, especially in relation to the sustainability of projects and the attraction of external match funding. Cabinet remitted officers to identify alternative sources of funding for small-grant awarding PB approaches for Locality Partnerships for consideration at a future meeting. Cabinet agreed on 29 October 2019 to defer two CIF applications in relation to (i) Garnock Valley Participatory Budgeting – Community Councils; and (ii) Participatory Budgeting - The Three Towns Locality Partnership pending the introduction of proposals to Cabinet for small-grant awarding Participatory Budgeting. On 21st January 2020 Cabinet approved an alternative source of funding for small-grant awarding PB through community funds, thus creating a funding opportunity for Locality Partnerships to direct and attract further funding for small-grant awarding PB.

3. Proposals

3.1 That Cabinet:

- a) Reviews the enclosed applications from the Garnock Valley, Kilwinning, North Coast and Cumbraes and Three Towns Locality Partnerships in line with CIF criteria;
- b) Approves the CIF application in relation to YOUth Lead - Beith Community Development Trust;
- c) Approves the CIF application in relation to a multi-purpose youth and community hub – Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club;
- d) Approves the CIF application in relation to a Project Officer for the North Coast and Cumbraes Locality;
- e) Approves the CIF application in relation to a feasibility study for a community heritage hub – Ardrossan Castle Heritage Society;
- f) Approves the early release of £30,000 from a sum of previously agreed to be ringfenced for Millport Town Hall to enable the project to progress; and
- g) Authorise officers to direct the Garnock Valley Locality Partnership and the Three Towns Locality Partnership to the new Small Grants Participatory Budgeting process in respect of the PB projects in the two deferred CIF applications.

4. Implications/Socio-economic Duty

Financial

- 4.1 CIF funding is allocated within existing resources.

Human Resources

- 4.2 Two jobs will be created: a 21 hour Community Development Worker for the North Coast and a contribution towards a YOUth Lead Coordinator which will be match-funded by Scottish Government Investing in Communities Fund.

Legal

4.3 None.

Equality/Socio-economic

4.4 The purpose of Locality Planning is to reduce inequalities, increase community cohesion and advance community empowerment. Each of the CIF proposals is tested against that purpose before being presented to Cabinet.

Environmental and Sustainability

4.5 Environmental and sustainability issues are considered in relation to each CIF application.

Key Priorities

4.6 The proposals contained within the report support the North Ayrshire Council Plan priorities:

- Active and strong communities
- Inclusive, growing and enterprising local economy
- People enjoy good life-long health and wellbeing.

Community Wealth Building

4.7 The applications support the following pillars of community wealth building:

- Advancing community enterprises;
- Advancing local ownership of underused land and buildings;
- Making financial power work for local places; and
- Supporting local business activities and increasing the variety of ownership models.

5. Consultation

5.1 The proposals contained within this report have been developed by the Locality Partnerships, through consultation with local people, including young people.

Audrey Sutton
Executive Director (Communities)

For further information please contact **Rhona Arthur, Interim Head of Service (Connected Communities)**, on **(01294) 324415**.

Background Papers

Appendix 1: CIF Application: YOUth Lead – Beith Community Development Trust

Appendix 2: CIF Application: Multi-Purpose Youth and Community Youth Hub - Kilwinning Rangers Youth Club, with the support of Kilwinning Rangers Junior Football

Appendix 3: CIF Application: North Coast and Cumbrae Project Officer- North Coast and Cumbrae Locality Partnership

Appendix 4: CIF Application: Community Heritage Hub - Ardrossan Castle Heritage Society

Appendix 5: CIF Application: Millport Town Hall

Appendix 1: Community Investment Fund: Proposal to Cabinet

Organisation name	<i>Beith Community Development Trust</i>
Brief details of organisation	<p>Beith Trust is a registered Scottish Charity and company limited by guarantee based in Beith, North Ayrshire, which was established in 2012 as a mechanism to drive forward a community led, asset based approach to the regeneration of the community.</p> <p>They aim to improve the present condition and the future prospects of the community by advocating for the community and facilitating opportunities for change, growth and development of the inherent potential of people and places.</p> <p>Beith Trust facilitate a diverse programme of activity and services in and around the Garnock Valley, mainly focused around their facilities at Beith Astro and Geilsland but also in the wider communities of the Garnock Valley, they work in partnership with a number of public, private and third sector groups, clubs and agencies. They manage and operate a number of facilities which generate opportunities for training, volunteering and employment, profits are reinvested in enterprise development or community services.</p>
Locality	Garnock Valley
Amount requested from CIF	£43,500 - £14,500 per year for 3 years match-funded by Scottish Government Investing in Communities Fund
Brief overview of proposal	<p>YOUth Lead</p> <ol style="list-style-type: none"> 1. YOUth Lead has been developed within the Geilsland Gateway project and builds on the programme supported by the existing funding partnership including CIF, Scottish Government, the Robertson Trust and Beith Trust. Its 3-year funding commitment has meant that a more strategic approach to community development can be facilitated and the first project to come through is the YOUth Lead project for which Beith Community Development Trust are seeking additional resources to facilitate. The funding for the YOUth Lead Coordinator post will be match-funded by the Scottish Government Investing in Communities Fund. 2. The YOUth Lead programme has been piloted over the last 6 months with Beith Primary, Gateside Primary and Garnock Campus in partnership with Active Schools. Essentially a leadership and volunteering programme for young people, YOUth Lead is designed to provide skills development, leadership training and supported routes for local young people to 'give back' as volunteers within local groups, clubs, events and community festivals.

	<p>3. Situated within the context of the wider regeneration work of Beith Trust the YOUth Lead programme will support a 'can-do' leadership and giving back culture. Young people will take part in a programme which enables them to give their best in their chosen volunteering roles and give them a real-life experience of leadership and volunteering within their community. This will stand them in good stead when entering the employment market.</p> <p>4. Outside of secondary education and uniformed groups, there are not many opportunities in the Garnock Valley for personal development or for young people and choice may be limited by poor travel or affordability. This condition is compounded by a voluntary sector struggling to recruit volunteers, engage participants, refresh and sometimes even maintain existing activities.</p> <p>5. YOUth Lead will consist of fun and participative learning experiences where young people can discover, explore and develop their skills and talents. You Lead works concurrently across 2 strands</p> <ul style="list-style-type: none"> • Facilitating the development of young leaders and equipping them with appropriate knowledge and skills to lead and volunteer within their community; and • Facilitating youth volunteering / leadership experiences within local clubs, groups, events and festivals. <p>6. The CIF fund will contribute £12 000 towards the co-ordinator and £2500 resource costs relating to the delivery of the project. The main area of costs after coordination and delivery staff is the costs of accredited qualifications.</p> <p>7. The weekly programme will be held in Garnock Campus, Beith Primary, Gateside Primary, Geilsland Hall and other venues in the Garnock Valley where appropriate. Programme participants will be aged between 8 and 25 and will work in age related groups. Beith Trust have successfully delivered a pilot programme with partners, Garnock Campus, Active Schools, Beith & Gateside Primary.</p> <p>8. The target is 120 participants by Dec 2020. Other targets include 1500 volunteer hours donated to local community projects, 150 recognised qualifications achieved by participants and 100 youth volunteer attendances within community activity.</p> <p>9. The project sits within the Geilsland Gateway project which employs a full-time staff member to manage the project.</p> <p>10. It is anticipated that YOUth Lead project will support x 1 full time employment opportunity and a 10 hour a week part time role. It is estimated that the project will generate at 1500 volunteer hours within the first year of full operations.</p>
Timescales	From March 2020
Contact details	<p>Christina Pieraccini – Locality Partnership Coordinator 01505 680206 cpieraccini@north-ayrshire.gov.uk</p>

Appendix 2: Community Investment Fund: Proposal to Cabinet

Organisation name	<i>Kilwinning Rangers Youth Club, with the support of Kilwinning Rangers Football Club</i>
Brief details of organisation	<p>Kilwinning Rangers has been in existence for 120 years, moving to Kilwinning Community Sports Club in early 2019. Kilwinning Rangers is a voluntary organisation, which manages the football delivery, within the umbrella of the registered charity, Kilwinning Community Sports Club.</p> <p>This application is from the youth sections (Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club) of Kilwinning Rangers Football Club, who will manage the finances for them.</p> <p>Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club provide pathways for young people to continue to participate in sport and to deliver their aspirations both within sport and the community.</p> <p>Although closely identified with its on-the-pitch activities, the football activities sit at the heart of a community hub. This delivers a wide range of community development, bringing together youth activities, community food provision, employability skills and health and wellbeing. Around 300-400 adults participate weekly in activities, with a further 270-330 young people taking part.</p>
Locality	Kilwinning
Amount requested from CIF	£41,160
Brief overview of proposal	<p>Multi-Purpose Youth and Community Hub</p> <ol style="list-style-type: none"> 1. Kilwinning Rangers Youth Club, with the support of Kilwinning Rangers Football, would like to convert a recently donated 110ft x 40ft portacabin currently at the Club's base at Kilwinning Community Sports club. This will form a 433 square metre flexible community space to address the capacity issues for youth and other activities in the main clubhouse building. 2. A large, fully accessible, multi-functional space will be created to form a Multi-Purpose Youth and Community Hub through the removal of dividing walls, with works also set to include a Youth Zone and the construction of toilets. Affordable office and rental space for small local businesses will help to provide the sustainability for the organisation and this will help to provide further youth activities. 3. Kilwinning Community Sports Club is a well-used facility and lacks the capacity to provide space for the numbers involved and to meet the community ambitions of the organisation. 4. The project will also provide much needed sustainable community space. It will create much needed affordable retail and office space to

	<p>allow existing and new businesses to flourish creating new employment and assisting in delivering the local authorities Economic Plan for Kilwinning. However, the most important aspect of the project will be the Youth Zone area that will allow young people in the town to visit mix and enjoy the social aspect of the facility.</p> <ol style="list-style-type: none"> 5. Both Kilwinning Rangers Juniors & Kilwinning Rangers Youth Group are already constituted and form part of their regulated governing bodies. The groups have their own Committees with strong volunteer infrastructure. 6. The Club believes that no young person should suffer from financial disadvantage and provides ways in which young people can be included. Examples of this include football kit exchanges, food-programmes (The Buffs in the Kitchen in partnership with CentreStage) and after-school coaching schemes. A Homework Club is expanding its range of activities to offer more options to young people who are more engaged through creativity and tech, than sport. All participants have access to after-school snacks. 7. The Club work in partnership with local and national agencies including but not limited to Kilwinning Academy, The Scottish Football Association, Active Schools and local businesses to provide services and programmes that improve the life chances/health and wellbeing for members of the community. 8. This initiative supports the findings of the Kilwinning charrette, Kilwinning's Future, and the Locality Partnership's priorities of Work and the Local Economy and improving the Local Environment through building up local facilities.
<i>Timescales</i>	From March 2020
<i>Contact details</i>	<p>Louise Riddex – Locality Partnership Coordinator 01294 475913 louiseriddex@north-ayrshire.gov.uk</p>

Appendix 3: Community Investment Fund: Proposal to Cabinet

Organisation name	<i>North Coast and Cumbrae Locality Partnership</i>
Brief details of organisation	<p>The Locality Planning Partnership is part of the statutory Community Planning Partnership approach responsible for the delivery of the Local Outcomes Improvement Plan as set out within the Community Empowerment (Scotland) Act 2015.</p> <p>The North Coast and Cumbrae Locality Partnership provides support for the communities of the North Coast and Cumbrae to help them do what is needed to tackle the issues that they have identified as priorities for their local area. These are outlined in the Locality Plan.</p> <p>The partnership meets four times each year and looks at any action required. They then make sure that it is allocated to the most relevant Partners to tackle the work.</p> <p>The Locality Partnership is made up of 7 local elected members, the Chairs of the 5 local Community Councils and 2 Community Representatives. The CPP officers support the Locality Partnership, which can also co-opt representatives who have knowledge or expertise in specific areas of the Locality Partnership's work (this is known as Participation by Experience).</p>
Locality	North Coast and Cumbrae
Amount requested from CIF	£35,947.85
Brief overview of proposal	<p>North Coast and Cumbrae Project Officer</p> <ol style="list-style-type: none"> Following two CIF unsuccessful applications to build capacity in the North Coast and Cumbrae's organisations to address the 3 locality priorities the Locality Partnership has co-produced this application for a Project Officer. This is a new post/service and will be dedicated to a distinct range of activities supporting financial inclusion, mental health and the reduction of social isolation. It is envisaged that the post holder will work with local groups to develop Community Investment Fund applications, external funding applications and stimulate growth and development of support for these priorities. NAC will take the responsibility of employing a Project Officer with Community Development skills. The post is 21hours per week for an 18month period. It will be based with the current Locality Team, who will continue with their broad range of work across adult learning, youth work and capacity-building. The purposes and proposed outcomes of the work include:

	<ul style="list-style-type: none"> • To support the Locality Partnership and Locality Officer to tackle the issues of the Locality, as outlined in the LP Priorities. • To identify and support social/community assets. • To identify and assist partners/community groups to develop additional CIF proposals in line with Locality Priorities. • To identify and lever in (with support) additional funds to support CIF and other local projects. • To build on existing, and develop new networks, to encourage participation by experience, engaging on a one to one basis with community members to build individual and community confidence to explore sharing of experiences. • Liaise with other partners, including the wider council, to ensure that goals are met and delivered within agreed timeframes. • Work in partnership with The Living Room project to address the needs of the community. <p>5. Many of the locality's residents are older people, and they may face specific challenges in relation to social isolation, bereavement and access to services. The Living Room provides a town centre location where people can drop in either for a chat and a coffee or by signposted more specialist support. It will also be a place where older people themselves can get directly involved through volunteering. The Living Room acts as a community hub but additional professional skills would increase the impact this new services is already having.</p> <p>6. There will be a particular focus on the Locality Partnership priority of stress and anxiety of younger people. Links will be made with the Largs Wellness model (including schools, Child and Adolescent Mental Health Services and other health services) to ensure young people get the most appropriate support when they need it. Volunteers at the Living Room have been trained in safeTALK suicide alertness training, to give them skills to recognise people at risk and connect them to services. The Project Officer will also be tasked with liaising with partners to gather information on what the needs of the young people are, and then providing appropriate opportunities for them to participate in.</p> <p>7. Financial Inclusion has proved to be a difficult priority to tackle within the Locality Partnership. The Project Officer will be tasked with carrying out an audit/mapping of what services are currently provided, then looking at what additional services could be put in to help address this priority.</p> <p>8. It is envisaged that the Project Officer will have the capacity to support groups from Millport, Skelmorlie, Largs, West Kilbride and Fairlie to develop new CIF applications.</p>
Timescales	From March 2020
Contact details	<p>Louise Riddex – Locality Partnership Coordinator 01294 475913 louiseriddex@north-ayrshire.gov.uk</p>

Appendix 3: Community Investment Fund: Proposal to Cabinet

Organisation name	<i>Ardrossan Castle Heritage Society</i>
Brief details of organisation	<p>Ardrossan Castle Heritage Society is a Scottish Charitable Incorporated Organisation (SCO43515) and was established on 26 October 2012</p> <p>The Organisation's objectives are:</p> <ul style="list-style-type: none"> • Research: to advance the understanding of Ardrossan Castle and Castle Hill • Community: to encourage and facilitate community involvement at Ardrossan Castle • Education: to engage others in our growing understanding of Ardrossan Castle • Environment: to improve and promote Ardrossan Castle as a positive heritage destination <p>The Organisation delivers community volunteer-led events including the Ardrossan Castle Carnival, Easter and September Open Door Days, school visits, guided tours, research and archaeology projects.</p>
Locality	The Three Towns
Amount requested from CIF	£ 17, 912
Brief overview of proposal	<p>Ardrossan Castle Community Heritage Hub – Feasibility Study</p> <p>This application is in relation to a feasibility study for the community heritage hub. Ultimately, the organisation wishes to develop a small community heritage hub located on Ardrossan Castle Hill, Ardrossan, subject to permissions. The purpose of this hub would be to take forward the aims and ethos of Ardrossan Castle Heritage Society to promote Ardrossan Castle as a positive tourist destination in North Ayrshire, i.e. to conduct community research projects investigating Ardrossan Castle and surrounding landscape, to provide public events related to the history of the Castle, to provide an indoor/outdoor space for education and learning activities related to the castle, such as school visits, including toilet and first aid facilities.</p> <p>As an interim step, the project being applied for to CIF aims to deliver a feasibility study for a cost of £17,912 with the following aims:</p> <ul style="list-style-type: none"> (i) Hub design and costings: this aspect would identify the preferred location and construction of the Community Heritage Hub on Ardrossan Castle Hill (ii) Outline activity and interpretation plan: this aspect will identify the range of heritage activities and engagement proposed for delivery at the hub (iii) Business plan: this aspect will develop the business case to support initial funding bids to construct the hub as well as identify anticipated running

	<p>and maintenance costs. The business planning preparation would include community engagement to gauge public reaction of the plans.</p> <p>The feasibility study / business plan would form the basis of funding applications to Heritage Fund and other funders for the construction / installation of the community heritage hub and revenue funds for public activities.</p> <p>The community heritage hub will enable:</p> <ul style="list-style-type: none"> • More people to be engaged with the heritage / natural heritage of Castle Hill; • More volunteers to be recruited and retained to work on the Hill (research, tidying / up keep, visitor guiding); • A bigger / better programme of events and activities on the Hill suitable for both visitors and local people. <p>The community heritage hub will address a range of needs. Currently the identified needs are:</p> <ul style="list-style-type: none"> • Public toilets on the hill top, for residents, school visits, visitors or society volunteers; • Wet weather shelter / kitchenette for volunteers; • A multipurpose space for receiving groups of visitors on the Hill (tours, talks, walks, etc.); • A welcoming orientation / interpretation point for visitors; • Lockable storage space for tools, equipment, etc.; and • Work areas / work stations for heritage research. <p>The community heritage hub aims to make a difference by addressing inequality, including the provision of facilities and inspiring activities based at the community heritage hub aimed to include groups such as the young, elderly, disabled, etc. and providing disabled parking within close vicinity of Castle to facilitate easy access. There will also be health benefits from increased walking and volunteering opportunities.</p> <p>The community heritage hub would be a visitor magnet (heritage and natural heritage, viewpoint, activities / events / tours) encouraging choice of Ardrossan as a visit destination and encouraging longer length of stay and additional stop overs for transits. It would not displace meeting places / cafes / restaurants in the area.</p> <p>Ardrossan Castle Heritage Society is a community led charity accountable to the people of Ardrossan who will be involved in the design, development and operation of the community heritage hub.</p> <p>The community heritage hub is intended to be an exemplar low carbon project in terms of construction and operation. The activities based at the hub will include making sure that the environment of Castle Hill is maintained / protected including species logging / habitats.</p>
Timescales	From March 2020
Contact details	<p>Shirley Morgan – Locality Partnership Coordinator 01294 475912 smorgan@north-ayrshire.gov.uk</p>



Appendix 1 - Community Investment Fund: Proposal to Cabinet

Organisation name	<i>Millport Town Hall – SCIO 49279</i>
Brief details of organisation	<p><u>Mission Statement</u></p> <p>To preserve a building of heritage significance and to create a community facility for the future which is sustainable and run by the community, for the community.</p> <p>To create a space capable of accommodating a variety of uses which is vibrant, facilitates community and social cohesion and spirit and enhances not only the economy of the Isle of Cumbrae but also enriches the lives of its residents and visitors.</p> <p>SCIO status has been granted and an associated trading arm set up to minimise risk and maximise tax efficiency.</p>
Locality	North Coast and Cumbraes
Funding requested	£30,000
Brief overview of proposal	<p>In August 2019 the Cabinet agreed to award £200,000 from the North Coast's allocation of the CIF to Millport Town Hall for the restoration of the building subject to</p> <ul style="list-style-type: none"> (i) the award being set aside for 12 months to allow for the full cost of the project to be funded; and (ii) (ii) a proportional reduction in the award should the overall cost of the project reduce. <p>A conditional agreement, until July 2020, is agreed with another external funder to contribute some of the costs of the architectural and survey work and any delay risks losing the funding. The project requires reports from an architect and a quantity surveyor to inform the next step of the restoration and for further funding applications where the detail provided by specific experts is essential.</p> <p>MTH are orchestrating a cocktail of funding applications which are dictated by funding deadlines and decision dates. The total cost as per Feasibility Study is £2,929,000</p> <p><u>Applications submitted and Expressions of Interest</u></p>

	NORTH AYRSHIRE COMMUNITY INVESTMENT FUND	£200,000	Ringfenced
	ARCHITECTURAL HERITAGE FUND	£23,800	Approved
	SCOTTISH LAND FUND	£54,010	Approved
	SCOT GOV REGENERATION GRANT	£750,000	Pending
	HIGHLANDS AND ISLANDS EU	£200,000	Pending
	MILLPORT CARS SCHEME	£25,000	EOI
	ROBERTSON TRUST	£500,000	TALKS
	MAGNOX SOCIO- ECONOMIC/NDA	£750,000	TALKS
	CUMBRAE LOTTERY	£4,000	INCOME
	<p>Other funds with a potential of £470,000 have been identified. There are many further funders identified for once the project is underway; what is needed now is the “basket” to deliver the outcomes.</p> <p>The organisation’s Scottish Land Fund mentor has indicated that if MTH are successful with their current application then they may be referred to HIE for consideration for their own funding streams.</p> <p>Scottish Community Enterprise have awarded 6 free training days to ensure maximum benefit from a crowdfunding campaign. Actor Bill Paterson is visiting Cumbrae in August to shoot a promotional video for this campaign.</p> <p>The proposal is the restoration and regeneration of a historic building, on the At Risk Register and within a Conservation Area. The proposed use is as a multi purpose building housing a <u>Heritage and Conservation Centre</u>, <u>Arts and Culture Centre</u> and <u>Community Centre</u>. Sustainable income will be achieved from ticketed events, three holiday let flats, exhibitions, Cumbrae Lottery and local fundraisers. Community lets will be charged at a rate commensurate with those of NAC. The Feasibility Report has shown this to be a viable proposition.</p>		
Timescales	<p>Alienation from the Common Good has taken place and the Community Asset Transfer is nearing completion.</p> <p>The next stage is architectural and quality surveyor reports.</p> <p>Next stage development funding applications are pending.</p>		
Contact details	<p>Rhona Arthur, Interim Head of Service, Connected Communities 01294 324415 rhonaarthur@north-ayrshire.gov.uk</p>		

NORTH AYRSHIRE COUNCIL

18 February 2020

Cabinet

Title: 'Getting it Right for You' North Ayrshire Children's Services Plan – Performance Report 2017-2019

Purpose: To advise Cabinet of the progress made in the 'Getting It Right For You', North Ayrshire Children's Services Plan Performance Report 2017-2019

Recommendation: That Cabinet notes the 'Getting It Right For You', North Ayrshire Children's Services Plan Performance Report 2017-2019

1. Executive Summary

- 1.1 North Ayrshire Community Planning Partnership has overall responsibility for the annual report on its Children's Services Plan 'Getting it Right for You' 2016-2020. In response to Part 3, Section 13 of the Children and Young People (Scotland) Act 2014, an annual report on performance and progress against the Plan must be published, as soon as practicable after the end of each one-year period.
- 1.2 This paper outlines some key achievements contained within North Ayrshire Children's Services Plan (CSP), 'Getting it Right for You' – Performance Report 2017-2019.

2. Background

- 2.1 North Ayrshire Community Planning Partnership (NACPP) has overall responsibility for the annual report on its Children's Services Plan (CSP) 'Getting it Right for You'. The plan was published in March 2016, one year in advance of the expected statutory publication date.
- 2.2 The key aims of the CSP are as set out in the Act. The North Ayrshire CSP is ambitious and is written in a style which has the 'young reader' in mind. The Statutory Guidance ensures that the CSP can 'tell a story'. The North Ayrshire CSP originally contained 36 'Promises' that were split into 3 life stages; Early Years (0-5), Primary Years (5-12) and Secondary Years (13-18). In 2018 the Children's Services Strategic Partnership (CSSP) revised the Promises which led to 32 promises which were mainly relevant to all ages.
- 2.3 The 2017-2019 'Getting it Right for You' North Ayrshire Children's Services Plan – Performance Report 2017-2019 is attached as Appendix 1. This report covers the

reporting periods 2017/18 and 2018/19 due to timings. The 2016/17 report was published in October 2018.

2.4 Some of our Key Achievements detailed in the annual report are listed below:

- Our Year of Young People Ambassadors' focussed on suicide prevention and were awarded a **National YouthLink Award** for Health and Wellbeing for their [Thirteen Ways Suicide Prevention work](#).
- 9,515 activities, programmes and learning events which support **participation in democracy** were accessed by Young People in 2018/19.
- Over 90% our schools have become Rights Respecting Schools (RRS) and are accredited to Bronze level - RRS Committed.
- We continue to support mental health and wellbeing. Place2Be counselling has continued within 6 North Ayrshire schools which are located in North Ayrshire's areas of highest deprivation. Targeted nurture approaches have been further embedded in North Ayrshire schools. This is having a significant impact on social and emotional wellbeing in 7 secondary schools, 20 primary schools and 9 early learning and childcare establishments.
- The Education Service's Family Learning Team (FLT) had 425 initiatives and programmes which have supported over 4000 families since the team was established. Our evidence shows that families have increased knowledge, confidence and understanding in how to support your learning at home and in school.
- Through its whole systems approach to Active Communities, North Ayrshire and NHS Ayrshire and Arran have been selected to be an "Early Adopter" site for the new Public Health priority relating to diet and healthy weight. This will involve a focus on children and young people, physical activity and food environments. North Ayrshire will also be one of four local authorities who will have a "special partnership" status with SportScotland and this will link with and complement the Early Adopter work.
- Our Active Schools programmes provide support for extracurricular sport and activity. Compared to the 2017/18 academic year, the number of individuals taking part in activities has increased by 12.9% to 8,774. This is supported by a 35% increase in the number of activity sessions which has led to our young people taking part in a total of 197,641 sessions in the 2018/19 academic year.
- On the 14th March 2019 a Peer Research event took place called 'Who am I?'. This event was facilitated by North Ayrshire Council's modern apprentices and members of the North Ayrshire's Champions Board. The aim of the project was to bring together Care Experienced Young People and Professionals to start a conversation around the Language used in the 'care system', the Stigma often associated with the language that is used and the resulting Behaviours of Care Experienced young people and professionals. Approximately 20 care experienced young people with various care experiences and approx. 30 practitioners from front line practitioners to those in management positions were involved.
- Our Active Schools programmes provide support for extracurricular sport and activity after school. Compared to the 2017/18 academic year, the number of individuals taking part in activities has increased by 12.9% to 8,774.
- The gap between the attainment of leavers from the 20% most deprived areas and those from the rest of the areas (80%) has reduced in 2018 to 37%, from 44% the

previous year and is much smaller than the corresponding gap for all leavers in Scotland (46%).

- A new integrated Infant Feeding Team has been established, bringing together maternity and health visiting services, infant feeding team and peer supporters from the Breastfeeding Network. The team is dedicated to supporting mothers to breastfeed their newborn babies in a way that reflects their individual experiences and needs. The service has focussed on babies born by Caesarean Section initially, as well as supporting mums and babies in the Neonatal Unit.
- Universal Early Years staff and children and families Social Work staff are now successfully co-located in Kilwinning Academy.

3. Proposals

3.1 It is proposed that Cabinet note the content of the report.

4. Implications/Socio-economic Duty

Financial

4.1 None

Human Resources

4.2 None

Legal

4.3 This report fulfils the Council's statutory duty to meet the requirements of Part 3, Section 13 of the Children and Young People (Scotland) Act 2014.

Equality/Socio-economic

4.4 Tackling inequalities is a key aspect of this report. The Council is committed to reducing inequalities of outcome caused by socio-economic disadvantage for our children and young people.

Environmental and Sustainability

4.5 None

Key Priorities

4.6 Supports the Community Planning Partnership's Local Outcomes Improvement Plan Theme - A Thriving North Ayrshire.

To meet the requirements of Part 3 Section 13 of the Children and Young People (Scotland) Act 2014.

Community Wealth Building

4.7 None

5. Consultation

- 5.1 Key partners and contributors to the Children's Services Plan are consulted on an annual basis to provide updates on progress. These updates form the basis of the annual report. The Children's Services Strategic Partnership meets quarterly.
- 5.2 The report has been presented to the Community Planning Partnership Board, the Integration Joint Board and the Ayrshire and Arran NHS Board.

Stephen Brown / Audrey Sutton
Director, Health and Social Care Partnership / Executive Director (Interim) Communities

For further information please contact **Lauren Cameron, Policy Officer (Children's Services)**, on **01294 324160**.

Background Papers

0

NORTH AYRSHIRE Children's Services Plan
Annual Performance Report
2017-18 to 2018-19

How we are doing



GETTING IT
RIGHT
FOR YOU



NORTH AYRSHIRE
CHILDREN'S SERVICES
STRATEGIC PARTNERSHIP

What we set out to do

Here at North Ayrshire Council, we aim to ensure that you, our children and young people, experience the best start in life. We want you to think that North Ayrshire is the best place to grow up in Scotland. This vision is at the heart of everything we do for you.

In 2015, to help us achieve this vision, we asked for your views. Then, using what you told us, we wrote the Children's Services Plan: Getting it right for you (2016-2020). We were also guided by a new law that has strengthened your rights, called The Children and Young People (Scotland) Act 2014. With all that in mind, we made you some Promises, which you can find here.

In 2016 we began to make some changes to our services to help us keep our Promises and deliver better outcomes for you.

We have worked together with our friends in the Children's Services Strategic Partnership (CSSP) to focus on the top 4 issues that were important to you.

These 4 priorities you asked us to consider were to:

- Improve how you engage with school
- Help you to be physically active and be at a healthy weight
- Prevent smoking, drinking and taking substances at an early age
- Support your social and emotional development.

We also asked you to help us by keeping your own promises too. For example:

- We promise to tell an adult we trust if we are worried about something
- We promise to eat food that is good for us
- We promise to take part in physical activity
- We promise to speak out about the things that matter to us so that they can change

We also promised to report on our progress and we are pleased to give you our next annual report on how we are doing.





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Structure of this report

We want this report to be easy to read and understand. It matches the work we did in *Getting it right for you: North Ayrshire Children's Services Plan 2016–2020*.

In this report we have revised some of our promises to make them more relevant to you. This means that many of the promises now relate to all ages and stages. Each promise is under a heading to show what stage they are relevant to.

Within each section we will tell you some of our achievements, backed up by the results from our Performance Framework (important points to focus on). This Performance Framework has helped us measure how well we are keeping our Promises. When we made our Promises, we set high standards because we want the best outcomes for all our children, young people and families.

We will also tell you what we are still aiming to achieve in our Next steps section. We know that this report affects real lives, so where possible, we use case studies and include quotes from people like you and your families, who have experienced the services we have provided.

We have tried to keep this report as clear as possible. The online version has many embedded hyperlinks (underlined) that relate to our work. These will give you more online information that might be of interest to you. The website addresses are all collated within the Appendix (see page 54).

As you will see from this annual report, we have made steady progress towards our overall promises and our action plan.

Our Promises to you *and our achievements*

Overarching Promises

We promised to
work on the Children's Services Plan
priorities to improve your outcomes.



This is our Second report. Getting it right for you: North Ayrshire Children's Services Plan 2016–2020 is being used and reviewed on a daily basis by workers across the Children's Services Strategic Partnership (we'll call it the "Partnership" from now on). Our Promises are linked into all the work that we do. We're keeping track of our progress every single day.

We promise to
consult with you and your family
about your needs to inform the
services we deliver.



In the 2018 Year of Young People (YOYP) we hosted the Scottish Youth Parliament sitting, Brexit event and National Awards, welcoming people from all around Scotland to make decisions at a national level. A first of its kind, Joint Cabinet Live featured digital representation from all secondary schools in North Ayrshire. Key partnerships were created with the Police and NHS to ensure young people have the information they need to make informed decisions. Our YOYP Ambassadors' also focussed on suicide prevention and were awarded a National YouthLink Award for Health and Wellbeing for their [Thirteen Ways Suicide Prevention work](#).



The YOYP Legacy Report was approved in March 2019 and will deliver further significant innovation in how you, as young people, influence the Council's work, Poverty and Inequality, Health and Well-being and in particular mental health and Young Peoples Voice and rights.

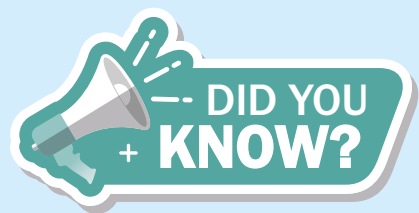
The Scottish Youth Parliament Elections took place across North Ayrshire until Friday 29th March 2019. We had 17 candidates standing for 4 places.

These young people will represent you, young people from across the area for the next 2 years nationally and locally. Any young person aged 12-25 in North Ayrshire could vote online via the Young Scot website.

Highlights of local events which took place in the Year of Young People included:

- A unique '**Joint Cabinet Live**' which brought together young people from all over North Ayrshire via a live video link, to interact with the Council's Cabinet members on the issues faced by young people living in the area.
- A special **YoYP Participatory Budgeting** exercise that saw those aged 8-26 voting on projects, either organised by or for the benefit of young people, that they wanted to see happen during 2018. The winning bids received up to £1,000 to help deliver their projects.
- The 65th sitting of the Scottish Youth Parliament took place in March and was hosted in Saltcoats. This annual event and national awards ceremony was attended by people from across Scotland and attracted high levels of media interest.
- There are a number of YOYP activities of which the Young Ambassadors and young people in North Ayrshire are particularly proud. These activities are already creating a powerful legacy and include:
 - **Unfearties:** the signing up of elected members (Councillors), council employees, partners and organisations as unfearties. Unfearties are individuals who are courageous in discussing children's issues, are making a difference in children's lives, and who are willing to speak up for, and stand alongside, children. Over 300 have been signed up to date.
 - **Right Here Right Now Training:** Working with MSYPs to roll out a programme of training on young people's rights for pupils across our primary and secondary schools.
 - **Care Experienced Young People's and Young Carers Participation:** Working with Corporate Parenting Team and North Ayrshire Young Carers to set up participation groups that will feed directly into the participation structure, and actively encourage young people to participate in the Youth Council Executive.
 - **Peer research projects** across the Council and developing proposals for shadowing Cabinet members.

The Scottish Youth Parliament's (SYP) National Sittings are when SYP meets as a full parliament. Sittings are an opportunity for Members of Scottish Youth Parliament (MSYPs) to meet with other MSYPs from across Scotland to discuss and take action on issues that are important to the young people they represent. At Sittings, MSYPs take part in workshops, debates, training sessions, and, most importantly, set SYP's policy agenda.



9,515 activities, programmes and learning events which support participation in democracy were accessed by Young People in 2018/19

10,259 activities, programmes and learning events which support participation in democracy were accessed by Young People in 2017/18



- **Intergenerational Community Planting:** Young people worked with the Three Towns Growers and Streetscene to plant potatoes for community food which will provide free sustainable food for the community.
- **Work with young Syrians:** Working with key staff and the young Syrian communities to ensure their voice is represented in the youth participation structure and encouraging them to participate in the YOYP activities throughout the year and beyond.
- **School Leavers Toolkit:** Creating a resource online in partnership with Young Scot that has signposting to local and national organisations that will assist young people leaving school. All school leavers have been issued with promotional material to signpost them to this.
- **V in The Park:** Working in partnership with The Ayrshire Community Trust (TACT), a YOYP theme was developed for Volunteer Week. This included an event at Eglinton Park with 150 young people participating. All YOYP ambassadors are signed up for their Saltire award to receive recognition for all of the volunteering they have done as part of their role.
- **“13 Reasons Why” Suicide Prevention Online Campaign:** Working with Choose Life the Young Ambassadors have written a number of Blogs and Vlogs around positive mental health and suicide prevention messages throughout the summer and beyond, in partnership with Young Scot, and to national acclaim. This initiative won the National YouthLink Award for Health and Well being
- **#Kindness Rocks:** Placing messages of kindness around North Ayrshire – hand painted rocks shared on YOYP Facebook page to promote positivity and positive mental health messages, in partnership with Carnegie UK.
- **Health Foundation – Young People’s Enquiry:** Working with the Health Foundation to create a young people’s enquiry team from across North Ayrshire. North Ayrshire was the only Scottish site and the young people were given training to consult with young people across Ayrshire to gather opinions on what it is like to live and grow up in North Ayrshire.
- **Period Poverty Campaign:** The Young Ambassadors worked to help launch the promotional campaign highlighting the free sanitary products that will now be available across all council and community buildings.

**We promise that
where we can, we will put all our
children's services into local areas
so that all of our staff can work
more closely together for you.**



We have developed our Universal Early Years Teams to include Health Visitors, Early Years Social Workers, Family Nurturers, Health Visitor Support Workers, Health Care Support Workers, a Speech and Language Therapist and a peri-natal Mental Health Nurse who can all respond to your needs and your parents' needs.

Universal Early Years staff and children and families social work staff will be co-located in Kilwinning Academy and the transition will begin at the end of July/ early August 2019. All staff will be successfully co-located by early September 2019.

A Challenge Team have been created in two schools, Greenwood Academy and Elderbank Primary. The team includes four Social Workers, three Family Care Workers, three Mentors and a Registered Nurse. The Challenge Teams work in partnership with a range of other services.

This new model of a schools-based team approach will enhance and develop our current ways of working to support children to remain living at home with their families. The team will also identify concerns within families at an earlier stage and, through working together with families and the wider school community, increase the likelihood of remaining with family and therefore ultimately improving children's outcomes.

The Challenge Team are visible to children at school, family and educational staff and have been welcomed within both schools to operate as part of the wider school staff team. The team are proactive, with relational ways of working, seeking to intervene at the earliest point of any difficulties being identified. This prevents escalation, where possible, for children through the care system. Social workers are allocated to support specific children and their families, who attend these schools – these being the children who are at greatest risk of becoming looked after or accommodated away from home. The team has case management responsibility, which includes reporting to the Children's Hearings and Looked After and Accommodated Reviews.

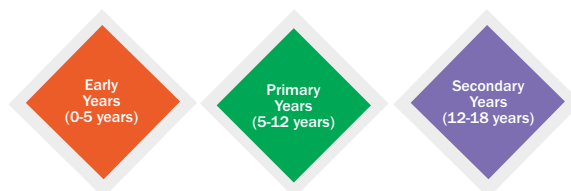
The support offered by the Challenge Teams has been recognised as making a significant difference to the outcomes for children, young people and their families. The new ways of working have had a significant impact on how support is delivered to those most in need, but also the outcomes experienced by those receiving support.



This model has seen a more intensive targeted response to families in need, being delivered. In order to achieve this, workers have been given a smaller caseload to allow them to increase their availability to support.

Moving to localities will help staff to plan and deliver better services to improve local health and wellbeing and will ensure that the services provided in each locality are meeting your specific needs.

**We promise to
make sure that your
rights are protected.**



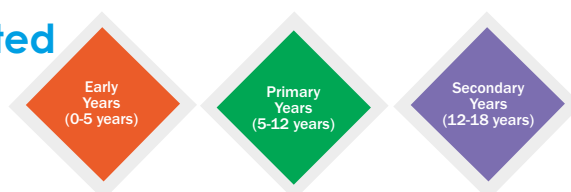
Almost all (over 90%) of our schools have become Rights Respecting Schools (RRS) and are accredited to Bronze level – RRS Committed. There are now around 30% at Silver Rights Aware, whilst three schools have attained gold level ambassador status.

Most of our schools have been on their journey towards formal Rights Respecting School Status. This award is not compulsory but is a structured way to undertake this work in schools. The remaining schools (as do all schools) consider children's rights due regard wellbeing work and rights are at the heart of their vision, values and aims. This forms the basis of all policy work including anti bullying, restorative practice, nurture and promoting positive relationships.

Following on from the introduction of this work on rights, all schools are now subject to revised and updated quality improvement measures in this area and an annual report on the impact of this work will be compiled ensuring all schools consider children's rights in their work with you and your families.

Child Rights Education (CRE) involves learning about rights, throughout your education. The Rights Respecting School approach helps you as "rights holders" to claim your rights. It also helps adults as "duty bearers" to be responsible for you. Child Rights Education helps all of us, young and old, to work together. When we encourage each other and give each other space to thrive, we create meaningful friendships and work well in school – and in the wider world!

**We promise to
work closely with our partners,
you and your family to make sure that
North Ayrshire is a more secure place
to live so that you are safe, protected
and not at risk of intentional or
unintentional harm.**



MAASH (Multi Agency Assessment Screening Hub) continues to receive referrals relating to Domestic Incidents, and Child Concerns from Police Scotland.

Our CareFirst system indicates that from the period of April 2017 to March 2018, MAASH received 393 referrals relating to Domestic incidents, and 634 referrals relating to Child Concerns. This equates to 1027 annually, and approximately 86 referrals monthly. In relation to domestic incidents, it is noted that 85% of victims were female, 15% were male.

Irvine is noted to have had the highest numbers of domestic incidents. Approximately one third of victims were aged 16 to 26. Two thirds were over 26.

Less than 3% of Child Concerns referrals resulted in a referral to the Scottish Children's Reporter Administrator (SCRA). Similarly, approximately 3.5% resulted in referrals to the respective Area Teams.

In addition to assessing Police Concern referrals, MAASH continue to participate and contribute to MATAC (Multi Agency Tasking and Co-ordinating) meetings, and Decision Making Forums in respect of DSDAS (Disclosure Scotland Domestic Abuse Scheme).

case study

To help you keep yourself safe online we have listened to you, your parents and professionals and created a co-ordinated approach to online safety. Young people in North Ayrshire told us their definition of Online Safety is;

"Being Switched on when using websites and social media and being able to use them confidently, happily and safely."

Young people and professionals have worked together to create a pledge to help keep you safe in online, whilst helping you to enjoy the benefits of the digital world.

You should be able to see this pledge displayed across North Ayrshire and find

access to the online directory in schools, libraries and community facilities.

To help the adults who support you improve their knowledge and understanding we have developed a co-ordinated approach to training and provided an easily accessible guidance for young people and adults in the form of an Online Safety Directory.

The new North Ayrshire Online Safety Directory is available here – <http://www.northayrshire.community/get-involved/youngpeople/>

The percentage of families previously registered on the Child Protection Register who have been re-registered following a period of less than one year was 4.9% in 2018/19 and 3.9% in 2017/18.



**We promise to
make sure that you move from
stage to stage as smoothly
as possible for you.**



Child Protection

From October 2018, the number of children on the Child Protection Register has dropped from 156 to 117. Monthly case audits are undertaken by the Senior Manager(s) and Chief Social Work Officer reviewing current registration and placement status while providing essential professional risk and decision-making judgements appropriate for each case.

Development & Piloting of the Early Years Planning Framework

A new planning tool has been developed to help you move from Early Years to Primary school. This has involved rolling out additional training to establishments by September 2018. There has been a greater focus on the use of your developmental milestones and transitional planning.



Our **Family Learning Team (FLT)** has developed programmes for your primary and secondary transition. The primary programme is 'Supporting Transition Into Primary' (**STIP**) and the secondary programme is 'Supporting Transition After Primary' (**STAP**).

The **Supporting Transition into Primary (STIP)** Programme saw an increase in parent participation levels in 2017/18. The total number of participating families has increased to 570 in 2017/18. 146 families were supported in 2016/17 and 395 have been supported in 2018/19.

Some sample statements from parents who participated in the STIP programme are noted below:

Supporting Transition into Primary: Feedback from Parents/Carers

"Really enjoyed having this quality time together I learnt to see different ways to encourage learning."

Informative fun and easy going. Examining books through play and imagination. Brought to life by puppets and characters from the book i.e. fox, mouse etc. most helpful in the aspect of time spent together with our child learning how to hold his interest, transferring skills learned by parent and child and implement these at home.

"I enjoyed spending quality time with my child and spending time doing various activities. Both myself and my daughter enjoyed attending the sessions. We will continue to work on skills we have learned e.g. numbers, letters, pencil skills, story time and make these times fun. The sessions were fun and varied which my child enjoyed."

"We learned a lot of stuff, I will be doing it all at home, most of all it was fun"

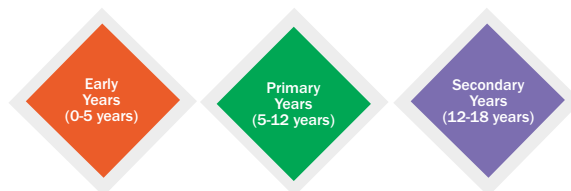
The **Supporting Transition after Primary (STAP)** Programme was newly established in 2017/18 with 121 families participating in this programme in its first year. This rose to 197 families in 2018/19. Some sample statements from participating parents are noted below:

Supporting Transition after Primary: Feedback from Parents/Carers

"Good to get to know some staff from the Academy before children start in S1."

"It was good to be able attend the local primary school instead of travelling to the academy – it works very well. The academy staff were able to answer questions and ease anxiety."

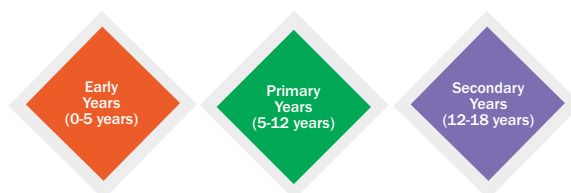
We promise to care for your needs if you have any health needs or disability.



If you have a health need or disability and are moving to adult services, we will have a Child's Assessment and Plan (CAP) in place for you.

A short life working group has been set up to look at the ASN transitions pathways as part of the Children's Services Improvement Board. This will help to improve transition planning from mainstream or ASN Education to Adult Services.

We promise to ensure that your mental health and wellbeing are a priority.



Work has started to build a new Additional Support Needs School alongside a Respite and Residential (R&R) Facility. The project is a first of its kind in Scotland and will provide a unique learning and living environment for young people. The new school will provide modern, fully accessible facilities for 200 young people from ages 2 to 18 with a range of additional needs. The school will include sensory spaces, a swimming pool, an hydrotherapy pool and enhanced outdoor learning spaces including an outdoor rebound area and external classrooms.

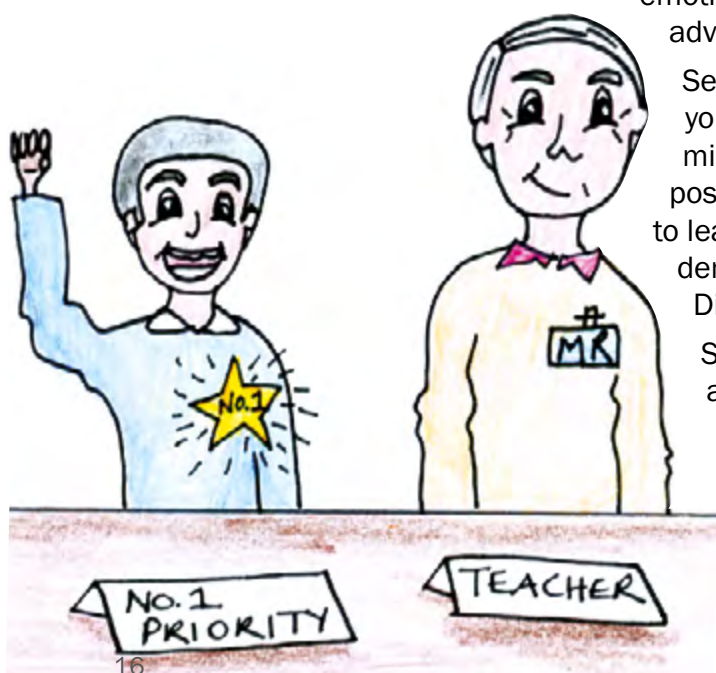
It will include facilities for health and social care colleagues to access, incorporating first-aid, therapy and treatment facilities.

And the R&R facility will incorporate an eight-bedroom respite facility for young persons with additional support and health needs, along with an eight-bedroom residential facility which will provide a specialist environment for young people with severe and complex needs.

In primary and secondary schools, we continue to improve the access for you to get support with your emotional wellbeing. Examples include: Kitbags for primary schools; Mindfulness in the classroom; Connecting with Mental Health Glow tile; Heartstone Project; Reflections emotional wellbeing resource; Safe Spot mental health advice and support app for secondary schools.

Secondary school counselling has supported 558 young people from the beginning of the service in mid-2017 to February 2019, and this has had a positive impact on mental wellbeing, reducing barriers to learning and improving social skills. This has been demonstrated by improvements in Strengths and Difficulties Questionnaire scores.

Some information on some of our interventions and programmes is provided below under each learning stage.



Primary school support

Kitbag was researched, promoted and purchased for all North Ayrshire primary schools in the 2017/18 session. This is a resource which is designed to be used with small groups of learners and initial feedback indicates children have a greater understanding and awareness of positive relationships, building resilience and strategies to support their mental and emotional wellbeing.

These specially developed ‘bags’ give you a safe space to talk about any worries or fears you might have. Children have really enjoyed the finger puppets – Wolfy and Robin – as well as calming oil, strengths cards and a talking stick.

An evaluation of kitbag was conducted with small groups of P4 and P7 pupils in four schools in the 2017/18 academic session.

In general there had been improvements following the use of Kitbags.

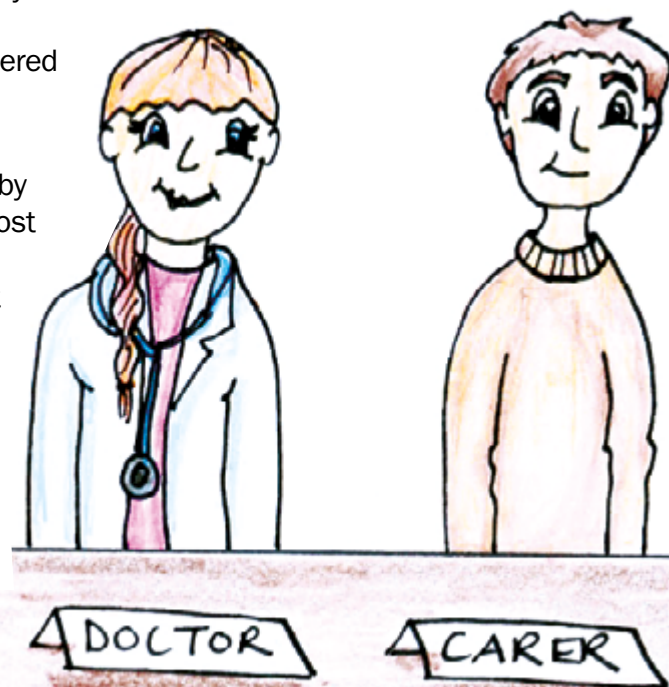
Playback Ice’s ICEPack primary resource to help your mental and emotional wellbeing was also used to support the health and wellbeing curriculum in the 2017/18 academic session. This resource is now being widely used in schools. Over 394 staff have completed IcePack training and 99% felt this training was relevant and useful as practitioners and also in supporting you.

An initial pilot programme of “**Mindfulness in the Classroom**” was piloted for staff in primary and secondary schools within the Irvine Royal cluster. Following this initial pilot, we have a clearer understanding of school requirements for the roll out of a mindfulness resource in the 2018/19 academic year.

Place2Be counselling has continued within 6 North Ayrshire schools which are located in North Ayrshire’s areas of highest deprivation. Support is offered in the form of one to one counselling sessions and Place2Talk group sessions. 1880 group sessions were held in 2017/18 with 228 boys and 404 girls attending. In addition, 86 children accessed one to one counselling, with 1568 individual sessions throughout the 2017/18 academic year.

There were also 213 Parent Partnership sessions held involving parents and carers in sessions with pupils. Evidence gathered from teacher and parent SDQs (Strengths and Difficulties Questionnaires) in all six primary schools have reported Place2be has had a positive impact. 67% reported an improvement in mental health. We have gathered information from Place2be’s ‘Child’s view’ approach. These have shown it is having a positive impact.

A **Primary Pupil Mental Health Survey** was completed by 820 children in 5 schools located in North Ayrshire’s most deprived areas. The survey focused on feelings about school and 94% of you who took part, indicated you felt there was an adult who you could go to if you had a worry or something was upsetting you. This suggests a high proportion of you are confident accessing support for emotional wellbeing.



Secondary school support

We launched the '**Connecting with Mental Health**' **Glow tile** in November 2017. This can be used by all secondary pupils and staff to access a range of supports for mental health and emotional wellbeing. Usage figures show that the site has had approximately 1000 hits to date.

To support further development of the Glow tile, the Health and Wellbeing team recently conducted a **Secondary Pupil Mental Health Survey** of over 650 pupils.

This enabled the Health and Wellbeing team to direct you to sections of the Glow tile that identified common mental health concerns. Obtaining your views in secondary schools has supported the service to identify key priorities in the 2018/19 academic session. As an example, you reported exam stress as a key issue and in response additional support in this area will be provided through partnership working with the Educational Psychology Service.

Following a pilot of **Secondary Wellness Recovery Action Plan training**, through partnership working with the NHS Health Improvement Team in the 2016-17 academic session, the health and wellbeing team have developed and piloted a new secondary emotional wellbeing resource titled '**Reflections**' with a group of thirteen S3 pupils in Ardrossan Academy. All participating pupils reported improvements in their understanding of mental health, factors that negatively affected their mental health and supports which worked for them after completing the programme. Based on feedback from participating pupils, the programme has been revised and training and support will be offered to staff in other secondary schools to further roll this out in 2018/19 academic session.

Through Scottish Attainment Challenge Funding, a **secondary school counselling service** was introduced in the 2017/18 academic session. One full time counsellor is now in each of the 9 secondary schools. As of June 2018:

- 350 of you have accessed this service
- 39% of pupils self-referred
- 61% were referrals from pastoral staff
- S3 students were the most frequent users of this service
- The three most common reasons for attending counselling were – low mood (65%), stress (62%) and anxiety (58%).

From the evaluation of the counselling service there has been a positive impact for those of you who have attended. You told us that attending school counselling had a positive impact on your mental wellbeing, reducing barriers to learning and improving social skills.

In addition, there are at least 20 Scottish Mental Health First Aid trained Mental Health Ambassadors in each secondary school. These are S5/S6 pupils.

**We promise to
provide you with the best education
possible through high quality
teaching and to encourage
and celebrate your achievements.**



Our Professional Learning Academy (PLA) is there to improve the quality of learning and teaching across your schools and early years establishments. In December 2018 the Learning Academy won a Scottish Public Service Award in the category of Employee Development and Skills. This recognised our PLA team who have displayed excellence in promoting skills development across teams and operational units.

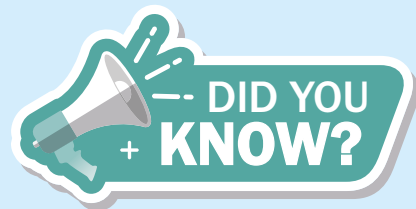


This year the PLA has worked with 95% of our schools and nurseries in North Ayrshire and has delivered twilight training sessions to 1,293 teachers and practitioners. The key focus is to improve literacy and numeracy for you as learners. Training and intervention programmes delivered in-school during the day have impacted directly upon 3,196 learners. There have been 14 interventions which have taken place over 8-20 weeks depending on the nature of the support and there have been 94 twilight events covering 28 different topics. Twilight training events were very positively received with almost all participants either agreeing or strongly agreeing that courses were professionally relevant and of a very high standard.

Nine schools, 54 teachers and 1,200 learners participated in the Coaching Approach to Maths over the course of the year. Assessments of learners' skills, understanding and knowledge in numeracy at primaries 1, 2, 3 and 4 showed an average increase in scores of 46%.

The Literacy Strategy is now in its final stages of development and has listened to the views, ideas and experiences of staff, families and you, as learners, as well as research into what works. The strategy outlines the key approaches taken in developing literacy skills throughout the Broad General Education and its implementation will be fully supported by the professional learning programmes offered by the PLA.

Reading Recovery has been a key focus this session and a member of the team is one of only three accredited Reading Recovery Teacher Leaders in Scotland. 12 primary schools have taken part in this year-long programme and now each has a qualified Reading Recovery Teacher. 48 children have completed the programme so far and have, on average, increased their reading age by 2 years. This has also improved skills in writing and spelling with most increasing their spelling age by 8 months. High quality training for classroom assistants has complemented our approach to supporting reading skills, with the introduction of 'Boosting Reading at Primary & Secondary'. There are currently 15 schools who have trained these staff to deliver this 10 week intervention. Early results have been positive so far.



**We promise through
our nurturing schools approach
to build your confidence and to
help you attain the highest
standards you can.**



Targeted nurture approaches have been further embedded in North Ayrshire schools. This is having a significant impact on social and emotional wellbeing in 7 secondary schools, 20 primary schools and 9 early learning and childcare establishments. The Early Years Family Nurturer role has developed during 2018/19. 105 families and often wider family members, have been supported by the Family Nurturers for areas such as social/ community integration, routines and home conditions.

Evidence collected in the last academic session shows positive changes at early years, primary and secondary, which strongly suggests that nurture group intervention is both needed and impactful at different stages.

Early Years Nurture



In the 2017/18 academic session, there were 9 early years nurture provisions to help you. Each early years nurture provision supports a small number of children, who will benefit from receiving more intensive nurturing and restorative work. To date 40 children have now completed this intervention. Results, based on Boxall assessment and through SDQ (strengths and difficulties questionnaires), show:

- Almost all children show an improvement from attending nurture
- 95% of children show improvement in their developmental strand
- 88% of children show improvement in their diagnostic strand
- Parent and key workers indicate a significant reduction in total difficulties and an increase in pro-social skills of learners

Primary Nurture

There are now 20 primary nurture groups in North Ayrshire that are funded through the Scottish Attainment Challenge. 137 of you in primary stages have completed primary nurture morning group intervention. Results, based on Boxall assessment and through SDQ (strengths and difficulties questionnaires), show:

- 76.6% of children have improved their developmental strand
- 75% of children have improved their diagnostic strand
- Teacher evaluations show a 57% increase of pro-social skills and 68% reduction in total difficulties experienced by learners.
- Parent evaluations show a 72% reduction in total difficulties and a 52% increase in pro-social skills of children at exit of nurture provision.

As an example, one Head Teacher commented:

“The difference between how they were when they came into school and now is considerable. This isn’t a quick fix however progress has been made. The children sometimes struggle when they are without the support from the nurture staff and back in class in the afternoon.”

Secondary Nurture

There are currently 7 secondary nurture groups in North Ayrshire and 114 young people received this intervention as of July 2018.

86.8% of children improved on the Boxall development strand, while 71.7% of children improved on the Boxall diagnostic strand. The positive impact of secondary nurture was recorded in all aspects of Boxall assessment.

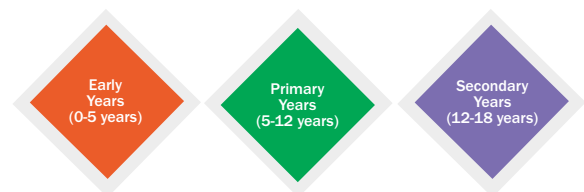
Positive impact of secondary nurture, is also indicated through SDQ (strengths and difficulties questionnaires) completed by young people, teachers and parents. All groups who completed SDQs reported a reduction in young people’s total difficulties. Over 50% of pupils who have accessed this provision have now transitioned back to learning full time in their mainstream secondary schools.

The third summative whole school annual nurture survey for all staff across North Ayrshire schools was completed in May 2018 of the 2017/18 academic session. The 922 respondents, included class teachers, promoted post teaching staff, classroom assistants and early years practitioners. 74% of staff indicated that they have participated in nurture training on the nurture principles and practice, which is a significant increase from results obtained from the 2015/16 (43%) and 2016/17 (67%) academic sessions.

This survey also showed that staff are far more likely now to strongly agree that children have a good relationship with each other than in previous years. This evidence suggests that practitioners have an enhanced understanding of the principles and practice of nurture.

North Ayrshire’s commitment to the on-going professional learning of all nurture practitioners has been particularly successful in the 2017/18 academic session. This is evidenced by the high quality of the professional learning being recognised by the GTCS through awarding the Nurture workstream a GTCS “Excellence in Professional Learning Award.”

**We promise that
if your parents (or carers) have
problems we will be there to
support you all through it.**



Early Years Social Workers who work with your Health Visitor can provide support if your family is experiencing difficulties with relationships. We now have four Early Years Social Workers who are there to support you.

The Family Learning Team works closely with schools and are available to support and signpost families where needed. The Family Learning Team have a range of programmes available that target aspects of health and wellbeing for example, Families Connect, KitBag, and Parents in Partnership.

Support may also be available through drop in sessions and form filling surgeries. Other programmes look at Budget Busting Cooking, foodbank voucher distribution and funding grants for accredited learning.

**We promise to
help your parents (or carers) get the
best information on money, benefits
and employment to help make sure
that you have food to eat and a
safe, dry and warm house to live in.**



Money Matters provides advice to anyone living in North Ayrshire on welfare rights, assistance or representation in relation to benefits. Our service and the advice we offer is free, impartial and confidential.



Health Visitors, Family Nurses and Early Years staff ask about your family's financial situation to make sure that support is provided. The 'We Work for Families' programme team supported 183 families to access education, training and employment, whilst maximising income through relevant benefits. Early Years Social Workers and Family Nurturers supported 21 families with budgeting skills.

During 2018/19, a significant number of families were supported by Money Matters to access welfare rights advice, ensuring they received their full, legal entitlement to state benefits. We have worked in partnership with Money Matters and Home Energy Scotland to develop a formal Financial Inclusion pathway. This will ensure that your parents have an opportunity to discuss any money worries and can be offered support to help address these.

The Education Service's Family Learning Team (FLT) works to support your family. As of March 2019, there have been 425 initiatives and programmes which have supported over 4000 of your families since the team was established. Our evidence shows that families have increased knowledge, confidence and understanding in how to support your learning at home and in school.



Our work in this area has been highlighted on the National Improvement Hub (<https://education.gov.scot/improvement/practice-exemplars/family-learning-in-north-ayrshire>).

We promise to help your parents (or carers) to support you in your learning.



Our Family Learning Team (FLT) approach to family learning for both primary and secondary schools is consistent and fair in all areas. This approach allocates family learning team resource to each school based on the schools levels of deprivation. Twenty-six primary schools in North Ayrshire's areas of highest deprivation receive 1 day equivalent family learning worker support per week.

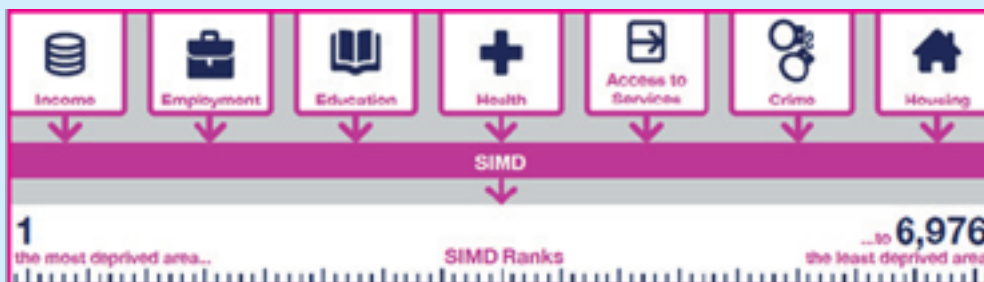
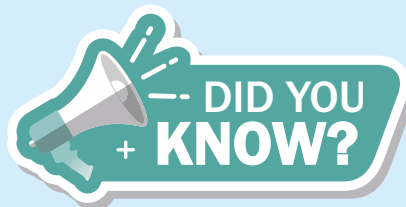
A similar model is adopted in family learning support provided to secondary schools in North Ayrshire. Five secondary schools with highest levels of deprivation receive 2 days equivalent support while schools with the lowest levels of deprivation receiving a ½ day's equivalent per week.

The number of children in receipt of Free School Meals in North Ayrshire is 22.3% compared to 15.6% in Scotland as a whole

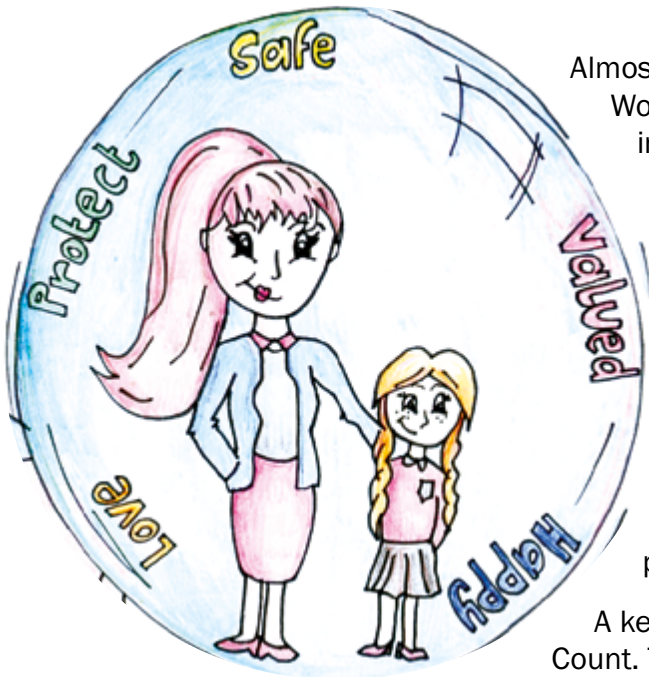
The percentage of Children living in low income families is 23.3% in North Ayrshire compared to 16.3% in Scotland as a whole.

Scottish Index of Multiple Deprivation (SIMD) is:

- The official tool to find the most deprived areas in Scotland
- It compares the levels of deprivation across small areas in Scotland



Deprived doesn't just mean 'poor' or 'low income'. It can also mean people having fewer resources and opportunities, for example in health and education.



Almost all schools reported that having a Family Learning Worker on the same day every week has helped to increase their capacity to help families. The FLT team has been working with your schools and Head Teachers to make sure that everyone knows how our work can help you. The FLT help schools identify which programmes are most appropriate to their learners and families.

The number of primary schools working with the Family Learning Team has increased from 22 in 2016/17 to 44 in 2017/18.

In secondary schools, the FLT worked in partnership with 8 out of 9 schools in 2017/18.

A key Family Learning Team initiative is Read Write Count. The Read Write Count programme is focused on improving literacy skills of those of you in P2 and P3 through family based learning. This used free family book bags provided by the Scottish Book Trust. The initial feedback indicated it had a positive impact on learning.

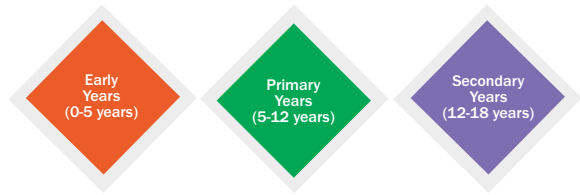
The success of this programme is in part due to the high quality resources which are free, as well as the Family Learning Worker's role in leading Read Write Count, in schools which identified this as a family learning opportunity for P2 and P3 families. A variety of follow-up sessions for counting, reading and writing are offered to encourage the use of the materials at home.

The FLT's process engaged and involved school practitioners in a variety of programmes. Through an increase in the number of programmes delivered, there has been an increase in the number of school practitioners involved in family learning opportunities (12 full time equivalent practitioners). This has enabled schools to have a clearer understanding of the importance of family learning as a contributing factor to wider attainment and achievement.

Impact of Read Write Count – Comments from Parents/Carers:

- Good experience reading the stories and playing the games to help encourage learning.
- Spending time with my child in the class made us both happy.
- Really enjoyed working along with S. He loves his bag. We are looking forward to sharing the stories with his brothers.
- Bags are a great idea! Looking forward to using them at home. Coming into the school was really useful and interesting.
- We had great fun with the story telling dice, tropical triumph was a great way to introduce counting.
- The materials that the children have to take home are great and I look forward to reading together.
- The game was a nice way to explore numbers and practice number skills
- Great ideas provided for home time learning.
- Enjoyed the Read Write Count. It's good to get small tips on how to help my child at home.

**We promise to
help your parents (or carers) learn
what is important to be a supportive
and confident parent and engage
your wider family members as they
will be a great support to you.**



Health Visitors and Family Nurses can request support from a number of different professionals. They do this by making a request through North Ayrshire's Named Person Service. During 2018/19, almost 3,000 requests for support were made for children under the age of 5. Almost half of these were for early intervention and prevention support.

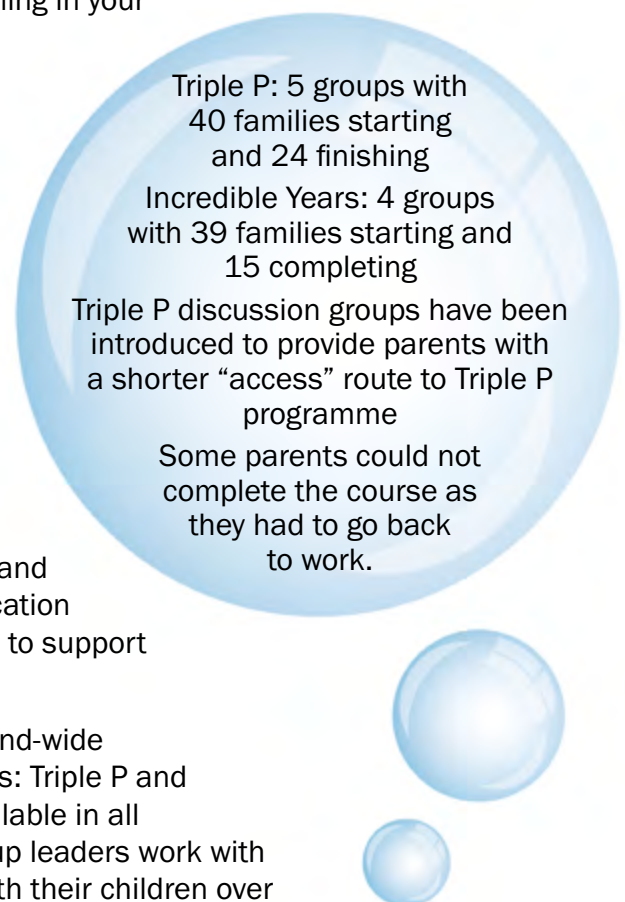
Staff within Universal Early Years' (UEY) service offer home-based parenting support to your family from the period before you're born up until you start school. Staff include six Health Visiting Support Workers, four Early Years' Social Workers, two Family Nurturers, two Healthcare Support Workers, a Perinatal Mental Health Nurse, Infant Feeding Nurse and an Early Years Speech and Language Therapist. We work across North Ayrshire to make sure support is available where you live.

We can support you and your family with breastfeeding, baby massage, behaviour, toileting, sleep routines, making sure your home is safe and allows you to play and develop and helping you and your family find out what is happening in your local area.

We also offer support to make sure your language and communication skills are developing well. In 2018/19, we developed a new programme of support for families led by our Early Years Speech and Language Therapist. This means that wherever you live in North Ayrshire, you can access the same support to help you communicate. We supported 250 families with language and communication.

We have a huge variety of parenting programmes so that your mums and dads or carers can get the right support for them at the right time, in the right place if they need it. A parenting co-ordinator and two new members of the team are part of the Education service's early years team and have been recruited to support this.

Our targeted parenting programmes include Scotland-wide Psychology of Parenting Project (PoPP) programmes: Triple P and Incredible Years (for 3–7 year olds). These are available in all localities in North Ayrshire. Trained early years group leaders work with up to 12 parents on strengthening relationships with their children over 8 or 14 weeks.



Mellow Parenting is another Scottish-wide set of programmes to help your mum and dad and carers to look after you.

Mellow Parenting (MP) is a programme designed to promote sensitive parenting. It aims to improve parental-child attachment and address parental mental health as well as developing better relationships between parent and child.

In North Ayrshire, Mellow Parenting (including Mellow Bumps and Mellow Dads) is offered alongside our local partners Barnardo's (Kilwinning) and Women's Aid. Dads are actively recruited into all parenting programmes.

We are also developing an annual training programme on the Solihull Approach including refresher training. The training is now offered to Health & Social Care (HSCP) staff. Last year 80 HSCP staff were trained in Solihull Approaches. This enables them to deliver 2 hour workshops to parents as required. The Solihull Approaches are about emotional health and wellbeing and provide training and resources to staff working with you.

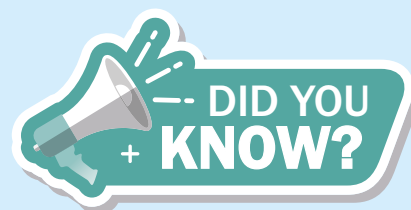
Our universal parenting programme is open to all parents from the Parent Early Education Partnership (PEEP). These programmes focus on helping your parents to learn together to develop your learning.

There are 60 staff from early years' centres, childminders, private and voluntary sector were trained in Parent Early Education Partnership (PEEP). This programme encourages parents to interact and develop learning through play. Parents who attend these sessions have children birth to five years. This programme is being delivered on a weekly basis in all nursery centres and classes which are located in North Ayrshire's areas of highest deprivation. In addition we are delivering community PEEP in Ardrossan (x2), Beith, Dalry, Irvine (x2), Kilwinning and Largs. Over the period of 2017/18, 424 families have attended PEEP sessions and 49% of these families were within SMID 1 & 2 areas. PEEP has been used as part of a transition programme in 68% of nurseries in our most deprived areas.

The PEEP Progression Pathway is a 12 or 16 week training course for your parents. This work goes towards SQA units that allow parents to apply to Ayrshire College for agreed courses such as Education and Social Care. Our staff from various teams work collaboratively to deliver Incredible Years and Triple P programmes.

Early years practitioners deliver baby massage in all localities with referrals coming from HSCP colleagues.

The SNAP (Stop Now and Plan) Programme, is an evidence-based, cognitive-behavioural model powered by the minds at Child Development Institute (CDI). SNAP helps you and your parents learn how to effectively manage emotions and 'keep problems small'.



The SNAP Boys and SNAP Girls programmes are designed for children ages 8 to 11 engaging in aggressive and anti-social behaviour at school or in the community. Experienced and highly trained staff work with each family to assess challenges and problems and develop an action plan. Children and families may participate in interventions that aim to prevent future anti-social behaviour and reduce the chances of conflict with family, friends and authority figures.

Our follow up statistics at 6 months and 12 months show that parents and children have learned new methods of managing behaviours from the SNAP Parenting and Kids Groups. This all helps to build good parent and child relationships as well as at home and in school.

All our programmes help build strong family relationships and these form part of our renewed Positive Family Partnership Strategy and its action plan. This plan involves working with our partners in the NHS, North Ayrshire Health and Social Care Partnership and the voluntary sector. Our actions cover 4 main areas:

- Parenting Programmes
- Communication with Parents
- Parental Involvement
- Parental Support

**We promise to
offer you lots of sport and physical
activity opportunities to keep you
fit and healthy.**



We support your family to play with you and encourage you to be active from the moment you are born. Health Visitors and Family Nurses will gift your parents and carers Play@Home books when you are a baby, toddler and pre-schooler. These have great ideas for playing and exploring. This helps encourage physical activity for you and your family as you grow up.

Almost all (98%) of our schools are involving you in quality Physical Education for two hours or more in a week. All schools have healthy active activities supplemented through active play and lunchtime/ after school sports and activity clubs.

Through our Active Schools Programme, we have close links between schools and 486 local sport clubs. Our Active Schools co-coordinators provide support for extracurricular sport and activity after school, with 8,774 residents taking part last year. We try to encourage you and your family to take part in activities at local clubs and through KA Leisure provision.

We promise that when it is not possible to stay with your family, we will make sure that you are looked after as quickly as possible in a new caring home, to keep your moves to a minimum and to tell you about the reasons for these decisions.

Early
Years
(0-5 years)

Primary
Years
(5-12 years)

Secondary
Years
(12-18 years)



North Ayrshire is a national “Early Adopter” site

Through its whole systems approach to Active Communities, North Ayrshire and NHS Ayrshire and Arran have been selected to be an “Early Adopter” site for the new Public Health priority relating to diet and healthy weight. This will involve a focus on children and young people, physical activity and food environments.



North Ayrshire will also be one of four local authorities who will have a “special partnership” status with sportscotland and this will link with and complement the Early Adopter work.



We are committed to children remaining in the care of their parents and when this is not possible the wider family is explored as an alternative and the first option to prevent children being accommodated.

The UN Guidelines for the Alternative Care of Children clearly state that the family is the ‘fundamental group of society and the natural environment for the growth, well-being and protection of children’ and that ‘efforts should primarily be directed to enabling the child to remain in or return to the care of his/her parents, or when appropriate, other close family members’.

We have a kinship care policy which sets out the processes for assessment, approval, review and support to Kinship Carers within North Ayrshire’s Health and Social Care Partnership within the context of legislation and national policy. The policy was revised due to changes in legislation and the implementation of the Children & Young People (Scotland) Act 2014 and to ensure that the policy met the requirements outlined by the Scottish Government and COSLA (Convention of Scottish Local Authorities).

The Kinship Service is an integral part of The Heath and Social Care Partnership's strategy to support children to remain within their family and community. The outcomes for children placed within Kinship arrangements are generally known to be better than for children in other care settings.

The Looked after Children (Scotland) Regulations 2009 reinforce this requirement. Every child has the right to have their family and friends explored as carers if they need to leave the care of their parents. 'Unless there are clear reasons why placement within the wider family would not be in the child's best interests the care within the wider family or community circle will be the first option for the child' (Scottish Government 2009).

We have over the years been working to reduce the number of unnecessary moves that you may experience if you are in care by developing our Assessment and Plan and have developed a Kinship Care Panel.

We have developed a multi-disciplinary team of Health and Social Care staff to support you if you have experienced Care.

We have set up a separate Corporate Parenting Continuing and Aftercare Group who are now at the stage of implementing our Continuing Care policy.

We have a Corporate Parenting Plan in place and we worked with children and young people to seek their views and thoughts. This was accomplished by having groups of young people coming together from foster care, residential care, kinship and looked after at home. The groups were facilitated by operational staff. The Corporate Parenting Plan reflects some of their views and the plan quotes these children and young people throughout the [document](#).

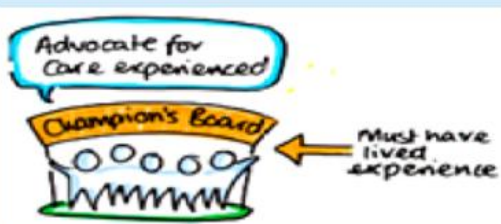
The percentage of children or young people having 3 or more moves is substantially lower than the National average of 5% and 6% for comparator authorities. In North Ayrshire there were 18 children with three or more moves, this equates to 3%.



Champions Board

North Ayrshire Champions Board have been together for 1 year. They are a group of care experienced young people who work with corporate parents to create change in the care system.

The group meet once a week and focus on key themes, such as mental health, housing, language and stigma. Depending on what the group are focusing on they will invite a corporate parent in to have a discussion about this. Our young people are the ones driving the change and continue to work with corporate parents to make this happen.



We promise to give you and your family help if you are above a healthy weight.



Early Years' staff will discuss with your parents and carers what a healthy diet looks like for you at all stages of your development.

You will be weighed and measured at various points to make sure that you are at a healthy weight. Our Health Visiting Support Workers can support your family with feeding (including breast and bottle feeding), weaning, portion sizes, cooking skills and tips for when you are being a bit "fussy" with your food!

We are looking at developing a more targeted support for families when there are concerns about your weight.

We have delivered a huge variety of programmes to help you to have a healthy lifestyle. We have been continuing with the JumpStart programme.

The main aim of the programme is to slow the weight gain for children and young people to allow them to grow into a healthy weight. This is done by encouraging and supporting positive health behaviour changes. The programme works with families to increase physical activity, encourage healthier eating habits, increase positive self-esteem and reducing screen time amongst others. In 2018/19:

- 27 children completed the JumpStart programme
- 17 Children reduced their BMI on completion of the programme

There were 9 Looked After and Accommodated Children who have had three or more moves as at Quarter 4, 2018/19. This figure was 12 at the same period for 2017/18

The number of moves before a permanent placement was 3.6 in 2018/19 and 2.2 in 2017/18

case study

Peer Research Project

On the 14th March 2019 a Peer Research event took place called 'Who am I?'. This event was facilitated by North Ayrshire Council's modern apprentices and members of the North Ayrshire's Champions Board.

The aim of the project was to bring together Care Experienced Young People and Professionals to start a conversation around the Language used in the 'care system', the Stigma often associated with the language that is used and the resulting Behaviours of Care Experienced young people and professionals.

Approximately 20 care experienced young people with various care experiences and approx. 30 practitioners from front line practitioners to those in management positions were involved.

The outcomes and recommendations from this project can be seen here.

<http://girfecna.co.uk/wp-content/uploads/2019/08/Peer-research-event-report.pdf>

- 17 Children increased their physical activity levels to meet their 60 minutes per day of moderate intensity activity
- 14 Children increased their fruit consumption per day, 10 remained the same, 3 decreased
- 9 Children increased their vegetable intake per day, 15 remained the same, 3 decreased

JumpStart Choices:

- 1 school
- 3 classes
- 93 children completed the programme
- 21 were above the 91st centile (above a healthy weight)

Active Schools

Our Active Schools programmes provide support for extracurricular sport and activity after school, helping to keep you active. Compared to the 2017/18 academic year, the number of individuals taking part in activities has increased by 12.9% to 8,774. This is supported by a 35% increase in the number of activity sessions which has led to our young people taking part in a total of 197,641 sessions in the 2018/19 academic year.

The key differences that have allowed these increases are –

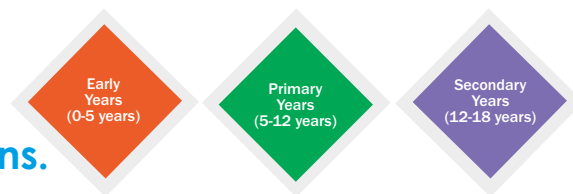
- Introduction of individual school delivery plans to identify spread of activity as well as any gaps in provision.
- Having a Continuous Professional Development calendar for teachers which has increased our pool of volunteers who are qualified.
- Introduction of the both a Primary and Secondary events calendar which are authority wide allowing schools to work towards specific events – resulting in an increase of extracurricular activity sessions.
- Increase in the number taking part in the year long programme North Ayrshire Sports Academy (NASA) from 30 in year 2017/18 to 50 in year 2018/19 has resulted in more extracurricular clubs being run.
- Enhanced partnerships with schools and community clubs which have resulted in a higher number of deliveries, both curricular and extracurricular across the authority.

The most popular activities were football, multi-sport, basketball, netball and badminton.



Percentage of children with a healthy weight in Primary 1 was 75.4% in 2017/18, 71.8% in 2016/17

**We promise to
provide you with access to
opportunities that value you
as an individual and your aspirations.**



The 'Read, Write, Count' initiative continues with 25 schools in deprived areas participating during term 2 and 3. Up to this point, 355 of your families have been supported to use the resources at home.

The number of young people leaving school to enter a positive destination has positively increased to **95.6%**, against a target of 95.7% and benchmark of 92.3%.

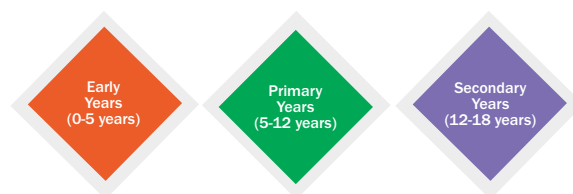
There has been an increasing number of employers in the local area offering work placements to young people with Additional Support Needs. There have been two successful transition events involving employers and training providers aimed at ensuring young people and their parents have the best information to inform their post-school decisions. We are working collaboratively with the council's employability and skills team to ensure that their new supported employment service will include an offer to school leavers.

For some of North Ayrshire's more vulnerable young people, Education provides continued support through Activity Agreement programmes. Activity Agreements provide 1:1 support to help young people overcome barriers they may face when taking the next step to employment, training or further education. At any one time there are approximately 25 young people participating in Activity Agreements in North Ayrshire. Almost 70% of participants move onto an immediate positive destination with the remaining young people continuing to have appropriate support and signposting by the most relevant post-school agency.

The completion of a small-scale programme with local employers to offer pupils a one-year work experience placement with a view to them considering offering a modern apprentice place has been a mutually positive experience.

Skills for Learning, Life and Work are embedded in North Ayrshire's school curriculum. Trips to workplaces, as well as school visits from professionals from a variety of sectors, are regularly featured as part of the school curriculum.

**We promise to
provide you with skills for life,
learning and work, including
financial education.**



This encourages discussion around routes to employment and the right career path for you. These experiences vary throughout education and ensure when you take your first steps into work, training or further education you have had an opportunity to gain relevant experience or begin to cultivate skills which are valued by employers.

Financial education is a component of Curriculum for Excellence, delivered in all of our schools. There is a growing need to ensure all young people understand personal finance and money management and plans are in place to review practice in this area.

**We promise to
address differences in educational
attainment so that you can achieve
your full potential.**



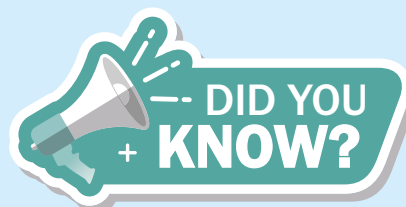
The gap between the attainment of learners from the most deprived and least deprived areas in literacy and numeracy (from Primary up to S3) continues to decrease and is consistently smaller than the corresponding figure on a national level.

Leavers' Attainment (S4-S6)

Similarly, attainment in literacy and numeracy for our school leavers is also steadily improving. Performance of North Ayrshire school leavers in attaining Literacy at Level 4 (96%) and Level 5 (84%) in 2018 has been the highest recorded to date. Numeracy continues to improve at Level 5, with 70% of all school leavers achieving this in 2018.

The average total tariff score of the lowest attaining 20% of leavers has remained well above the Virtual Comparator and above National performance in four of the last five years. The performance of the middle attaining 60% of school leavers from North Ayrshire has steadily improved over the last 5 years. The performance of the highest attaining 20% of leavers has remained broadly consistent over the last three years, exceeding the corresponding performance of the Virtual Comparator.

The virtual comparator consists of a sample group of school leavers from schools in other local authorities who have similar characteristics to the school leavers from your school.

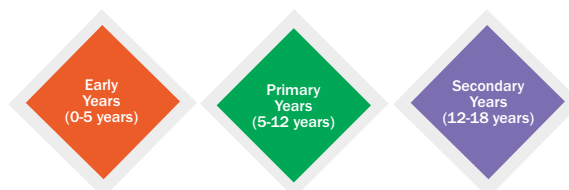


For each school leaver, ten matching school leavers are randomly selected based on gender, additional support needs, stage of leaving school (S4, S5 or S6) and the social context in which they live (Scottish Index of Multiple Deprivation). These characteristics were selected due to their significance in explaining differences in the attainment and destinations of school leavers in Scotland.

The gap between the attainment of leavers from the 20% most deprived areas and the ones from the rest of the areas (80%) has reduced in 2018 to 37%, from 44% the previous year and is much smaller than the corresponding gap for all leavers in Scotland (46%).

A range of targeted supports have been put in place through the Education Service's Scottish Attainment Challenge workstreams and school identified Pupil Equity Fund interventions. This has supported the gap in literacy and numeracy attainment gap between learners (from Primary up to S3) living in North Ayrshire's most and least deprived areas to consistently decrease and remain below the corresponding national figure.

**We promise to
work with you and your family to
encourage and support positive
family relationships.**



Functional Family Therapy (FFT) is a specialist family service team based within North, South and East Ayrshire and is run in partnership with Action for Children. Functional Family Therapy is a highly successful programme designed to train staff to work with your family if they are in crisis. It helps families to work together to overcome significant issues like substance abuse and violence and to find ways to work together and adapt.

Functional Family Therapy is a short-term intervention working with some parents and carers or others who are important to you. The intervention can last for a 3 to 5 month period and the age range is 11-17 years of age.

The Functional Family Therapists will focus on engagement, motivation and relational assessment and behaviour change.



Functional Family Therapy has been available in North Ayrshire since January 2019 with around 30 referrals. At the time of writing this report we were working with 7 families. There is agreement that FFT will continue to be available until at least March 31st 2022. This timescale will provide an opportunity to understand the positive impact of the Service at a local level.

All families who are referred to FFT have quick and regular contact from the FFT Team. Introductory visits are arranged and where FFT is explained. Families are involved with FFT for a maximum of five months. Ongoing engagement is important and the introductory meeting helps to encourage engagement and motivation at an early stage.

Of the families we are working with currently none have dropped out. We have been able to engage all of them in their home environment. The therapists are also offering a flexible service of late night working to meet the needs of the families.

Referring professionals have begun to give positive feedback which is being collated:

"I went out to see John last week and noticed a really nice and relaxed atmosphere in the house. There was good positive conversation between John and his mum. When leaving the house, Stephanie asked John to come off his phone which he did with no issue and Stephanie praised him for this. I have noticed a definite positive improvement in their relationship with more calm and encouraging interactions. The support and advice received by yourself has been extremely beneficial for the family and has brought them back from the brink of John potentially being received into local authority care." – *name has been changed*

Parenting Style Assessments from the Cognitive Centre Foundation (CCF) are used with parents or carers at the start and end of each programme. These help everyone involved in measuring how useful the programme has been. This could mean a parent having a better understanding or being able to use a variety of parenting styles and techniques to help in difficult family situations.

Family therapy – The Happy Families resource can be used in groups who share common issues relating to parenting. The resources provide practical ways to start talking. One team member is qualified at foundation level in Family Therapy and Systemic Practice, and this brings an additional point of view and area of expertise to our approaches.

Developing parental support programmes

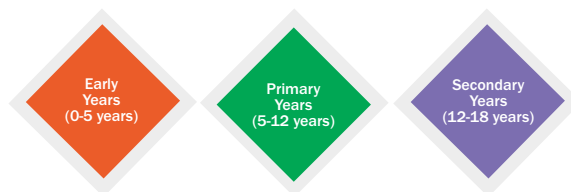
In addition to Family Learning initiatives, there are a variety of parenting programmes available to parents across all geographical areas in North Ayrshire. The Parenting Team support the delivery of these programmes and deliver extensive staff development opportunities.

The Parenting Team are continuing to work in partnership with Parent Network Scotland and parents in the Stevenston and Kilwinning area are currently attending the Parenting Matters Course.

Parents In Partnership is a programme for parents to attend their child's secondary school for 6 weeks. They attend once a week to follow a timetable of their child as well as some life skills. The aim of the programme is to reduce both parental and pupil anxiety and promote positive relationships between home and school.

The programme was developed by CELCIS (Centre for Excellence for Children's Care and Protection) and all secondaries, apart from Arran High, have delivered this programme.

**We promise to
support you to build and maintain
healthy sexual relationships free
from coercion and harm.**



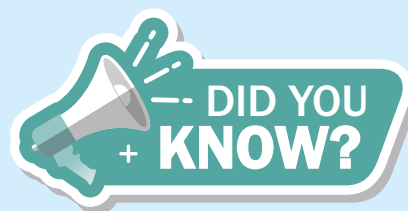
A Relationships, Sexual Health and Parenthood (RSHP) Framework has been developed in partnership by Health and Social Care, Education colleagues and school nursing staff. This element has been included within the wider North Ayrshire Council Health & Wellbeing Framework 2018.

Supportive meetings and two education sessions have been delivered to P6 and P7 teaching staff in relation to “Puberty” and “Conception and Birth” lesson plans. Corresponding teaching presentations and Guidance continues to be circulated and developed.

Our Health Improvement Team continue to support and attend the LGBT (lesbian, gay, bisexual, and transgender.) Education Events as hosted by staff from Ayrshire Colleges and East Ayrshire Council. These events provide an opportunity to share best practice and facilitate any additional learning for staff and students.

CcCard

CcCard is a service in Ayrshire and Arran offering access to free condoms with minimum embarrassment or fuss. Condoms offer protection against some of the sexually transmitted infections such as chlamydia, gonorrhoea and HIV. The CcCard is available via the CcCard app.



NHS Ayrshire and Arran’s CcCard App has been successfully launched and the scheme continues to be delivered across Ayrshire. During 2018/19, a total of 17 young people under the age of 16 registered for the CcCard via the original paper scheme, 94 people over the age of 16 registered this way and there was a total of 155 downloads of the CcCard App. The App also provides further information and signposting to sexual health services.

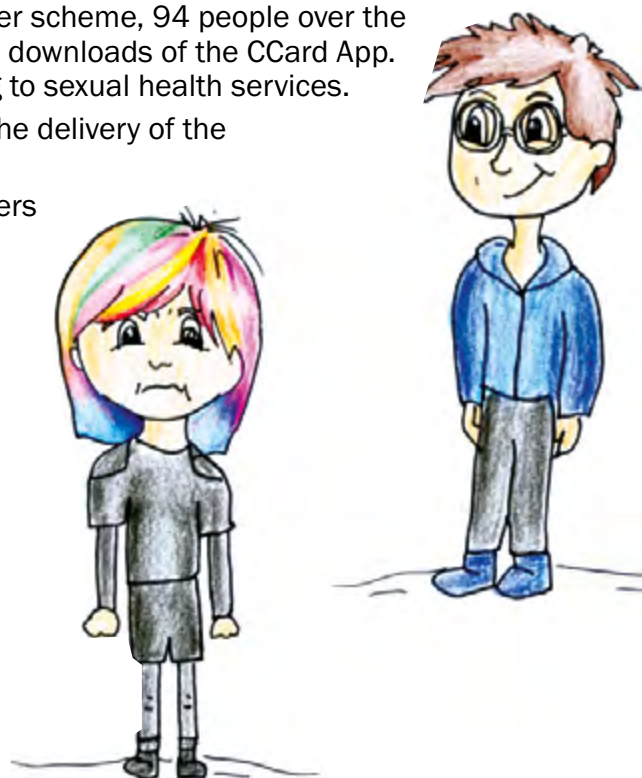
A total of 28 staff and partners have received training in the delivery of the CcCard scheme.

LGBT Awareness training has been delivered to 26 members of staff across the authority, including staff working within Addictions Services and staff who work with Care Experienced Young People.

A total of 7 sexual health awareness sessions and workshops were delivered to 105 young people in North Ayrshire.

The Health Improvement Team provided support at the following health events aimed at young people:

- Freshers Fayre (Ayrshire College, Kilwinning)
(approx. 160 participants)
- Freshers Fayre (Irvine Royal)
(approx.. 30 participants)
- “Healthy you” (Kilbirnie)
(approx. 15 participants)



Our Promises to you

Early Years (0-5 years)

**We promise that
if your mum smokes, drinks alcohol or
takes substances when she is pregnant
with you that we will offer her a
programme to help her stop.**



The rates of women smoking in pregnancy in 2017/18 was 24.3% in the North Ayrshire Health and Social Care Partnership. This compares to 20.6% in NHS Ayrshire and Arran area and 14.8% nationally.

We have a combined addictions maternity clinic which runs monthly within North Ayrshire Drug and Alcohol Recovery Service (NADARS). This is a monthly outpatient clinic which gives any women who are on a substitute prescription with the service to be reviewed by a Consultant Psychiatrist in Substance Misuse, their keyworker, and one of the Safeguarding Midwives. The purpose is to improve outcomes for mother and baby during and after pregnancy by ensuring that treatment is optimised and mums have the opportunity to meet regularly with an addictions consultant and midwife to ensure that all their needs are being addressed.

Community midwifery staff in North Ayrshire carry out a carbon monoxide breath test with all pregnant women. If the reading is 4 or over an automatic referral is sent to the Quit Your Way Team who will endeavour to make contact to discuss the correct support for cessation. Nicotine replacement therapy is safe to use in pregnancy and is provided free of charge in conjunction with support from the Quit Your Way Officer.

Pregnant women may choose to use an e-cigarette, which Quit Your Way cannot provide but will support the use of, as this is safer than continued smoking.

Many pregnant smokers do not engage with the service because they are not ready to stop smoking or decide to stop by themselves without support from Quit Your Way. Quit Your Way have tried alternative approaches in North Ayrshire to increase uptake of support such as using text messages instead of phone calls, but this has failed to improve uptake.

From 1st April 2017 to 31st March 2019, 449 pregnant women who smoked were referred from maternity staff in North Ayrshire. Out of the 448 women, 85 (19%) engaged with Quit Your Way for support with smoking cessation.

We promise to help your mum if she wants to breastfeed, as this is best for you.

Early
Years
(0-5 years)

Health Visitors discuss feeding intention at pre-birth contact with mum at around 32-36 weeks gestation and if mum chooses to breastfeed, will ensure that additional home based support is available. Parents have access to local resources, for example, Parent and Baby cafes.

Additional support for breastfeeding is provided through Health Visiting Support Workers and Healthcare Support Workers for early, low level support, and through the pan-Ayrshire Infant Feeding Nurse, where more specialist assistance is required. During 2018/19, 87 antenatal visits were made by the Health Visiting Support Workers/ Healthcare Support Workers to support breastfeeding and 49 requests for breastfeeding assistance were made in the post-natal period.

A new integrated Infant Feeding Team has been established, bringing together maternity and health visiting services, infant feeding team and peer supporters from the Breastfeeding Network. The team is dedicated to supporting mothers to breastfeed their newborn babies in a way that reflects their individual experiences and needs. The service has focussed on babies born by Caesarean Section initially, as well as supporting mums and babies in the Neonatal Unit.

The percentage of babies mixed fed or solely breastfed at 6/8 weeks old was 26.27% in 2018/19 and 20.88% in 2017/18

The percentage of babies exclusively breastfed at 6/8 weeks was 19.51% in 2018/19 and 14.29% in 2017/18

case study

Integrated Infant Feeding Team /Peer Support for Breastfeeding

Mum delivered baby number 3 by elective section. She has previously breastfed both her other children for over 2 years. She had had a problem previously with a low milk supply with her first two children and had to top both up with formula till after 6 months until they were on solids. When Peer Supporter Caroline first visited Mum she told her that baby was sleepy but feeding frequently. She was worried that baby did not seem to get to the end point of a feed. The baby had not regained her birth weight and the Mum was feeling upset and worried.

When Caroline returned to Ayrshire Maternity Unit (AMU) she spoke to Cara, from AMU infant feeding team about the situation, with the mum's permission. Caroline saw this mum weekly and spoke to her in

between visits by phone and by text. Caroline reassured her regularly that she was doing an amazing job. Mum started to find finding topping up very hard as baby was sleepy after she feeds her and it was hard to get her to take Expressed Breast Milk (EBM) or formula, she was also finding the cycle of feeding: topping up; expressing and sterilising exhausting.

This Mum with the Support of the Infant Feeding Team in AMU and the Peer Support Service continues to breastfeed her baby, she has given up pumping as this became exhausting and she continues to top her baby up with formula but is happy in the knowledge her baby is still getting her breast milk. Working as part of the Integrated Infant Team and communicating together meant we could offer this mum the support she needed without her having to work with several teams.

We promise that
you are offered a developmental growth
assessment by your health visitor
(named person) when you reach 27-30 months
and at pre-school age, with a focus on
growth, wellbeing, communication
and language development.



All children within North Ayrshire are routinely offered a developmental and growth review at 27-30 months and 4 years as part of the Universal Pathway for Health Visiting (2015); this is inclusive of a full assessment of need and health promotion advice.

The Universal Early Years' service in North Ayrshire is committed to assessing the health and wellbeing of our children in correlation with local and National policies; as well as intervening early to ensure the best possible outcomes for our children and families.

We also offer support to make sure your language and communication skills are developing well. In 2018/19, we developed a new programme of support for families led by our Early Years Speech and Language Therapist. This means that wherever you live in North Ayrshire, you can access the same support to help you communicate. We supported 250 families with language and communication during the last year.



Almost all of the Early Years Education Centres now have **Communication Champions**, who have had additional training and support from the Speech and Language (SPIN) team. The Communication Champions and Early Years staff are working together and will be delivering speech and language workshops for parents.

**We promise that
we will offer all children aged 3 or 4 years
old early learning to help you learn,
develop social skills and meet
other young children.**

Early
Years
(0-5 years)

Bookbug Baby and Toddler Bags continue to be delivered with additional support from the Bookbug Co-ordinators to gift to families not reached by Health Visitors. During the course of the year, 1487 Bookbug Explorer Bags were gifted through the Early Years Classes in May/ June



Bookbug

to all Ante Pre Schools (3 year old) children. Primary 1 bookgifting was completed in November 2018 and planning is in hand for P1 Family Bag to be gifted through the Library Class Visits Programme again during Bookweek Scotland in November 2019.

In partnership with Scottish Book Trust, North Ayrshire hosted the Bookbug Explorer pan-Ayrshire Training for

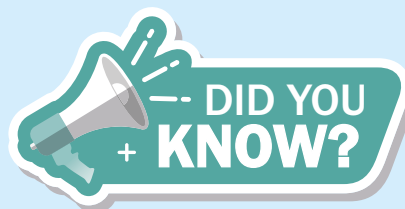
Early Years Staff in February. North Ayrshire has been selected to host the P1 Family Bag Training in September 2019 for Teachers and Library Staff.

The annual delivery agreement with Scottish Book Trust is currently being reviewed.

In early years, there has been a steady increase over time in the proportion of children meeting their developmental milestones at the point at which they start school from 2014 to 2017 rising from 69% in 2014 to 77% in 2018. This has been supported by a successful quality improvement project on communication friendly environments in partnership with NHS Ayrshire and Arran. Early learning and childcare practitioners and parents and carers are reporting the positive impact that the project has had on them and their children.

The number of children with Speech and Language concerns at 27-30 month review was 156 in 2018/19 and 190 in 2017/18

To continue to support your learning, each early years centre and class records information on the progress of your development. These are called developmental milestones. These milestones include health and wellbeing, listening, talking, reading, writing, numeracy and maths. This information is used to help identify any gaps in your development, discover any needs you might have and plan the next steps for you. It also provides information on moving up to Primary 1 and helps us to improve our practices for the coming year.



Early Years Expansion

Our Vision

North Ayrshire aims to lead the way in early learning and childcare by providing all children with excellent learning experiences in nurturing and inspiring environments. We want to provide all parents with a flexible and responsive service that meets their needs and, with them, build the foundation for a bright future for all our children.



From August 2020, the number of hours of early learning and childcare that children receive will increase from 600 hours per year, (which is about 16 hours per week during term time) to 1140 hours per annum (which is about 30 hours per week during term time).

To get prepared for August 2020, the increased hours are already available across many of the Council's early years classes, centres and partner nurseries. Children and families are reporting many benefits of the new entitlement with some families being able to access new work, training and education opportunities.



The extended hours mean that children are also entitled to a free lunch at nursery. This has proved to be very popular amongst the youngest children who say that chicken curry is their favourite nursery lunch! Parents also report on the many benefits of their children having the funded meal as part of the early learning experience.

Another benefit of the expansion in hours is the work that has been taking place to refurbish and extend our early learning and childcare buildings. This means that our early learning environments are inspiring and nurturing places of learning for our children and families.

The percentage of children achieving their developmental milestones at the time the child starts primary school was 78% in 2018/19 and 77.2% in 2017/18



**We promise that
in your early years experience we will
provide daily physical activity, that
you will be able to play outside and,
that all snacks provided will be of
nutritional value.**

Early
Years
(0-5 years)

Our Early Learning and Childcare Team have senior early years practitioners available to provide advice and support in developing outdoor environments for you to use Loose Parts to develop fun learning experiences. Loose Parts are materials within our play spaces that can be moved, carried, combined, redesigned, lined up, and taken apart and put back together in multiple ways. This allows you to be creative while playing outside.

Our early learning centres, primary schools and nurseries are using the Setting the Table guidelines to plan your snack menus. These include using practical activities to encourage healthy food and looking at lots of recipes with good nutritional value. As part of the 1140 Expansion Programme, free school meals are provided for all of you in early years. This is helping with your health and wellbeing as well as on your families finances.

In North Ayrshire, all our primary schools and early years centres take part in **Fit Fifteen**. This was launched in April 2016 with the idea that everyone, every day, everywhere, should be active through providing more opportunities for daily physical activity. This plan strives to get you to take part in at least 15 minutes of fitness each school day.

The most recent figures produced show that the percentage of Primary 1 children in North Ayrshire who were overweight, obese or clinically obese had fallen to 16.8% in 2017/18. This is the lowest rate since 2008/19.

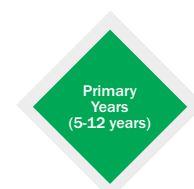
100% of Early Years Centres
and Primary Schools take
part in Fit Fifteen



Our Promises to you

Primary Years (5-12 years)

We promise that
we will support you to be able to read,
write and count before leaving
Primary school.



Primary/Secondary – Achievement of Curriculum for Excellence Levels

Raising attainment in numeracy remains broadly in line with the national average. Teacher professional judgement data shows that there is an improving trend overall in numeracy attainment levels most notably in the proportion of pupils achieving third or fourth level by S3, and for the percentage attaining second level by P7.

Attainment in literacy has increased at each of the main stages from P1 through to S3, from 2015 to 2017, for reading, writing and listening and talking.

Overall, attainment in both literacy and numeracy at both primary (P1-P7) and secondary stages (S1-S3) has continued to improve over the last three years. This is illustrated in the graphic below:

Percentage of primary pupils (P1/P4/P7) who achieved nationally expected levels of attainment:

	Literacy	Numeracy
2016	64%	74%
2017	70%	77%
2018	72%	80%

Percentage of secondary pupils (S3) who achieved nationally expected levels of attainment:

	Literacy	Numeracy
2016	70%	82%
2017	86%	81%
2018	91%	92%

Our Promises to you

Primary Years (5-12 years)

We promise that
you will have an allocated named person
(normally Health Visitor, Head Teacher,
or Pastoral Support Teacher) and we will
tell you who they are and be there for you
and your family.



Primary and Secondary

On 1st September 2019, John Swinney, Depute First Minister, made a statement to the Scottish Parliament and announced that the *Scottish Government would no longer pursue legislation to make the provision of a named person for every child a statutory entitlement*. He has made it clear that this does not mean that the named person policy has been scrapped. Children in North Ayrshire are benefitting from a key point of contact who can offer help and support to children and families when they need it.

The DFM's announcement should have little impact on the functions of the current Named Person Service in North Ayrshire, or the processes that have been developed, or the support given to children and their parents. Even though the legislation was never enacted, North Ayrshire Health & Social Care Partnership and Education made the decision to take forward the role of the Named Person and the Named Person service in line with its Getting it Right for Every Child policy. Going forward we must ensure the named person role and named person service is being delivered in line with existing laws and guidance on data protection, confidentiality, human rights and other relevant rules of law.

Whilst we will need to review terminology we continue to be committed to the principles of Getting it Right for Every Child and the delivery of a high quality service supporting children, young people and families.

In the very near future, we will review the functions, processes and governance of the Named Person Service and review our documentation, processes and procedures around the named person.

In relation to information sharing, whilst awaiting further guidance, we will continue to support the proportionate sharing of necessary Information and be governed by the General Data Protection Regulation (GDPR) and the Data Protection Act (2018) and guided by North Ayrshire Data Protection and Information sharing protocols.

We have continued to focus on **Getting it Right for Every Child (GIRFEC)**, as well as supporting the Named Persons and Lead Professionals via our Named Person Service –

We have done this by:

1. Expanding our service directory to help Named Persons and Lead Professionals find the right type of support for your needs. Services can be provided by a range of partner organisations, including the Council, the NHS, the Health and Social Care Partnership or perhaps a charity.
2. Using a Request for Assistance process, form and guidance that ensures a consistency of practice across staff who may be working with you and your family. This was introduced to make sure that the right support is provided as quickly as possible and to fill any gaps in services.
3. Continuing to share GIRFEC newsletters with practitioners and managers, keeping them up-to-date and providing links to useful websites and resources. Over the past year, named persons and practitioners have received training in a variety of areas including:
 - Children's Rights
 - The role of the Named Person
 - AYRshare
4. Providing a Pan Ayrshire website to provide information about services and developments across the whole of Ayrshire and Arran. Our GIRFEC Pan AYRshire guidance has also been updated.

All of this means that Named Persons will be better able to identify your family's wellbeing needs, taking your views into account every step of the way.

Where your parent or carer is in touch with certain adult services, such as alcohol and drug services or the homeless service, we have a new way of notifying your Named Person. This allows them to make sure you are supported through the process as well.



**We promise,
wherever possible, to place a number
of professionals in schools so that
“a team around children” can make sure
you get the right support at the right time.
This will include your named person.**



The work of building teams around the child and family continues to develop.

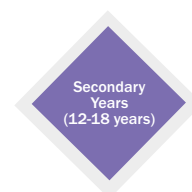
Work with our partners continues to develop the locality model of care approach to build a team of people including your Named Person, who can in consultation with you carry out an assessment of your wellbeing and where necessary and in agreement with you and your family, agree how best to provide support for any identified needs.

We have worked with our colleagues across Ayrshire to ensure we have clear pathways to help you, or at times, your family access supports.

Where your parent or carer is in touch with certain adult services, such as alcohol and drug services or the homeless service, we have a new way of notifying your Named Person. This allows them to make sure you are supported through the process as well.

Secondary Years

**We promise to
work with you and your family
to help you feel safe from drugs,
alcohol and domestic abuse.**



A wide range of supports are available to keep you safe from harm from drugs and alcohol abuse.

Substance Misuse

All Secondary School pupils will have access to a PSE programme of education which includes a focus on four key themes; use of substances, informed choices, risk taking behaviour and action in unsafe situations. This education is often delivered in partnership with police and third sector agencies. The PASS (Prevention of Alcohol and Substance Misuse Sessions) resource is widely used in North Ayrshire schools. Pupil learning includes information on current laws, how media and peer pressure affect their own attitudes and behaviours. They learn how to identify and select the skills/qualities required to make positive choices in challenging situations, for example, confidence, resilience, assertiveness. In addition, they should develop positive coping strategies when dealing with stressful and challenging situations. In terms of protection pupils learn how substance misuse can affect judgement and impair ability to make responsible decisions and what actions to take in an emergency relating to substance misuse.

Domestic Violence

All secondary school pupils have access to a PSE programme of education focussing on Relationships, Sexual Health and Parenthood. One theme of learning is devoted to the development of healthy relationships and how to recognise the signs of unhealthy relationships. There is a focus on consent within relationships and pupils learn how to distinguish between a balance of power and abuse of power in relationships, for example, respect, trust, coercion, consent. Pupils are signposted to sources of help and support.

Young Persons Support Team

The Young Persons Support Team continues to deliver the CHARLIE Programme which is a 30-week programme specifically designed to support you if you are 8-11 years old.

The CHARLIE Programme can support you if you are living with or have experienced the impact of parents substance misuse. In 2019 the North Ayrshire Alcohol and Drug Partnership (ADP) funded a range of interactive tools and equipment to support the ongoing development and work of the Charlie programme.

C.H.A.T.

The North Ayrshire Alcohol and Drug Partnership have identified funding to train over 50 staff from across Children and Families Services in the Children Harmed by Alcohol Toolkit (C.H.A.T.) The C.H.A.T. resource pack and training has been developed by Alcohol Focus Scotland and aims to build resilience and protective factors in children and families. In addition, C.H.A.T assists children and young people to understand the recovery journey, develop social skills and emotional intelligence whilst encouraging them to talk to someone about their experiences.

The C.H.A.T. training is a one day course and will be delivered by Alcohol Focus Scotland. Once staff have completed the training there will be an expectation that the learning and application of the Children Harmed by Alcohol Toolkit is embedded into practice. The implementation, impact and evaluation of C.H.A.T will be subject to the existing ADP reporting and monitoring processes to ensure that ADP Core Outcomes are being met.

To date three sessions have taken place with a further two sessions scheduled before the end of 2019.

CAPSM SUB Group



The North Ayrshire Children Affected by Parental Substance Misuse Group (CAPSM) continues to work to improve the quality and accessibility of services for you if you are at risk due to the harmful effects of parental/ care giver alcohol or drug use.

The CAPSM Group is a recognised sub-group of the North Ayrshire Alcohol and Drug Partnership (ADP) and the Child Protection Committee (CPC), which links with other strategic Community Planning groups, including Safer North Ayrshire Partnership (SNAP). The CAPSM Subgroup meets regularly to strengthen understanding across agencies of your needs if you have been affected by parental substance misuse. The CAPSM subgroup also supports partners in developing an effective inter-agency response and to strengthen communication links and joint working between adult and children's services.



Rosemount Project

A Family Worker (Alcohol Support) is based within the Rosemount Crisis Intervention team. This post is funded by the North Ayrshire Alcohol and Drug Partnership to support you if you are Looked After and Accommodated / Looked After at Home and have been affected by alcohol and substance misuse.

Interventions are tailored to your individual needs and levels of risk and are delivered via both group work and individual sessions to raise awareness and help you to gain a better understanding of drugs and alcohol and how links can be made to other areas in your lives such as health, relationships etc.

case study

Rosemount Project

The Family Worker (Alcohol Support) has been leading on a project with the National Galleries of Scotland. This project involved young people in Kinship placements and is called "Beings Hearts + Minds". This exhibition explored young people's wellbeing, through their emotional response to powerful works of art and was displayed in the National Portrait Galleries from January 2019 until April 2019. The North Ayrshire Alcohol and Drug Partnership has supported the Beings exhibition to come to North Ayrshire. The Beings Exhibition was displayed in the Racquet Hall in Eglinton Country Park from 26th of July 2019 until the 26th of August 2019. The exhibition featured a surreal 'Wedding Ceremony' photographic display, created by young people from the local area, alongside other artworks and videos exploring different ways into young people's minds.

From April 2018 and March 2019, 363 children and young people were supported by the Rosemount Crisis Intervention Service with 94% remaining within their family home on a long term basis. During the same period 87% of our young people went on to positive training, employment and education destinations. Furthermore, from April 2018 – September 2018 78% of young people reported a reduction in their drug and alcohol use.

Work with National Galleries – Quotes from Young People

"At first it was weird, but it was really cool"

"Very fun, educational and great working with other groups"

NADARS

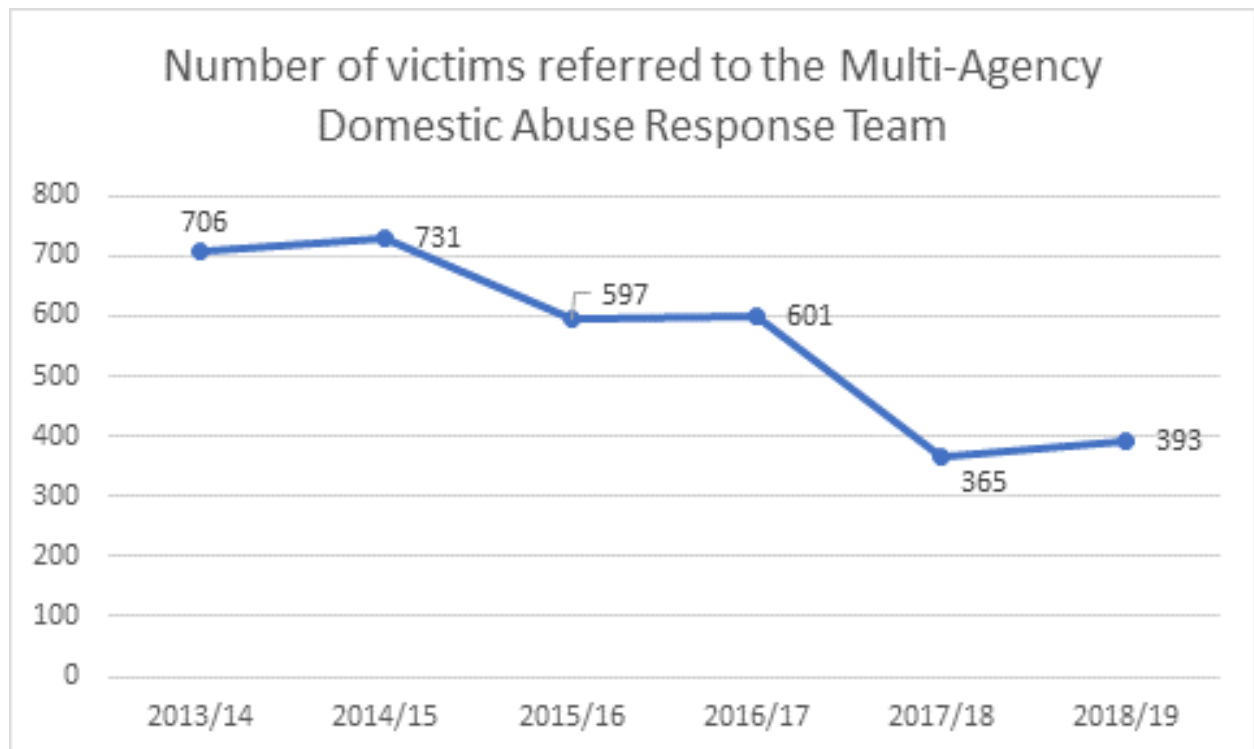
A process to share information between adult services and children's services was developed and tested during 2018/19. North Ayrshire Drug and Alcohol Recovery Service (NADARS) together with the HSCP Universal Early Years' service and Education services, tested a process to notify the Named Person where an adult with parenting responsibilities was engaged with the service. The process could also be used where a staff member had concerns over the wellbeing of any children or young people in the family. Consideration is now being given to how the process can be rolled out to other adult services.

34 children presented to Emergency department due to alcohol misuse in 2018/19

35 children presented to Emergency department due to alcohol misuse in 2017/18

Domestic Abuse

The Young Persons Support Team, Intervention Services (YPSTIS) continues to work with families across all of the localities within North Ayrshire, in a targeted manner, to discuss relationships, domestic abuse and personal safety issues. The ongoing work of MADART (Multi Agency Domestic Abuse Response Team) continues to ensure that you are receiving support at a much earlier stage. Information from MADART shows that the number of victims being referred is continuing to decrease, indicating that work in this area is having an impact.



The 'Twilight Basketaball' programme continues to be run in Dalry and Irvine on a Friday evening for 11-21 year olds. The national scheme provides basketball sessions filled with education and life skills.

The Ayrshire Alcohol and Drugs Partnership provided funding to Barnardos to allow the sharing of learning from the "Voices of Emoji" group with professionals to help them understand how young people feel living with alcohol/drug use in their family.

An Ayrshire Alcohol and Drug Partnership funded project 'Funky Films' worked with North Ayrshire's Women's Aid on a project – "Expect, Respect".

It involved students from City of Glasgow

College and the Glasgow Acting Academy to

produce a film to raise awareness of domestic abuse in young people's relationships. The film was screened at the North Ayrshire gender based violence and young people conference where there were representatives from local secondary schools. It also had a screening within the Harbour Arts Centre where members of the community, police and local councillors were in attendance.



<https://www.youtube.com/channel/UCcVOJLulz90i-twR9oQhbw?app=desktop>



**We promise to
enable you to move from
school and beyond towards a job,
further education or training course.**

Secondary
Years
(12-18 years)

All North Ayrshire schools are broadening the range of wider qualifications and experiences available to you in secondary schools. This is part of North Ayrshire's Developing the Young Workforce approach which builds on skills for learning, life and work. In addition to the traditional subjects our schools are offering a wide range of opportunities for you to achieve wider accreditation that reflects your personal aspirations and skills. There are 62 different wider achievement opportunities and the numbers of you participating in those is rising year on year.

Working in partnership with Ayrshire College a range of vocational programmes are also on offer to you in the Senior Phase. These include construction, engineering, hair and beauty, and motor mechanics. Ayrshire College also offer a new Foundation Apprenticeship and 25 pupils from North Ayrshire schools are working towards an FA qualification in Engineering for children and young people.

For some of North Ayrshire's more vulnerable young people, who have no positive destination on leaving school, Education and Youth Employment provides continued support through Activity Agreement programmes. Activity agreements provide 1:1 support to help you overcome barriers you may face when taking the next step to employment, training or further education.

The completion of a small-scale programme with local employers to offer pupils a one-year work experience placement with a view to them considering offering a modern apprentice place has been a mutually positive experience.



case study

Jess* is a care experienced young person and she has had a few placements within North Ayrshire. Jess and her brother were returned to their parents and this was successful.

Jess attended mainstream school however she lacked confidence and self-esteem. Jess signed up for the Activity Agreement, this was not a smooth transition at first however Jess was supported and her attendance, confidence and self-esteem improved greatly. Jess became confident enough to apply by herself for a modern apprenticeship. Jess attended the interview and gained a place. Jess struggled with this however she was supported and completed this.

Jess then went onto to apply for college and gained a place, Jess is currently attending college and she is also taking driving lessons. Jess is wanting to work within the care sector as she feels her journey will give her a good insight to support others.

– **name has been changed*

Quotes from young people
Activity Agreement

"It's good"

"It helps with confidence. You feel part of the group. Everyone helps each other"

Local Employability Partnerships

North Ayrshire's Local Employability Partnership is a key driver in the coordination of Youth Employment activity across Local Authority services. The Directorate of Education and Youth Employment is an active member of this group and promote opportunities available throughout North Ayrshire. One example has been promoting and supporting young people to engage with North Ayrshire's Employability Hubs.

The proportion of Pupils entering Positive Destinations was 95.6% in 2017/18 and 93.4% in 2016/17

Skills Development Scotland

Secondary schools in North Ayrshire enter into an annual partnership agreement to plan the delivery of Career Management Skills across the curriculum. An adviser in every secondary school offers Career Information and Guidance, aligned to the Career Education Standard, Curriculum for Excellence and Developing Scotland's Young Workforce.



case study

Positive Destinations

In conjunction with the Council's Business Growth team and Ayrshire Chamber of Commerce, schools were given the opportunity to identify pupils who may benefit from a flexible work experience placement. Although many pupils already do extended or more flexible placements, we specifically targeted local employers who had indicated that they may consider recruiting young people in the foreseeable future. Two pupils have successfully completed a full year with local employers. The time was built into the pupils' timetables so their learning on placement was an integral part of

their school curriculum. This allowed them to gain valuable experience of the workplace while still completing their school studies. Their attendance at the workplaces has been excellent and their motivation has impressed the employers so much that this has led to offers of post-school employment. One of these is an engineering apprenticeship. The other is an offer of employment to a young person for whom making a successful post-school transition would have presented challenges. It is envisaged that this model, which has been small in scale, will grow and be one of a suite of opportunities matching pupils' aspirations to the recruitment plans of local businesses.

Next Steps

In this section we will tell you some of the things that we still want to achieve.

We will be working on a new version of our Children's Services Plan to cover 2020 to 2023. This will involve talking to you to find out what your priorities are for the future.

We also are going to:

- Co-produce the refresh of the Young Peoples Citizenship and participation strategy for North Ayrshire, ensuring the strategy is informed by your rights and that you are at the heart of the development.
- Implement the actions of the National Youth Work Strategy for Scotland, in partnership with you the young people of North Ayrshire, providing youth work opportunities in your localities based on need.
- Support the legacy of the year of young people via the three workstreams of Poverty, Health and Well Being and Youth Voice.
- Continue our corporate commitment to ensuring that we are a Child Centred Council, ensuring that we are focused on putting our children and young peoples, views and aspirations at the centre of our decision-making processes.
- Support your active participation at national Youth Citizenship structures, with a focus on the Scottish Youth Parliament and support to the North Ayrshire elected Members of the SYP.
- Develop an action plan for the whole systems Early Adopter diet and healthy weight priority with Scottish Government and share our findings with other local authorities.
- Create the conditions for you to access the highest quality learning experiences from ages 3-18.
- Support you to become successful learners, confident individuals, effective contributors and responsible citizens.
- Offer opportunities to you and your families to play a more active role in school life and encourage more participation in learning.
- Work with you to build your resilience, supporting your mental health and physical well-being.



Appendix 1

Useful websites

Children's Services Plan – 'Getting it right for you' (2016-2020)

<https://www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-plan.pdf>

The Children and Young People (Scotland) Act 2014

<https://www.cypcs.org.uk/policy/children-young-people-scotland-act>

Children's Services Strategic Partnership (CSSP)

<https://www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/cssp-structure.pdf>

UN Convention on the Rights of the Child

<https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

Carers (Scotland) Act

<http://www.gov.scot/Topics/Health/Support-Social-Care/Unpaid-Carers>

Getting it Right for Every Child

<http://www.girfecna.co.uk/>

Stop to Listen

<https://www.children1st.org.uk/what-we-do/speaking-up-for-scotlands-children/stop-to-listen/>

Foetal alcohol syndrome (FAS)

<http://www.nhs.uk/conditions/foetal-alcohol-syndrome/Pages/Introduction.aspx>

Psychology of Parenting Project (PoPP) programmes

<http://www.nes.scot.nhs.uk/education-and-training/by-discipline/psychology/multiprofessional-psychology/psychology-of-parenting-project.aspx>

All 6 areas in North Ayrshire

<http://www.northayrshire.community/your-community/>

Mellow Parenting

<http://www.mellowparenting.org/our-programmes/>

Mellow Bumps

<http://www.mellowparenting.org/our-programmes/mellow-bumps/>

Mellow Dads

<http://www.mellowparenting.org/our-programmes/mellow-dads/>

PEEP Progression Pathway

<https://www.peeple.org.uk/parent-qualifications>

The Family Nurse Partnership

<http://www.gov.scot/Topics/People/Young-People/early-years/parenting-early-learning/family-nurse-partnership/background>

Speech and Language (SPIN) team

<https://ayrshirehealth.wordpress.com/2015/08/26/its-all-about-spin-by-alison-gooding/>

Universal Health Visitor Pathway

<http://www.gov.scot/Publications/2015/10/9697>

Bookbug Bags

<http://www.scottishbooktrust.com/bookbug/bookbug-bags>

Explorer Bags

<http://www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-explorer>

Baby Bags

<http://www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-baby>

Family Bag

<http://www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-primary-1-family-bag>

The Children and Young People Improvement Collaborative (CYPIC)

<http://www.gov.scot/Topics/People/Young-People/early-years/early-years-collaborative>

Loose Parts

<http://www.letthechildrenplay.net/2010/01/how-children-use-outdoor-play-spaces.html>

PLAY@Home

<http://www.healthscotland.com/documents/20735.aspx>

Save the Children Read on Get On campaign

https://www.savethechildren.org.uk/sites/default/files/images/Read_On_Get_On_Scotland.pdf

National Improvement Framework

<http://www.gov.scot/Resource/0049/00491758.pdf>

Active Schools Co-ordinators

<https://www.north-ayrshire.gov.uk/education-and-learning/active-schools.aspx>

Family Learning team on Facebook

<https://www.facebook.com/pg/Family-Learning-Team-North-Ayrshire-Council-1599378163405978/posts/>

Tapestry Partnership

<http://www.tapestrypartnership.com/>

The Scottish Youth Parliament

<http://www.syp.org.uk/>

Leader of the Council (Councillor Joe Cullinane)

https://north-ayrshire.cmis.uk.com/North-Ayrshire/-ayrshire.cmis.uk.com/north-ayrshire/Councillors/CurrentCouncillors/tabid/98/ctl/ViewCMIS_Person/mid/437/id/17/ScreenMode/Ward/Default.aspx

Scottish Minister for Health (Shona Robison)

<http://www.parliament.scot/msps/currentmsps/Shona-Robison-MSP.aspx>

Follow North Ayrshire's Youth Council on Twitter

<https://twitter.com/search?q=north%20ayrshire%20youth%20council&src=typd>

Throughcare Services

<https://www.north-ayrshire.gov.uk/health-and-social-care/children-and-families/throughcare.aspx>

Place2Be

<https://www.place2be.org.uk/what-we-do/where-we-work/where-we-work/north-ayrshire/>

Stop Now And Plan (SNAP)

<http://www.carena.org.uk/providers/care-support/snap-project/>

Child and Adolescent Mental Health Service (CAHMS)

<http://www.nhsaaa.net/services-a-z/c-child-and-adolescent-mental-health-services.aspx>

The ICE Pack – Knowing Me, Knowing You

<http://playbackice.com/>

The CHARLIE Programme

<http://www.carena.org.uk/providers/care-support/charlie-programme/>

Child Protection Committee

<http://childprotectionnorthayrshire.info/cpc/children-and-young-people/>

Children Affected by Parental Substance Misuse Group

<http://childprotectionnorthayrshire.info/cpc/committee/capsm/>

Alcohol and Drugs Partnership (ADP)

<http://naadp.com/who-are-we.aspx>

Funky Films on Facebook

<https://www.facebook.com/funkyfilmsnaadp/>

Health Improvement Team

<http://www.nhsaaa.net/services-a-z/h-health-improvement.aspx>

National Attainment Challenge

<https://www.education.gov.scot/improvement/Pages/sac1tosac11scottishattainmentchallenge.aspx>

Developing the Young Workforce

<http://www.gov.scot/Publications/2014/12/7750>

Activity Agreement

<http://www.gov.scot/Topics/Education/edandtrainingforyoungple/16pluslc/activityagreements>

North Ayrshire Council's Modern Apprenticeship

<https://www.north-ayrshire.gov.uk/jobs-and-training/modern-apprenticeships.aspx>

Functional Family Therapy

<http://fftlc.com/>

Cognitive Centre Foundation (CCF)

<https://www.cognitivecentre.com/>

Positive Family Partnership Strategy

<https://www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/positive-family-partnership-strategy.pdf>

Alcohol Focus Scotland

<http://www.roryresource.org.uk/>



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath



Ayrshire
Area Support Team



Integration Joint Board
13 February 2020

Subject: **Budget Monitoring – Month 9 (December 2019)**

Purpose: To provide an update on financial performance to December 2019, including the projected outturn for the 2019-20 financial year.

Recommendation: It is recommended that the IJB:

- a) Note the projected year-end overspend of £1.434m and the positive progress made by the partnership to reduce the projected overspend;
- b) Approve the changes in funding as detailed in section 2.13 and Appendix E; and
- c) Note the North Ayrshire IJB position in the context of the national financial position for Integration Authorities across Scotland.

Glossary of Terms	
NHS AA	NHS Ayrshire and Arran
HSCP	Health and Social Care Partnership
MH	Mental Health
CAMHS	Child & Adolescent Mental Health Services
BRAG	Blue, Red, Amber, Green
UNPACS	UNPACS, (UNPlanned Activities) – Extra Contractual Referrals
CRES	Cash Releasing Efficiency Savings
NES	NHS Education Scotland – education and training body
NRAC	NHS Resource Allocation Committee

1.	EXECUTIVE SUMMARY
1.1	The report provides an overview of the financial position for the partnership and outlines the projected year-end outturn position informed by the projected expenditure and income commitments, these have been prepared in conjunction with relevant budget holders and services. It should be noted that although this report refers to the position at the December period end that further work is undertaken following the month end to finalise projections, therefore the projected outturn position is as current and up to date as can practicably be reported.
1.2	The projected outturn is a year-end overspend of £1.434m for 2019-20 which is a favourable movement of £1.090m from the previous reporting period. The main areas of pressure continue to be learning disability care packages, care at home services, looked after children, and adult in-patients within the lead partnership. There has been a favourable movement in the position which mainly relates to care homes, income from service users, vacancies and mental health lead partnership services (psychiatry, psychology, UnPACs). Partly offsetting these reductions is a lower than anticipated

	<p>level of savings from reviews of Learning Disability care packages and a backdated payment in relation to Pay as If at Work (PAIAW) for NHS staff.</p> <p>There are a number of variances across budgets noted in the report, there is an intention to review and realign service budgets moving into 2020-21, this will be informed by opening projections for services next year and the outcome of this review will be included in the budget report for the IJB in March.</p>
1.3	<p>There is scope for this position to fluctuate due to in-year cost and demand pressures and assumptions in relation to funding and the achievement of savings, but this is limited given the proximity to the financial year end. A financial recovery plan was approved by the IJB in September to work towards delivering financial balance and following this progress has been made across all service areas to reduce the projected overspend. The recovery plan includes actions to address the areas of overspend to help work towards financial balance this year whilst also delivering a recurring benefit to ensure financial sustainability in future years. Alongside the specific actions outlined in the financial recovery plan services continue to deploy tight financial management controls to support bringing expenditure back into line with budget. A series of budget review meetings were held in December with senior managers and the Chief Finance Officer and Principal Manager Finance to identify further opportunities to reduce the projected overspend and further refine projections. The outcome of these meetings is reflected in the month 9 projected position.</p>
1.4	<p>Whilst the financial position is continuing to improve, this is not at the pace required to provide assurance that financial balance can be delivered by the year-end. It will be extremely challenging to recover this overspend by this point in the financial year, there would be a significant impact of short-term decisions and actions that would require to be taken to fully recover this position. Those actions would inevitably have longer term consequences, both financially and for individual people's outcomes and would not necessarily address the areas where we continue to have financial and operational pressures.</p> <p>Realistically the IJB will not be in a position as planned to make this year's instalment to the outstanding debt to North Ayrshire Council in full and the IJB should focus on ensuring the final outturn position is limited to £1.5m, to ensure that there is no increase to the overall debt position at the year-end. The projected outturn position offset by the debt repayment budget is £0.052m which would be contributed to the debt repayment, any further improvement to the position by the year-end would allow a greater level of repayment.</p>
1.5	<p>Across Scotland Integration Joint Boards are facing similar financial challenges, whilst there are different individual local circumstances there are similarities with the factors contributing to financial pressures. The total budget delegated for Health and Social Care services to IJBs across Scotland is £9.3bn. The most recent collated Q2 position for 2019-20 reports that 25 out of 31 IJBs are reporting an overspend position totalling £86.3m, the main areas contributing to this are delays in delivering planned savings and demographic service pressures or increase in demand for services.</p> <p>With the exception of prescribing costs, which in North Ayrshire are underwritten by the Health Board, these are all pressures recognised for the North Ayrshire IJB. The partnership continues to actively engage in national networks, best practice forums and review examples of good practice and transformation from other areas.</p>

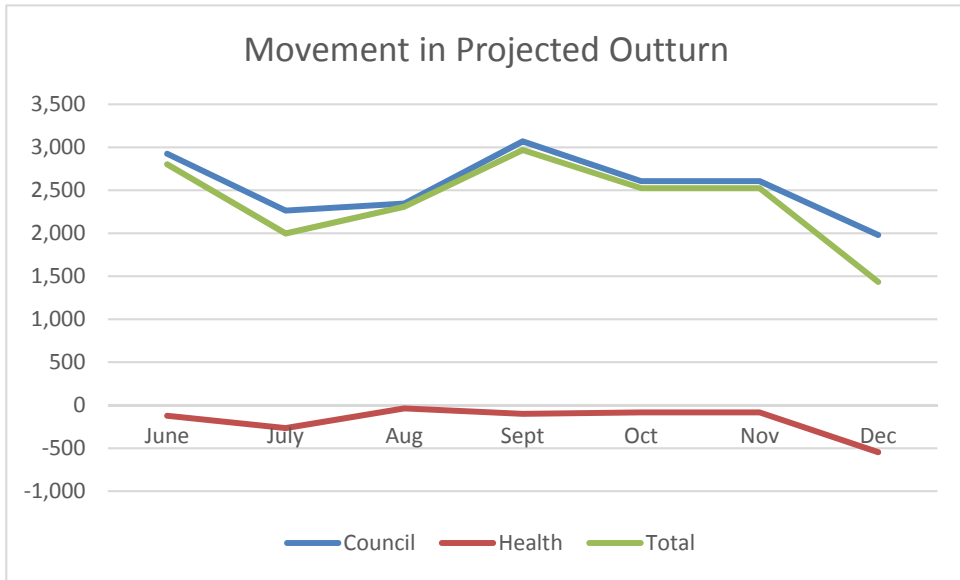
2.	CURRENT POSITION
2.1	The report includes an overview of the financial position including commitments against the available resource, explanations for the main budget variances, an update on progress in terms of savings delivery and actions required to work towards financial balance.
	FINANCIAL PERFORMANCE
2.2	<p>Against the full-year budget of £243.177m there is a projected overspend of £1.434m (0.6%). An integrated view of the financial position should be taken; however, it is useful to note that this overall position consists of a projected overspend of £1.980m (£0.627m favourable movement) in social care services offset by a projected underspend of £0.546m (£0.463m favourable movement) in health services. The Integration Scheme outlines that there is an expectation that the IJB takes account of the totality of resources available to balance the budget in year.</p> <p>Appendix A provides the financial overview of the partnership position. The sections that follow outline the significant variances in service expenditure compared to the approved budgets with detailed analysis provided in Appendix B.</p>
2.3	Community Care and Health Services
	<p>Against the full-year budget of £68.285m there is a projected overspend of £0.546m (0.8%) which is a favourable movement of £0.348m. The main reasons for the projected overspend are:</p> <ul style="list-style-type: none"> a) Care home placements including respite placements – projected to underspend by £0.151m (£0.240m favourable movement). The projection can vary due to factors other than the number of placements e.g. the impact of interim funded places and outstanding requests for funding, this position is monitored closely. Charging order income is projected to over-recover by £0.270m (£0.070m favourable movement) which is based on income received to date and improved processes to track the charging orders. The care home budget has moved into a sustainable position and if this can be maintained over the winter period the opening position for the budget for 2020-21 will be an underspend. The IJB will be provided with an update as part of budget setting in March 2020 aligning the future resources with the Strategic Commissioning Plan for Care Homes. b) Independent Living Services are projected to overspend by £0.111m (favourable movement of £0.154m) which is due to an overspend on physical disability care packages within the community and direct payments. There will be further work undertaken with the implementation of the Adult Community Support framework which will present additional opportunities for reviews and will ensure payment only for the actual hours of care delivered. c) Packages of care are projected to underspend by £0.031m which is an adverse movement of £0.063m. This is due to delays in new packages offsetting the use of supplementary staffing for existing packages, this has significantly improved from the 2018-19 position.

- d) Care at home is projected to overspend by £0.478m which is a favourable movement of £0.052m. The projection assumes:
- i. A favourable impact due to an assumption on the number of hours potentially to be refunded following an internal review of the hours provided and an ongoing contractual issue with a commissioned provider
 - ii. A favourable movement due to planned reviews to the year-end with a target for hours to reduce by 50 per week. This reduction will allow for capacity to be freed up in the internal service to facilitate hospital discharge and manage waiting lists and a reduction in cost from commissioned services.
- The overspend for in-house services relates to providing additional hours to cover a service that a provider handed back and the in-house service had to increase capacity to ensure the safety of vulnerable service users within the community of the North Coast locality and also the need to facilitate patient discharges from Crosshouse Hospital. The service currently has, between hospitals and community a managed waiting list of individuals waiting on a care at home package or an increase in their existing care package. There would be additional costs to clear this waiting list.
- The planned action around reviews to reduce purchased care and maximise the capacity of the in-house service will reduce the ongoing overspend in care at home, despite this based on current plans there may remain an overspend moving into 2020-21. This will be addressed as part of the 2020-21 budget planning alongside consideration of demand pressure funding and savings to ensure a sustainable position moving forward.
- e) Long Term Conditions (Ward 1), projected overspend of £0.306m (adverse movement of £0.027m) which is mainly due to an overspend in employee costs to ensure staffing levels are at a safe level. This is a recurring pressure for which funding requires to be identified. Ward 2 is projected to be online, but this is subject to continuing to receive £0.504m of funding from East HSCP for their patients, East have indicated their intention to reduce the number of commissioned beds, this is not anticipated to be implemented during 2019-20.
- f) Community Care employee costs are projected to overspend by £0.237m (adverse movement of £0.090m) due to supernumerary / unfunded posts, overtime and the non-achievement of payroll turnover. Some of these posts have been allocated to the care at home service and others have still to be allocated to the appropriate service to manage the costs within the delegated budget. These will be reviewed as part of the budget for next year.
- g) Locality services employee costs are projected to overspend by £0.201m (adverse movement of £0.048m) due to a projected shortfall in payroll turnover targets.
- h) Carers Act Funding is projected to underspend by £0.268m (no movement) based on the currently committed spend. This could fluctuate depending on the number of carers' support plans undertaken and the level of demand/services identified from these plans. An allocation of £0.293m has previously been allocated to offset an overspend on care home respite placements.

	<p>i) Intermediate Care (excluding Models of Care) is projected underspend by £0.096m (favourable movement of £0.004m) due to vacancies.</p> <p>j) Intermediate Care and Rehab Models of Care is projected to overspend by £0.247m (no movement) which represents the full year funding impact of the model. The projected overspend is based on the posts which are currently filled, with an assumption that any vacancies would be held until a longer-term decision on funding investment is taken.</p> <p>k) Aids and adaptations – are projected to underspend by £0.373m (£0.173m favourable movement) of which £0.200m is per the approved recovery plan with the balance due to a reduction in the number of occupational therapy assessments due to recruitment / staffing levels.</p> <p>l) Community Alarms are projected to overspend by £0.191m (£0.125m adverse movement), this represents a reduction in income. The income budget was increased in 2019-20 to reflect the new charge and removal of means testing, the budget will be reviewed alongside other income budgets as overall the partnership do not have a shortfall in income collected from service user charges.</p> <p>m) District Nursing – is projected to underspend by £0.110m (£0.055m favourable movement) due to vacancies.</p>
2.4	Mental Health Services
	<p>Against the full-year budget of £76.382m there is a projected overspend of £0.752m (1%) which is a favourable movement of £0.556m. The main reasons for the projected overspend are:</p> <ul style="list-style-type: none"> • Learning Disabilities – projected overspend of £1.429m (adverse movement of £0.212m), of which £0.949m is in relation to community care packages, £0.276m for direct payments and £0.365m for residential placements. These overspends are partially offset by vacant posts. The projection assumes that savings of £0.050m will be made before the year end. The main reason for the adverse movement is a revision to the level of assumed review savings and invoice variations as several care packages have now been reviewed and it has become clear that the level of variation has been lower than expected and lower than in previous years. Community Learning Disability Care packages are proving to be one of the most challenging areas to address overspends, as the care packages are aligned to meet an individual's assessed needs. The recovery plan includes the prioritised review of all packages. Progress with the reviews has been slower than planned due to the implementation of the Adult Community Support Contract and also a number of packages that have been reviewed, particularly the higher cost packages, have concluded that no change is possible at this time. This work is ongoing and will continue to be a fluid position until the year-end, the financial implications for 2020-21 will require to be considered as part of the budget process for next year.

	<ul style="list-style-type: none"> Community Mental Health – is projected to underspend by £0.263m (favourable movement of £0.103m) mainly due to vacancy savings and an underspend in care packages. Addictions – is projected to be underspent by £0.101m (adverse movement of £0.003m) due to vacant posts. Lead Partnership for Mental Health – overall projected underspend of £0.313m (favourable movement of £0.674m) which consists of: <p><i>Overspends:</i></p> <ul style="list-style-type: none"> Adult inpatients £0.600m (favourable movement of £0.020m) - mainly due to the delay in closing the Lochranza ward on the Ailsa site. The ability to close Lochranza is dependent on discharging at least two patients from South Ayrshire. South HSCP have been advised that the Lochranza ward will close, the projection also assumes subsequent redeployment costs. UNPACS £0.216m (£0.183m favourable movement) – based on current placements which reduced due to transfers to Woodland View. Elderly inpatients £0.270m (£0.070m adverse movement) - due to holding vacancies in relation to reconfiguring the wards. This resulted in using supplementary staff in the interim. <p><i>Underspends:</i></p> <ul style="list-style-type: none"> CAMHS £0.214m (£0.014m adverse movement) – due to vacancies and delays with recruitment. This is after applying £0.150m of payroll turnover. Psychology £0.395m (£0.142m favourable) – due to vacancies. This is after applying £0.150m of payroll turnover. Adult Community Mental Health £0.115m (£0.015m favourable movement) - due to vacancies. Psychiatry £0.210m (favourable movement of £0.355m) – underspend primarily due to vacancies and reduced locum costs. This is after settlement of the Medical Pay Award (£0.160m) which was not funded. MH Pharmacy £0.126m (£0.006m adverse movement) – underspend due to continued lower substitute prescribing costs. MH Admin £0.155m (no movement) - due to vacancies.
2.5	Children & Justice Services
	Against the full-year budget of £35.780m there is a projected overspend of £0.987m (2.8%) which is a favourable movement of £0.273m. The main reasons for the projected overspend are:

	<p>a) Residential Schools and Community Placements – projected overspend of £1.145m (£0.044m adverse movement). The projection is based on the current number of placements and estimated discharge dates for each placement. There are currently 19 external residential placements and 2 secure placements. The reported projection assumes that one of the secure placements will end in January 2020 and the other in February 2020 and 3 residential discharges by end of January with the remaining 16 assumed to be in place until March 2020. These assumptions are based on individual plans for children. There is no provision for any increase in placements and this area of service remains high risk financially as any small movement in the current plans for children or new services required would have a significant impact given the high cost of services. The service is working with housing colleagues to develop alternatives for older children in care to free up local care capacity to support the reduction in external residential placements. This work ties in with future plans to further reduce the requirement for residential placements and if the planned timescales are met by March 2020 then the budget will be back into a sustainable position and on track to deliver further savings moving into 2020-21.</p> <p>b) Looked After Children Placements – projected overspend of £0.136m (favourable movement of £0.067m) due to the current demand for fostering, adoption and kinship placements (fostering and kinship reduced in month 9). External placements were made in previous months as there were no internal foster carers available. A recruitment campaign is planned to attract more in-house foster carers to ensure there is no ongoing requirement for external foster placements.</p> <p>c) Children with Disabilities – employee costs projected overspend £0.068m (favourable movement of £0.019m) as the turnover target will not be met.</p> <p>d) Children with Disabilities Residential Placements – projected underspend of £0.208m (favourable movement of £0.175m) due to transitions to adult services.</p>
2.6	Allied Health Professionals
	AHP services are projected to underspend by £0.131m due to vacancies (favourable movement of £0.062m).
2.7	Management and Support Costs
	Against the full-year budget of £8.456m there is a projected underspend of £0.865m (10.2%) which is a favourable movement of £0.175m. The underspend relates to the potential delay in commitment for pressure funding set aside in the 2019-20 budget, the most significant element of this is linked to the delay in opening of the Trindlemoss development. The requirement for this funding will need to be closely monitored and may require to be delegated to services as and when required.
2.8	Primary Care and Prescribing
	Prescribing is the responsibility for the Health Board to fund and under the terms of the Integration Scheme the Health Board continues to underwrite the prescribing position across the three Ayrshire IJBs. At month 9 prescribing is projected to be

	£1.383m overspent (no movement). This is not included in the projected outturn due to the NHS underwriting the risk of overspend.
2.9	<p>Movement in Projected Outturn Position</p> <p>The table below shows the overall movement in the projected outturn position throughout the financial year:</p>  <p>The partnership financial position has been challenging since the start of the year, with a significant projected overspend projected in the first reporting period. This is reflective of the challenges in delivering savings against a backdrop of continuing to prioritise and meet existing and new demand for services. The position has steadily and consistently improved since the IJB approved the financial recovery plan in September and progress has been made across all service areas.</p> <p>The IJB approved a balanced budget for 2019-20 in March 2019. The budget was underpinned by a requirement to deliver savings of £6.1m and to manage a number of in-year unfunded pressures. Whilst the budget and savings plans are completely aligned to the IJB's Strategic Plan and ambitions within that to change how we deliver health and social care services, we have never underestimated the challenge in delivering service change across all services at pace whilst continuing to meet new demand for services. So many of the delegated services, particularly for social care, are demand led and for some services these are very specialist and high cost. This leads to a greater risk of being able to plan for and respond to in-year demands for services.</p> <p>Whilst the financial position is improving, this is not providing assurance that financial balance can be delivered by the year-end. It will be extremely challenging to recover this overspend by this point in the financial year, there would be a significant impact of short-term decisions and actions that would require to be taken to fully recover this position. Those actions would inevitably have longer term consequences, both financially and for individual people's outcomes and would not necessarily address the areas where we continue to have financial and operational pressures.</p> <p>Realistically the IJB will not be in a position as planned to make this year's instalment to the outstanding debt to North Ayrshire Council in full and the IJB should focus on ensuring the final outturn position is limited to £1.5m, to ensure that there is no</p>

increase to the overall debt position at the year-end. The projected outturn position offset by the debt repayment budget is £0.052m which would be contributed to the debt repayment, any further improvement to the position by the year-end would allow a greater level of repayment.

2.10 Savings Progress

a) The approved 2019-20 budget included £6.134m of savings.

RAG Status	Position at Budget Approval £m	Position at Period 9 £m
Red	-	0.311
Amber / Red	-	1.328
Amber	2.980	0.686
Green	3.154	3.809
TOTAL	6.134	6.134

b) The projected year-end outturn position assumes:

- i) £0.311m of the Red savings in relation to reducing LD sleepovers (£0.190m), the roll out of MDTs (£0.055m), the LEAN efficiency programme and Buckreddan ICF Project will not be delivered as planned and this is reflected in the overall projected outturn position; and
- ii) The £0.328m risk of savings relating to Trindlemoss is partially reflected (£0.178m) in the projected overspend position as there is ongoing work to establish the deliverability of the saving given that the savings were based on the service being operational from September.

If progress is made to deliver the savings this would improve the overall outturn position or prevent the overspend increasing further.

Some savings have been reclassified as Amber / Red as the budget has been removed from the service area, but these areas are overspending.

The projected financial position assumes that all remaining savings on the plan will be delivered. Progress with savings delivery requires to be closely monitored to ensure the impact on the financial position can be assessed and corrective action taken where necessary. It is essential that if a saving cannot be achieved by the year end that there are plans in place to achieve it moving into 2020-21.

Appendix C provides an overview of the savings plan, this highlights that at this stage a total of £4.318m of savings have been delivered successfully.

The Transformation Board is in place to provide oversight and governance to the programme of service change. A focus of the Board is to ensure plans are in place to deliver savings and service change, with a solution focussed approach to bringing programmes back on track.

2.11 Financial Recovery Plan

The Integration Scheme requires the implementation of a recovery plan if an overspend position is being projected, to take action to bring overall service delivery

	<p>back into line with the available resource. The previously approved financial recovery plan is included in Appendix D. The plan has in the main been delivered with further potential for improvement from the ongoing reviews of Care at Home and Community Learning Disability Services, for both of which ongoing improvements are factored into the projections.</p> <p>The plan includes specific targeted actions with a focus on addressing the pressure areas, the actions will not only improve the projected overspend this year but will also address recurring overspends in service areas moving into future years. The plan is underpinned by more detailed plans with clear actions for high risk service areas. One of the most significant risk areas is Learning Disabilities, a more detailed plan with all actions including tracking progress with reviews is co-ordinated between the service and finance and transformation team. Weekly cross-service progress meetings are being held to track progress and to ensure progress at pace.</p> <p>The further actions noted below were subsequently noted to be undertaken:</p> <ol style="list-style-type: none"> 1) Care at Home – review feedback from the Thinking Differently Doing Better sessions to identify the main ‘themes’ that can be taken forward to maximise capacity, including visits, assessment and review process, electronic communication with staff. Since September almost all of the communication with staff has moved to an electronic format and the reviews have commenced resulting in a significant reduction in the projected spend. 2) Learning Disability – continue the focussed work with weekly progress updates. Hold a development session with the learning disability team to ensure that progress made to date is embedded moving forward. Progress the responder service on a geographical cluster basis with Trindlemoss being the piloted area. The development session took place on the 8th of January and a follow up session is being arranged which will focus on assessments and the eligibility criteria. 3) In house fostering – grow the number of in-house foster carers through a recruitment campaign (advertising, radio and social media campaign). Review the terms and conditions for foster carers. An internal communications campaign has been developed as well as wider recruitment campaign which will be in place throughout February. 4) Children’s Residential Placements – work with housing colleagues to develop alternatives for older children in care to ensure local capacity can be used to reduce the numbers of external placements. <p>The plan includes actions to address the areas of overspend to help work towards financial balance this year whilst also delivering a recurring benefit to ensure financial sustainability in future years. Alongside the specific actions outlined in the financial recovery plan services will continue to deploy tight financial management controls to support bringing expenditure back into line with budget.</p>
2.12	<p>Financial Risks</p>
	<p>The 2019-20 budget setting paper noted unfunded pressures which could present a risk to the projected outturn position. A number of these risks have now materialised and the financial implications included in the partnership position.</p>

	<p>The remaining risks for 2019-20 include:</p> <ul style="list-style-type: none"> a) Trindlemoss – delay in service users moving into the development. Trindlemoss is now open but there has been a delay in some service users moving in due the legal measures required to be in place (guardianships). Until they are approved by the court, we may incur double running costs, i.e. staff in Trindlemoss and care packages in the community as well as void rent loss payments. b) There is a potential pressure in relation to GP practices in difficulty. This is a dynamic pressure which we will look to manage in-year. If this cannot be achieved, then the default position would be to fund the North fair share of this from any underspend in the Primary Care Improvement Fund (PCIF). At month 9 there are no GP practices in difficulty. <p>In addition to these pressures there is a potential reduction to the funding available for Ward 2 in Woodland View as East HSCP are reviewing the number of beds they want to commission from the ward. It is unlikely that this will be implemented during 2019-20 due to the limited notice given re the intent to reduce.</p>
2.13	<p>Budget Changes</p>
	<p>The Integration Scheme states that <i>“either party may increase it’s in year payment to the Integration Joint Board. Neither party may reduce the payment in-year to the Integration Joint Board nor Services managed on a Lead Partnership basis....without the express consent of the Integration Joint Board”</i>.</p> <p>Appendix E highlights the movement in the overall budget position for the partnership following the initial approved budget.</p> <p>Reduction Requiring Approval:</p> <ul style="list-style-type: none"> a) Transfer of hub funding to the Communities Directorate £0.059m b) Arrol Park Enhanced GP service – transfer to GP practice £0.008m. This was transferred in 2018-19 on a temp basis but should have been recurring. c) Prescribing Top Slice £0.090m d) Alcohol Brief Intervention GP Contribution £0.014m <p>These reductions or transfers from the budget have been negotiated and agreed with the partnership.</p> <p>Future Planned Changes:</p> <p>Further areas which are outstanding and will be included in future reports include:</p> <ul style="list-style-type: none"> 1) The transfer of the Douglas Grant and Redburn rehab wards from acute services to the North HSCP. The operational management of these wards has already transferred to the partnership, but the due diligence undertaken on the budget has highlighted a funding shortfall. It has been agreed with NHS Ayrshire & Arran that the financial responsibility will not transfer until balance is found. In the meantime, we are managing services and working to reduce the projected overspend prior to any transfer.

2.14	Lead Partnerships
	<p>North Ayrshire HSCP</p> <p>Services managed under Lead Partnership arrangements by North Ayrshire Health and Social Care Partnership are projected to be £0.313m underspent. Full detail on the underspend is given in section 2.4 above. This position is shared across the 3 partnerships on an NRAC allocation basis and is reflected in Appendix A.</p>
	<p>South Ayrshire HSCP</p> <p>Services led by the South Partnership are forecast to be £0.288m overspent (no movement). The Community Equipment Store was funded with an additional £0.280m as part of the budget for this year, however it continues to be a source of pressure and represents the majority of the overspend. It should be noted that expenditure is volatile depending on the timing of purchases. This issue is being discussed by SPOG.</p>
	<p>East Ayrshire HSCP</p> <p>Services managed under Lead Partnership arrangements by East Ayrshire are projected to underspend by £0.340m in total. This is a favourable movement of £0.386m. The projected underspend includes the following:</p> <ul style="list-style-type: none"> • Primary Care is projected to underspend by £0.329m and is after taking account of additional costs within Primary Medical Services related to GP Practices in Difficulty which have handed back contracts. Additional costs of £0.450m have been incurred for the year-to-date. This has been offset by underspends in AUC and Dental Services. • Ayrshire Urgent Care Services (AUCS) are underspent by £0.390m as a result of vacancies across the support teams, including drivers and call handlers, as well as Advance Nurse Practitioner vacancies and medical sessions not being filled. • Dental services continue to deliver services within their financial envelope and are currently projected to underspend by £0.250m, mainly due to clinical and administration vacancies.
	<p>Further work is being taken forward to develop a framework to report the financial position and impact of risk sharing arrangements across the 3 partnerships in relation to hosted or lead service arrangements. This is to ensure the IJB are fully sighted on the impact for the North Ayrshire partnership. The IJB will be kept informed of progress with this work which is being progressed by the Ayrshire Partnership Finance Leads.</p> <p>At month 9 the impact of the Lead Partnerships has been calculated based on the average NRAC share which is the method that was used in previous years and has been agreed by the Ayrshire Finance Leads. The NRAC shares are: North 36.6%, South 30.5% and East 32.9%</p>
2.15	<p>Set Aside</p> <p>The Integration Scheme makes provision for the Set Aside Budget to be managed in-year by the Health Board with any recurring over or under spend being considered as part of the annual budget setting process. The 2019-20 set aside budget for North HSCP is £30.094m, based on expenditure in 2018-19. The acute directorate, which includes the areas covered by the set aside budget, is overspent by £9.1m after 9 months.</p>

	<p>58 additional and unfunded beds were open at the 31st March 2019. Crosshouse and Ayr hospitals have experienced a high level of demand and delayed discharges, resulting in increased operational pressures and additional expenditure. At 31st December there were 60 unfunded beds across Crosshouse and Ayr hospital.</p> <p>During 2018-19 the North Partnerships use of the set aside resources was £30.094m against the NRAC 'fair share' of £28.697m which is £1.127m above the 'fair share'. There is an expectation that the North Partnership will move towards its 'fair share'. The Models of Care programmes including the Intermediate Care and Rehab investment and the Palliative End of Life proposals being developed represent agreed or potential investment in community services with a view to reducing acute beds. This is in effect a mechanism to reduce the set aside resources. Currently however the funding for the ICR model is not able to be released from the acute set-aside budget due to service pressures and the overall overspend in acute services.</p>
2.16	<p>National Position</p> <p>Across Scotland Integration Joint Boards are facing similar financial challenges, whilst there are different individual local circumstances there are similarities with the factors contributing to financial pressures. The total budget delegated for Health and Social Care services to IJBs across Scotland is £9.3bn. The most recent collated Q2 position for 2019-20 reports that 25 out of 31 IJBs are reporting an overspend position totalling £86.3m, the main areas contributing to this are delays in delivering planned savings and demographic service pressures or increase in demand for services. T</p> <p>Key highlights include:</p> <ul style="list-style-type: none"> • The challenge to deliver savings, in particular planned reductions in services not materialising due to increased demand being experienced • Increased activity of acute services • Additional demand for services and the increasing complexity of health and social care needs across older people, adult and children's services • The timeline to implement new models of service delivery taking longer than originally anticipated • Ongoing challenges associated with identifying further cost reduction and savings opportunities • Prescribing cost pressures; and • Staffing costs including the cost of locums. <p>With the exception of prescribing costs which in North Ayrshire are underwritten by the Health Board, these are all pressures recognised for the North Ayrshire IJB. The partnership continues to actively engage in national networks, best practice forums and review examples of good practice and transformation from other areas.</p> <p>The quarter 3 information will be reported in due course.</p>

3.	PROPOSALS
3.1	<u>Anticipated Outcomes</u>
	<p>Continuing to implement and monitor the financial recovery plan will allow the IJB to work towards financial balance for 2019-20 whilst ensuring these plans align with securing financial sustainability in future years, thereby limiting the financial risk the funding partners, i.e. NAC and NHS AA.</p> <p>The transformational change programme will have the greatest impact on the financial sustainability of the partnership, the IJB require to have a clear understanding of progress with plans and any actions that can be taken to bring the change programme into line.</p>
3.2	<u>Measuring Impact</u>
	Updates to the financial position will be reported to the IJB throughout 2019-20.
4.	IMPLICATIONS
Financial:	<p>The financial implications are as outlined in the report.</p> <p>Against the full-year budget of £243.177m there is a projected overspend of £1.434m (0.6%). The report outlines the action being taken and proposed action to reduce the projected overspend.</p> <p>There are a number of assumptions underpinning the projections which could change as we progress through the year. We will continue to work with services to ensure the most accurate and reliable position is reported.</p> <p>The financial recovery plan details planned actions to reduce the projected overspend, delivery of the plan is being closely monitored.</p> <p>The main areas of financial risk which may impact on this position are highlighted in the report.</p> <p>At this stage in the financial year it is unlikely the IJB will be in a position to make the full planned debt repayment for 2019-20.</p>
Human Resources:	None
Legal:	None
Equality:	None
Children and Young People	None
Environmental & Sustainability:	None
Key Priorities:	None
Risk Implications:	Within the projected outturn there are various over and underspends including the non-achievement of savings which need to be addressed on a recurring basis to ensure financial sustainability in

	future years. The Financial Recovery Plan is focussed on those areas which will help the current year financial position but also support ongoing future financial sustainability of the partnership.
Community Benefits:	None

Direction Required to Council, Health Board or Both	Direction to :-	
	1. No Direction Required	
	2. North Ayrshire Council	
	3. NHS Ayrshire & Arran	
	4. North Ayrshire Council and NHS Ayrshire & Arran	√

4.	CONSULTATION
4.1	<p>This report has been produced in consultation with relevant budget holders and the Partnership Senior Management Team.</p> <p>The IJB financial monitoring report is shared with the NHS Ayrshire and Arran and North Ayrshire Council Directors of Finance after the report has been finalised for the IJB.</p>
5.	CONCLUSION
	<p>It is recommended that the IJB:</p> <p>a) Note the projected year-end overspend of £1.434m and the positive progress made by the partnership to reduce the projected overspend;</p> <p>b) Approve the changes in funding as detailed in section 2.13 and Appendix E; and</p> <p>c) Note the North Ayrshire IJB position in the context of the national financial position for Integration Authorities across Scotland.</p>

For more information please contact:

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North Ayrshire Health & Social Care Partnership
Objective Summary Report as at 31st December 2019

Appendix A

Partnership Budget - Objective Summary	2019/20 Budget									Over/ (Under) Spend Variance at Period 8	Movement in projected budget variance from Period
	Council			Health			TOTAL				
	Budget	Outturn	Over/ (Under) Spend Variance	Budget	Outturn	Over/ (Under) Spend Variance	Budget	Outturn	Over/ (Under) Spend Variance		
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000		
COMMUNITY CARE AND HEALTH	55,086	55,478	392	13,199	13,353	154	68,285	68,831	546	894	(348)
: Locality Services	25,470	25,228	(242)	4,648	4,523	(125)	30,118	29,751	(367)	36	(403)
: Community Care Service Delivery	26,043	27,358	1,315	0	0	0	26,043	27,358	1,315	1,083	232
: Rehabilitation and Reablement	1,769	1,352	(417)	1,946	2,028	82	3,715	3,380	(335)	(120)	(215)
: Long Term Conditions	1,443	1,212	(231)	4,595	4,825	230	6,038	6,037	(1)	(64)	63
: Integrated Island Services	361	328	(33)	2,010	1,977	(33)	2,371	2,305	(66)	(41)	(25)
MENTAL HEALTH SERVICES	24,432	25,804	1,372	51,950	51,330	(620)	76,382	77,134	752	1,308	(556)
: Learning Disabilities	18,600	20,111	1,511	511	429	(82)	19,111	20,540	1,429	1,217	212
: Community Mental Health	4,462	4,314	(148)	1,611	1,496	(115)	6,073	5,810	(263)	(166)	(97)
: Addictions	1,370	1,379	9	1,345	1,235	(110)	2,715	2,614	(101)	(104)	3
: Lead Partnership Mental Health NHS Area Wide	0	0	0	48,483	48,170	(313)	48,483	48,170	(313)	361	(674)
CHILDREN & JUSTICE SERVICES	32,170	33,085	915	3,610	3,682	72	35,780	36,767	987	1,260	(273)
: Intervention Services	3,864	3,804	(60)	325	364	39	4,189	4,168	(21)	100	(121)
: Looked After & Accomodated Children	16,287	17,346	1,059	0	0	0	16,287	17,346	1,059	1,014	45
: Fieldwork	4,774	4,858	84	0	0	0	4,774	4,858	84	125	(41)
: CCSF	266	247	(19)	0	0	0	266	247	(19)	(34)	15
: Criminal Justice	2,692	2,692	0	0	0	0	2,692	2,692	0	0	0
: Early Years	338	292	(46)	2,868	2,901	33	3,206	3,193	(13)	(30)	17
: Policy & Practice	3,949	3,846	(103)	0	0	0	3,949	3,846	(103)	85	(188)
: Lead Partnership NHS Children's Services Area Wide	0	0	0	417	417	0	417	417	0	0	0
PRIMARY CARE	0	0	0	47,143	47,143	0	47,143	47,143	0	0	0
ALLIED HEALTH PROFESSIONALS				5,164	5,033	(131)	5,164	5,033	(131)	(69)	(62)
MANAGEMENT AND SUPPORT COSTS	6,724	6,059	(665)	1,732	1,532	(200)	8,456	7,591	(865)	(690)	(175)
CHANGE PROGRAMME	1,003	969	(34)	964	964	0	1,967	1,933	(34)	(72)	38
TOTAL	119,415	121,395	1,980	123,762	123,037	(725)	243,177	244,432	1,255	2,631	(1,376)
Return Hosted Over/Underspends East	0	0	0		0	103			103	(119)	222
Return Hosted Over/Underspends South	0	0	0		0	95			95	(110)	205
Receive Hosted Over/Underspends South	0	0	0		0	105			105	105	0
Receive Hosted Over/Underspends East	0	0	0		0	(124)			(124)	17	(141)
REVISED PROJECTED OUTTURN	119,415	121,395	1,980	123,762	123,037	(546)	243,177	244,432	1,434	2,524	(1,090)

2019-20 Budget Monitoring Report – Detailed Variance Analysis per service

Appendix B

	Budget £000's	Outturn £000's	Over/ (Under) Spend Variance £000's	
COMMUNITY CARE AND HEALTH	68,285	68,831	546	
Locality Services	30,118	29,751	(367)	<p>Older People care homes inc respite - projected underspend of £0.151m based on 769 placements. Income from Charging Orders - projected over recovery of £0.270m'</p> <p>Independent Living Services : * Direct Payment packages- projected overspend of £0.074m on 65 packages. * Residential Packages - projected underspend of £0.077m based on 30 packages. * Community Packages (physical disability) - projected overspend of £0.114m based on 47 packages</p> <p>NHS Packages of Care - projected underspend of £0.031m due to use of supplementary staffing offset by slippage in other packages. District Nursing - projected underspend of £0.110m due to vacancies.</p>
Community Care Service Delivery	26,043	27,358	1,315	<p>Care at home - in house service - projected overspend of £0.279m based on the current level of contracted costs remaining until the year end. Care at home staff have been incurring additional hours as there are moratoria on four of the purchased care providers. - Purchased Care at home - projected overspend of £0.199m. This is after reducing the budget by £0.500m to reflect the agreed 19-20 saving and assumes that the number of hours provided will reduce by 50 per week until the end of 19-20. It also assumes a refund from a provider in relation to an ongoing query on their costs.</p> <p>Direct Payments - projected underspend of £0.112m based on 31 packages continuing until the year end. New packages have been approved but have yet to commence.</p> <p>Transport costs - projected overspend of £0.106m due to increase in staff mileage within care at home. Admin costs - projected overspend of £0.088m mainly due to mobile phone equipment. Supplies and Services - projected overspend of £0.208m in relation to uniforms, other supplies and CM2000 costs. Voluntary Organisations - projected overspend £0.088m mainly in relation to the Alzheimer service.</p>

	Budget £000's	Outturn £000's	Over/ (Under) Spend Variance £000's	
Rehabilitation and Reablement	3,715	3,380	(335)	<p>Employee costs - projected underspend £0.164m due to vacancies.</p> <p>Intermediate Care and Rehab Models of Care - projected to overspend by £0.247m which is the full year funding impact.</p> <p>Aids and Adaptations - projected underspend of £0.373m of which £0.200m is per the approved recovery plan and the balance is related to the reduced number of OT assessments taking place.</p>
Long Term Conditions	6,038	6,037	(1)	<p>Ward 1 - projected overspend of £0.306m due to the use of supplementary staffing.</p> <p>Ward 2 - projected underspend of £0.006m assuming £0.504m of funding transfers from East HSCP in relation to Kirklandside patients.</p> <p>Elderly CMHT - underspend of £0.086m due to vacancies.</p> <p>Carers Act Funding - projected underspend of £0.268m based on the committed spend. This could fluctuate depending on the volume of carers' assessments undertaken and the level of demand/services identified from these assessments. This underspend will be used in the first instance to cover the projected overspend on care home respite placements.</p>
Integrated Island Services	2,371	2,305	(66)	Employee costs - projected underspend £0.078m mainly due to vacant posts
MENTAL HEALTH SERVICES	76,382	77,134	752	
Learning Disabilities	19,111	20,540	1,429	<p>Residential Packages - projected overspend of £0.355m based on 41 current packages.</p> <p>Community Packages (inc direct payments) - projected overspend of £1.225m based on 304 current packages less 3.75% invoice variances. The projection assumes a further £0.050m of review savings will be achieved before the year end and that any new packages or increases to current packages will be cost neutral. The direct payments projection is based on 41 current packages less £0.103m recovery of unspent balances.</p> <p>Employee costs - projected underspend £0.083m mainly due to vacant posts</p>
Community Mental Health	6,073	5,810	(263)	<p>Employee costs - projected underspend £0.134m mainly due to vacant posts</p> <p>Community and Residential Packages - projected underspend of £0.157m based on 101 community packages and 29 residential placements.</p>
Addictions	2,715	2,614	(101)	<p>Employee costs - projected underspend £0.111m due to vacant posts</p> <p>ADP - projected online position as any underspend will be carried forward into 2020/21.</p>

	Budget £000's	Outturn £000's	Over/ (Under) Spend Variance £000's	
Lead Partnership (MHS)	48,483	48,170	(313)	<p>Adult Community - projected underspend of £0.115m due to vacancies.</p> <p>Adult Inpatients- projected overspend of £0.600m due to a delay in closing the Lochranza wards.</p> <p>UNPACs - projected overspend of £0.216m which includes the charges from the state hospital (April - August 2019).</p> <p>LDS - assumed online pending completion of the relocation of services to Woodland View.</p> <p>Elderly Inpatients - projected overspend of £0.270m due to use of supplementary staffing after ward closures. This could fluctuate pending the finalisation of the elderly mental health bed redesign.</p> <p>CAMHS - projected underspend of £0.214m due to vacancies.</p> <p>MH Admin - projected underspend of £0.155m due to vacancies..</p> <p>Psychiatry - projected underspend of £0.310m due to vacancies and after accounting for the medical pay award and agency costs.</p> <p>MH Pharmacy - projected underspend of £0.126m mainly within substitute prescribing.</p> <p>Psychology- projected underspend of £0.395m due to vacancies.</p> <p>Action 15 - assumed online position</p>
CHIDREN'S AND JUSTICE SERVICES	35,780	36,767	987	
Intervention Services	4,189	4,168	(21)	Outwith the threshold for reporting

	Budget £000's	Outturn £000's	Over/ (Under) Spend Variance £000's	
Looked After & Accom Children	16,287	17,346	1,059	<p>Looked After Children placements - projected overspend of £0.136m based on the following:-</p> <p>Kinship - projected overspend of £0.079m. Budget for 339 placements, currently 344 placement but projecting 354 placements by the year end.</p> <p>Adoption - projected overspend of £0.022m. Budget for 74 placements, currently 74 placements.</p> <p>Fostering - projected overspend of £0.179m. Budget for 120 placements, currently 137 placements but projecting 139 placements by the year end.</p> <p>Fostering Xtra - projected underspend of £0.073m. Budget for 32 placements, currently 31 placements but projecting 30 placements by the year end.</p> <p>Private fostering - projected overspend of £0.041m. Budget for 11 placements, currently 12 placements.</p> <p>IMPACCT carers - projected underspend of £0.016m. Budget for 4 placements, currently 2 placements.</p> <p>Residential School placements including community packages - projected overspend of £1.145m. There are currently 19 external residential placements and 2 secure placements. The reported projection assumes that one of the secure placements will end in January 2020 and the other in February 2020 and 3 residential discharges by end of January with the remaining 16 assumed to be in place until March 2020. These assumptions are based on individual plans for children. The projection is based on the current number of placements and estimated discharge dates for each placement based on the support from the mainstreamed Challenge Fund project. The projection is based on the current number of placements and estimated discharge dates for each placement. There is no provision for any increase in placements.</p>
Fieldwork	4,774	4,858	84	
CCSF	266	247	(19)	Outwith the threshold for reporting
Criminal Justice	2,692	2,692	0	Outwith the threshold for reporting
Early Years	3,206	3,193	(13)	Outwith the threshold for reporting
Policy & Practice	3,949	3,846	(103)	Employee costs - projected overspend £0.068m due to the payroll turnover target not being met.
Lead Partnership (CS)	417	417	0	Outwith the threshold for reporting

	Budget £000's	Outturn £000's	Over/ (Under) Spend Variance £000's	
PRIMARY CARE	47,143	47,143	0	Outwith the threshold for reporting
ALLIED HEALTH PROFESSIONALS	5,164	5,033	(131)	Employee costs - projected underspend £0.131m due to vacancies.
MANAGEMENT AND SUPPORT	8,456	7,591	(865)	Projected underspend - this underspend relates to pressure funding awarded as part of the 2019-20 and the pressures have not yet arisen. This funding will be closely monitored and delegated to services as and when required.
CHANGE PROGRAMME & CHALLENGE FUND	1,967	1,933	(34)	Outwith the threshold for reporting
TOTAL	243,177	244,432	1,255	

Threshold for reporting is + or - £50,000

2019-20 Savings Tracker

Appendix C

Savings reference number	Description	Responsible Senior Management Lead	Deliverability Status at budget setting	Approved Saving 2019/20 £	Deliverability Status Month 9	Net Saving Achieved at Period 9 £
	Health and Community Care					
SP-HSCP-19-02	Roll out of multidisciplinary teams - Community Care and Health	Helen McArthur	Amber	55,000	Red	0
SP-HSCP-19-04	Day Centres - Older People	Helen McArthur	Green	38,232	Green	38,232
SP-HSCP-19-05	Deliver the Strategic Plan objectives for Older People's Residential Services	Helen McArthur	Green	130,350	Amber	130,350
SP-HSCP-19-09	Care at Home - Reablement Investment	Helen McArthur	Amber	500,000	Amber / Red	TBC
SP-HSCP-19-12	Assessment and Self Directed Support	Isabel Marr	Green	150,000	Amber / Red	0
NHS - HSCP-9	Packages of Care	Isabel Marr	Amber	150,000	Green	150,000
	Mental Health and Learning Disabilities					
SP-HSCP-19-01	Integration of the Learning Disability team	Jan Thomson	Amber	56,000	Green	56,000
SP-HSCP-19-07	Mental Health - Tarryholme / Trindlemoss (Council element)	Jan Thomson	Amber	328,000	Amber	150,000
NHS - HSCP-1	Trindlemoss (full year impact is £0.370m)* NHS element	Jan Thomson	Amber	250,000	Amber	250,000
SP-HSCP-19-10	LD - Reduction to Sleepover Provision	Jan Thomson	Amber	215,000	Red	25,000
SP-HSCP-19-11	Reprovide Fergushill/Hazeldene at Trindlemoss & redesign commissioned services	Jan Thomson	Green	111,000	Green	111,000
SP-HSCP-19-06	Adult Community Support - Commissioning of Services	Jan Thomson /Julie Barrett	Green	388,000	Amber / Red	1,500
NHS - HSCP-4	UnPACs - 7% reduction*	R Ralston	Green	200,000	Amber / Red	0
NHS - HSCP-5	Substitute Prescribing - 5% reduction*	R Ralston	Green	135,000	Green	135,000
NHS - HSCP-3	Review of Elderly Mental Health Inpatients*	William Lauder	Green	727,000	Green	727,000
NHS - HSCP-6	See a 5th bed at Woodland View - MH inpatients*	William Lauder	Amber	90,000	Amber / Red	0

	Children, Families and Justice Services					
SP-HSCP-19-03	Fostering - reduce external placements.	Mae Henderson	Green	127,408	Amber	127,408
SP-HSCP-19-08	Children's residential placements (CF)	Mae Henderson	Amber	355,000	Green	355,000
	Partnership Wide					
SP-HSCP-19-13	Charging Policy	Lisa Duncan	Green	200,000	Green	200,000
NHS - HSCP-10	Reduce business admin services	Julie Davis	Green	50,000	Green	50,000
NHS - HSCP-11	ICF Project - Partnership Enablers	Michelle Sutherland	Amber	27,000	Green	27,000
NHS - HSCP-12	ICF Project - Buckreddan care home	Michelle Sutherland	Amber	16,000	Red	0
NHS - HSCP-13	Uncommitted ICF Funding	Michelle Sutherland	Green	80,000	Green	80,000
SP-HSCP-19-20	Living Wage	n/a	Green	187,000	Green	187,000
NHS - HSCP-7	Resource Transfer to South Lanarkshire	n/a	Green	40,000	Green	40,000
SP-HSCP-19-14	19/20 impact of 18/19 part year savings	Stephen Brown	Green	113,000	Green	113,000
SP-HSCP-19-15	Respite	n/a	Green	200,000	Green	200,000
SP-HSCP-19-16	Payroll Turnover Target	Stephen Brown	Amber	500,000	Green	500,000
SP-HSCP-19-17	Lean Efficiency Programme	Stephen Brown	Green	50,000	Red	0
NHS - HSCP-2	Payroll Turnover Target - Mental Health *	Thelma Bowers	Amber	300,000	Green	300,000
NHS - HSCP-8	Payroll Turnover Target - Other Services	Thelma Bowers	Amber	365,000	Green	365,000
				6,133,990		4,318,490

Ref	Service Area	Action	Service Impact	IJB Support	Included in P9 Position £000's	Planned Impact £ 000's	Responsible Officer
Health and Community Care:							
1	Care at Home	Reduction in Care at Home Provision: - reduce weekly hours of purchased provision by between 50 and 100 hours per week, by closing cases for clients admitted to hospital. - review care packages with any reduction in hours closed to offset the overspend. - continue to review the actions of Independent Providers in the use of CM2000 for maximum efficiency - further roll out and embedding of reablement approach in CAH service to allow packages to be reduced	May lead to delays in care at home packages being delivered and may impact on hospital discharges and increase delayed discharges. May have impact on waiting list. Risk of this will be mitigated by ensuring resources are used efficiently, with a risk based approach to allocating resources.		225	200	Helen McArthur
2	Care Homes - Respite Placements	Health and Community Care Service to enforce a policy and criteria in relation to emergency respite in commissioned care home settings: - significant increase in emergency respite where in many cases residents are placed in long term care, action taken to fund long term placements in September - change of practice for social workers in relation to use of respite - provide clarity to commissioned care home providers that respite beds will be used for short term care to ensure expectations of service, care home and service user are aligned	Action has been taken to address current placements to ensure the service delivered is equitable, that the HSCP are appropriately financially assessing residents and that the commissioned care homes are funded for long term care placements. The appropriate use of emergency respite placements will be reinforced to the social work team. The longer term commissioning and use of respite provision for older people is being considered as part of the Care Home Strategy.	√	0	-	Helen McArthur
3	Equipment & Adaptations	Temporary reduction (2019-20 only) in the equipment and adaptations budget. - mirrors the reduction made in 2018/19 to assist with overall financial position, would not be sustainable on a recurring basis as provision of equipment fundamental to keeping people safe at home - priority for equipment provision will be: 1. support for end of life care 2. complete adaptations started or committed to in writing prior to tightened control of expenditure 3. maintain equipment and adaptations in situ and on which service users depend 4. provide essential equipment to support avoidance of hospital admission	Potential delays to equipment and adaptations for service users, this will be kept under review together with any waiting lists and impact on delivery of community based services, including monitoring the costs of any delays in supporting individuals to be supported in the community.		373	200	Helen McArthur

Ref	Service Area	Action	Service Impact	IJB Support	Included in P9 Position £000's	Planned Impact £ 000's	Responsible Officer
Mental Health and Learning Disabilities:							
4	Learning Disabilities	Prioritised Review of Adult Community Packages: <ul style="list-style-type: none"> - targeted reviews to be carried out immediately, reviews co-ordinated on a prioritised list with a focus on individuals moving service provider following the outcome of the tender exercise and with high cost packages being prioritised - will be supported with significant additional LD social work capacity with additional professional lead, additional social workers and the employment of agency staff to accelerate planned reviews - reviews will ensure the split of personal and non-personal care is appropriate and equitable (to ensure equity of provision and charging) - direct payments to be reviewed to progress claw-back of underspends - incorporates looking at clients where the service provided has been less than than commissioned to formalise re-alignment of care packages based on need. 	Service users will be reviewed by a dedicated review team, the outcome should ensure that all reviews are up to date and appropriate and equitable levels of care are being provided. This process may cause some anxiety for service users as there is an expectation that significant reductions can be made to care packages. No reduction will be made to care packages unless deemed to be safe and appropriate by the service, however there may be some resistance to change from service users, their families and advocates.	√	268	750	Thelma Bowers
5	Learning Disabilities	Trindlemoss development finalise the financial impact of the new service (LD day service, complex care unit and supported accommodation): <ul style="list-style-type: none"> - for 2019/20 require to plan to mitigate delay in savings being achieved - opportunities to further reduce cost of amalgamating day services - identifying supports required for service users in supported accommodation - policy in relation to eligibility and prioritisation for supported accommodation, model of care blueprint for other supported accommodation coming online 	The opening of the new service at Trindlemoss (originally planned August 2019) has been delayed due to delays in the building works, this has impacted on the timescales for service users and patients transferring. The service will require to be configured around the affordability of the care and support, taking into account the positive environment and the opportunities the shared accommodation space offers in terms of reducing existing high cost care packages.	√	0	tbc	Thelma Bowers
6	Learning Disabilities	Sleepovers - develop policy in relation to 24 hour care for Adults in the Community: <ul style="list-style-type: none"> - policy decision to not provide one to one 24 hour sleepover service where there are: <ul style="list-style-type: none"> * supported accommodation alternatives available; * opportunities for service users to share a service (will be identified by geographically mapping services); or * where technology supports can be provided supported by a responder service. - Recovery plan action and financial impact is based on a plan to deliver a responder service from the Trindlemoss supported accommodation to support removal of sleepovers in the area 	This will result in the removal of one to one 24 hour support from service users, an enhanced overnight service will be provided from Trindlemoss to support capacity for response. Individual service user safety will be a priority and the one to one support will only be removed where safe to do so.	√	0	128	Thelma Bowers
7	Learning Disabilities	Transition Cases (Adults aged 65+): <ul style="list-style-type: none"> - reviews undertaken jointly with LD and Older People's service which will deliver some savings, some work outstanding in relation to these reviews where changes to care packages have been identified - further action to scrutinise outcome of reviews and equity of service provision across client groups, particularly for high cost care packages which are not equitable with community care provided in Older People's services - requires a clear policy decision in relation to transitions of care and funding for community based supports <i>Note that there have been several reviews undertaken which indicate that savings will be made. These savings can be limited in some of the more complex care packages as care is required on a 24/7 basis.</i>	Service users are being reviewed with a view to reducing the cost of packages as the clients transition to the Older People's service. Some reviews for high cost community packages have identified individuals suitable for the criteria of long term care but resistance from service users to change from current care and support. If care packages cannot be reduced the IJB will be asked to agree a policy decision on the level of care provided in such cases.		70	134	

Ref	Service Area	Action	Service Impact	IJB Support	Included in P9 Position £000's	Planned Impact £ 000's	Responsible Officer
8	Adult Community Packages	Adult Resource Group no overall increase in care package provision: <ul style="list-style-type: none"> - ARG in place for Mental Health and Learning Disability care packages for approval, ARG will no longer be permitted to approve any increase to existing or new care packages unless there has been a reduction in service elsewhere - will require social workers to proactively review caseload and use finite resource available to support whole client group - arrangements will remain in place until the service brings the overall expenditure on community care packages back into line 	Service users assessed as requiring a service will have to wait until resource has been identified to fund the care package, this is equitable with waiting lists for other services where resources are limited. This may result in delays in supports being provided but will also ensure that the service is managing, directing and prioritising resources effectively.	v	0		Thelma Bowers
9	All	Self Directed Support: <ul style="list-style-type: none"> - exploring how to embed this alongside the asset based approach promoted through the HSCP <i>Thinking Different, Doing Better</i> experience into services to change how we deliver services and balance service user and community expectations - undertaking self-evaluation for North Ayrshire against good practice, this will include stakeholder engagement to develop future approach 	Positive impact to embed Self Directed Support, with a view to being realistic in managing expectations of services and service users. Address a perceived inequity in how services are delivered and how embedded SDS is across social care services.	v	0	-	Stephen Brown
Children and Families:							
10	Looked After and Accomodated Children	Children's External Residential Placements bring forward planned discharge dates: <ul style="list-style-type: none"> - overspend due to delays in bringing children back from expensive external residential placements due to timescales slipping, recovery action based on pulling forward all estimated timescales by one month and moving to planned level of 14 placements by March 2020 - scrutiny of detailed plans for individual children, to be reviewed alongside the internal children's houses to free up capacity to bring children back to NA sooner - close working with Education services as shared ambition and requirements to provide educational supports within NA - formalise and reinforce governance arrangements for approval of new external children's placements 	Transformation plan to support more looked after children in North Ayrshire is focussed on delivering more positive outcomes for Children. Accelerating plans to move children to different care settings is challenging for the service as these are sensitive complex cases.		286	200	Alison Sutherland

Ref	Service Area	Action	Service Impact	IJB Support	Included in P9 Position £000's	Planned Impact £ 000's	Responsible Officer
Other:							
11	All	Recruitment freeze non-front line posts: - hold recruitment to all vacant non-front line care posts, eg support services, admin support - partnership vacancy scrutiny group remains in place and will ensure posts are not approved for recruitment until the new financial year	Minimal impact on front line services but depending on where vacancies arise during the rest of the year could have an impact on the capcity of support services, in particular to respond to service requests. The HSCP vacancy scrutiny group will ensure consideration is given to the impact on services when recruitment is delayed for individual posts.		200	200	Caroline Whyte
12	All	Moratorium non-essential expenditure: - communication issued to all budget holders (social care and health) with an instruction to delay or cease any areas of discretionary spend (areas including supplies and services, training, third party payments etc) - finance teams will liaise with budget holders as part of regular engagement and budgets will be removed non-recurringly to allow target reduction to be met	Minimal impact on front line services but is a short term one-off approach to reducing expenditure.		184	184	Caroline Whyte
13	All	Systems improvements re care packages: - Extension of CM2000 to adult services which will enable payment to care providers based on actual service delivered, being rolled out to some providers in advance of new tender - finance working with services to review areas where service delivered differs from that commissioned to improve systems and basis of financial projections, this work also supports ongoing reviews - action plan in relation to improving projections and actions identified from recent internal audit report re Community Based Care, including streamlining systems and processes to remove duplication, scope for error and reliability of information	Significant work required to review systems across social care services where different approaches are used for different service areas, some areas involve duplication of information and systems. Work will result in more assurance re the information reported, including financial projections and will also ensure the partnership has assurance that we only pay for the direct care delivered.		0	-	Thelma Bowers/ Helen McArthur/ Caroline Whyte
TOTAL					1,606	1,996	

NB - cost reductions in relation to the recruitment freeze and moratorium on non-essential expenditure have not been tracked at individual budget line level, but it is likely that these target reductions have been exceeded as these arrangements have been in place across all services since September 2019 and meetings with budget managers have identified significant areas where expenditure and posts are being held.

2019-20 Budget Reconciliation

Appendix E

COUNCIL	Period	Permanent or Temporary	£
Initial Approved Budget			95,067
Resource Transfer			23,112
ICF Procurement Posts - Transfer to Procurement	3	T	(85)
FPC under 65's Scottish Government Funding	3	P	702
Transfer to IT WAN circuit Kilwinning Academy	4	P	(3)
Waste Collection Budget	4	P	27
CLD Officer from ADP Budget to E & C	4	T	(31)
Transfer £10k to Communities for Youth PB	7	T	(10)
Challenge Fund Drawdown from Earmarked Funds	7	T	690
Hub Co-ordinator	9	P	(59)
Insurance	9	P	5
Period 9 reported budget			119,415

HEALTH	Period	Permanent or Temporary	£
Initial Approved Budget (based on month 9 of 2018-19)			145,425
Adjustments to reflect month 10 -12 of 2018-19 including non-recurring amounts			(1,845)
Opening baseline budget for 19-20			143,580
Resource Transfer			(23,112)
Superannuation Uplift	3	P	2,994
Voluntary Redundancy Scheme	3	P	271
Post from acute - PA to Clinical Nurse Manager, Long Term conditions	3	P	15
Post from acute - Clinical Nurse Manager, Long Term Conditions	3	P	34
Functional Electrical Stimulation Equipment from acute			10
Pharmacy Fees	3	P	19
HPV Boys Implementation	3	P	18
Action 15 (anticipated increase)	3	P	930
Post from Acute -Specialist Pharmacist in Substance Misuse	3	T	12
Old age liaison psychiatrist from acute	3	P	108
Patient Transport Service	3	P	49
Infant feeding nurse	3	T	41
Assoc Medical Director responsibility payment to Medical Director	3	T	(24)
Associate Medical Director sessions to the Medical Director	3	T	(71)
Contribution to the Technology Enabled Care (TEC) project	3	T	(50)
Superannuation Uplift Overclaimed	4	P	(270)
Action 15 overclaimed	4	T	(485)
Prescribing Reduction	5	P	(550)
Medical Training Grade Increase	5	P	51
Admin Transfer from South HSCP	6	P	19

NMAHP Clinical Lead	6	T	16
Woodland View – Hairdressing transfer from South	8	P	12
SLA Superannuation uplift	8	P	79
Medical Training Grade Increase	9	P	15
Arrol Park Enhanced GP service	9	P	(8)
Prescribing-Freestyle Libra Funding	9	P	97
Prescribing-Topslice 2019/20	9	P	(90)
GP ABI Contribution	9	T	(14)
Action 15 – Underclaimed	9	P	66
Period 9 reported budget			123,762
GRAND TOTAL			243,177

NORTH AYRSHIRE COUNCIL

18 February 2020

Cabinet

Title: **Award of Contract for Early Learning and Childcare Funded Entitlement**

Purpose: To advise Cabinet of the outcome of a tender exercise and subsequent award of contracts for the Early Learning and Childcare Funded Entitlement

Recommendation: Note the outcome of the tender and homologate award of the contract to 86 local providers

1. Executive Summary

- 1.1 As a result of the Scottish Government announcing an increase to Early Learning and Childcare (ELC) hours and changes to policy alongside this, North Ayrshire Council requires to establish a Flexible Framework of childcare providers for the ELC Funded Entitlement.
- 1.2 In order to comply with the Council's Standing Orders Relating to Contracts and Contract Procedure Rules, The Procurement Reform (Scotland) Act 2014 and The Procurement (Scotland) Regulations 2016, a form tender exercise was advertised via the Public Contracts Scotland advertising portal.
- 1.3 The contract period is for a period of 5 years for each Lot with the award to the providers listed in Appendix 1. The Flexible Framework will re-open to new applicants every 6 months.
- 1.4 Due to urgency to meet the registration timelines the Chief Executive has used delegated powers to approve the award. This ensures providers receive notification of award in advance of the registration period, which will then allow parents and carers to register their child for an ELC funded place.

2. Background

- 2.1 The Council has a statutory duty to make pre-school education available for eligible children under the Standards in Scotland's Schools Act 2000. Scottish Government has made a further commitment to extend the entitlement for all eligible children to 1,140 hours of ELC by 2020/2021 as set out in 'A Blueprint for 2020; Expansion of ELC in Scotland'

- 2.2 The Funding Follows the Child approach places choice in parents' and carers' hands allowing them to access their child's funded entitlement with a range of ELC providers, therefore the Council have set up a Flexible Framework for the provision of ELC services.
- 2.3 Prior to the procurement tender being published, all Councils in Scotland worked with Scottish Government to determine a sustainable hourly rate for delivery of funded childcare. Each Council set a rate locally for providers delivering the funded entitlement. This rate complies with The Funding Follows the Child Operating Guidance and reflects delivery of national policy objectives, allows investment in the setting and enables payment of the real Living Wage for childcare workers delivering the funded entitlement. North Ayrshire Council's rate for 20/21 was set at £5.31 per hour of Early Learning and Childcare.
- 2.5 A formal contract notice was advertised on 21st November 2019 under the Light Touch Regime in the Public Contracts Scotland Procurement Portal and the Official Journal of the European Union (OJEU) and the procurement exercise was carried out via the PCS-Tender E-Tendering System. The return date for tenders was 12 noon on 24th December 2019.
- 2.6 The contract was split into the following Lots:
- Lot 1 – Nursery Services (including Private and Third Sector Settings)
 - Lot 2 – Childminding Services
 - Lot 3 – Applicants where the setting has been registered with the Care Inspectorate for less than 12 months
- 2.7 The contract notice attracted 118 expressions of interest, of which 90 submitted a tender response
- 2.8 For each Lot, the tender responses received were evaluated on a Pass/Fail basis as per the new Scottish Government National Standards for ELC. A price quality ratio of 95% Quality and 5% Cost was used. As the payment rate was pre-determined, bidders were simply asked to confirm acceptance of the rate.
- 2.9 The tender evaluation was completed 29th January 2020 and due to the value of the contract the decision to award should be taken to Cabinet.
- 2.10 As per information published on the North Ayrshire Council website, parents must register children for their chosen provider in early February. Providers required confirmation of award to the Flexible Framework in advance of this registration period in order to balance the ratio of funded vs non-funded hours within their setting and determine business sustainability.
- 2.11 Due to the urgency to meet the registration timelines, the approval to award the contract could not be delayed until the February Cabinet. In accordance with section 23.7 of the Standing Orders Relating to Contracts and Contract Procedure Rules for North Ayrshire Council, the Chief Officer with the approval of the Chief Executive is empowered to authorise acceptance of the tender for reasons of urgency, subject to a report being submitted to Cabinet at the first available opportunity.

2.12 The contract award was therefore approved by the Chief Executive on the 31st January 2020. Contracts were awarded to the 86 local providers listed in Appendix 1 to allow registration of children to proceed in February.

3. Proposals

3.1 Cabinet to note the outcome of the tender exercise and homologate the award of the Flexible Framework to the 86 local providers listed in Appendix 1

4. Implications/Socio-economic Duty

Financial

4.1 The total estimated value for the overall Flexible Framework is £18,000,000. A budget of £18,000,000 is available for this requirement.

Human Resources

4.2 None

Legal

4.3 To comply with the Council's Standing Orders Relating to Contracts and The Procurement (Scotland) Regulations 2016 a formal tender exercise was advertised via the Public Contracts Scotland advertising portal. Due to urgency, namely the need to ensure providers receive notification of award in advance of the registration period, which in turn enable parents and carers to register their child for an ELC funded place, it was necessary for the Chief Executive to accept the tender under his delegated powers. These enable him to deal with urgent issues subject to reporting back to the Cabinet at the first available opportunity. As a result, this report is for noting.

Equality/Socio-economic

4.4 Award of this Flexible Framework will provide high quality, flexible ELC that is accessible for all families.

Environmental and Sustainability

4.5 None

Key Priorities

4.6 This Flexible Framework contributes to the following Council Plan priorities:

- Aspiring Communities
 - Children and young people experience the best start in life
 - Inclusive, growing and enterprising local economy

Community Wealth Building

- 4.7 Award of this Flexible Framework contributes to the pillars of Community Wealth Building set out below:

Procurement: All 86 providers awarded onto this Flexible Framework are local providers, which will contribute towards the growth of our local economy.

Employment: Awarded providers agreed a commitment to Fair Working Practices, including Living wage

Land and Assets: Not applicable

Financial Power: Not applicable

Democratic Ownership: The 86 local providers' delivery arrangements will contribute to and support the desired diversification of business models.

5. Consultation

- 5.1 Education was involved throughout the procurement process

Laura Friel
Executive Director (Finance and Corporate Support)

For further information please contact **Anne Lyndon, Senior Manager (Corporate Procurement)**, on **01294 324 097**.

Background Papers

Tender Outcome Report (NAC/5011)