
NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	Equalities Mainstreaming and Outcomes Report 2019-20 and Equality Outcomes 2021-2025
Purpose:	To present the Equalities Mainstreaming and Outcomes Report 2019-20 and the Equality Outcomes 2021-2025.
Recommendation:	Cabinet are asked to: <ul style="list-style-type: none">• Agree the content of the Equalities Mainstreaming and Outcomes Report for 2019-20 (Appendix 1).• To agree the Equality Outcomes for 2021– 2025 (Appendix 2)• Agree the Equal Pay Statement 2021 – 2024 (Appendix 3)

1. Executive Summary

- 1.1 Under the Equalities Act 2010 and the Specific Duties (Scotland) Regulations 2012, listed public sector organisations are required to review and produce Equality Outcomes at least every four years. Progress on the outcomes is reported every two years alongside an Equality Mainstreaming report which explains how we are embedding equality within our Council. This year the two reports have been combined into a single Equalities Mainstreaming and Outcomes Report (Appendix 1) and a supporting Employee Statistics (Appendix 1a) .
- 1.2 As part of our four-year review of our outcomes, we worked as part of the Ayrshire Equality Partnership to develop our new Equality Outcomes for 2021 – 2025 (Appendix 2). The partnership agreed to keep the four overarching outcomes developed in 2017 and include more focused sub-outcomes as recommended by the Equality and Human Rights Commission (EHRC).
- 1.3 Our Equality duties also requires us to produce an equal pay statement once every four years that considers the pay gap for the protected characteristics of gender (sex) and for those who have a disability and those who do not and for minority ethnic ethnic group and those who do not. Our Equal Pay statement can be found in Appendix 3.

2. Background

2.1 Mainstreaming Equalities and Outcome Report

Under the Equality Act, from April 2013 public sector organisations are required to publish equality information every two years and consult on and develop Equality Outcomes every four years. Our last main report was published in 2019, covering the period 2017-2018.

2.2 Our Equalities Mainstreaming and Outcomes Report 2019-20 (Appendix 1) covers the end of the four-year outcome reporting cycle, with a specific focus on activities during 2019-2020.

2.3 As per the requirements under the Equality Act, the report contains an appendix of Employee Statistics by protected characteristics. We realise that the details and presentation of this information is complex and plan to work with the Data Team to create an online dashboard of Equalities data to support reporting and make our data more user friendly. Key parts of the employee data have been summarised in the mainstreaming report.

2.4 Legal Requirements

The Equalities Act 2010 (The Act) sets out a general duty for every public authority, often referred to as the three needs, which requires organisations to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share protected characteristics and those who do not.

2.5 The duty covers a number of characteristics to which everyone has at least five, these are known as “protected characteristics” and are: Age; Sex; Gender Reassignment; Pregnancy and Maternity; Race; Religion or Belief; Sexual Orientation; and Marriage and Civil Partnerships (this last category only applies to eliminating discrimination).

2.6 Additional ‘Specific Duties’ were added in 2012 in Scotland to help authorities meet the three needs outlined in the general duty, these include:

- Report on mainstreaming equality duty
- Publish equality outcomes and report progress
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish statements on equal pay

2.7 Education bodies are listed as separate authorities within the equality legislation however their progress is included in the Equalities Mainstreaming and Outcomes Report.

2.8 The Licensing Board are also required to publish equality information. A direct link to this information is within the Equality Mainstreaming and Outcomes Report.

2.9 Mainstreaming Equality Key Highlights

Listed below are some of the key highlights from our mainstreaming report. In addition to the points listed, we also highlight some of our key strategies, plans and processes that support equality and diversity through endorsing key themes, such as fairness, equity and inclusion. These include our Council Plan, Community Wealth Building, Fair for All, Children's Services Planning including the Child Poverty Action Plan and the Ayrshire Growth Deal. We also include links to our initial response to the Covid-19 pandemic.

Our mainstreaming highlights include:

- We developed a new online Equality Impact Assessment process, incorporating Island Proofing into the tool.
- We established a cross-service Employee Disability Forum.
- We maintained Level Two of the Disability Confident Scheme and are working towards submission for Level Three.
- We launched a Disability Guide in the Workplace.
- We introduced safe leave for employees who may be experiencing domestic abuse as part of our refreshed Domestic Abuse Policy.
- Mental Health First Aid training was made available to employees to become Wellbeing Warriors and offer additional support to colleagues.
- 90% of our schools have Rights Respecting School status, with three schools achieving Gold or Ambassador status.
- We refreshed and relaunched our online Equality and Diversity training.
- Our Gender Pay Gap reduced from 1.54% in 2019 to 1.2% in 2020.
- Housing Services were awarded the "Tenants Participatory Advisory Service (TPAS) Gold reaccreditation", part of recognises an inclusive approach to engaging tenants.
- Our Communities team continue to engage with protected groups within our communities, setting up a New Scots Forum for people within the ESOL (English for Speakers of Other Languages) programme.

2.10 Equality Outcomes

During 2016, the Ayrshire Equality Partnership (AEP) consulted on equality outcomes for 2017 – 2021. These partners included the North, South and East Ayrshire Councils and Health and Social Care Partnerships, NHS Ayrshire and Arran, Ayrshire College, Ayrshire Valuation Joint Board and the Community Justice Authority. The AEP was able to pool resources to support engagement around the development of equality outcomes and actions.

2.11 Four overarching Equality Outcomes were developed, these were:

- In Ayrshire, people experience safe and inclusive communities.
- In Ayrshire, people have equal opportunity to access and shape our public services.
- In Ayrshire, people have opportunities to fulfil their potential throughout life.
- In Ayrshire, public bodies will be inclusive and diverse employers.

2.12 Key activities implemented to meet the Equality Outcomes include:

- An increase in the number of 'I am me' Keep Safe sites, from one location to 14 in North Ayrshire and from 46 to 70 sites across North, South and East Ayrshire.
- The Violence Against Women Partnership facilitated a successful '16 Days of Action' campaign to encourage men to support an end to violence against women.
- Our Housing services continued to support our Gypsy/Traveller Community.
- The Connected Communities team continue to support the LGBT+ Network and support LGBT youth groups across North Ayrshire.
- Through the 'Equal' programme the Supported Employment Team provided support for young people in the Modern Apprenticeship programme. This includes our 'See Me CV' video CV programme which has proved very successful.
- Education Services continue to engage in a range of programmes to support young people including the STEM programme and by challenging gender stereotyping in career roles.
- Promotion of Black History Awareness Month in October 2020.
- Implementation of five successful Hate Crime Awareness webinars during hate crime awareness week in October 2020.

2.13 **Draft Equality Outcomes 2021 – 2025**

Following consultation, the Ayrshire Equality Partnership decided to maintain the existing outcomes for the next four years

2.14 The key areas of activity to support these include:

- Outcome 1:
 - Through a variety of methods, ensure victims, witnesses and partner agencies feel more confident in reporting hate incidents.
- Outcome 2:
 - Explore the barriers faced by people with disabilities, women and older people in accessing public transport; Improve engagement with our Services and enhance access to information for marginalised and under-represented groups.
- Outcome 3:
 - Through the Ayrshire Growth Deal and our Equal Supported Employment programme, young people, disabled people and women have access to training and employment.
 - Continue to embed UNCRC across schools in North Ayrshire to eliminate discrimination and promote equality of opportunity and in our schools and the wider community.
 - Ensure young LGBT+ people feel supported and have access to improved digital platforms and sources of support.
 - Support the integration of our refugee population into life in North Ayrshire.
- Outcome 4:
 - Ensure our Black and Minority Ethnic (BAME), disabled and LGBT+ employees have safe and supportive work environments to thrive, and our Council is seen as an employer of choice.

- Provide enhanced opportunities for people with communication difficulties to fully express their skills, personality and ability as part of the application process for employment and skills development programmes, i.e. through the See Me CV scheme.
- Improve our understanding of race employment issues and make changes to enhance our employment practices.

2.15 Progress on actions will be reported to Cabinet every two years and managed by the Corporate Equality Group. There will be scope to review and update the actions as required.

2.16 Legislation requires the Equality Mainstreaming and Outcomes report and future outcomes to be published by 30 April 2021, with scope for draft reports to be published in the interim. To meet this deadline a draft version of our Equalities Mainstreaming and Outcomes report is available on our [website](#).

2.17 **Equal Pay Statement 2021 – 2025**

As a listed authority under the Equality Act, we are required to publish an Equal Pay Statement once every four years. This must state our policy in relation to equal pay for men and women; people who are and are not disabled; and people who are and are not within minority racial groups.

2.18 The three main causes of the pay gap have been identified as occupational segregation, lack of flexible working practices, and discrimination in pay and grading structures. The Council's Job Evaluation Scheme implemented in 2007 addressed the latter issue. In relation to occupational segregation and flexible working, the Council policies which support employees in the workplace are detailed in the draft equal pay statement attached at Appendix 3.

2.19 Our Equality Mainstreaming report includes employee statistics that highlight some occupational segregation information.

3. Proposals

3.1 Approve the Equalities Mainstreaming and Outcomes Report 2019-2020 (Appendix 1) and Draft Equality Outcomes 2021–2025 (Appendix 2).

3.2 Approve the Draft Equal Pay Statement (Appendix 3).

4. Implications/Socio-economic Duty

Financial

4.1 None

Human Resources

4.2 Human Resources have a key input regarding the equality and human rights agenda across our Council.

Legal

4.3 Our Council has legal obligations to produce and publish equality mainstreaming and outcomes report, along with an equal pay statement.

Equality/Socio-economic

4.4 There will be positive equality and socio-economic benefits from the implementation of the Equality Outcome and Actions.

Environmental and Sustainability

4.5 None

Key Priorities

4.6 Embedding an equality and diversity culture across our Council and carrying out a range of actions to enhance the support of employees and our residents for our key priorities of tackling inequality.

Community Wealth Building

4.7 Through targeting specific groups, the Community Wealth Building approach will help to advance equality of opportunity for many of the residents of North Ayrshire.

5. Consultation

5.1 The Corporate Equality Group have been consulted on the Equality Mainstreaming and Outcomes Reports. The Ayrshire Equality Partnership consulted on the Equality Outcomes.

Andrew Fraser
Head of Democratic Services

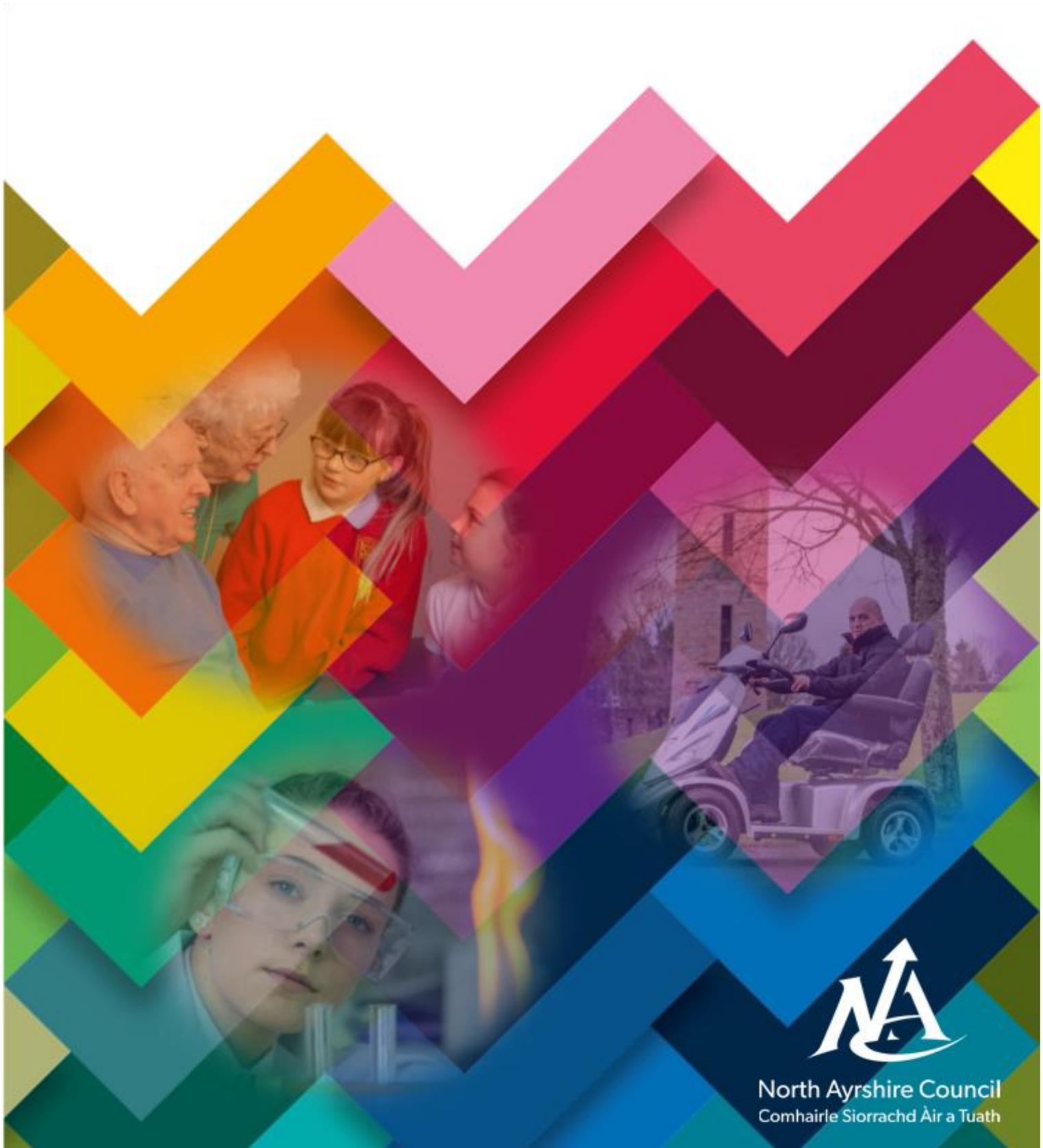
For further information please contact **Andrew Hale, Equalities and Health Officer**, on AndrewHale@north-ayrshire.gov.uk

Background Papers

None

Equalities Mainstreaming and Outcomes Report

2019-20



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Fairness and tackling inequality sit at the heart of our Council Plan 2019-24. Our vision is “A North Ayrshire that is ‘Fair for All’”. This is supported by our mission “Working together to improve well-being, prosperity and equity in North Ayrshire”.

This mainstreaming report highlights the key strategies and areas of work that are helping to embed equality and diversity within our services.

It shows how we are meeting the requirements of the Equality Act 2010 and subsequent amendments to this legislation. Since 2013, all public bodies have been required to produce a report every two years covering a number of Equality related activities, which are referred to under the Public Sector Equality Duty. This is our fourth official report which covers the period from January 2019 to December 2020 and includes:

- Employee statistics relating to protected characteristics
- The Education Mainstreaming Report
- Link to the Licensing Board Equality Mainstreaming Report
- A progress report on the implementation of the Ayrshire Shared Equality Outcomes and actions.

The public sector ‘specific duties’ stipulate the requirements of reporting and can be found [here](#). The key elements are, mainstreaming the equality duty, publishing and reporting on equality outcomes and gathering and publishing employee statistics.

About North Ayrshire

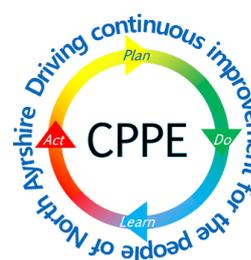
North Ayrshire is on the south west coast of Scotland is one of 32 Local Authority areas in Scotland. It covers 885 square kilometres, encompasses the Islands of Arran and the Cumbraes and has a population of just under 135,000 people. Demographically, North Ayrshire continues to be faced with a number of tough challenges, the most recent Scottish Index of Multiple Deprivation (SIMD) report published in January 2020 highlighted that as an area North Ayrshire is the 5th most multiple deprived area in Scotland and of the 186 data zone areas in North Ayrshire used by the SIMD to classify the overall population into sections, 28% (52) of these zones fall into the 15% most deprived areas in Scotland. It is also recognised that people with certain protected characteristics as identified within the Equality Act are more likely to experience inequality than others. These can include people with a disability, single parent families, especially where the parent is female, and certain ethnic groups.

Accessibility and Further Information

We are constantly striving to make our Council and our reports as accessible as possible. We welcome opportunities to discuss how this can be achieved.

Corporate Equalities is part of the Corporate Policy, Performance and Elections Team. For further information or to discuss any aspect of the contents of this report please contact:

The Corporate Policy, Performance and Elections Team
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Email: NorthAyrshirePerforms@north-ayrshire.gov.uk



This section provides a summary of the key highlights within this report.

Mainstreaming Equality Key Highlights from 2019-20

- Fairness and inclusion are embedded across our key strategies including the Council Plan (which all other plans must align to) and the Community Wealth Building Strategy.
- Working in partnership enabled us to respond quickly and effectively to the support our residents during the first year of the Covid-19 (Coronavirus) pandemic.
- The Ayrshire Growth Deal was finalised. Its Inclusive Diagnostic Growth Tool identified protected groups such as young people and those with disabilities as key target groups for employability programmes.
- We implemented the Child Poverty Action Plan to support our most vulnerable families.
- Housing Services were awarded the 'Tenants Participatory Advisory Service (TPAS) Gold reaccreditation', part of recognises an inclusive approach to engaging tenants.
- Our Communities team continue to engage with protected groups within our communities, setting up a New Scots Forum, for people within the ESOL (English for Speakers of Other Languages) programme.
- We developed a new online Equality Impact Assessment process, incorporating Island Proofing into the tool.
- We established a cross-service Employee Disability Forum.
- We maintained Level Two of the Disability Confident Scheme and are working towards submission for Level 3.
- We launched a Disability Guide in the Workplace Guide.
- We introduced safe leave for employees who may be experiencing domestic abuse as part of our refreshed Domestic Abuse Policy.
- Mental Health First Aid training was made available to employees to become Wellbeing Warriors and offer additional support to colleagues.
- 90% of our schools have Rights Respecting School status, with three schools achieving Gold or Ambassador status.
- We refreshed and relaunched our online Equality and Diversity training
- Our Gender Pay Gap reduced from 1.54% in 2019 to 1.2%

Equality Outcomes Highlights

- The Ayrshire Equality Partnership facilitated successful Hate Crime Awareness webinars during Hate Crime Week in October and promoted Black History Month during the same month.
- The number of 'I am me' Keep Safe sites increased over four years, from one location to 14 in North Ayrshire and from 46 to 70 sites across North, South and East Ayrshire.
- The Violence Against Women Partnership facilitated a successful '16 Days of Action' campaign to encourage men to support an end to violence against women.
- Our Housing services continued to support our Gypsy/Traveller Community.
- The Connected Communities team continue to support the LGBT+ Network and support LGBT youth groups across North Ayrshire.
- Through the 'Equal' programme the Supported Employment Team provided support for young people in the Modern Apprenticeship programme. This includes our 'See Me CV' video CV programme which has proved very successful.
- Educational Services continue to engage in a range of programmes to support young people including the STEM programme and by challenging gender stereotyping in career roles.
- We have continued to provide a range of Equality and Diversity awareness programmes and sharing of resources across the Ayrshire public sector partners.

The Equality Act

Under the Equality Act 2010, the Public Sector Equality duty, or 'general equality duty', requires public authorities in the exercise of their functions to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

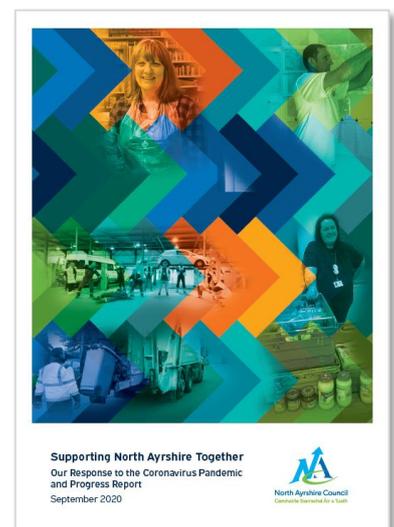
These elements of the Act are also referred to as the three key needs of the Act. Additional information in relation to equalities issues in North Ayrshire is available on our [website](#): This includes Equality Impact Assessments and the Equality Outcomes for 2021 – 2025.

Impact and Response to the Covid-19 (Coronavirus) Pandemic

Our response to the Covid-19 (Coronavirus) pandemic was immediate. Through working alongside our communities, volunteers, local businesses, the third sector, our Community Planning Partners and cross team working throughout our Council, we mobilised an immediate response. The first six months is detailed in our Supporting North Ayrshire Together” report. This is available by clicking on the image to the right.

Key elements of our response included:

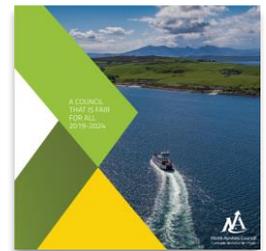
- A network of community hubs established across North Ayrshire’s six locality areas. The main aim of the hubs was to act as a local point of contact for community need arising from COVID-19, responding with advice, signposting, referrals and the co-ordination of local volunteers. The Hubs co-ordinated the delivery of prescriptions, hot food and food parcels to those in need, and provided support in relation to mental health and social isolation.
- Weekly food packs were delivered to 4600 families, including for families with children eligible for free school meals as well as other vulnerable residents.
- The equivalent of over 1.26 million meals delivered to residents.
- 5,700 shielding residents supported
- 12,407 prescriptions delivered
- Childcare Hubs were also set up for 690 families who needed additional support and to help essential workers with childcare arrangements. Over 13,000 hot meals were provided to children attending these hubs.



Key Strategies

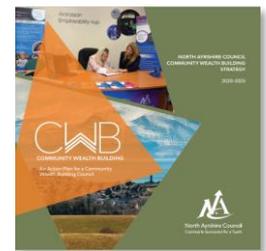
Our Council Plan

Our Council Plan is the main strategic plan for our Council. It is high level and has tackling inequality at its core with our vision being “A North Ayrshire that is ‘Fair for All’”. All of our plans must align to the Council Plan, meaning tackling the causes of inequality are embedded throughout our services.

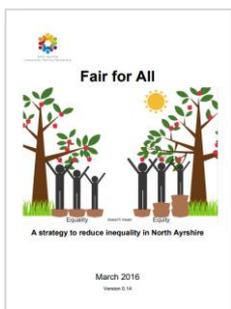


The Community Wealth Building Strategy

The Community Wealth Building Strategy, the first of its kind in Scotland, was launched in June 2020 and is already a key driver within our Council Plan. It will ensure we use the economic levers available to us to generate an inclusive greener economy with better jobs for more of our residents. Click the image for more details.



The Community Wealth Building Strategy’s [Economic Recovery and Renewal Approach](#) outlines how we will approach our recovery following the impact of the Covid-19 (Coronavirus) pandemic. This will see North Ayrshire “building back better, fairer and greener”.



Fair for All Strategy

The Fair for All Strategy is North Ayrshire Community Planning Partnership approach to tackling inequality. This strategy has five key themes around Children; Health; Economy; Environment and Food Availability and Quantity. Within the strategy it is recognised that many protected groups under the Equality Act are often more likely to experience inequality than others. The strategy is available by clicking the image to the left.

Children’s Services Plans

Our Children’s Services Planning includes our Children’s Services Plan and Children’s Rights Report which cover the next three years. We also include our annual Local Child Poverty Action Plan and Report within our suite of plans.

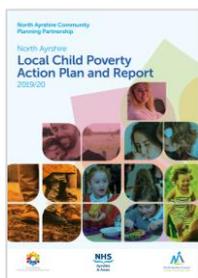


Our Children’s Services Plan 2020-23, outlines our aims and priorities to safeguard, support and promote the wellbeing of children and to make North Ayrshire the best place in Scotland to grow up.

Our Children’s Rights Report 2020-23 emphasises our commitment to promote and protect children and young people’s rights in line with the UN Convention on the Rights of the Child (UNCRC).



Our Child Poverty Action Plan 2019-20 recognises the life-long impact growing up in poverty can have on the life chances of our children and young people. The Child Poverty (Scotland) Act 2017 sets out four income-based targets to reduce child poverty in Scotland by 2030. The key drivers of child poverty have been identified as – ‘income from employment’, ‘income from social security and benefits in kind’ and the ‘cost of living’.



Our Child Poverty Action Plan 2019-20 for North Ayrshire takes account of the initial analysis of the economic impact of the Covid-19 pandemic. Key priorities include the establishment of a cross party working group to develop a co-ordinated approach to reduce the cost of the school day and further develop our North Ayrshire Food System.

Ayrshire Growth Deal

The Ayrshire Growth Deal sees approximately £251 million of funding from the Scottish and UK Governments being invested across North, South and East Ayrshire. (Click image on the right for more details.)



The Ayrshire Growth Deal programme has a strong focus on inequality and inclusivity and through our award winning 'Ayrshire Inclusive Growth Diagnostic' tool has identified a number of key target groups for our employability programmes. These groups include, females, young people and those with disabilities and long-term health conditions. The implementation of the various projects within the Growth Deal programme should bring lasting and long-term benefits to people in these equality groups and many others across North, South and East Ayrshire. We are working with Ayrshire Growth Deal project leads to embed an equality approach within our Equality Outcomes and Action Planning process.

British Sign Language Plan

The Ayrshire Shared British Sign Language (BSL) plan was adopted in 2018, since that time the partners have been engaging with the local BSL and deaf community to support the implementation of the plan. This has included meeting with the Local Deaf Club and providing training and awareness raising sessions to employees.

We have held several introductory sessions on BSL awareness with over 60 employees taking part. We also promoted NHS BSL online Training during 2020, with 64 employees completing this training. We are exploring the introduction of a longer 10-week BSL training programme following a successful implementation in East Ayrshire Council.

During the early stages of lockdown in spring 2020, we worked with a local BSL interpreter and member of the BSL community to develop short information videos on topics such as customer services and our waste collection service and linked to national support available. Following this we produced [BSL videos on our Council Plan](#) and our budget consultation process.

Case Study - Smart Phones, Smart Approach

During 2020 our Sensory Impairment Team began using smart phones to allow the team to engage more effectively with the BSL community in North Ayrshire.

The phones have been key to maintaining a service especially during the Covid-19 pandemic when communication and accessing services has been particularly challenging for the profoundly Deaf community. The following examples illustrate the vital role the new phones have had.



1. Mr McKenzie was unable to travel free on public transport as his SPT card had expired. He could not communicate with the travel card unit to resolve the matter. By texting the Sensory smart phone, the duty worker was able to liaise with SPT and a new card was posted to the client the next day.
2. Mrs Lynn texted to complain about her neighbour who had gathered a significant amount of rubbish in their back garden which was unsightly and a health concern. The duty worker phoned our Housing team and a referral was made for the allocated Housing Officer to resolve the issue.
3. Mr Yard required assistance to complete his Blue Badge renewal form. Using the video phone, the duty worker was able to sign with Mr Yard and complete the form.
4. Mrs Warren had concerns about Covid-19 and wanted some information. The duty worker was able to provide this information by BSL over a video call. Following this we sent links to the Covid-19 information on our website and NHS BSL health information to all our profoundly Deaf clients.

(All names changed)

Mainstreaming the Equality Duty

This section focuses on mainstreaming equality within the Council, highlighting information on a range of processes, including equality impact assessments, training, Human Resource policies and procedures as well as our equality groups.

Equality and Children's Rights Impact Assessments

The Equality Impact Assessment (EQIA) process continues to be a key tool that helps our services consider equality and diversity related issues within their service planning and activities. This process helps to raise awareness of and eliminate potential discrimination. It also highlights and advances equality of opportunity by making stronger links between equality groups and issues.

Our impact assessment process contains several areas:

Protected Characteristics

The impact on any of the nine protected characteristics of age, sex, race, disability, sexual orientation, religion and belief, gender reassignment, pregnancy and maternity and marriage and civil partnership.

Children's Rights and Human Rights

The Children and Young People (Scotland) Act 2014 (Duties of public authorities in relation to the UNCRC) requires public authorities (including all local authorities and health boards) to report on the steps they have taken to secure or further implement the requirements of the United Nations Convention on the Rights of the Child (UNCRC). As a result, Children Rights were added as an integral part of the Equality Impact Assessment process during 2018 and aligned to the eight indicators from the Getting It Right For Every Child (GIRFEC) programme.

Fairer Scotland Duty

This Duty, introduced in 2018, places a legal requirement on certain public organisations to consider the socio-economic impact of their policies, procedures and proposals on inequalities of outcome. It is part of the Equality Act. Equality and socio-economic processes are built into our Committee reporting procedure.

Island Proofing

Section 8 of the Islands (Scotland) Act 2018 requires relevant public authorities (which includes local authorities) to carry out impact assessments on island communities when creating a strategy, policy or a service.

We engage with our communities around impact assessments as well as accessing information on the [Scottish Government Equality Evidence Finder](#). This tool makes it easier for people to locate and access equalities information and provides a wealth of data and other evidence with accompanying commentary, background papers, and links to further information.

We worked with our Ayrshire local authority partners to develop an Ayrshire Growth Deal Equality Impact Assessment Toolkit that will be used by the three Councils to undertake EQIAs for projects. This approach amalgamated information from North, East and South Ayrshire Councils to provide a tool that could be used by the Deal's project leads.

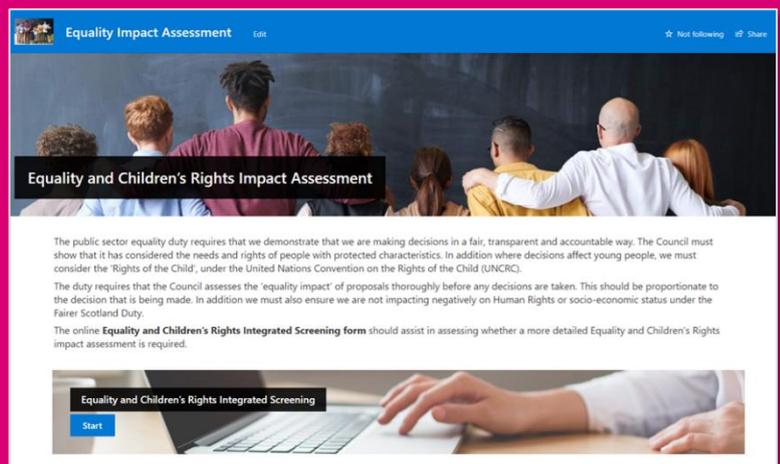
Case Study – Online Equality Impact Assessment Tool

During the early part of 2020, our IT department commissioned a software expert to develop an online Equality Impact Assessment tool based on SharePoint. The aim of developing this app was to streamline the hard copy /paper approach and make it easier for employees to complete this process.

Throughout 2020 both tools were used side by side following a soft launch of the online tool. This helped to identify and rectify any further glitches to the system following initial testing. Additional guidance has been produced to support the use of the tool.

The Head of Service for People and ICT stated:

“I really loved the new SharePoint on-line process - this was so easy to use and simple to follow. Really great to see this digital method in place. I was pleasantly surprised by how easy it was to complete”.



Equality Groups

There are two main corporate equality groups within the Council; these are the Corporate Equality Group and the Employee Disability Forum.

Corporate Equality Group

Our Corporate Equality Group includes Elected Members from each of the main political parties in the Council as well as representatives from all our services. This group meets quarterly to consider a range of equality and diversity related issues, including Equality Mainstreaming and Equality Outcomes and actions. The Council is also well represented on the Ayrshire Equality Partnership, which consists of a range of our public sector partners including the NHS, South and East Ayrshire Councils, North, South and East Health and Social Care Partnerships, Ayrshire College, Police Scotland, Scottish Fire and Rescue Service, Ayrshire Valuation Joint Board and Community Justice Ayrshire.

Employee Disability Forum

Following a suggestion from an employee, this forum was established in 2019 to consider disability related issues in the workplace. The forum includes employees who have a particular interest in disability issues, have a disability or whose role relates to this area. From an initial group of eight employees, the group has more than doubled in size and now has 20 participants including representatives from human resources, unions, the Supported Employment Team and the Sensory Impairment Team. Some of the groups' key successes include: Supporting HR in the launch of the [Human Resources Disability In The Workplace Guide](#); ensuring appropriate checks for visually impaired employees when launching new software; and establishing a review of emergency evacuation chairs. This group continues to grow from strength to strength and will continue to develop its role.

Human Resources

Disability Confident Employer

We successfully re-achieved accreditation at Level Two of the Disability Confident Scheme. Under the scheme we are committed to actively attracting, recruiting and retaining disabled people by providing a fully inclusive and accessible recruitment process, which guarantees disabled applicants an interview if they meet the minimum criteria for the role.

We are currently working towards achieving accreditation at Level Three of the Disability Confident Scheme and stepping up to become a Disability Confident Leader. As part of this, we are [exploring the use of the See Me CV's within our recruitment process](#) to support disabled applicants in achieving employment. The Supported Employment Team within North Ayrshire currently run this programme to support and assist disabled candidates in the progression towards sustained employment.

Mental Health Support

We have recently launched the Wellbeing Warrior programme which is a voluntary role that employees can undertake to support colleagues' health and wellbeing during challenging times. The role is to support, listen and signpost colleagues to internal or external guidance/resources. Each Wellbeing Warrior must complete accredited programme on mental health first aid provided by Glasgow City College.

Domestic Abuse

We recently launched our reviewed Domestic Abuse Policy with the inclusion of Safe Leave to support employees who may be experiencing domestic abuse. To support the introduction of Safe Leave, we created the role of the Gender Based Violence (GBV) Advisor to signpost employees to relevant support and authorise the use of Safe Leave.

In addition, we worked in partnership with Women's Aid to provide Domestic Abuse Awareness Training to employees and line managers. Considering the coronavirus pandemic and increased home working, we also provided managers with specific advice on Domestic Abuse during the pandemic.

Carer Positive Award

We are committed to providing a working environment where carers are supported and valued. We have recently been awarded the second level (Established) of the Carer Positive Scheme.

Our Carer's Leave Scheme is available to all our employees and complements other provisions currently provided. As a Carer Positive Employer, we acknowledge employees may need to balance work and caring responsibilities. The Scheme aims to provide employees with support by giving the option, if required to request a period of Carer's Leave of up to twelve weeks off.

Learning Events

The HR Team arranged and facilitated several virtual learning events including:

- Our Time to Talk (Personal Professional Development process)
- Employee Journey
- Personal Resilience/Emotional Intelligence and Positive Psychology
- Managing Stress

Disability in the Workplace Guide

We recently launched our Disability in the Workplace Guide, the aim of the guide is to firstly, ensure all disabled employees are fully supported within the workplace and can easily access any reasonable adjustments required. Secondly it raises awareness of disability to all employees to ensure engagement in developing and maintaining an inclusive environment within our Council.



North Ayrshire Council Chief Executive Craig Hatton
in Age Simulation Suit

Equality Related Training

Our Council provides a range of Equality and Diversity related training, most of which is delivered via online platforms. Our figures show enhanced usage during the Covid-19 (Coronavirus) pandemic. During 2020 we refreshed and relaunched the online Equality and Diversity training module, which saw more than three times the number of colleagues taking part in the training compared to 2019.

During 2020, we also promoted the NHS Health Scotland online British Sign Language Awareness Course. This was placed in our internal online training platform, which allows us to promote and track engagement more easily.

The highest percentage of completions was from the Communities Directorate at 64%, followed by Place Directorate at 16%. Some services have easier access to online training than others like Place who tend to have a higher ratio of manual employees. We will continue to promote inclusive access to these courses to make them as accessible as possible to all our employees.

2019		2020	
	Number of Participants		Number of Participants
Equalities E-Learning	224	Equalities E-Learning	721
Sensory Impairment	8	Sensory Impairment	0*
Deaf Awareness E-Learning	52	Deaf Awareness E-Learning	179
Sight Loss Awareness E-learning	54	Sight Loss Awareness E-learning	217
		British Sign Language Awareness E-Learning*	64

* Introduced in 2020.

Accessibility Audit.

Each year our Property Management and Investment Team undertake an audit of our publicly accessible buildings to assess their level of accessibility. The percentage of buildings that meet the criteria for accessibility can change due to upgrades in existing buildings and size of our overall estate.

During 2020 we had an overall increase of 6.6% of buildings meeting the criteria at A and B level. This was due largely to an increase in grade B buildings, with a slight decline in grade A (2.18%) and large increase in Grade B (8.75%).

The 2020 figures were:

- A Grade properties = 3.14%
- B Grade properties = 70.45%
- C Grade properties = 26.14%

The 2018 figures were:

- Grade A properties = 5.32%
- Grade B properties = 61.70%
- Grade C properties = 32.98%
- The Council has no buildings classed as Grade D properties (or non-compliant properties).

Building Accessibility Categories

Grade A - Fully compliant properties.

Grade B - Reasonably compliant properties that currently provide ease of access to all users in terms of the services offered.

Grade C - Non-compliant with a degree of work required to meet the standard, with high priority issues noted and actioned as soon as possible.

Grade D - Non-compliant with a high level of work required to be carried out to make them partially compliant.

Connected Communities

Our Communities Team within our Connected Communities Directorate have a pivotal role in engaging and supporting various Community groups across North Ayrshire. More information can be found in the [Equalities Outcomes](#) section on the work being done to support the LGBT+ community across Ayrshire and within North Ayrshire. The team also provide support for the [Violence Against Women strategy](#), supporting the 16 days of Action campaign each November to encourage men to denounce all forms of violence against women.

In addition to supporting both older and younger age groups, we also significantly support members of our minority ethnic communities. The Syrian Refugee Support Worker welcomes and supports Syrian refugees into the local area, with the Community link workers providing support to families around issues with engagement in community life. The Youth Participation Strategy has involved young Syrian people, helping them to integrate into daily and community life across North Ayrshire.

The ESOL (English for Speakers of Other Languages) Community Development Worker plays a key role in engaging with people from Black Minority Ethnic (BME) communities. In addition to the support provided for functional language, literacy and numeracy skills (including real world applications such as understanding household bills), the ESOL Employability programme gives learners a better understanding of job and training applications and engages them with the employability pipeline provision.

The Communities team also created the 'New Scots Forum', the purpose of which is to ensure the learning and resettlement support for ESOL learners in North Ayrshire meets their needs and focuses on integration and building capacity in the ESOL community. It ultimately informing services on how they can better support the ESOL community.

Housing Services

Housing Services play a key role in supporting and engaging tenants across North Ayrshire including direct support for [Gypsy/travellers](#) and also support the [Violence Against Women Strategy](#). The Service has in place a Housing Services Accessibility Policy and works to the specific outcomes specified in the [Scottish Social Housing Charter](#) implemented in 2012 by the Scottish Government. This charter has a specific equalities outcome and highlights that Social landlords should perform all aspects of their housing services so that every tenant and other customer has their individual needs recognised, is treated fairly and with respect and receives fair access to housing. This outcome describes what all social landlords, by complying with equalities legislation, should achieve for all tenants and other customers regardless of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, or sexual orientation. It includes landlords' responsibility for finding ways of understanding the rights and needs of different customers and delivering services that recognise and meet these.

Housing Services have recently been awarded the Tenants Participatory Advisory Service (TPAS) Gold reaccreditation award. Part of the accreditation process for the Gold award acknowledges that the service has an inclusive approach to engaging tenants and overcomes barriers by offering a range of opportunities for everyone to get involved.

The Service is working to increase representation from Tenant and Resident Associations from across all communities in North Ayrshire and continues to apply innovative ways to maximize customer involvement opportunities. Additional work has been put in to engage with the Deaf community, through the purchase of additional portable hearing loops, improved links with British Sign Language (BSL) Interpreters and training for teams. The Tenants newsletter is also available in formats suitable for visually or hearing-impaired customers.

The Tenant Participation Strategy 2017-2022, highlights engagement with younger people as a key target group by utilising new and innovative methods of communication and information. To do this, the Tenant Participation Team links with our other services and already engaging with young people including our Youth Ambassadors within in Youth Services.

Procurement

Equality considerations are embedded into our [Conditions of Contract](#) documents.

Through our Procurement Team we include a 'Modern Day Slavery Code of Conduct'. This code covers several key themes including forced or involuntary labour, humane treatment, workplace equality, contracts of employment and Freedom of movement. More information can be found [on our website](#).

Licensing Board Overview

North Ayrshire Council Licensing Board is responsible for making decisions on applications that allow people to sell alcohol from premises or allow gambling. They also deal with complaints regarding licensed premises and those who hold licences. The Board is made up of Elected Members and is supported by a Clerk (solicitor) and other employees of our Council.

Under the Equality Act Licensing Boards have the same obligations as other public sector organisations to report on Equality Mainstreaming and to develop Equality Outcomes. Please follow the link below to the [North Ayrshire Licensing Board Equality Mainstreaming and Outcomes report](#).

Education Authority Report

The Communities Directorate's vision is to create a society where everyone has the same life chances to grow, prosper and have fulfilling and healthy lives.

Education in North Ayrshire recognises and celebrates its role in the delivery of positive outcomes for all children and young people. We undertake positive interventions to support equalities education for the benefit of our children and young people and for our employees across our educational establishments.

Our Education Service is responsible for the education of 18,094 pupils across the authority's primary, secondary and additional support needs schools. A further 2,251 children attend early learning and childcare settings.

Education in North Ayrshire is delivered through:

- 48 primary schools
- 8 secondary schools
- 1 through school
- 4 schools for children and young people with additional support needs
- 6 council-managed early learning and childcare centres
- 17 centres where early learning and childcare is provided in partnership

We are focussed on the Council Plan outcome that North Ayrshire's children and young people have the best start in life. Our Directorate priorities clearly how equality and diversity sit at the very heart of our work: embedded in educational provision; in professional learning; and in the promotion of positive relationships.

These priorities are

1. We will create the conditions for our children and young people to access the highest quality learning experiences from ages 3-18 years.
2. We will support our children and young people to become successful learners, confident individuals, effective contributors and responsible citizens.
3. We will offer opportunities to our young people and their families to play a more active role in school life and encourage more participation in learning.
4. We will work with all young people to build their resilience, supporting their mental health and physical wellbeing.

Our schools use the Curriculum for Excellence framework to create, devise and deliver education suited to the local context for all learners in their communities. Effective planning tracking, monitoring and moderation of assessments are essential to ensure the progress of all learners.

The framework provides a coherent, flexible and enriched curriculum for all children and young people from 3-18 years. Children and young people are at the center of learning provision to become:

Successful
learners

Confident
individuals

Responsible
citizens

Effective
contributors

National Improvement Framework (NIF)

The National Improvement Framework for Education is designed to help us deliver the twin aims of excellence and equity; galvanising efforts and aligning our collective improvement activities across all partners in the education system to address our key priorities.

These priorities remain as:

- Improving attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children
- Improving children and young people's health and wellbeing
- Improving employability skills and number of sustained, positive school-leaver destinations for all young people

Getting it Right for Every Child

Our understanding of **Getting It Right for Every Child (GIRFEC)** continues to be a focus within all aspects for our practice and professional learning. The principles underpin all the processes within our Council in support of children and young people.

Through GIRFEC, we can determine proportionate, timely and appropriate help for young people, improving each child's situation and reducing risk. The approach supports the achievement and attainment of best outcomes for all our young people, demonstrated through the review and impact of personalised targets in Children's Plans. All our young people have the entitlement to support which is appropriately developed through our Staged Intervention Programme (in line with Additional Supports Needs legislation) and monitored and evaluated using the [National GIRFEC Practice Model](#). Information from Quality Improvement visits reveal that 75% of our children and young people with additional support needs plans are making good progress.

Nurture/Health and wellbeing

Nurture/Health and wellbeing contributes to our vision of being a nurturing authority. This has been further developed through our "Nurturing North Ayrshire's Recovery" approach. We aim to build emotional resilience in children and train teachers to foster stronger relationships with children and young people through a nurturing approach, increasing engagement in the learning process. Evidence shows that this is reducing instances of non-engagement with children and young people and is contributing towards raising attainment.



Sports for All with Our Active Schools Team

Following lockdown it was found that children who had experienced nurture approaches coped well with the return to school. Nurture had significantly improved their resilience to adversity.

Our innovative approaches to professional learning in Nurture have been recognised through an Excellence Award from the General Teaching Council for Scotland. In addition, we are the first council in Scotland to provide access to counselling services for pupils in support of their mental health.

Children's Rights

All schools promote children's rights. The Rights Respecting Schools programme (RRS) has been promoted and introduced into almost all our schools. The Rights Respecting Schools Award (RRSA) recognises achievement in putting the United Nations Convention on the Rights of the Child (UNCRC) at the heart of a school's planning, policies, practice and ethos. Children's rights underpin the Getting it Right for Every Child approach.

Rights Respecting Schools

4 Gold award schools fully Rights Respecting with a Children's Rights ambassador status

23 Silver award schools who are fully rights aware

26 Bronze award schools who are Children's Rights committed

RRS teaches about children's rights, but also models rights and respect in all relationships, whether they be between teachers or other adults and pupils, between adults or between pupils. RRS underpins our Integrated Children's Service Plan, Promoting Positive Relationships and anti-bullying policies. The UNCRC provides a clear link for pupils from building up their rights-respecting school to understanding their rights and children's rights being realised everywhere. Children and young people in rights-respecting schools develop a stronger sense of the need to act for global justice. Over 90% of our schools are now on this journey to RRS status with three schools reaching gold or Ambassador Status. In session 2019-20 a further six schools moved into Silver Status.

Our anti-bullying policy entitled "Bullying - It's Never Acceptable" is now established. Enhanced and more accurate reporting and recording of prejudiced based bullying has now been in place for a year. Our partnership with "Respect Me" Scotland's anti-bullying service for schools continues and this provides a source for professional learning in this area of health and wellbeing.

Recording of bullying incidents has led to improved responses by professionals and better outcomes for young people due to the support we provide. Requests for assistance indicate that this work requires to continue particularly regarding online bullying behaviour. Anti-bullying work remains a focus for our Child Protection Working party. There are regular updates to training which provides links to online supports for parents, employees and our young people. A safer schools app has been piloted in our schools providing similar online support.

LGBTI Education

LGBTI education forms part of the learning (primarily in the secondary schools) focussing not only on sexual health aspects for children and young people, but also on social and emotional resilience, including supporting mental health in relationships, sexuality and sexual behaviour. The use of curriculum benchmarks ensures that progress of young people is measured throughout this key area of education.

Several programmes are used in schools including:

SHARE (Sexual health and relationships education) - NHS resource

Fit (Stonewall resource)

See Me!

LGBT Scotland

Bespoke programmes of study which include discussions on sexuality and sexual behaviour

Risky behaviours

Expect Respect

Mentors in Violence Project (MVP)

Mainstreaming the Equality Duty

We have been successful in gaining funding through the Youth Work education fund to deliver targeted sessions through the mobile youth centre. This work will include a focus on our hard to reach groups including the LGBT community. They will be offered support with mental health and wellbeing as well as employability.

Increasingly, there are groups for Lesbian Gay Bisexual Transgender (LGBT) children where they can meet up for mutual support. They are supported to represent themselves at national events and marches.

In primary schools, our redesigned Health and Wellbeing pathway ensures relationships, the importance of recognizing and celebrating differences and a nurturing approach to support positive mental health and emotional wellbeing are all essential features.

In Education we strive to support and encourage independence in our children and young people. We source a range of information that children and young people can access for support on a range of issues which may be relevant to them. These include organizations which help to support children's mental health and LGBTI (and intersex) pupils, for example stonewall and LGBT Scotland.

Reducing inequality and delivering improved outcomes for all children and young people

A key feature of our work is the delivery of a fully inclusive approach which is suited to the needs of all children and young people and their families. This work has extended nurturing approaches from primary schools into early years establishments and into secondary schools.

Our Quality Assurance processes and visits to schools have captured many examples of the effective use of Pupil Equity Funding (PEF), used by schools to reduce the effects of poverty on attainment). Recent HMIE inspections reports have highlighted the delivery of a range of targeted interventions including nurture is supporting the wellbeing and development of children. Increasingly, school teams are alert to barriers to participation. Financial assistance (through PEF) is available to enable all families to fully access the opportunities on offer to children e.g. Breakfast clubs, reducing the cost of the school day and improving access to residential experiences.



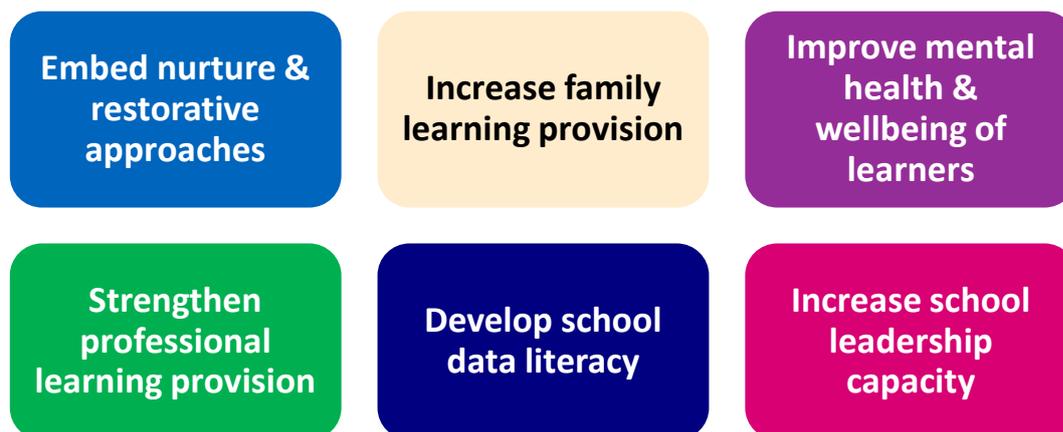
The latter part of the school year, from February - August 2020 saw these services greatly affected by the pandemic. However, our locality Childcare Hubs for children of keyworkers were also used to support children in vulnerable circumstances and we created highly effective processes to identify, support and feed our most vulnerable children and their families. We supported 690 families during the initial lockdown period and provided over 13,000 hot meals in addition to snacks for our young people.

Through our Children Services Executive Group and Inclusion Group we continue to review our services to support children and young people with particular vulnerabilities and more specific Additional Support Needs. Our approach to Integrated Children's Service Planning ensures that all services have a GIRFEC approach to meeting the needs of our children and families.

Scottish Attainment Challenge (SAC)

The aim of the SAC is to close the attainment gap which currently exists between those living in Scotland's least and most deprived areas. North Ayrshire currently has the second highest proportion of children in poverty in Scotland, at 28.3%, with Glasgow having higher levels.

As an identified Challenge Authority, we are allocated a significant proportion of Attainment Challenge funding. The money is directed to support the excellence and equity agenda. Scottish Attainment Challenge funded initiatives in North Ayrshire include activity to:



Our own quality assurance measures in relation to our SAC ensures that we continue to make **very good** progress with improving learning, raising attainment and narrowing the poverty-related attainment gap. The pandemic has shown that our SAC supports are more important than ever in providing support in the wake of the traumas experienced by our families.

Strengths in Education

The central Education team's drive, vision and capacity for continuous improvement remains a key strength. This is supported by highly effective governance structures. We continue to provide opportunities for innovation within an appropriate framework of accountability at all levels.

- There are shared values and common purpose where school teams feel valued and very well supported. This was evident from our questionnaire responses in relation to COVID. These responses were used to build a recovery programme for teams, pupils and their families in the form of e learning modules.
- The very strong leadership team is driving improved outcomes for children and young people.
- Partnership working within the Scottish Attainment Challenge thematic workstreams is leading to improved outcomes for children, young people and their families living in the highest areas of deprivation.
- Very effective self-evaluation is leading to improved learning, raised attainment and a narrowing of the poverty-related attainment gap.
- Very strong approaches to staff development are evident across the whole authority led by the work undertaken by our Professional Leadership Academy. The development of leadership at all levels is building leadership capacity across the authority.

In addition, our Educational Psychology Service is making a strong contribution to helping to close the poverty-related attainment gap in North Ayrshire. This is particularly evident in relation to the implementation of nurture and restorative practices.

Employee Statistics Overview

The Public Sector Equality Duty requires local authorities to gather and publish employee statistics by protected characteristic. This section of the report includes an overview of employee information by age, sex, ethnicity, disability, sexual orientation, religion and belief. It also includes the Employee Pay Gap information by sex, ethnicity and disability. Full information can be found in appendix one.

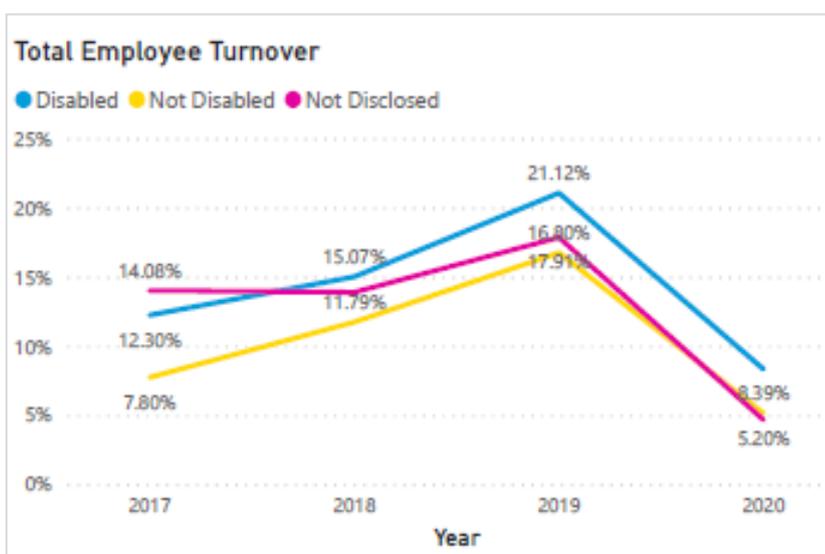
It is recommended we publish information in some key areas including:

- Employee Headcount by protected characteristic
- Recruitment by protected characteristic
- Employee Turnover by protected characteristic
- Employee Training by protected characteristic

Disability

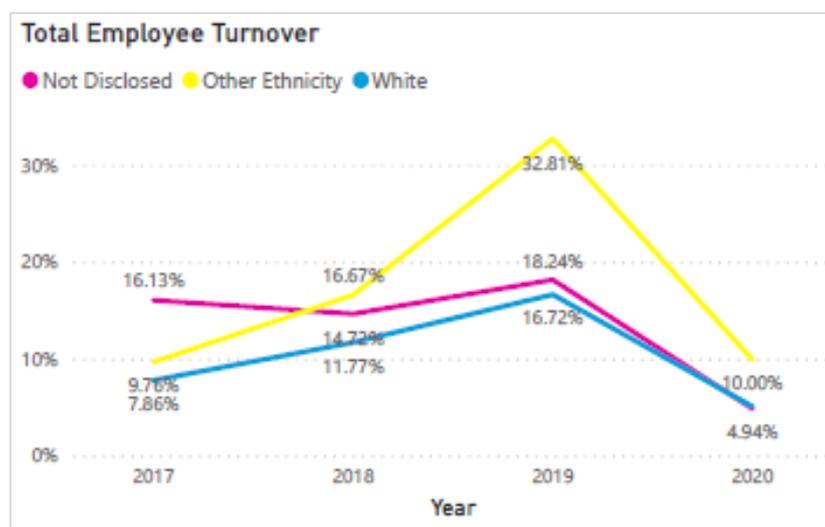
In 2020, 2.1% (162) of our employees had a declared disability and 21% (1579) did not disclose this information. This figure has remained relatively similar over the last four years. 64.8% of those with a disability work in Grades 4 – 10 and 16% are in teaching posts. Turnover was higher in 2019 across all categories due to restructuring, though 21.1% of disabled employees left the council compared to 16.8% not disabled and 17.9% not disclosed. A slightly higher percentage of people with a disability received or attended training compared with those who were non-disabled.

Within Education, 1.7% of employees declared a disability in 2020.



Ethnicity

The 2011 Census shows North Ayrshire continues to have a small Black or minority ethnic population at 1.1% of our population. This is reflected in our employee statistics. In 2020, 0.83% of employees had declared an ethnicity other than White (with 18.4% not disclosed). This figure has remained stable over the last four years with 2018 seeing the lowest percentage of 0.78% and 2019 the highest at 0.87%. Considering the percentage of working age population, these figures suggest our workforce is reflective of the population.



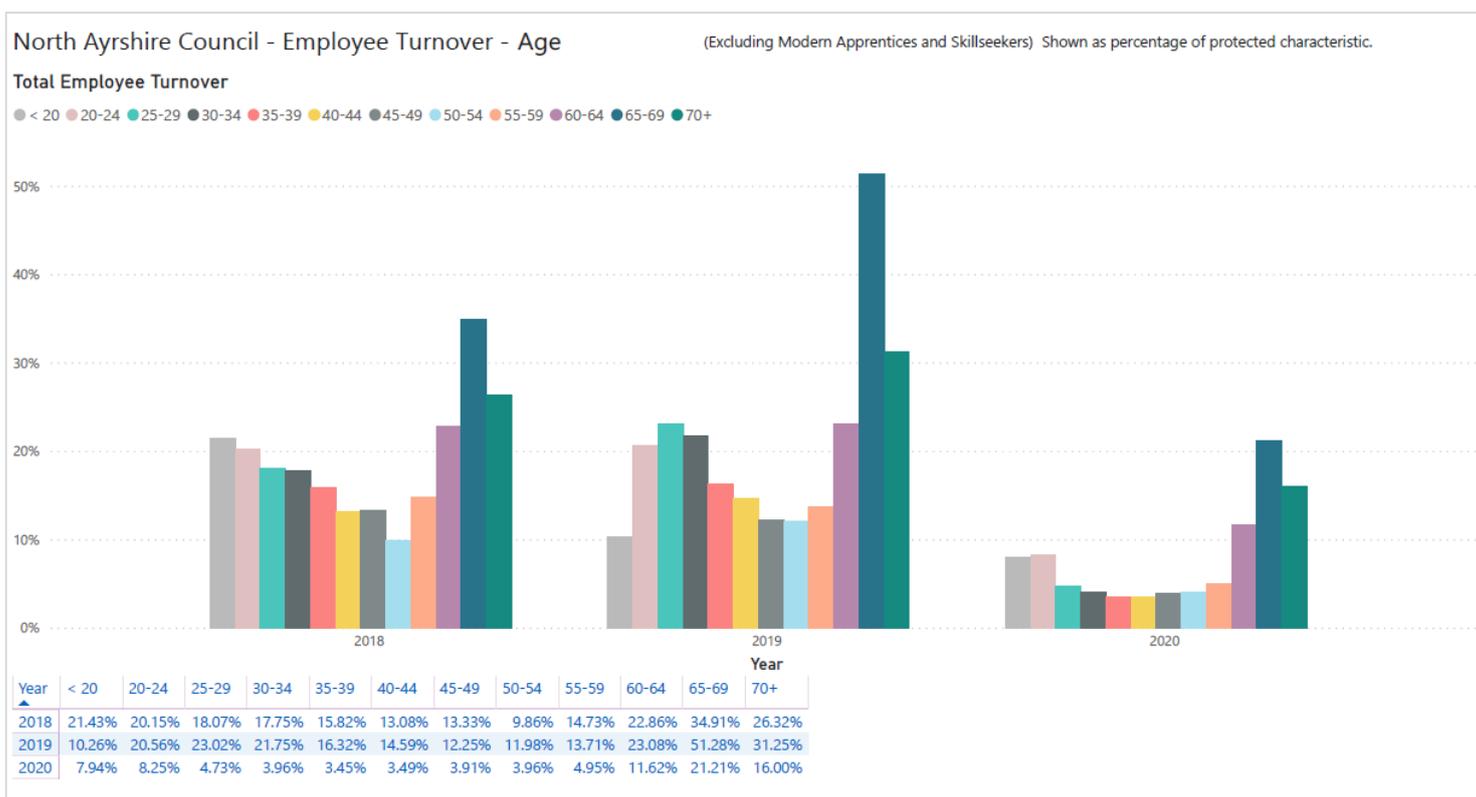
In 2019, when some restructuring took place, almost double the percentage of employees from the 'Other Ethnicity' category (32.8% compared to 16.7% white employees) left our Council. In 2020 this figure was comparable to other ethnicities at less than 5%. Employee training figures indicate that in 2020

Mainstreaming the Equality Duty

approximately 10% more Black or minority ethnic employees received training than either white or not disclosed employees.

Within Education, 19 employees (0.6%) were from the 'Other Ethnicity' category. In 2019 Education has also saw a similar pattern of a much higher percentage turnover of minority ethnic employees.

Age

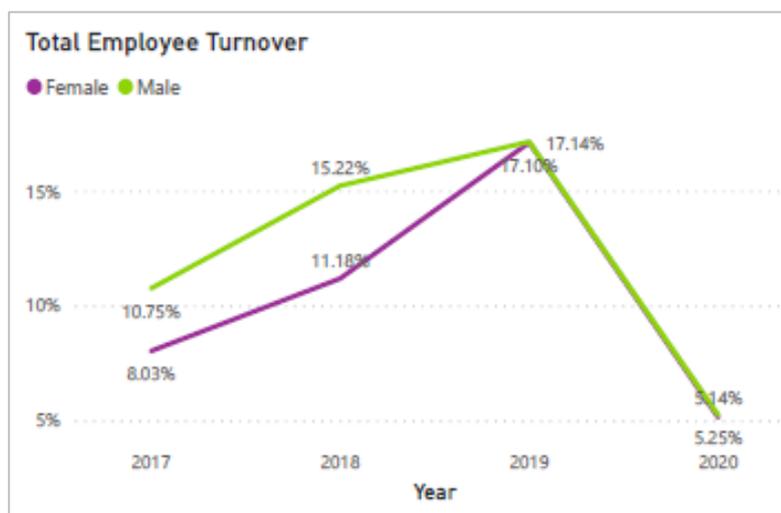


Similar to many other organisations, our Council has an ageing workforce, with 39% of employees aged 50 or over. Employee turnover is highest in the 65-69 age category. Education headcount for age is much lower than the Council as a whole, with only 23% of employees over the age of 50 years.

Sex

As at 2020, 24.7% of our Council employees are male, 75.3% female. 9.1% of our female employees are in posts of Grade 11 or above compared to 12.2% of our male employees. However, this equates to 517 females and 226 males. In addition, 10 of our 18 Chief Officers are female.

The majority of employees are Grades 4 – 7, with 35% (2659) female and 11% (828) of male employees working at this level. There is a slightly higher percentage of females receiving training compared to males. Staff turnover for both male and females is 5%.

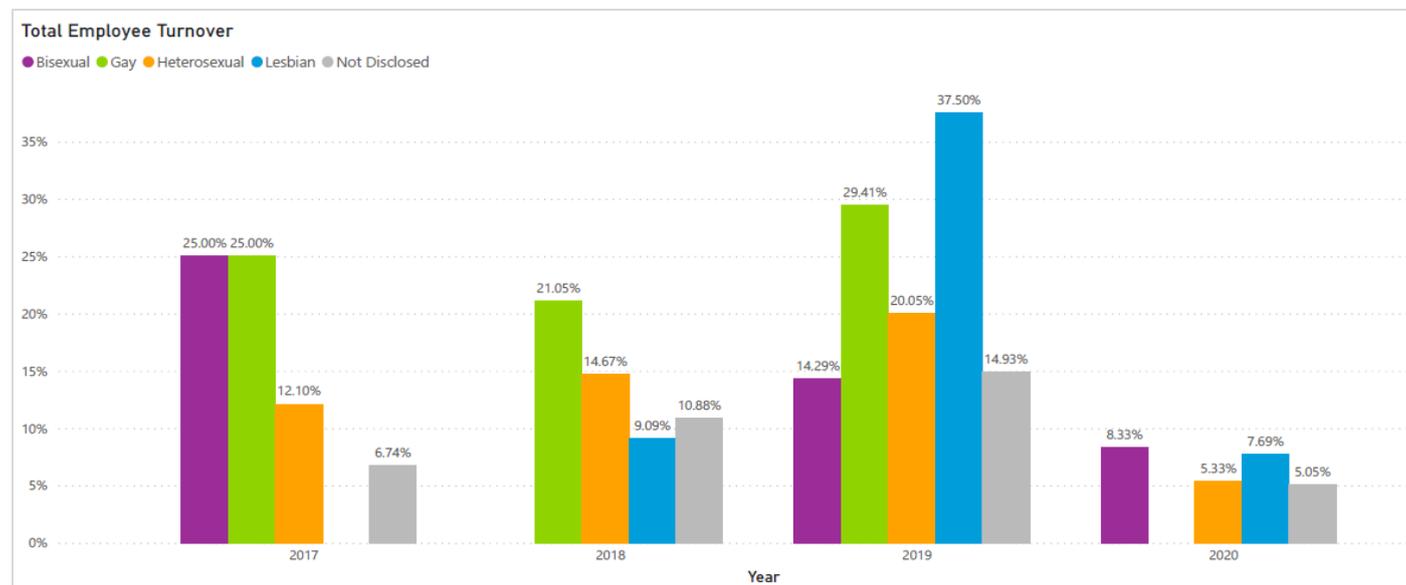


Mainstreaming the Equality Duty

Within Education 80% of teaching staff are female. 21% of female teaching staff are in a promoted role, compared with 39% of males. This equates to 283 promoted female teaching staff compared to 88 males.

During 2020, 10% more female staff than males participated in training. 1.52% more male employees left the Education Service than female employees.

Sexual Orientation



In 2020, 44 employees identified as Lesbian, Gay or Bisexual (LGB) or 0.6% of the workforce. 57% of employees did not disclose their sexual orientation. With very low numbers it is difficult to identify specific issues or trends. During 2020, one employee identifying as LGB left the Council. In 2019, 12 employees (including four temporary employees) identifying as LGB left our employment or 30% of all our LGB employees. For those employees identifying as Heterosexual, this figure was 20% that year. There are no specific issues around training or recruitment.

During 2020, 19 (0.64%) of education employees identified as Lesbian, Gay or Bisexual. During 2019, and similar to the Council statistics a higher percentage of employees identifying as LGB left the Council, 37.5% gay, 28.6% lesbian, compared with 20% heterosexual.

Religion or Belief (including no belief)

As with our employee statistics for Sexual Orientation, the 'Not disclosed' percentage is very high at 58% of employees. This makes it challenging to identifying real trends. Other than the not disclosed group, the next highest group is employees with no religion or belief at 20% of employees, followed by Church of Scotland (11.6%), Roman Catholic (6.2%), and Other Christian (2.5%).

Within Education, 70% of employees did not disclose their religion or belief, followed by employees with no religion or belief (12%), Church of Scotland (11.6%), and Roman Catholic (8%).

Further Considerations

We recognise that there is a high percentage of 'not disclosed'. We are exploring reasons why employees may not wish to disclose this information.

Some of the information highlighted above suggests a higher turnover for some of our protected characteristic groups, including other ethnicity. As well as trying to identify any issues prior to employees leaving our employment, we have recently introduced a Leavers Form that employees can fill in anonymously to detect any issues. We will be monitoring this to try and detect any trends.

Employee Pay Gap Information

Under legislation, we are required to publish our pay gap information for Gender, Disability and Ethnicity.

Our Gender Pay Gap for 2020 is 1.21%; this has remained below 2% for at least four years, dipping to its lowest point of 1% in 2017, before steadily climbing to 1.54% in 2019 and dipping back down in 2020.

Mean Pay Difference (basic hourly rate)				
	2017	2018	2019	2020
Female	14.83	15.04	16.02	16.58
Male	14.98	15.27	16.27	16.78
Difference (%)	1.00	1.50	1.54	1.21

Our Disability Pay Gap for 2020 is 8.8%, which is an increase from 2019 or 2.6%. This figure has fluctuated over the last few years and could be due to the relatively small numbers of employees with a declared disability. This will be reviewed through our Corporate Equality Group.

Mean Pay Difference (basic hourly rate)				
	2017	2018	2019	2020
Disabled	14.10	14.39	15.77	15.67
Not disabled	14.64	15.85	16.81	17.19
Difference (%)	3.7	9.2	6.2	8.8

Our Ethnicity Pay Gap figure is - 0.00%, which means in 2020 there was no difference in average hourly pay for employees with an ethnicity other than white. For the past three years, the 'other ethnicity' category has had on average a slightly higher hourly rate, however this has narrowed from -10.00% in 2017 to 0.00% in 2020.

Mean Pay Difference (basic hourly rate)				
	2017	2018	2019	2020
Other Ethnicity	15.68	16.19	16.15	16.48
White	14.25	14.90	15.89	16.48
Difference (%)	-10.00	-8.70%	-1.60	0.00

Occupational Segregation Information

Occupational Segregation is one of the key factors influencing the gender pay gap. It concerns aspects of employment that see men and women being clustered into different occupations. There are several influences on Occupational Segregation and these include gender norms and stereotyping.

There are two main types of Occupational Segregation, which are considered as 'Horizontal' and 'Vertical'.

Gender (Sex)

The gender split in the Council is approximately 75 – 25% female to male. The highest percentage of 'female to male' staff work in grades 1 – 3 (although the overall numbers are low), and in teaching (82%) and promoted teaching staff (77.6%), however the highest number of females work in grades 4 -7 or 35% of the total workforce and 47% of the total female workforce.

Within the management and senior management grades (11 – 14), as a % of the total female workforce, 4.0% are in this category, with 7.0% of males as a total of male employees. The percentage split for our Chief Officers is 55% female to male. In relation to 'vertical segregation', these trends of increasing male participation in senior management roles in comparison to females are generally common across most workforces.

The table below provides an average hourly rate by sex for 2020 and 2018 for comparison. The grades with the biggest pay gap percentage are 4 – 7, 11 – 14 (management) and chief officers. Grades 4 - 7 are where the highest number of female employees are and from a 'horizontal segregation' perspective will be where some 'traditionally' female oriented roles such as caring and catering roles are based, which historically haven't always been paid as well as traditional male manual and craft roles. It should be noted though that the gap closed by almost 1% over 2019 to 2020.

Horizontal Segregation: People with certain protected characteristics being clustered into certain job types. For women this could be occupations that are associated with low pay and fewer opportunities for progression, such as care work, cleaning, catering and administration work. In comparison men may be more often found in occupations that pay higher wages, including the trades, engineering, or technical work.

Vertical Segregation: Those with particular protected characteristics may be more likely to be clustered into certain positions and be more absent from senior management and executive positions.

	Average Hourly Rate 2020		Variance	
	Female (£)	Male (£)	% variance (2020)	% variance (2018)
Grades 1 - 3	9.51	9.53	0.27	0.31
Grades 4 - 7	11.93	12.41	3.94	4.86
Grades 8 - 10	19.20	19.20	0.00	-0.38
Grades 11 - 14	25.48	26.45	3.66	4.08
Other	10.43	10.15	-2.76	-17.47
Chief Officer	52.68	55.73	5.48	3.03
Teacher	24.08	23.76	-1.35	-2.18
Promoted Teacher	32.49	33.55	3.16	3.42
Total Workforce	16.58	16.78	1.22	1.50

Ethnicity

For Employees with an Ethnicity other than white, it is difficult to discern any trends due to the low numbers of employees from the other ethnicity category. The 'Other Ethnicity'/White split for grades 4–7 is 45% for those of an "Other ethnicity" and 48% white. For grades 8–10 the comparison is 16% Other ethnicity compared to 15% white and for grades 11 – 17, 6.4% of employees are other ethnicity compared to 5% white. There are no minority ethnic employees at Chief Officer level.

Disability

Similarly, to our employee information for other ethnicity, in relation to employees with a declared disability we have 162 employees or 2.2% of the total workforce with a known disability and 21% not disclosed.

Within the gradings, when comparing the number of disabled employees within each of the categories against the total disabled figure and the non-disabled against total non-disabled, there are no significant differences.

For grades 4–7, 46.3% are disabled employees compared to 47.6% not-disabled. For grades 8–10, 18.5% of employees are disabled compared to 15.4% not-disabled and for grade 11 – 14, 3% of employees are disabled and 5.4% are not disabled.



All public sector organisations are required to set Equality Outcomes every four years. This report covers the end of the four-yearly Equality Outcome reporting period and is the third review of progress since the outcomes were established in 2016/17.

National guidance on setting equality outcomes states that they should be proportionate and relevant to the functions and strategic priorities of the organisations setting them, and that they may include both short and long-term benefits for people with protected characteristics. Our Equality Outcomes have been developed as short to medium term (one to four years) and link with both longer term and national outcomes.

A number of these equality outcomes link with already existing policies and strategies. This is to help embed the outcomes in our activities and drive a more focused effort on areas for improvement specifically to improve equality and reduce inequalities.

Ayrshire Shared Equality Outcomes

The public sector partners of the Ayrshire Equality Partnership agreed to consult on and develop shared outcomes and actions across Ayrshire. Alongside our Council, partners include East and South Ayrshire Councils, North, East and South Ayrshire Health and Social Care Partnerships, NHS Ayrshire and Arran, Ayrshire College, Ayrshire Joint Evaluation Board and the South West Community Justice Authority.

All the organisations involved support the same communities, therefore this coordinated approach to consulting with our interest groups helps avoid consultation fatigue. Additionally, through sharing resources and expertise during the consultation and development process and into the implementation phase, this ultimately improves the experiences of communities through a more consistent approach across the partner agencies.

The development of the shared equality outcomes and actions allow partner agencies to maintain their own individual organisational accountability for reporting on equality mainstreaming and outcomes, while recognising the shared work of the partner agencies.

The Ayrshire Shared Overarching Outcomes are as follows. (Click on each box to link directly to that outcome):

Outcome 1

In Ayrshire people experience safe and inclusive communities

Outcome 2

In Ayrshire people have the opportunity to access and shape our public services

Outcome 3

In Ayrshire people have the opportunity to fulfil their potential throughout life

Outcome 4

In Ayrshire public bodies will be inclusive and diverse employers

Report Layout

To ensure consistency of reporting across the Ayrshire Equality Group Partners, information on the actions supporting each of the four equality outcomes is outlined below. Outcomes contain our pan-Ayrshire progress update with outcomes one and three containing specific updates on our own activities.

Equality Outcomes

Equality Outcome 1 – In Ayrshire people experience safe and inclusive communities - Pan-Ayrshire Actions

Equality Outcome 1.1a: Hate Crime

To ensure people across Ayrshire experience safe and inclusive communities. We aimed to increase awareness of hate crime and avenues for reporting including third party reporting centres.

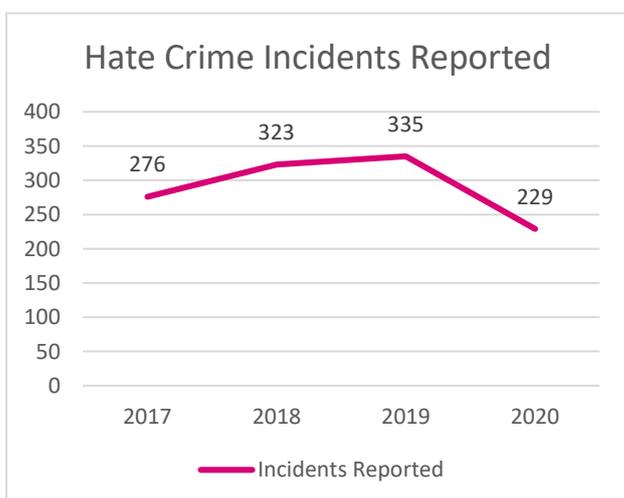
The partners recognised that hate crime continues to rise for particular groups within our community, however, under-reporting of such crimes remains an area which requires more focus. Awareness of what constitutes a hate crime required to be made clearly for people as well as alternative ways of doing so.

Building on the awareness raising work undertaken in 2017 and 2018 of what a hate crime is and ways to report, the partners held awareness raising sessions across various sites to further raise awareness and prompt conversation on this issue. Five events were held from 21 to 25 October 2019. These were facilitated by Police Scotland officers involved in addressing hate crime. The events were promoted across all partner organisations using internal communication channels and social media. The events were well attended and feedback was extremely positive.

Given the positive feedback on these events, the partners planned on hosting a conference for employees in October 2020. However, due to the Covid-19 pandemic, this had to be postponed. In place of the conference a week of webinars was scheduled from 19 to 23 October 2020 with guest speakers including an introductory welcome from Police Scotland's Chief Superintendent Faroque Hussain. The Hate Crime webinars proved very successful with over 200 people registering to attend over the week.

As outlined in our 2019 report, we have devised a quarterly report to help us understand the levels of hate crime across Ayrshire. The report outlines where there is an increase in hate crimes for particular groups as well as offering opportunities to identify any target areas. The group continues to scrutinise this report to ensure appropriate work can be taken forward.

What difference did we make?



It was anticipated that the increase in awareness raising around Hate Crime would result in a rise in the reporting of hate crimes before seeing a reduction. This appears to be the case, with an increase in 2018 and 2019, followed by a decrease during 2020.

The evidence shows the following statistics of hate crime incidents being reported.

In 2017, race was the highest reason for reporting a hate crime and this continues. To support the reduction in racist hate crime, the partners have supported and promoted diversity days. More recently the partners celebrated Black History Month via a social media campaign exploring the A to Z of black history in relation to language, key figures and events.

Going forward

Whilst the online webinars were successful, the partners have agreed to host a face to face Conference to allow further learning and networking. We will also:

- Engage with our communities, particularly where third-party reporting centres are located
- Promote third party reporting centres
- Monitor quarterly hate crime reports and respond to incidents
- Support and promote diversity days including through social media
- Promote key figures and events

Case Study – Hate Crime

Mr Edmonds was out for a walk on Christmas day. Both Mr and Mrs Edmonds have a learning disability and are well known in their village. Mr Edmonds stopped when he heard someone shouting and as there was no one else around he realised the shouts were directed at him. The person shouting had targeted him before using derogatory and hurtful words. Mr Edmonds began to walk a bit quicker to get away.

Suddenly Mr Edmonds was thrown to the ground and badly beaten. Various neighbours came to his aid and he was taken to hospital with multiple injuries. The incident was reported as a hate crime to the police.

To aid his recovery, Mr Edmonds had the help of a group which his Local Area Co-ordinator facilitated. Mr Edmonds spoke about his story. As a lot of people within the group had experienced Hate Crime they decided to produce a drama to prompt conversation on the issue. This helped Mr Edmonds to begin to feel safe again within his community.

(All names changed)



Equality Outcome 1.1b: Keep Safe

To ensure people across Ayrshire experience safe and inclusive communities, we aimed to implement the 'Keep Safe' initiative across partner agencies through training and briefing sessions to raise awareness. We conducted an audit of existing places with a view to increasing the number of establishments registered for the initiative.

What is Keep Safe?

The [Keep Safe initiative](#) works with a network of businesses such as shops, libraries and cafes who have agreed to make their premises a 'Keep Safe' place for people to go if they feel frightened, distressed or are the victim of crime when out in the community. These premises have been approved by Police Scotland and employees within these establishments receive training as well as those who use the service.

Disabled and elderly people who wish to take part in the initiative are issued with a contact card which contains details of the person's name, any health concerns, any communication needs and helpful contact details for friends or family.

When this outcome was agreed, there was only one establishment in North Ayrshire (see case study below).

What difference did we make?

The partners worked to increase the number of Keep Safe establishments across Ayrshire with 70 premises now available, though some are temporarily closed due to the pandemic. These sites have been approved and are registered on the 'I Am Me' website which keeps a register of all approved Keep Safe establishments.

At the time of writing the breakdown of establishments across the three local authority areas is 35 in East Ayrshire, 14 in North Ayrshire (up from only one four years ago) and 21 in South Ayrshire.

As part of increasing the number of establishments registered for this initiative, a large number of employees have been trained to ensure they can offer appropriate support.

Even when Keep Safe places are not physically used, their key benefit is the reassurance and confidence it gives our residents to lead an independent and fulfilling life.

Going forward

- The partners will also continue identify other potential Keep Safe places through engagement with Learning Disability service users and other relevant groups. Ideally, Keep Safe places will be established in local business or leisure venues where people will normally visit.
- The partners will continue to collect and monitor data on usage for the Keep Safe establishments and measure the impact of these initiatives on service users.
- Explore the registration of a local ferry terminal as a Keep Safe location.

Case Study – Keep Safe

Throughout 2019, the local Police Scotland Preventions and Interventions Officer, supported by staff from the Health and Social Care Partnership (who took on this role in North Ayrshire during 2017) continued to add Keepsafe sites across North Ayrshire.

Six new additional sites added in North Ayrshire during 2019/20:

- Co-op Food Shop Brodick, Arran
- Kilwinning and Irvine Libraries
- Largs Library
- Barrhead Travel Shops, Irvine and Kilwinning

This brings the total in North Ayrshire to 14 including:

- Largs Police Station
- Irvine Police Station
- Kilbirnie Police Station
- Saltcoats Police Station
- Irvine, Centre Stage Bus (Thursdays)
- Kilwinning, Centre Stage Bus (Fridays)
- Arran, Caledonian MacBrayne, Brodick
- Kilbirnie, Salvation Army, George Steven Centre



Equality Outcome 1.2: Prevent (Counter Terrorism)

Prevent is one of the four elements of CONTEST, the UK Government's counter terrorism strategy. The Counter Terrorism and Security Act (2015) places a duty on specified authorities to have "due regard to the need to prevent people from being drawn into terrorism". The partners agreed to implement certain actions to support this work including raising staff awareness to better identify radicalisation and increase awareness of the reporting procedures.

The e-learning package continues to be promoted to employees 4,502 completing training so far.

The all staff Prevent briefing was revised and circulated in October 2018. This allows a clear and consistent message around Prevent to be disseminated across the whole of Ayrshire. Each partner organisation distributes these briefings using their own internal processes.

What difference did we make?

We have raised awareness of Prevent and our responsibility to safeguard vulnerable individuals from being radicalised; in doing so employees have started asking more questions and discussing their concerns.

We are complying with the duties placed upon us as a named specified authority within the Counter Terrorism and Security Act, 2015. Staff are more aware of Prevent and the need to safeguard against radicalisation and the routes for reporting any concerns.

Going forward

We will continue to provide on-line training, publish briefings and keep employees informed of any changes in line with the Prevent strategy. We will continue to meet as a multiagency partnership and share intelligence.

Equality Outcome 1 - Ayrshire people experience safe and inclusive communities - North Ayrshire Council Services Actions

This section provides a brief overview of actions carried out by our Council specifically that contribute to the Equality Action Plan

Violence Against Women

The Violence Against Women Strategy came to an end in December 2018. The Community Planning Partnership Board then approved the development of a new overarching Community Safety Strategy. This incorporates national and local priorities of the Violence Against Women and Anti-Social Behaviour agendas.

During the pandemic a full and robust 16 Days of Action Calendar was promoted on social media. This resulted in 37 Facebook posts, with a total of 90,724 impressions and 1,289 total engagements. Six videos shown on YouTube with 730 impressions and 230 views and 47 Twitter tweets, with 128,250 impressions and 1,784 total engagements. This followed a successful '16 Days of Action' campaign during 2019 when 1,400 pledges were signed.

We introduced Safe Leave and managers attended Domestic Abuse Training. A Gender Based Violence Advisor was appointed to deal with enquires around Safe Leave where an employee may not be comfortable speaking to their line manager.

The Violence Against Women (VAW) Partnership supported primary and secondary schools to deliver age-appropriate, evidence-based interventions to raise the awareness and understanding of gender-based violence to children and

teachers. As part of a whole school approach to tackling Domestic abuse, positive healthy relationships and consent were promoted under the Women's Aid '[Expect Respect](#)' initiative. This initiative is now widely and successfully embedded throughout North Ayrshire schools.

Zero Tolerance Under Pressure training was rolled out to Community Planning Partners. The training is aimed at Youth Workers and professionals working with young people. It helps to support young people in navigating some of the pressures they face around sex and relationships, such as: pornography, social media, grooming and gendered expectations.

A Domestic Abuse Policy for North Ayrshire Tenants and Residents was drafted in collaboration with Women's Aid and other Social Landlords and will go to Cabinet in 2021.

The Violence Against Women Partnership liaised with the Gypsy Traveller site and a site visit will be carried out when Covid-19 restrictions are lifted to raise awareness of support available.

We endorsed and implemented East Ayrshire Council's Prostitution Statement

We are applying to take part in the next Close the Gap Equally Safe at Work accreditation programme commencing in 2021.

A 'Safe Contact' Programme was introduced within all North Ayrshire Specsavers stores to encourage households experiencing domestic abuse to speak out and access services.

The Caledonian Programme continues to be delivered to men in North Ayrshire, engagement levels of services users remain positive. This programme is aimed at men who have been convicted of domestic abuse offences and provides one to one assessments, engagement and motivation sessions and group work. This service also provides support for domestic abuse survivors and their children.

Gypsy/Travellers

This section provides a brief overview of the continued work taking place at Redburn Grove to support the residents of the site.

Pre-Covid-19 (Coronavirus) Lockdown

A range of tutors continued to attend the site to deliver sessions. At the start of 2020 three pupils were receiving tuition, which reduced to two with the onset of the Covid-19 pandemic. The pupils are making progress. Tutor led sessions were also held at local libraries to cater for travelling families that did not want to attend the Redburn site. During lockdown, the tutor kept in touch via email and provided 10 face to face online sessions.

Eglinton Medical Practice in Irvine continued to attend the site on Monday mornings to hold a surgery for the residents.

Community Link Workers attended the site on at least a scheduled monthly basis to help residents with health and benefit related issues. Prior to the pandemic, the service worked with tenants to form a group to help tackle mental health issues within the Gypsy/Traveller Community. In addition we ensure there are free sanitary products available on site.

Post-Covid-19 (Coronavirus) Lockdown

The residents at the site were provided with free electricity as well as food and health packs. Welfare checks were carried out to ensure there were no Covid-19 related issues.

Encouraging under-represented groups to inform decision making

The North Ayrshire Tennant Participation Team have been engaging with site residents to help them to push forward the agendas that are important to them. This work was temporarily halted due to the pandemic and at time of writing the team are exploring the use of digital sessions to maintain the contact with site residents.

Equality Outcome 1 - Ayrshire people experience safe and inclusive communities - Education Service

This section provides a brief overview of the actions provided by Education and Youth Employment that support Equality Outcome 1

95% of all schools in North Ayrshire are involved with the UN Rights Respecting schools programme. Thirty-five schools have a bronze award, nine silver and one has a gold award. The Rights Respecting Schools programme is based on the principles of equality, dignity, respect, non-discrimination and participation. The award is focussed on having the UN Convention on the Rights of the Child at the heart of a school's approach to improving wellbeing.

Robust children's plans to guide additional support for young people to support their health and disability needs have been revised through HMI guidance and discussions with staff. Revised staged intervention assessment and planning procedures have been aligned to the corresponding stages within the Getting It Right For Every Child Ayrshire model.

Equality Outcome 2 – In Ayrshire, people have equal opportunity to access and shape our public services - Ayrshire Shared Actions

Equality Outcome 2 - Database of Marginalised Groups

The Ayrshire Equality Partnership (AEP) created a database of all marginalised and under-represented groups in Ayrshire. This is available to AEP members through the AEP Knowledge-Hub (K-Hub) group. The aim is for effective consultation with all our communities in Ayrshire to ensure that the needs and views of our service users are taken into account in relation to the design and delivery of services.

The pandemic has affected how we engage with our communities. Lockdown restrictions have dramatically changed the way we deliver services and resulted in no face to face consultation. We have had to be dynamic and creative in how we engage with our communities.

Robust communications and community engagement have been central to the Covid-19 emergency response. Our Community Hubs have been the focus for community-led activity and volunteering, to support the most vulnerable in our communities. We have recognised that people, families and communities of place, interest and identity are the experts in their own lives and in what will best support them to be healthy and well.

We have adopted alternative communication tools to engage with marginalised groups including videocalls, phone calls and NHS Near Me/Attend Anywhere system to ensure that we can connect with our communities with what matters to them through these challenging times.

The long-term impact of the pandemic on our communities is of primary concern, particularly the impact on employment, household incomes, poverty, and physical and mental health, all of which could exacerbate already existing inequalities. Where new and better ways of doing things have been developed, we will want to make sure that these can continue and that all those who have been affected including individuals, families, communities and local businesses, are fully engaged.

A core aspect of our Engagement is to hear from equality groups and from those who have experienced a disproportionate impact as a result of coronavirus including shielding people, people experiencing social isolation and loneliness, people in recovery, care experienced young people and carers.

This process ensures that we are involving our marginalised groups in relation to how we deliver our services through this pandemic and beyond.

What difference did we make?

The database will give AEP members the opportunity to involve and engage marginalised groups. However, the pandemic has seen a rise in the levels of engagement with communities, groups and individuals who previously have not engaged directly with partners. We have been able to provide support, information or just be there to listen as people and communities have adjusted to a new way of living.

This has allowed us to tailor specific support to the needs of people and to link them to other services that can provide the support they need. We have supported communities in very different ways to ensure that people are aware of the lockdown restrictions, how to keep safe, and how to access services during the pandemic.

For BSL users we have translated information into BSL and placed videos on our websites so that people understand how to access services, and information in relation to keeping safe.

Going forward

The pandemic has forced us to work in different ways. However, this has allowed AEP members to be creative in the way that we engage with marginalised groups.

We will continue to keep these connections, and work with our marginalised groups to support them to have a voice in our organisations

Equality Outcome 2.1b: Translation, Interpretation and Communication Service

The partners set out to explore joint approach for the commissioning of translation, interpretation and communication support (TICS) services. It was agreed from the onset that this process would also include British Sign Language.

Jointly commissioning a single and effective Translation, Interpretation and Communication Service has proved to be much more complex than originally anticipated. Through regular meetings and discussions, the Ayrshire Equality Partnership have discovered the various layers and regulations that need to be understood in order to effectively undertake this action. In addition to individual organisation policies and protocols, we also had to consider the various national frameworks and guidance established by National bodies.

Service for Community Languages

Over the past 18 months, we have engaged with procurement officers in each organisation for advice and guidance on pursuing joint commissioning of services. This has involved a review of existing Commissioning Frameworks to assess value and the possibility of joint bids.

One promising prospect was a commissioning framework put forward by the Scottish Government for Translation and Commissioning Services to be used by the NHS. This option was pursued by NHS Ayrshire and Arran as was unavailable to local authorities.

Following additional research, we have determined Best Value will be demonstrated through procuring services for each partner, while sharing learning in areas such as specifications for tenders.

British Sign Language

A joint procurement exercise will take place for the translation of British Sign Language (BSL). Partners have almost finalised a joint BSL Interpreting Services specification.

What difference did we make?

Work is still progressing to finalise agreement and implement new commissioning frameworks. However, it is anticipated that this service will ensure that there is consistency of approach across Ayrshire for all translation and interpretation requests even though some contracts will be at an individual authority level.

Provision of clear and comprehensive communication will have a positive impact on the outcomes for all of our service users. Work towards achieving this outcome is ongoing.

Going Forward

- Work continues to find an optimal solution to ensure access to translation services is equitable across all organisations of the Ayrshire Equality Partnership.
- NHS Ayrshire and Arran will pursue their procurement of Translation Services through the established Government Framework for Community Languages.
- On behalf of the other partners, representatives from local authorities are currently pursuing a bespoke commissioning agreement with service providers. This has involved looking at existing contracts, forecasting potential use and entering negotiations with service providers.
- We will also aim to ensure there is more accurate and up to date information in key language formats within our external facing website.

Equality Outcome 2.2: Trans people

In 2016, the Ayrshire LGBT+ Development Group held three locality-based Trans events across Ayrshire. Local community engagement identified there is a lack of gender identity support within Ayrshire. In addition, it was highlighted that there were issues related to gender specific services which have adversely impacted the experience of accessing our services by those identifying as transgender. Welcoming and accessible services would encourage greater engagement with services.

E-learning modules in relation to Trans specific training is in the process of being shared across the partners. Training employees allows staff to understand the issues Trans people face on a daily basis and to ensure that when they do access our services and buildings, our staff have the knowledge and understanding to treat Trans people with dignity and respect.

A few of the partners have developed or are in the process of developing policies to support Trans employees in the workplace, and again this practice is again being shared across the partners.

Hate Crime Awareness Week seminars hosted by Police Scotland were organised by the Ayrshire Equality Partnership across Ayrshire in 2019 to raise awareness and highlight the issues faced by people who are victims of Hate Crime including Trans people.

The webinars that replaced the planned Hate Crime Awareness Conference cancelled due to Covid-19, included a presentation by Dr Stephanie McKendry, Head of Access, Equality and Inclusion, University of Strathclyde. Dr McKendry shared the experiences of trans and gender diverse learners and employees in colleges and universities: moving from evidence to action. The webinar explored the issues facing Trans people in education and communities, and how we, as organisations, can make Trans people feel welcome when accessing our buildings and services.

Education Network

The Ayrshire LGBT+ Education Network which is led by Ayrshire College and East Ayrshire Council aims to engage with education practitioners across Ayrshire in sharing innovative ways to engage in LGBT education and share best practice. The Ayrshire LGBT+ Education Network has members across the partners including health, LGBT Youth Scotland, The Terrance Higgins Trust and young people.

In the academic year Sept 2019 - June 2020, the Ayrshire LGBT+ Network offered 10, one-hour themed Network Meets, including a dedicated trans-focused session. As always, the Meets are open to anyone seeking to improve their professional practice especially those who have a direct working link to the experiences of LGBT+ children, young people and adults learning in Ayrshire. However, as a result of Covid-19, all planned Meets from March 2020 onwards were suspended.

Trans and gender diverse experiences in any education setting remains a core element of the Network. All Network Meets prior to Covid-19 sought to ensure these experiences and voices were included and highlighted. The most attended Meet was on LGBT+ and domestic abuse (and wider examples of Gender Based Violence) and this included discussions on potential trans vulnerabilities and experiences in this context. For the first time, also, a Meet was held in a Primary school, Kilmaurs Primary, in East Ayrshire, in which the school lead the session by sharing excellent practice in how they are embedding LGBT+ inclusion.

The Network returned online, in September 2020 and delivered two, one hour plus sessions on the following themes:

- Mental health and wellbeing and LGBT+ experiences
- Domestic abuse and LGBT+ experiences

This education and learning is invaluable for our employees, giving them the knowledge and skills to engage with Trans people with confidence.

North Ayrshire

The Connected Communities team continues to support the LGBT+ Network and support LGBT youth groups across North Ayrshire. In February 2020, LGBT History Month was promoted, with a focus on the Garnock Valley Locality.

There has been work going on in Arran and this is highlighted in the Case study section below. Much of this work has been impacted by the Pandemic.

What difference did we make?

We continue to explore different avenues to ensure that Trans people are not discriminated against when accessing our buildings and services.

A few of the partners have developed or are in the process of developing policies to support Trans employees in the workplace. This practice is being shared across the partners.



Going forward

The LGBT+ Network continues to grow and meet its objectives. Within North Ayrshire although much of this work has been impacted by the response to the Covid-19 pandemic, plans are already under way in the Garnock Valley locality to set up a face to face group in the early part of 2021 or as soon as is possible following any easing of restrictions.

Case Study – Arran Youth Forum Weekly LGBT Club

In the last year, the Arran Youth Forum continued to run the weekly LGBT+ Club. This has run since 2016 and has been a pillar of support for our LGBT young people on Arran. This has always had a peer-led element - it started following a request from our MSYP and has always had seniors who help lead the group. In the weekly "Chance to Share", our young people have the opportunity to discuss anything they wish to. As well as receiving support from their youth workers, they get advice and support from their peers which can often be really helpful - especially from someone with similar experiences.

In March, due to the pandemic restrictions meant weekly face to face meetings had to be suspended. Community teams continued to meet online with the young people from the group regularly, holding a "Chance to Share" via Zoom. The aim is to start the group back up when limitations on numbers will make it possible for the LGBT+ club to be a weekly feature. In the interim the Youth Work Team has provided young people the platform and opportunity to talk about the issues that are important to them.



Equality Outcome 3 – In Ayrshire, people have opportunities to fulfil their potential throughout life - Ayrshire Shared Actions

Equality Outcome 3: Modern Apprenticeship Uptake by Black and Minority Ethnic Young People



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Cmhàine Siomhaid Air a Tuath

National and regional data evidenced a need to improve the uptake of Modern Apprenticeships by those from a Black and Minority Ethnic (BME) background; those with a declared disability; and a fairer gender split in non-traditional career choices. These specific groups matched those identified by Skills Development Scotland (SDS).

Care-experienced young people remain a national and regional priority for many of the partners involved in delivering on the shared, regional Equality Outcomes 2017-2021. Though not included in these outcomes, consideration was given to our care-experienced young people.

Individual partners continue to work in partnership with Skills Development Scotland, employers and others in targeting under-represented groups. Much of the focus has been on people with disabilities or care experienced young people, which is reflected in local demographics. However, although the population group is small (1.1% for North Ayrshire), recognition is growing regarding the need to focus on those from the Black and Minority Ethnic Community.

During 2019/20, North Ayrshire introduced a pilot work experience programme. Though the main focus was on care experienced and disabled candidates, the scheme takes a flexible approach and welcomed a young Syrian Refugee onto the programme.

The work experience programme ran for four weeks and successful candidates then move onto a full Modern Apprenticeship, this included the young person from Syria. Please see the case study below for more information.

North Ayrshire Council's Supported Employment programme, which supports people with both physical and learning difficulties into employment, realised that they had no applications or notes of interest from people with a BME background. Following this the team revised their marketing material.

What difference did we make?

Although it is too early to tell if this will have an impact on encouraging anyone with a disability from the BME community to apply, it is an initial attempt to raise awareness that the service is there for everyone.

Going forward

We will continue to ensure our Modern Apprenticeships are as inclusive as possible.

Case Study – Alaa loving her new life at North Ayrshire Council

Alaa is the first Syrian refugee to work for North Ayrshire Council. At 19 years of age she had lived in North Ayrshire for two years after fleeing to Lebanon five years before.

“I was only 10 years old and suddenly overnight things changed in Syria. It was terrible, we lost family members and were always scared of losing more.”

Though she couldn't speak English when she arrived in North Ayrshire as part of the resettlement programme, she worked hard at Greenwood Academy and Kilwinning College to learn.

“I feel my English is much better now. I couldn't even book an appointment at the GP before but now I've made my own appointment.”

“I will always miss home, but I love everything about Scotland. It is my second home now. I have so much to be thankful for. I think we will always miss Syria, but we all have dreams and hopefully we can fulfil them now. When I was asked about working and studying with the Council I didn't really understand. But it has been great. I really enjoy the work and am doing an SQV level 2 in business administration.”

“I must thank all our neighbours. They have all been very helpful and respectful to me and my family. I love everything about Irvine. I am very happy here now.”

Equality Outcome 3: Non-Traditional Roles Modern Apprenticeships

Individual partners, in partnership with for example Skills Development Scotland, employers and others, have been enhancing their action plans to support the targeting of under-represented groups.

According to the 2019 national survey by the ONS of UK employers, the average pay gap was 8.9%. Within North Ayrshire this figure was 1.54% in 2019 and has reduced to 1.22% in 2020. The Scottish Government highlight factors that will influence the gender pay gap including:

- Challenging the segregation of men and women into different job sectors and industries (this is based on research that shows that roles that are traditionally considered as male dominated occupations, like engineering, tend to get paid better than traditional female roles, such as within the care sector).

Having a focus on promoting non-traditional roles will help to shift the balance. The North Ayrshire Employability and Skills Team revised their marketing materials during 2019 to modernise the Modern Apprentice campaign and to challenge gender stereotypes. This included encouraging males into Early Years apprenticeships and marketing around females in manual roles.

During 2019/20, one male began an Early Years Apprenticeship and two males who joined the scheme in 2018/19 moved into full time occupations in the Health and Social Care Partnership.

What difference did we make?

Placements by occupation still show a lack of females moving into traditional male occupations*, however there has been some progress with males moving into traditional female occupations**. Between 2017 and 2020, 10 males moved into either Early Years, Health and Social Care or Professional Cookery. No females moved into any of the other occupational areas.

*Vehicle maintenance, horticulture / bereavement, building /craft.

**Early Years, health and social care, professional cookery

Going forward

The team supporting the Modern Apprentice programme will continue to advertise all positions to all potential applicants, through events with employability partners, mainstream and social media advertising and attendance at school events. Applications for posts will also be considered in more detail, scrutinising applications against placements to identify any trends.

EARN WHILE YOU LEARN

Available to 16-19 year olds
Must be North Ayrshire resident
National minimum wage for age
Frameworks available
(subject to change);

- Professional Cookery
- Horticulture
- Bereavement Services
- Civil Engineering
- Highways Maintenance
- Business Administration
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- Early Years
- Procurement
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North Ayrshire Council
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Equality Outcome 3: Modern Apprenticeship Uptake by Young People with a Declared Disability

The Supported Employment Team in North Ayrshire run the [Equal programme](#). This is a service designed to help individuals with a physical disability, a long-term health condition, Asperger's, Autism or a learning disability to progress towards finding and keeping a job that will provide career prospects. During 2019/20 the team have been supporting four Modern Apprentices. Two male (both autistic) and one female with a learning disability had placements in Business Administration and one female with a physical disability worked in Catering.



During 2020/21, 10 Modern Apprenticeship places were ringfenced for the Supported Employment Programme out of a total of 50 (or 20% of total places being set aside for young people with a disability or long-term health condition). Due to the situation with the Covid-19 pandemic, two modern apprentices have been appointed with support provided online. One client was placed within Business Administration supported by the Equal Team and one within Horticulture working at a School Garden supported by the Education Team.

We continue to work with the remaining eight future Modern Apprentices, involving them in various online activities with a view to taking up their Apprenticeships as soon as COVID regulations allow.

What difference did we make?

The two apprentices currently in place are benefitting from support from a variety of sources and both are coping well and on track with all educational materials. Both have seen a huge increase in confidence and more independent living. Importantly, whilst support is continuing for both apprentices, they are now looking to develop careers within their chosen area and we are ensuring that they are on track to achieving their ambitions.

Case Study – Modern Apprenticeships

Craig who is autistic and has Global peripheral vision disorder has been employed as Modern Apprentice within the Equal team and has been supported through the programme to create a 'Table-top Wargaming' website called 'Top Table Games'. The idea behind the games are to provide the opportunity for people to enhance a range of skills through participating in this role-playing game. This ensures participants:

- Gain Confidence
- Learn How to communicate effectively
- Understand how to handle confrontation
- Gain a knowledge of negotiating skills
- Enjoy working as part of a team

The development of these skills is key to individuals finding sustainable and fulfilling employment.

Group meetings are normally held face to face, however due to the pandemic we have been conducting online visual meetings allowing participants to 'meet' and carry out tutorials with group discussions.

Initially there were concerns that working online may be difficult for participants on a social level however this has proven to be extremely successful in breaking down social barriers, encouraging conversation around a shared interest and has shown a visible increase in confidence as the programme has progressed.

Group members are meeting weekly and sharing knowledge and experience and are actively generating more ideas on future options to continue the programme development should lock down be extended.

Equality Outcome 3 - In Ayrshire people have opportunities to fulfil their potential throughout life – Education Service

Gender Stereotyping

We challenge gender stereotyping through World of Work week promoted in schools. This pathway has been supported through the promotion of early years career pathways for all secondary school pupils and 'I can statements' in Developing the Young Workforce. Focus is given to encourage pupils to think about careers that have traditionally been seen as predominantly male or female occupations. For example, we encourage boys to consider early years career pathways and encourage girls into STEM opportunities. Our vocational education and life skills-based approaches within our secondary and outreach services actively promote engagement with activities which are non-gender specific.

Examples of this work include

- Balfour Beatty recruitment of girls into traditional trades.
- Mock interview of S5 pupils for specific job types where employers interview candidates.
- Design and Technology female teaching staff which challenges traditional roles.
- Utilising the Plan IT Plus website career odometer which helps identify diversity of career options based on interest and acquired skills.
- Skills Development Scotland (SDS) visits to classes throughout Secondary. Pupils' skills and qualities are matched to jobs in order that the young people can make informed decisions about their future.
- SDS Risk Matrix is used at S3/4 to identify those young people at risk of missing out on a positive destination, for example through disengagement or being Care Experienced. This process results in our Outreach Service offering support in terms of alternative educational provision and accreditation of learning

Education and Youth Employment lead on breaking down gender stereotypes within schools. In addition, the Economic Growth Team use positive [case studies of Modern Apprentices](#) to promote gender equality.

Our approach has been revised through HMI guidance and discussions with teams. Gender and equality is explored regularly through Personal and Social Education and Interdisciplinary learning opportunities. Themes of equity and equality are threaded through the programmes of study within the 3-18 year curriculum.

Additional Support Needs

Additional Support Needs (ASN) schools support pupils with a range of opportunities to secure appropriate positive destinations such as education, employment, training or independent community living. There is a need to look closely at the outcomes for pupils with ASN. Transition pathways are in place for almost all young people with ASN. Strong links are maintained with Ayrshire College to support this.

Skills Development Scotland run college applications sessions for pupils. This includes pupils with specific ASN. The majority of pupils take up these opportunities. Almost all (90% plus) in our Outreach Service achieve positive destinations

Education Service has continued to promote work experience placements and vocational educational experiences for disabled young people in schools. The service has also worked with the Ayrshire Chamber of Commerce, who coordinate North Ayrshire's work experience programme, to encourage employers to offer young people with disabilities work placements.

Our schools offer alternative and flexible curricula including vocational skills-based training e.g. Mechanics, construction, care, beauty, barista. Increasingly schools are seeking further accreditation of these applied skills via attachment to SQA accredited courses. Rural skills and leadership awards are also used to development skills e.g. through SQA Personal Development Award.

Equality Outcome 4 – In Ayrshire public bodies will be inclusive and diverse employers - Ayrshire Shared Actions

Equality Outcome 4.1a: A Diverse Workforce Reflective of the Population

Employment is one of the most strongly evidenced determinants of health. The World Health Organisation (WHO) notes that 'unemployment puts health at risk' and 'unemployment has a direct bearing on the physical and mental health and even life expectancy for unemployed people and their families'.

There is also recognition that some recruitment practices can be a barrier to employment for particular groups.

Each of the Ayrshire Equality Partners have continued to promote their respective organisations as an employer of choice by providing employability programmes, especially for unemployed young people, whilst continuing to guarantee an interview to candidates who have a disability and who meet the minimum criteria for the post.

Partners have been exploring different methods of engaging prospective employees and supporting them into employment, both within their respective organisations and to external employers.

The Supported Employment Team within North Ayrshire run the 'Equal' programme that is designed to support people with physical disability, long-term health conditions, Autism, Asperger's or a Learning Disability to progress towards and sustain employment.

One of the innovative programmes the team are working on is the See Me CV. To complement the paper/electronic traditional CV, the team have been working with the Ayrshire Film Company to help train individuals to produce their own video CV that can be shared with employers as part of their application process. This will show them engaged in hobbies, volunteering or work scenarios and can also include recorded references and testimonials from managers, teachers, supervisors or lecturers. This approach provides an opportunity to get a more rounded picture of a potential employee, more so than they may be able to express on paper.

North Ayrshire See Me CV

Initially the programme was set up in order for clients with disabilities to show online their capabilities and skills and give a flavour of the personality behind the CV and we saw an increase in the numbers of interviews and job offers being received. As a by-product of the programme, we have seen a huge increase in client interest in the media and technology involved. There has been a steady attendance at group meetings which has helped enormously in breaking down many of the social barriers previously experienced. The clients themselves have increased confidence and there has been independent social interaction amongst the clients involved in the programme.

Going Forward

The Supported Employment Team are currently working with North Ayrshire Council Human Resources team to initiate a wider pilot of the See Me CV video process. This would allow any applicants with a learning disability the option to upload a video in support of their application. Longer-term aspirations are for this to be adopted at a national level. Within the Supported Employment Team caseload the long-term aim is to have every client take part in See Me CV production. The team have recently embarked on a separate project with Skills Development Scotland to offer the training programme to Additional Support Needs schools within North Ayrshire which will be beginning as soon as lockdown restrictions allow.

Case Study – Supported Employment Equal Programme

Steven is autistic and lives with attention deficit hyperactivity disorder (ADHD). He was extremely interested in gaining a position within administration. Though high functioning, very capable using IT equipment and able to carry out all the basic administrative functions that would be required, his personality could be perceived by some as a barrier to achieving the dream job.

Steven's behaviour could range from being extremely introverted to extremely extroverted and the team had been coaching and supporting him in understanding his own behaviours. This was very beneficial, particularly being able to see himself on video for example where he saw his own reactions to any questions that the trainer would ask. Steven found this was a great learning curve.

The Team determined that Steven would need the support of an employer who could take time to train and coach him and that a possible mentor within the workplace would be a huge benefit. Initial conversations with employers indicated that they perceived this as taking too much time. The Team realised very quickly that the use of the See Me CV would be a major benefit to all concerned by enabling the employers to "meet" Steven, without preconceptions about his personality.

The video clips showed Steven as he really is - a vibrant young person, committed and passionate about what he wants to do with his career. The video acknowledged the issues and the need for coaching and tuition – but mainly showed someone who could be a huge asset to any administrative team.

Steven's See Me CV was shown to our Council's internal Directors and this in turn encouraged the HR Director to review our own recruitment procedures.

By using a different approach through the See Me CV, Steven has gained a part-time position within a local lawyer's office and has also been accepted for a Modern Apprenticeship within our Council. He will begin training as soon as lockdown restrictions are lifted and training can progress.

Name has been changed.



Equality Outcome 4.1b: Our Recruitment Practices and the Disability Confident Scheme

There is recognition that some recruitment practices can be a barrier to employment for particular groups.

Each of the Ayrshire Equality Partners have continued to promote themselves as an employer of choice by providing employability programmes, especially for unemployed young people, whilst continuing to guarantee an interview to candidates who have a disability and who meet the minimum criteria for the post. We also continue to support staff who become disabled to remain in employment.

Our baseline data of all Partners' activities with respect to the Disability Confident Scheme has revealed that all Partners have reached Level Two. In the interim period some of the partners have been working towards achieving Level Three of the scheme.

Following North Ayrshire Council's achievement in re-accreditation at Level Two of the Disability Confident Scheme, we started preparing our submission for Level 3 and aimed to submit this by September 2020. Due to the Coronavirus Pandemic this has been delayed and we are exploring options of completing a digital submission to obtain Level Three.

In order to achieve Level Three the Supported Employment Team have been liaising with the HR Team and COSLA in the potential introduction of the [See Me CV](#) to more applicants in the recruitment process.

What difference did we make?

Managers and Human Resources colleagues are committed to supporting employees to remain at work following a change to their health and we have provided opportunities for our colleagues to do so. In addition, we ensure employees are trained appropriately which has given them a greater understanding of the issues faced and potential solutions available to support our colleagues.

Going forward

- We will support all Partners in their attempts to progress to Level 3 of the Disability Confident Scheme.
- We will continue to look at alternative methods of attracting a wide range and diverse pool of applicants for available post within all Partner organisations.

The Disability Confident Scheme

North Ayrshire re-achieved Level Two of the Disability Confident scheme and are exploring the feasibility of advancing to Level Three.

Level Two of the Disability Confident Scheme currently supports applicants in their journey in securing employment within North Ayrshire Council. We are committed to actively looking to attract and recruit disabled individuals, providing a full inclusive and accessible recruitment process and continuing to support and develop our employees within their employment through our Employee Journey, Time to Talk (personal development reviews) and the Disability Forum.

In 2019, we received 6,639 applications of which 5.26% were disabled applicants. The Disability Confident Scheme ensures employers guarantee an interview to disabled applicants who meet the essential criteria. In achieving Level Three of the scheme we hope to see an increase in the number of applications and successful new starts.

Equality Outcome 4.2: A Better Educated Workforce to Support Equality Inclusiveness

We recognise that a better educated and more skilful workforce could lead to an increase in employment opportunities and provide conditions for everyone to realise their full potential.

We carried out a refresh and relaunch of our Equality and Diversity training programme during the early part of 2020; this led to a completion rate of 721 employees during 2020 compared to 224 completions during 2019. British Sign Language awareness was introduced during 2020 and a refresh of training for online Equality Impact Assessments is underway.

What difference did we make?

The audit of available training and training already delivered is ongoing. The following training courses have been delivered across partners so far:

Face to Face Training

- Equality & Diversity New Employee Induction: 1,480
- Equality Impact Assessment: 110
- Unconscious Bias: 60
- Delivering an accessible venue: 30
- Gender based violence: 165
- Sensory Impairment: 8

e-learning

- Equality and Diversity (Mandatory): 3,583
- LGBT Awareness: 194
- Deaf Awareness: 162
- Sight Loss Awareness: 236
- British Sign Language: 53 (North Ayrshire Council figure)

Employees are receiving high quality training and as a result are more knowledgeable in equality and diversity issues. This allows us to provide a better service to all stakeholders. Our audit of 'available', and in 'development', training resources has allowed Partners to share their approaches and learn from each other.

What we will do now/future work?

We will continue to review training resources held by all Partners explore where joint delivery would be most effective.

For further information please contact:

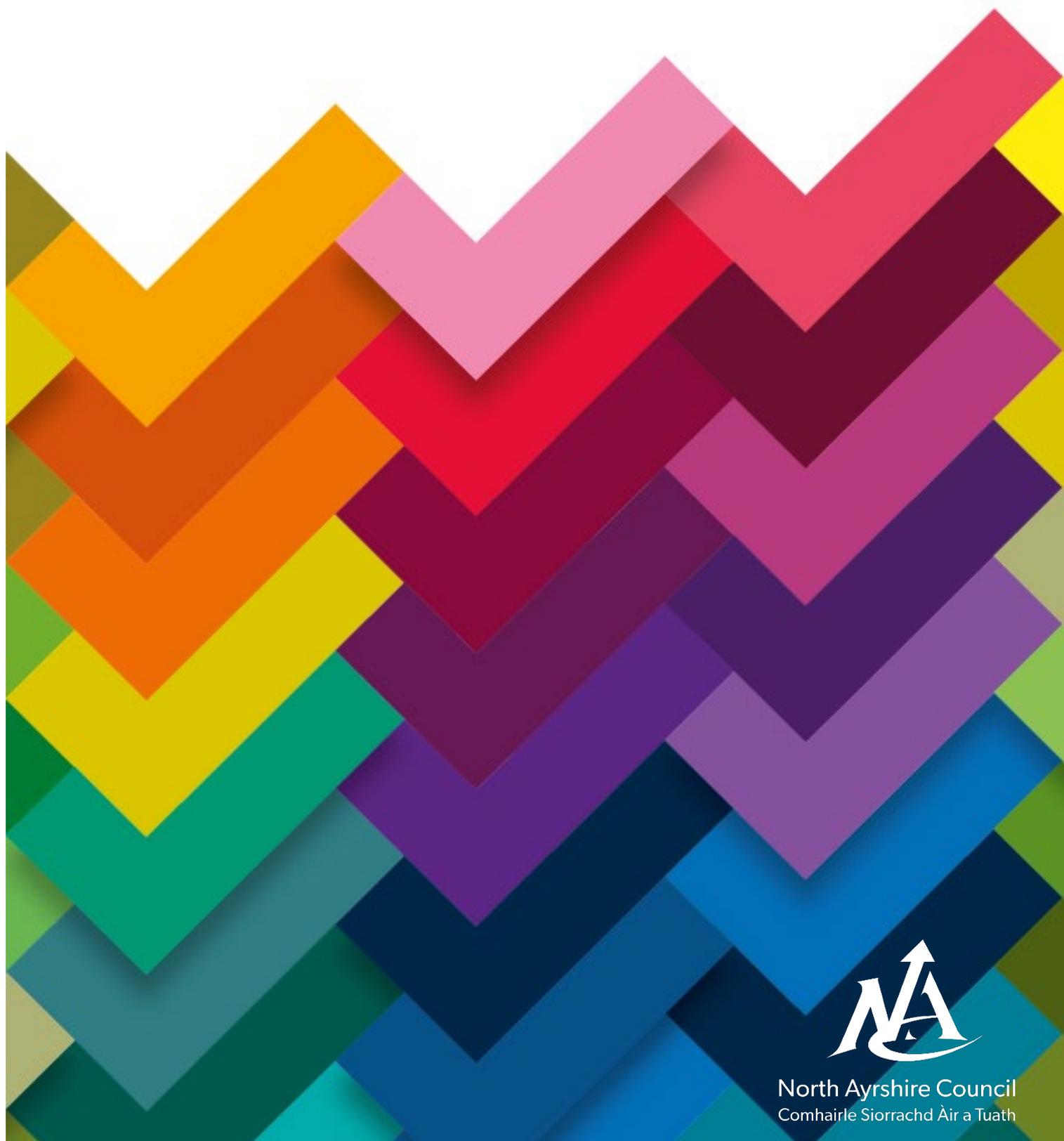
The Corporate Policy, Performance and Elections Team

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Equalities Mainstreaming and Outcomes Report

Employee Statistics 2017-20



North Ayrshire Council - Distribution Across Grade - Age

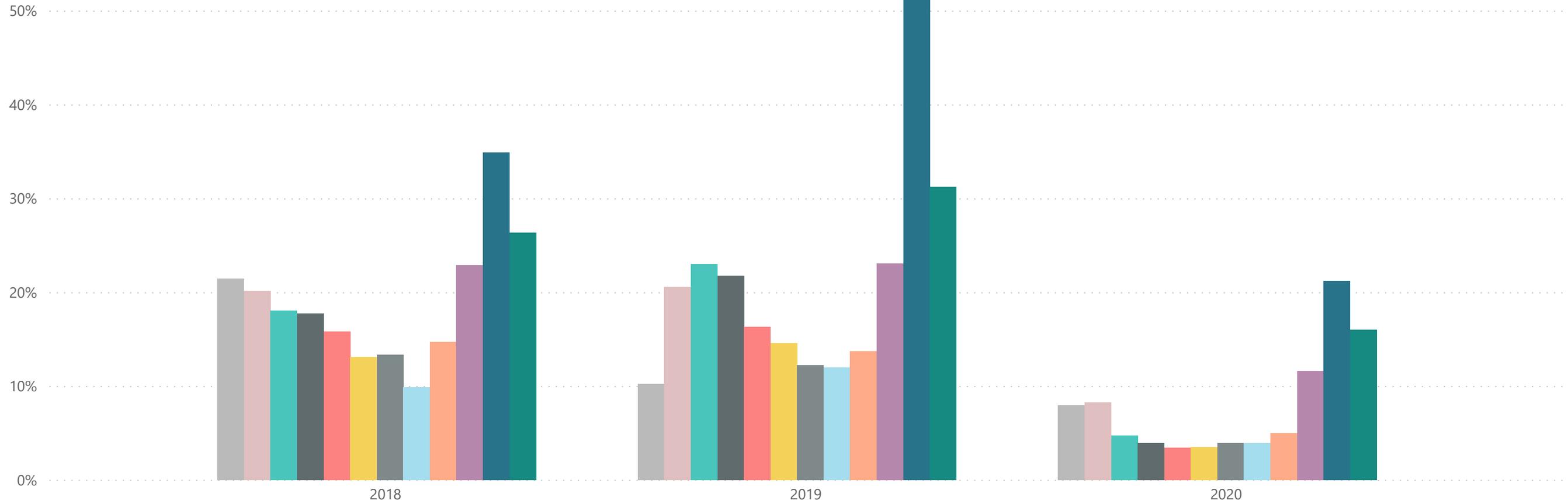
Year ▲	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Unknown	Total
2018														
Total	99	334	570	659	752	818	990	1187	1195	770	212	38		7624
Grades 1 - 3	4	34	50	59	55	60	87	143	164	123	40	25		844
Grades 4 - 7	9	152	244	245	262	343	429	578	591	401	115	8		3377
Grades 8 - 10		4	67	99	116	135	166	210	169	91	27	3		1087
Grades 11-17			4	9	38	43	74	73	61	36	7			345
Chief Officer					1	2	2	5	7	1				18
Teacher		57	189	204	199	149	135	117	135	81	21	1		1288
Promoted Teacher			6	36	68	77	73	52	57	32				401
Other	86	87	10	7	13	9	24	9	11	5	2	1		264
2019														
Total	113	354	633	679	778	836	996	1178	1123	663	156	32	6	7547
Grades 1 - 3	0	5	10	17	15	18	35	48	64	60	12	16	0	300
Grades 4 - 7	34	189	272	264	285	353	439	577	573	360	90	8	0	3444
Grades 8 - 10	0	8	89	110	121	143	171	209	167	71	19	3	0	1111
Grades 11-17			8	13	47	45	82	75	52	29	6		0	357
Chief Officer	0	0	0	0	2	3	2	5	5	1	0	0	0	18
Teacher	0	81	204	190	188	151	139	112	121	61	13	0	0	1260
Promoted Teacher	0	0	9	40	69	73	69	49	48	22	0	0	0	379
Other	79	71	41	45	51	50	59	103	93	59	16	5	6	678
2020														
Total	118	396	657	707	813	860	998	1187	1070	568	99	25	13	7511
Grades 1 - 3	0	3	8	13	12	15	30	43	56	44	7	12	0	243
Grades 4 - 7	51	220	280	283	302	371	449	602	544	324	55	6	0	3487
Grades 8 - 10	0	13	92	110	121	141	167	198	160	60	11	3	0	1076
Grades 11-17	0	0	10	16	52	47	77	77	50	21	4	0	0	354
Chief Officer	0	0		0	2	2	2	6	5	1	0	0	0	18
Teacher	0	104	208	196	193	153	140	112	113	40	12	1	0	1272
Promoted Teacher	0	1	11	40	76	76	65	47	41	14	0	0	0	371
Other	67	55	48	49	55	55	68	102	101	64	10	3	13	690

North Ayrshire Council - Employee Turnover - Age

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

● < 20 ● 20-24 ● 25-29 ● 30-34 ● 35-39 ● 40-44 ● 45-49 ● 50-54 ● 55-59 ● 60-64 ● 65-69 ● 70+



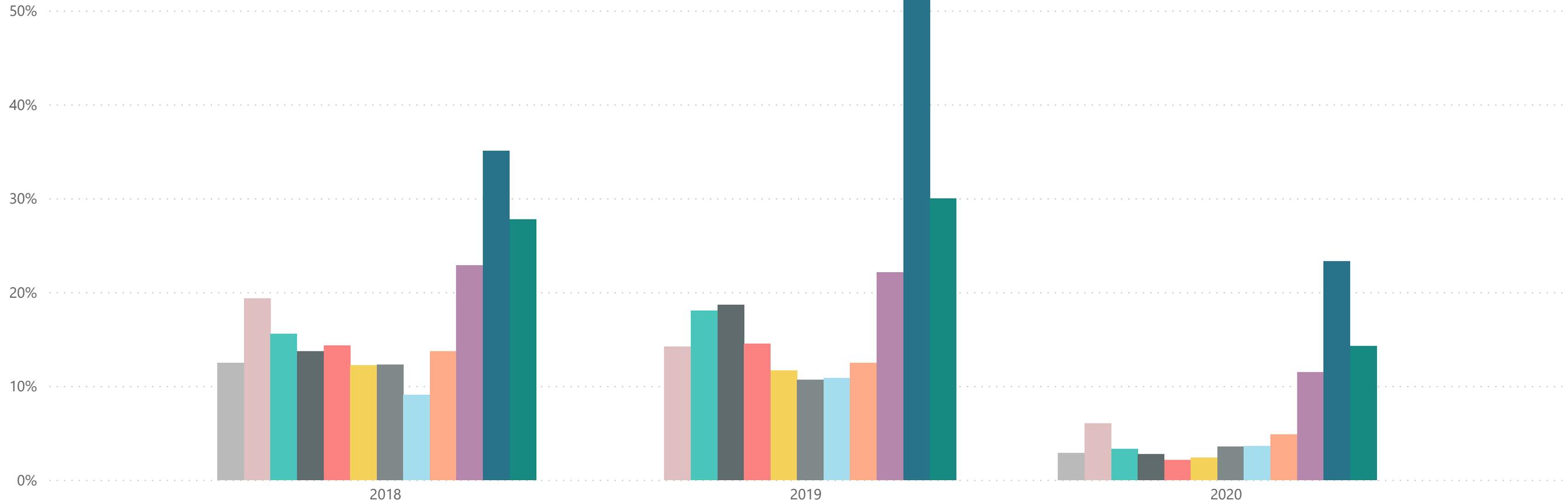
Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
2018	21.43%	20.15%	18.07%	17.75%	15.82%	13.08%	13.33%	9.86%	14.73%	22.86%	34.91%	26.32%
2019	10.26%	20.56%	23.02%	21.75%	16.32%	14.59%	12.25%	11.98%	13.71%	23.08%	51.28%	31.25%
2020	7.94%	8.25%	4.73%	3.96%	3.45%	3.49%	3.91%	3.96%	4.95%	11.62%	21.21%	16.00%

North Ayrshire Council - Employee Turnover - Age

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Permanent Employee Turnover

● < 20 ● 20-24 ● 25-29 ● 30-34 ● 35-39 ● 40-44 ● 45-49 ● 50-54 ● 55-59 ● 60-64 ● 65-69 ● 70+



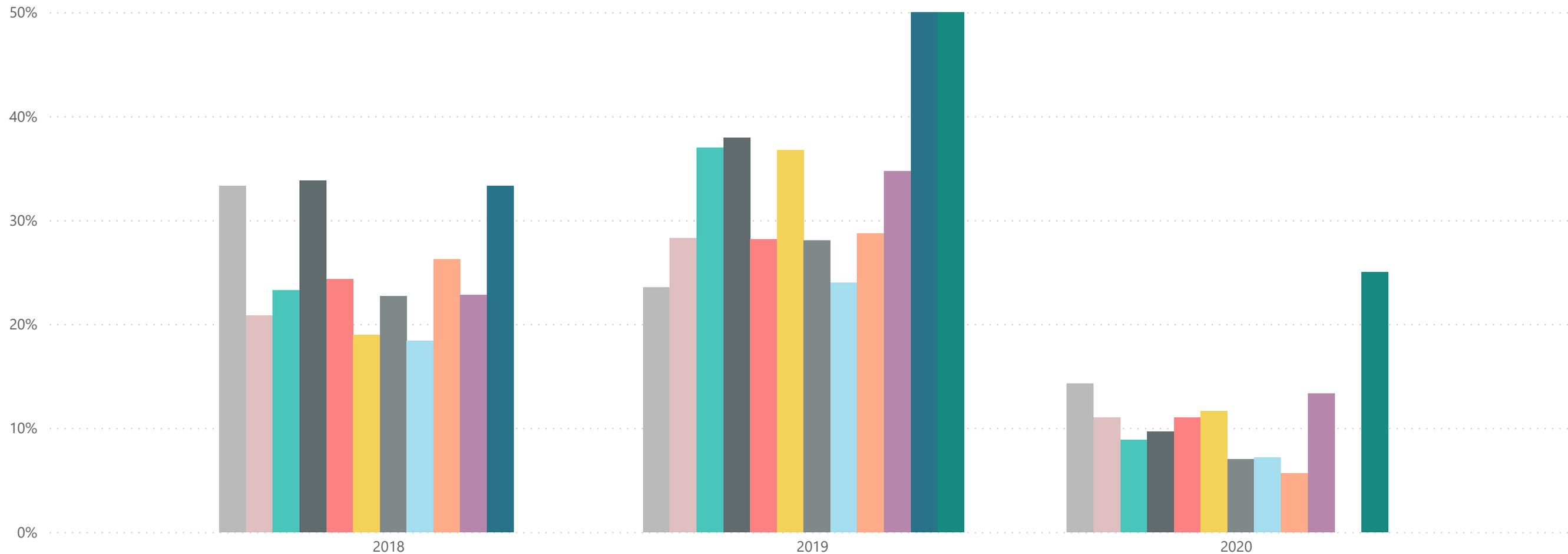
Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
2018	12.50%	19.35%	15.58%	13.69%	14.35%	12.26%	12.32%	9.04%	13.69%	22.86%	35.05%	27.78%
2019		14.20%	18.06%	18.66%	14.52%	11.65%	10.69%	10.86%	12.45%	22.15%	51.39%	30.00%
2020	2.86%	6.02%	3.29%	2.74%	2.16%	2.38%	3.56%	3.62%	4.89%	11.47%	23.33%	14.29%

North Ayrshire Council - Employee Turnover - Age

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Temporary Employee Turnover

● < 20 ● 20-24 ● 25-29 ● 30-34 ● 35-39 ● 40-44 ● 45-49 ● 50-54 ● 55-59 ● 60-64 ● 65-69 ● 70+



Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
2018	33.33%	20.86%	23.24%	33.83%	24.32%	19.00%	22.68%	18.45%	26.26%	22.81%	33.33%	
2019	23.53%	28.28%	36.97%	37.96%	28.16%	36.73%	28.09%	24.00%	28.74%	34.69%	50.00%	50.00%
2020	14.29%	11.05%	8.88%	9.68%	11.02%	11.65%	7.00%	7.21%	5.68%	13.33%		25.00%

North Ayrshire Council - Employee Turnover - Age

(Excluding Modern Apprentices and Skillseekers)

Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Unknown	Total
2018														
Permanent Headcount	8	124	385	526	641	718	893	1084	1096	713	194	36		6418
Permanent Leavers	1	24	60	72	92	88	110	98	150	163	68	10		936
Temporary Headcount	6	139	185	133	111	100	97	103	99	57	18	2		1050
Temporary Leavers	2	29	43	45	27	19	22	19	26	13	6	0		251
Total Headcount	14	263	570	659	752	818	990	1187	1195	770	212	38		7468
Total Leavers	3	53	103	117	119	107	132	117	176	176	74	10		1187
2019														
Permanent Headcount	22	176	465	568	675	738	907	1077	1036	614	144	30	0	6452
Permanent Leavers	0	25	84	106	98	86	97	117	129	136	74	9	0	961
Temporary Headcount	17	145	165	108	103	98	89	100	87	49	12	2	0	975
Temporary Leavers	4	41	61	41	29	36	25	24	25	17	6	1	0	310
Total Headcount	39	321	630	676	778	836	996	1177	1123	663	156	32	0	7427
Total Leavers	4	66	145	147	127	122	122	141	154	153	80	10	0	1271
2020														
Permanent Headcount	35	216	487	583	694	757	898	1076	982	523	90	21	0	6362
Permanent Leavers	1	13	16	16	15	18	32	39	48	60	21	3		282
Temporary Headcount	28	172	169	124	118	103	100	111	88	45	9	4	0	1071
Temporary Leavers	4	19	15	12	13	12	7	8	5	6	0	1		102
Total Headcount	63	388	656	707	812	860	998	1187	1070	568	99	25	0	7433
Total Leavers	5	32	31	28	28	30	39	47	53	66	21	4	0	384

North Ayrshire Council - Training - Age

(Excluding Modern Apprentices and Skillseekers)

Training

Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Unknown	Total
2018														
Permanent Headcount	8	124	385	526	641	718	893	1084	1096	713	194	36		6418
Permanent Training	5	68	144	201	256	336	438	523	482	319	70	10		2852
Temporary Headcount	6	139	185	133	111	100	97	103	99	57	18	2		1050
Temporary Training	4	41	57	34	24	23	27	41	42	13	4	0		310
2019														
Permanent Headcount	22	176	465	568	675	738	907	1077	1036	614	144	30	0	6452
Permanent Training	16	110	235	270	374	431	533	587	556	285	56	7	0	3460
Temporary Headcount	17	145	165	108	103	98	89	100	87	49	12	2	0	975
Temporary Training	10	54	60	45	47	45	46	51	47	20	5	1	0	431
2020														
Permanent Headcount	35	216	487	583	694	757	898	1076	982	523	90	21	0	6362
Permanent Training	13	74	176	197	256	299	363	434	322	140	21	1	0	2296
Temporary Headcount	28	172	169	124	118	103	100	111	88	45	9	4	0	1071
Temporary Training	5	40	56	36	24	36	41	42	31	14	2	0	0	327

North Ayrshire Council - Training - Age

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

Details	2018	2019	2020
< 20	64.29%	66.67%	28.57%
20-24	41.44%	51.09%	29.38%
25-29	35.26%	46.83%	35.37%
30-34	35.66%	46.60%	32.96%
35-39	37.23%	54.11%	34.48%
40-44	43.89%	56.94%	38.95%
45-49	46.97%	58.13%	40.48%
50-54	47.51%	54.21%	40.10%
55-59	43.85%	53.70%	32.99%
60-64	43.12%	46.00%	27.11%
65-69	34.91%	39.10%	23.23%
70+	26.32%	25.00%	4.00%

Permanent Employee Training

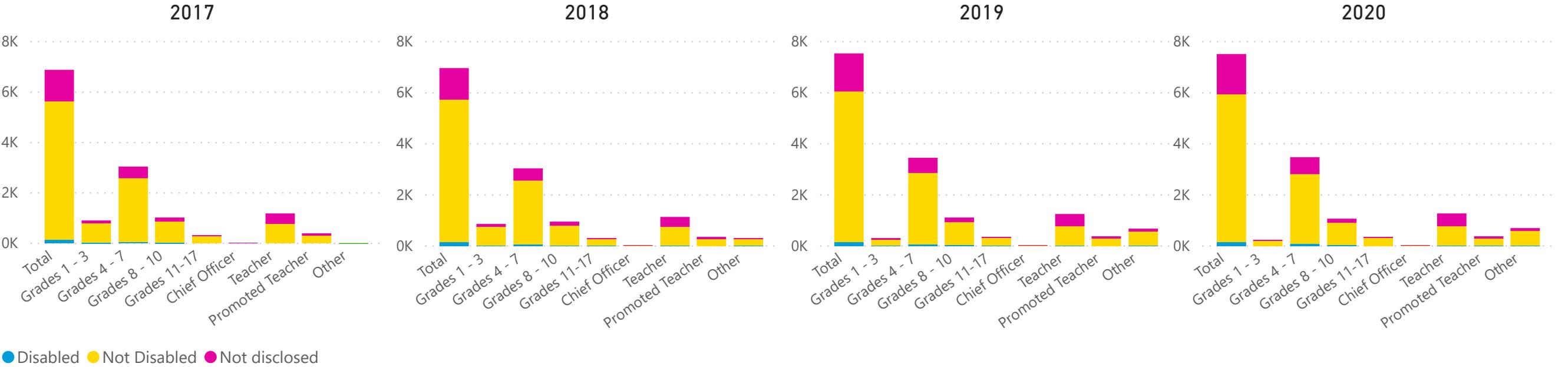
Details	2018	2019	2020
< 20	62.50%	72.73%	37.14%
20-24	54.84%	62.50%	34.26%
25-29	37.40%	50.54%	36.14%
30-34	38.21%	47.54%	33.79%
35-39	39.94%	55.41%	36.89%
40-44	46.80%	58.40%	39.50%
45-49	49.05%	58.77%	40.42%
50-54	48.25%	54.50%	40.33%
55-59	43.98%	53.67%	32.79%
60-64	44.74%	46.42%	26.77%
65-69	36.08%	38.89%	23.33%
70+	27.78%	23.33%	4.76%

Temporary Employee Training

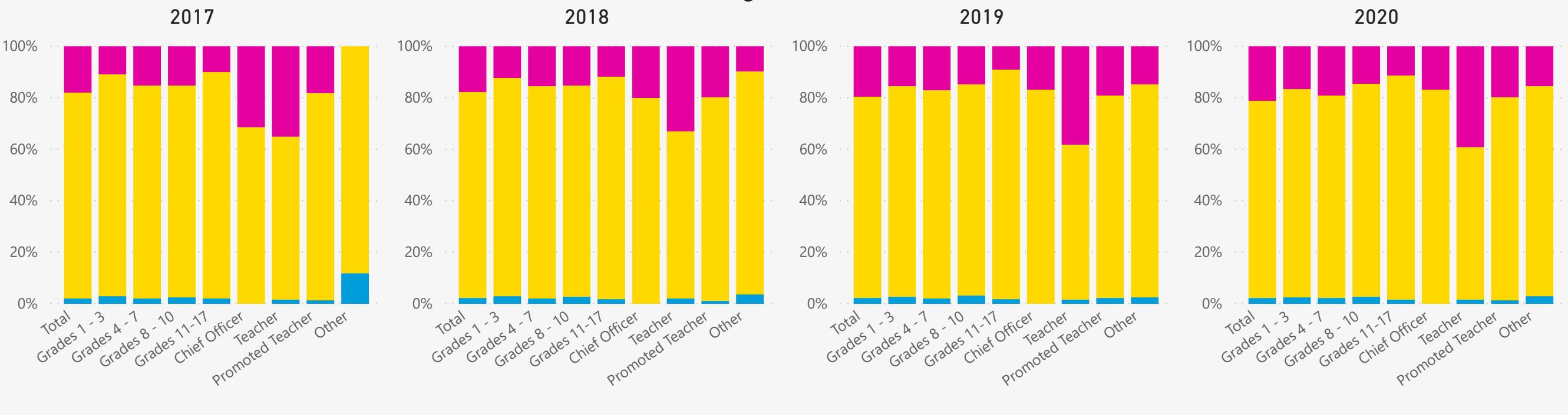
Details	2018	2019	2020
< 20	66.67%	58.82%	17.86%
20-24	29.50%	37.24%	23.26%
25-29	30.81%	36.36%	33.14%
30-34	25.56%	41.67%	29.03%
35-39	21.62%	45.63%	20.34%
40-44	23.00%	45.92%	34.95%
45-49	27.84%	51.69%	41.00%
50-54	39.81%	51.00%	37.84%
55-59	42.42%	54.02%	35.23%
60-64	22.81%	40.82%	31.11%
65-69	22.22%	41.67%	22.22%
70+		50.00%	

North Ayrshire Council - Distribution Across Grade - Disability

Actual Headcount



Percentage of Headcount

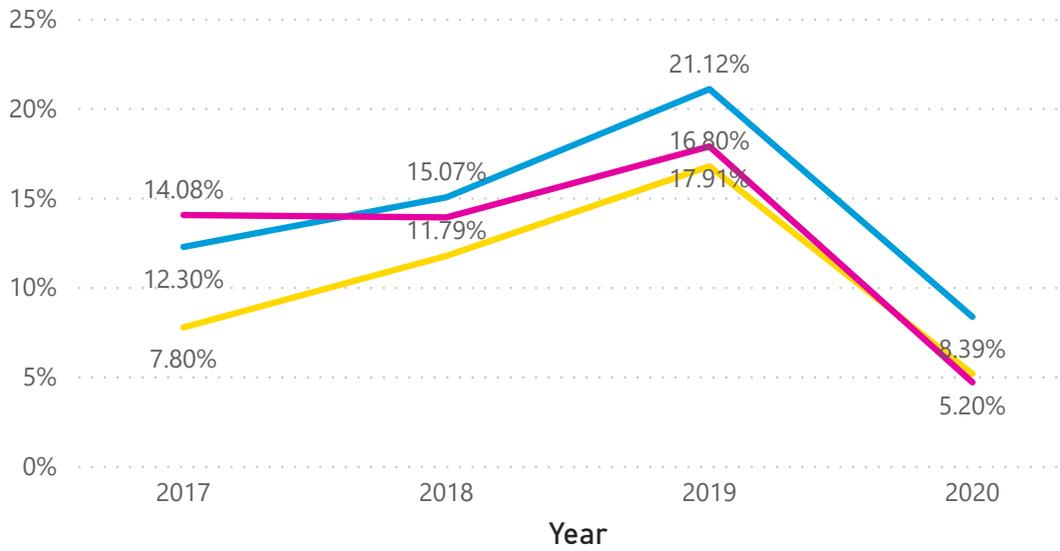


North Ayrshire Council - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

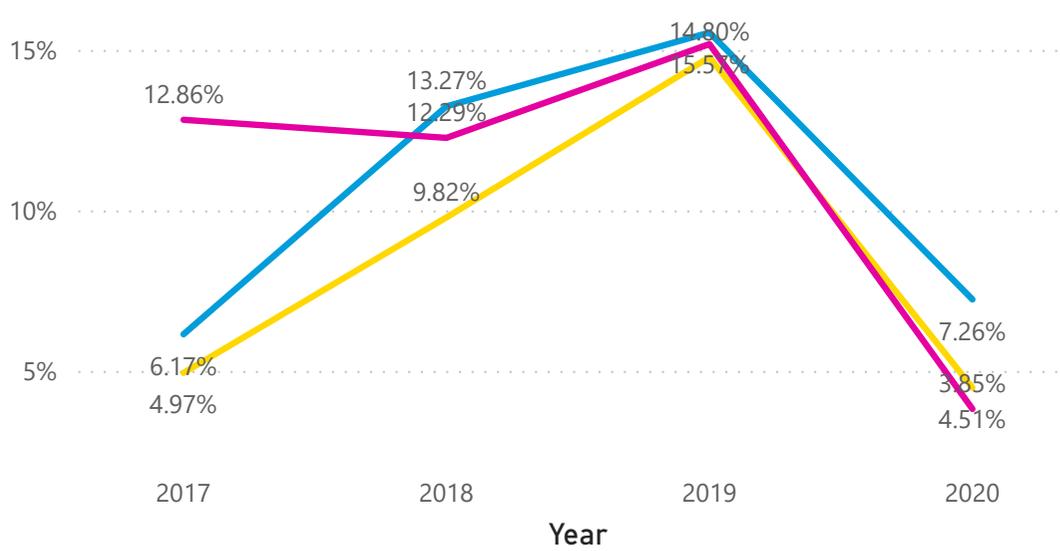
● Disabled ● Not Disabled ● Not Disclosed



Year	Disabled	Not Disabled	Not Disclosed
2017	12.30%	7.80%	14.08%
2018	15.07%	11.79%	13.95%
2019	21.12%	16.80%	17.91%
2020	8.39%	5.20%	4.73%

Permanent Employee Turnover

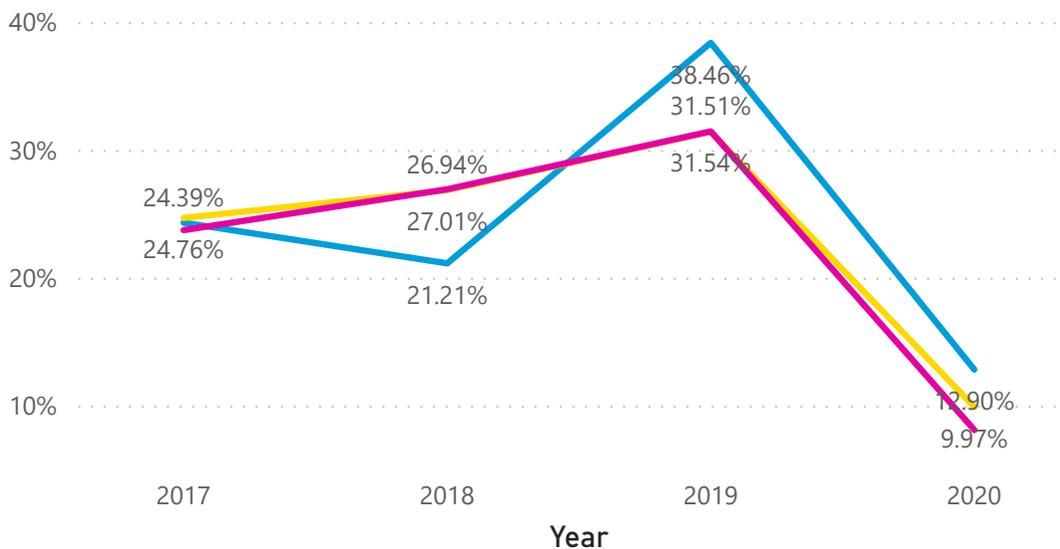
● Disabled ● Not Disabled ● Not Disclosed



Year	Disabled	Not Disabled	Not Disclosed
2017	6.17%	4.97%	12.86%
2018	13.27%	9.82%	12.29%
2019	15.57%	14.80%	15.21%
2020	7.26%	4.51%	3.85%

Temporary Employee Turnover

● Disabled ● Not Disabled ● Not Disclosed

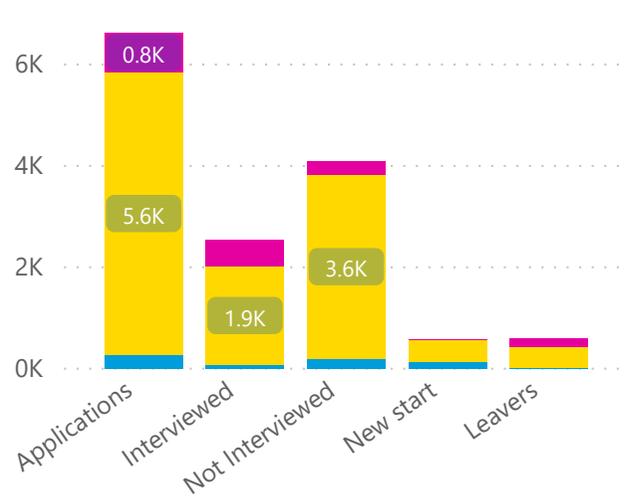


Year	Disabled	Not Disabled	Not Disclosed
2017	24.39%	24.76%	23.81%
2018	21.21%	26.94%	27.01%
2019	38.46%	31.51%	31.54%
2020	12.90%	9.97%	8.18%

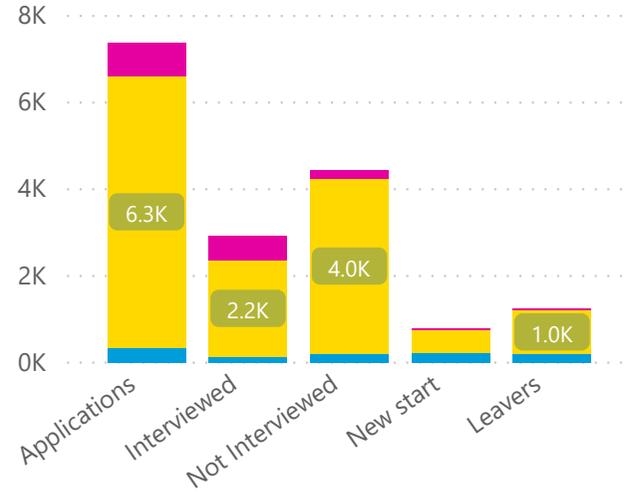
North Ayrshire Council - Recruitment - Disability

Actual Headcount

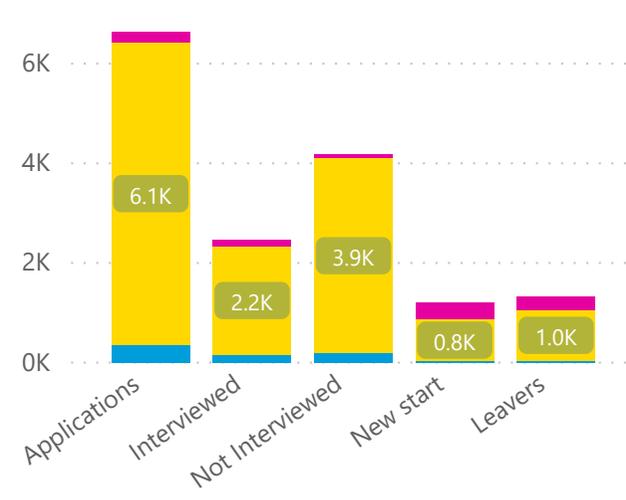
2017



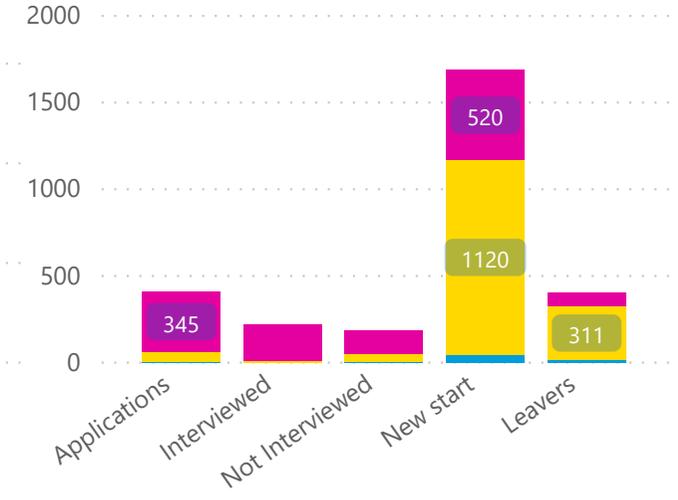
2018



2019



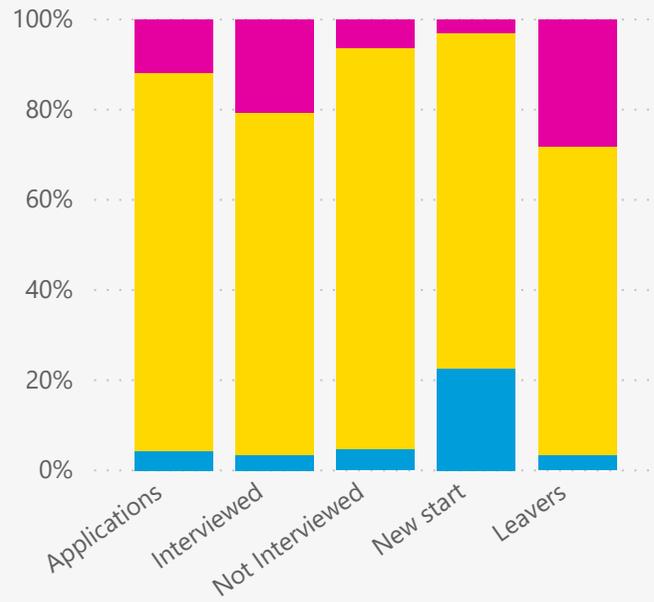
2020



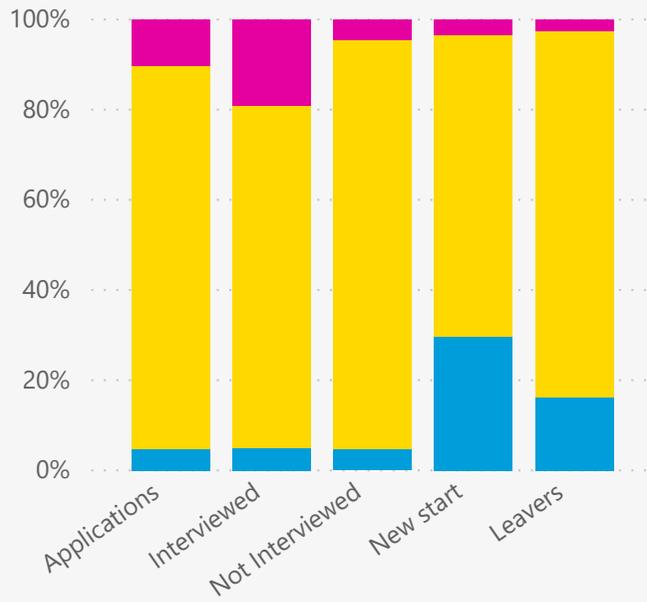
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Percentage of Headcount

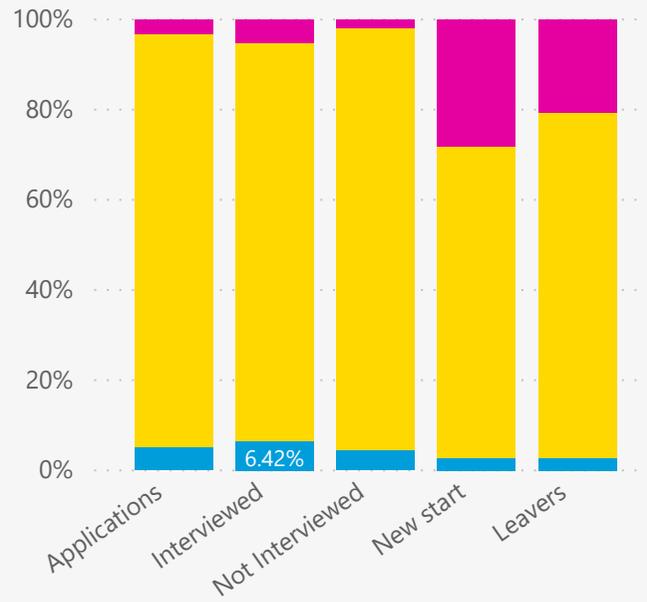
2017



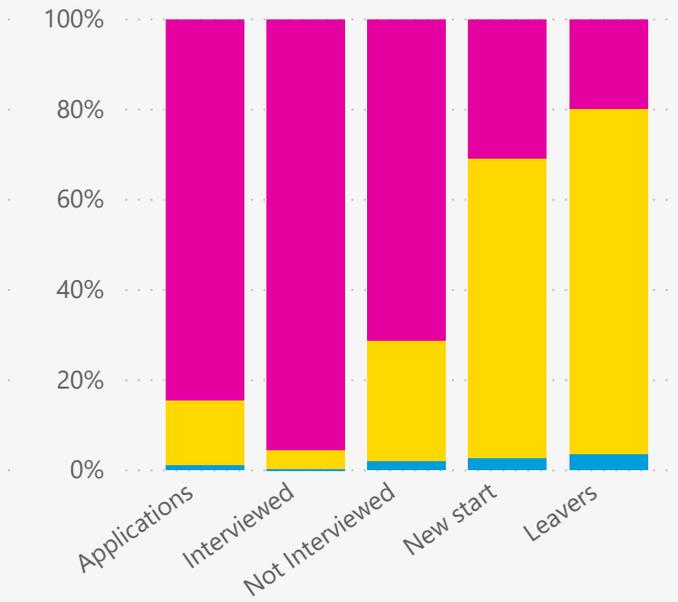
2018



2019

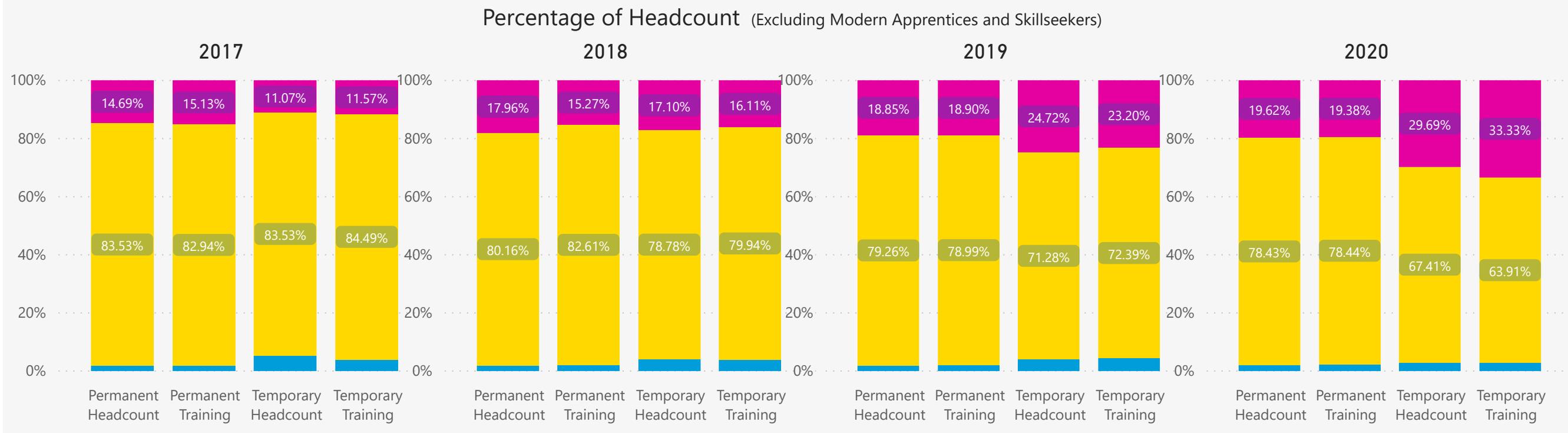
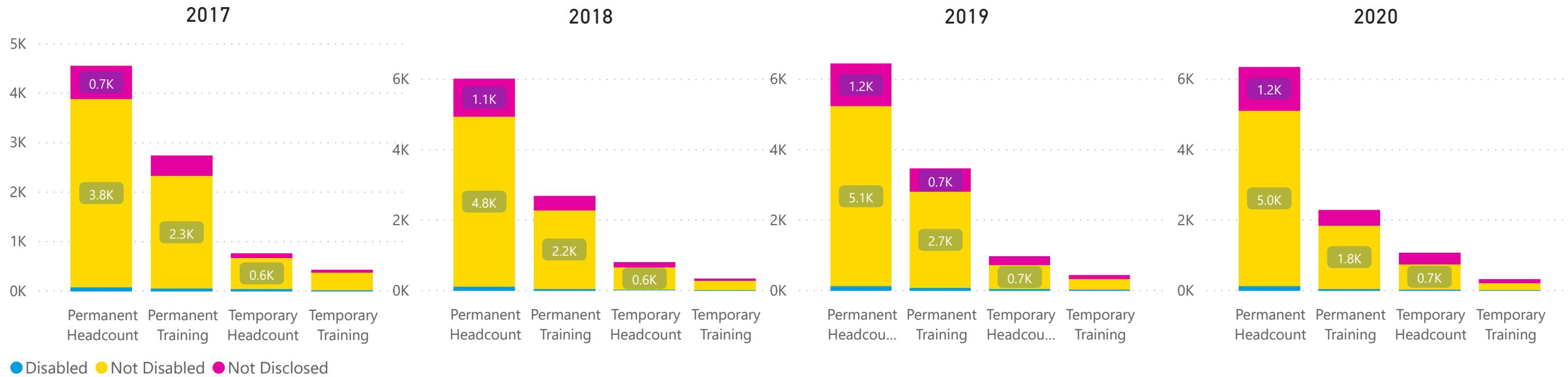


2020



North Ayrshire Council - Training - Disability

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

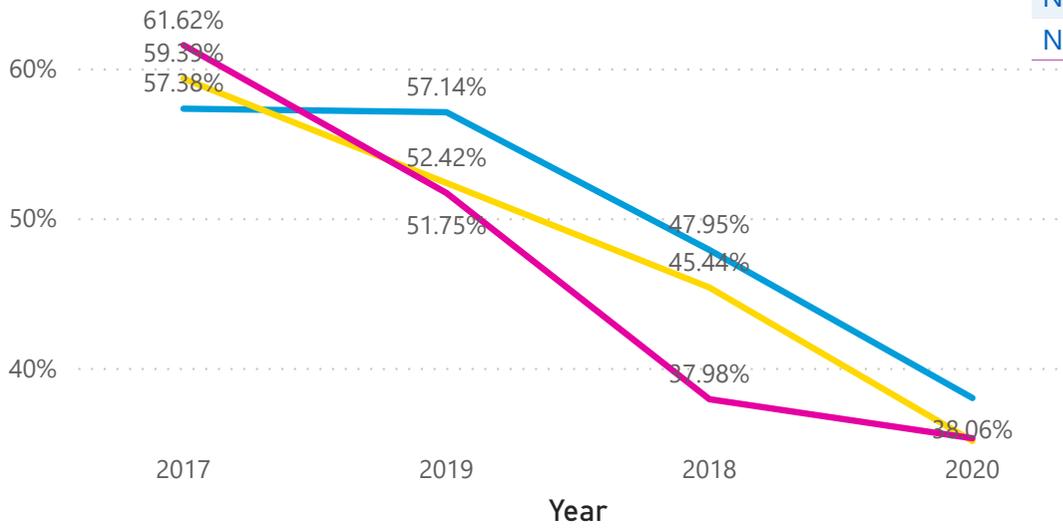


North Ayrshire Council - Training - Disability

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

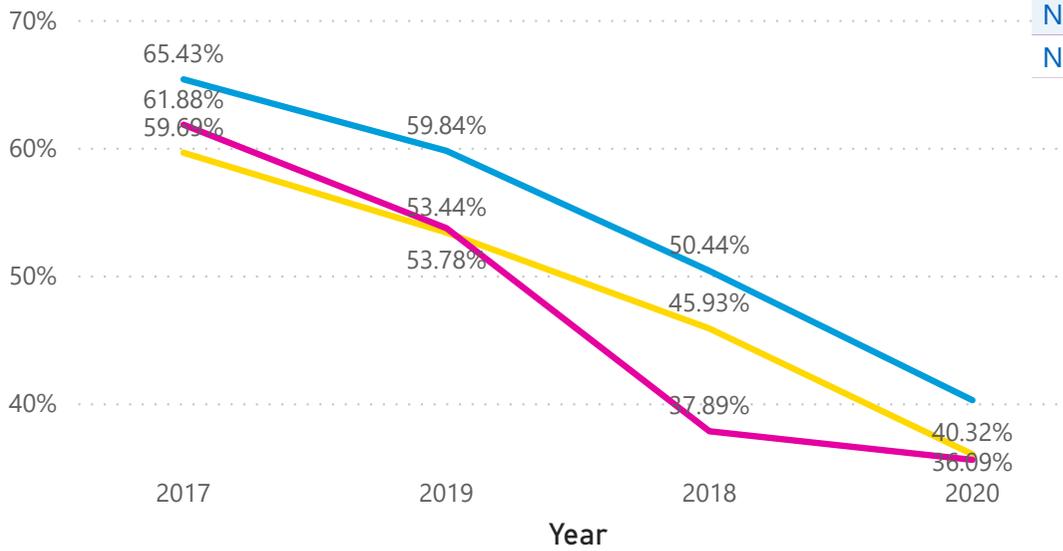
● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Disabled	57.38%	47.95%	57.14%	38.06%
Not Disabled	59.39%	45.44%	52.42%	35.19%
Not Disclosed	61.62%	37.98%	51.75%	35.38%

Permanent Employee Training

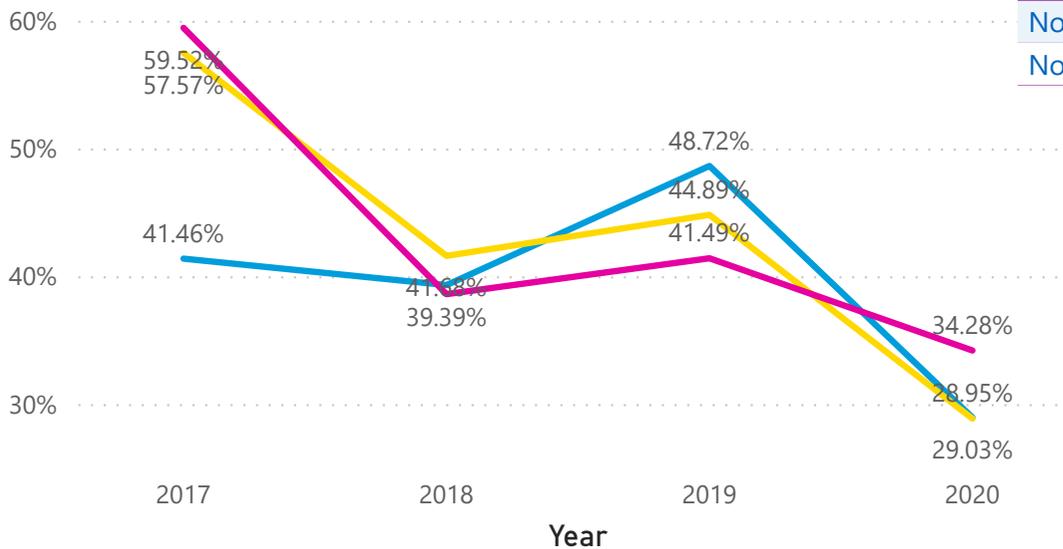
● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Disabled	65.43%	50.44%	59.84%	40.32%
Not Disabled	59.69%	45.93%	53.44%	36.09%
Not Disclosed	61.88%	37.89%	53.78%	35.66%

Temporary Employee Training

● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Disabled	41.46%	39.39%	48.72%	29.03%
Not Disabled	57.57%	41.68%	44.89%	28.95%
Not Disclosed	59.52%	38.69%	41.49%	34.28%

North Ayrshire Council - Distribution Across Grade - Disability

Headcount

Year	Disabled	Not Disabled	Not disclosed	Total
2017	147	5500	1241	6888
2018	155	5576	1222	6953
2019	165	5902	1480	7547
2020	162	5770	1579	7511

Headcount by Grade

Year	Disabled	Not Disabled	Not disclosed
2017			
Total	147	5500	1241
Grades 1 - 3	26	784	99
Grades 4 - 7	63	2518	465
Grades 8 - 10	25	834	153
Grades 11-17	6	275	31
Chief Officer	0	11	5
Teacher	20	752	418
Promoted Teacher	5	311	70
Other	2	15	0
2018			
Total	155	5576	1222
Grades 1 - 3	24	730	105
Grades 4 - 7	63	2510	465
Grades 8 - 10	25	781	143
Grades 11-17	6	275	37
Chief Officer		12	3
Teacher	22	729	370
Promoted Teacher	4	282	70
Other	11	257	29
2019			
Total	165	5902	1480
Grades 1 - 3	8	246	46
Grades 4 - 7	71	2790	583
Grades 8 - 10	35	912	164
Grades 11-17	6	319	32
Chief Officer		15	3
Teacher	20	759	481
Promoted Teacher	8	299	72
Other	17	562	99
2020			
Total	162	5770	1579
Grades 1 - 3	6	197	40
Grades 4 - 7	75	2748	664
Grades 8 - 10	30	891	155
Grades 11-17	5	309	40
Chief Officer	0	15	3
Teacher	21	753	498
Promoted Teacher	5	293	73
Other	20	564	106

North Ayrshire Council - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers)

Year	Disabled	Not Disabled	Not Disclosed	Total
2017				
Permanent Headcount	81	3803	669	4553
Permanent Leavers	5	189	86	280
Temporary Headcount	41	634	84	759
Temporary Leavers	10	157	20	187
Total Headcount	122	4437	753	5312
Total Leavers	15	346	106	467
2018				
Permanent Headcount	113	4829	1082	6024
Permanent Leavers	15	474	133	622
Temporary Headcount	33	631	137	801
Temporary Leavers	7	170	37	214
Total Headcount	146	5460	1219	6825
Total Leavers	22	644	170	836
2019				
Permanent Headcount	122	5114	1216	6452
Permanent Leavers	19	757	185	961
Temporary Headcount	39	695	241	975
Temporary Leavers	15	219	76	310
Total Headcount	161	5809	1457	7427
Total Leavers	34	976	261	1271
2020				
Permanent Headcount	124	4990	1248	6362
Permanent Leavers	9	225	48	282
Temporary Headcount	31	722	318	1071
Temporary Leavers	4	72	26	102
Total Headcount	155	5712	1566	7433
Total Leavers	13	297	74	384

North Ayrshire Council - Recruitment and Training - Disability

Recruitment

Year	Disabled	Not Disabled	Not disclosed	Total
2017				
Applications	280	5564	781	6625
Interviewed	86	1927	522	2535
Not Interviewed	194	3637	259	4090
New start	132	436	17	585
2018				
Applications	349	6262	758	7369
Interviewed	143	2217	559	2919
Not Interviewed	206	4045	199	4450
New start	229	518	26	773
2019				
Applications	349	6084	206	6639
Interviewed	158	2176	127	2461
Not Interviewed	191	3908	79	4178
New start	33	835	339	1207
2020				
Applications	5	59	345	409
Interviewed	1	9	212	222
Not Interviewed	4	50	133	187
New start	47	1120	520	1687

Training (Excluding Modern Apprentices and Skillseekers)

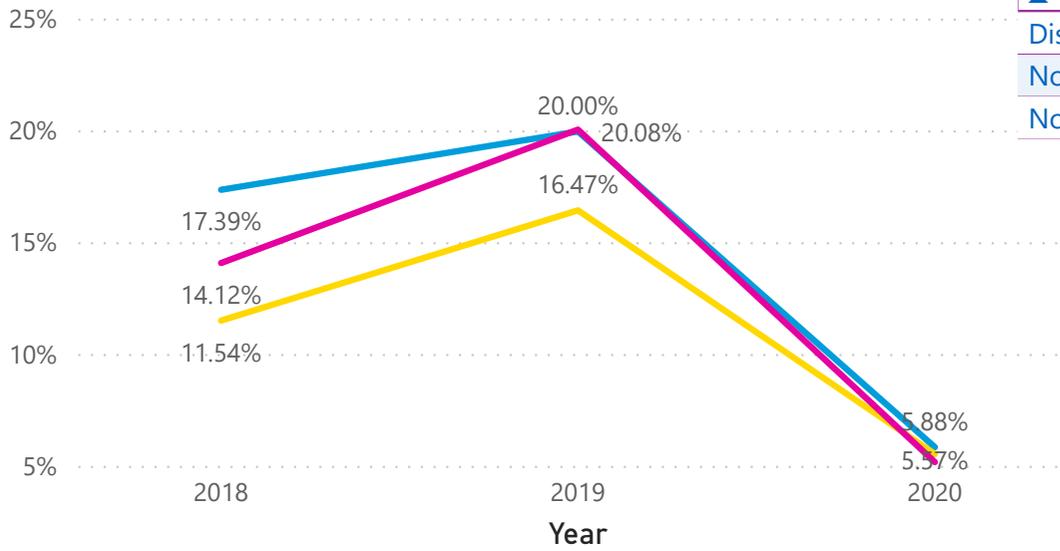
Year	Disabled	Not Disabled	Not Disclosed	Total
2017				
Permanent Headcount	81	3803	669	4553
Permanent Training	53	2270	414	2737
Temporary Headcount	41	634	84	759
Temporary Training	17	365	50	432
2018				
Permanent Headcount	113	4829	1082	6024
Permanent Training	57	2218	410	2685
Temporary Headcount	33	631	137	801
Temporary Training	13	263	53	329
2019				
Permanent Headcount	122	5114	1216	6452
Permanent Training	73	2733	654	3460
Temporary Headcount	39	695	241	975
Temporary Training	19	312	100	431
2020				
Permanent Headcount	124	4990	1248	6362
Permanent Training	50	1801	445	2296
Temporary Headcount	31	722	318	1071
Temporary Training	9	209	109	327

Education - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

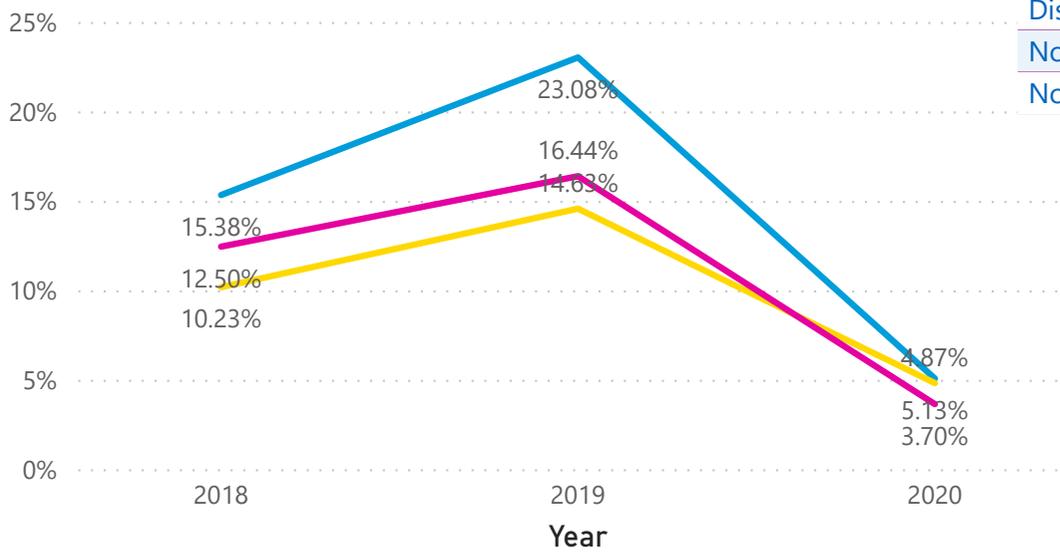
● Disabled ● Not Disabled ● Not Disclosed



Details	2018	2019	2020
Disabled	17.39%	20.00%	5.88%
Not Disabled	11.54%	16.47%	5.57%
Not Disclosed	14.12%	20.08%	5.21%

Permanent Employee Turnover

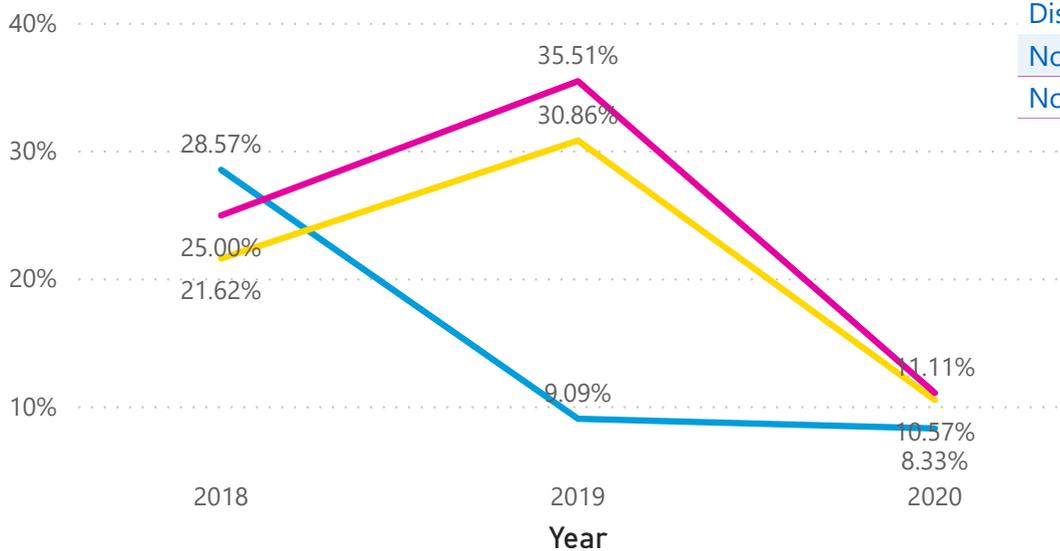
● Disabled ● Not Disabled ● Not Disclosed



Details	2018	2019	2020
Disabled	15.38%	23.08%	5.13%
Not Disabled	10.23%	14.63%	4.87%
Not Disclosed	12.50%	16.44%	3.70%

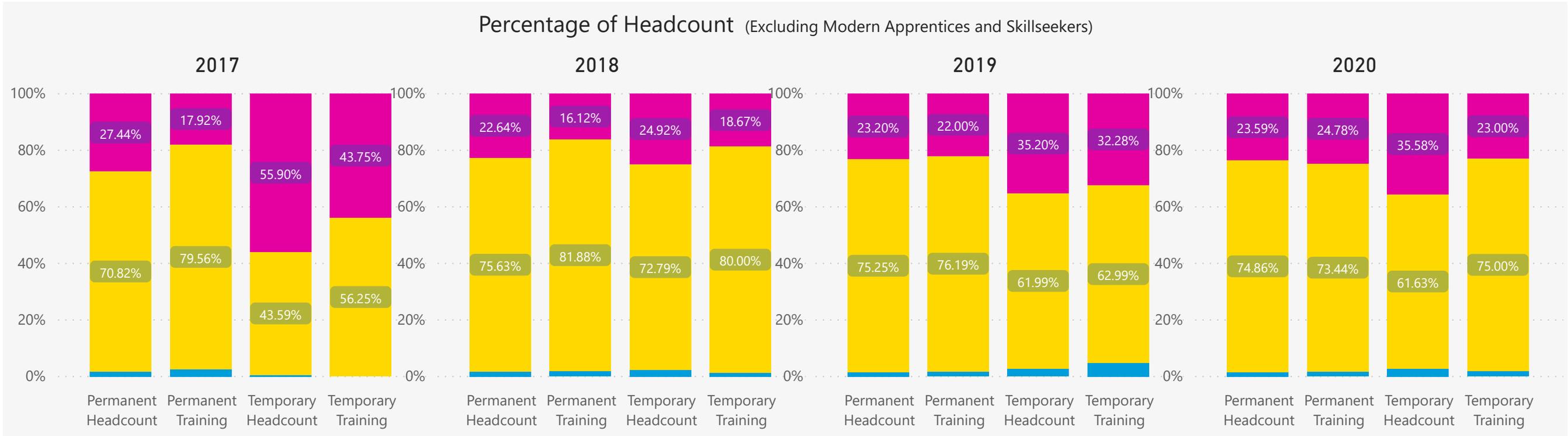
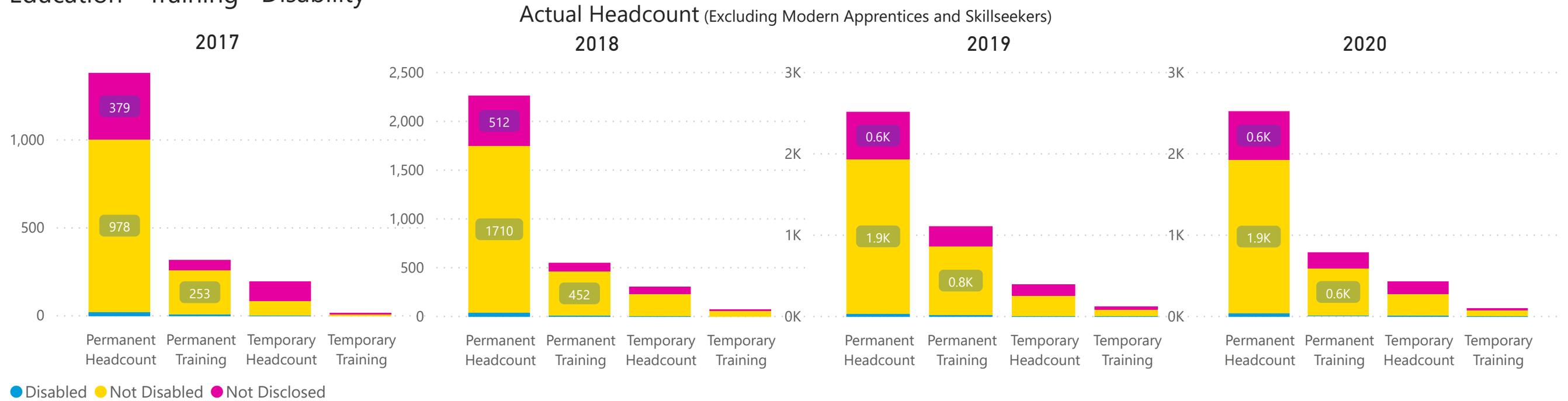
Temporary Employee Turnover

● Disabled ● Not Disabled ● Not Disclosed



Details	2018	2019	2020
Disabled	28.57%	9.09%	8.33%
Not Disabled	21.62%	30.86%	10.57%
Not Disclosed	25.00%	35.51%	11.11%

Education - Training - Disability

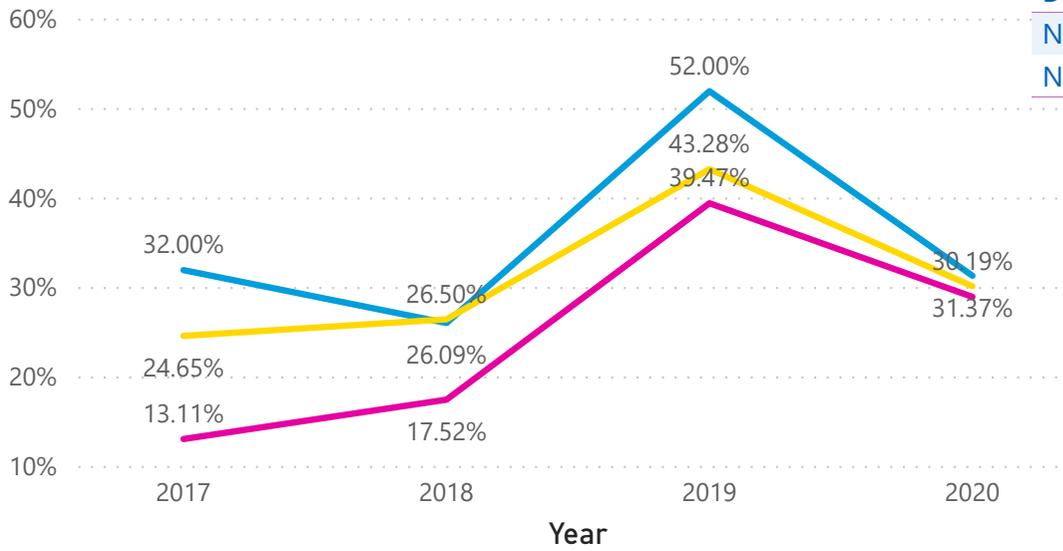


Education - Training - Disability

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

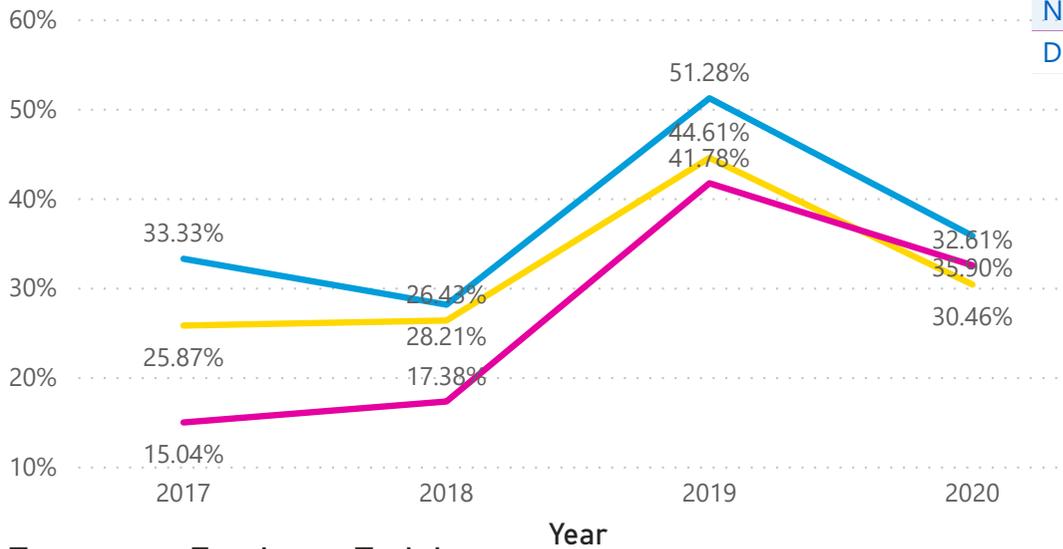
● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Disabled	32.00%	26.09%	52.00%	31.37%
Not Disabled	24.65%	26.50%	43.28%	30.19%
Not Disclosed	13.11%	17.52%	39.47%	29.01%

Permanent Employee Training

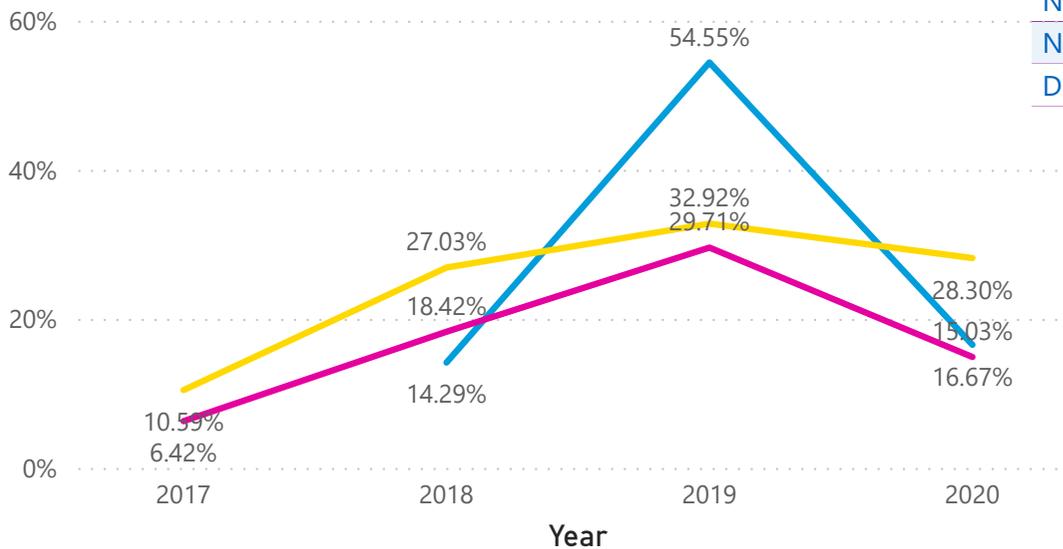
● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Not Disclosed	15.04%	17.38%	41.78%	32.61%
Not Disabled	25.87%	26.43%	44.61%	30.46%
Disabled	33.33%	28.21%	51.28%	35.90%

Temporary Employee Training

● Disabled ● Not Disabled ● Not Disclosed



Details	2017	2018	2019	2020
Not Disclosed	6.42%	18.42%	29.71%	15.03%
Not Disabled	10.59%	27.03%	32.92%	28.30%
Disabled		14.29%	54.55%	16.67%

Education - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers)

Year	Disabled	Not Disabled	Not Disclosed	Total
2017				
Permanent Headcount	24	978	379	1381
Temporary Headcount	1	85	109	195
Total Headcount	25	1063	488	1576
2018				
Permanent Headcount	39	1710	512	2261
Permanent Leavers	6	175	64	245
Temporary Headcount	7	222	76	305
Temporary Leavers	2	48	19	69
Total Headcount	46	1932	588	2566
Total Leavers	8	223	83	314
2019				
Permanent Headcount	39	1894	584	2517
Permanent Leavers	9	277	96	382
Temporary Headcount	11	243	138	392
Temporary Leavers	1	75	49	125
Total Headcount	50	2137	722	2909
Total Leavers	10	352	145	507
2020				
Permanent Headcount	39	1888	595	2522
Permanent Leavers	2	92	22	116
Temporary Headcount	12	265	153	430
Temporary Leavers	1	28	17	46
Total Headcount	51	2153	748	2952
Total Leavers	3	120	39	162

Education - Training - Disability

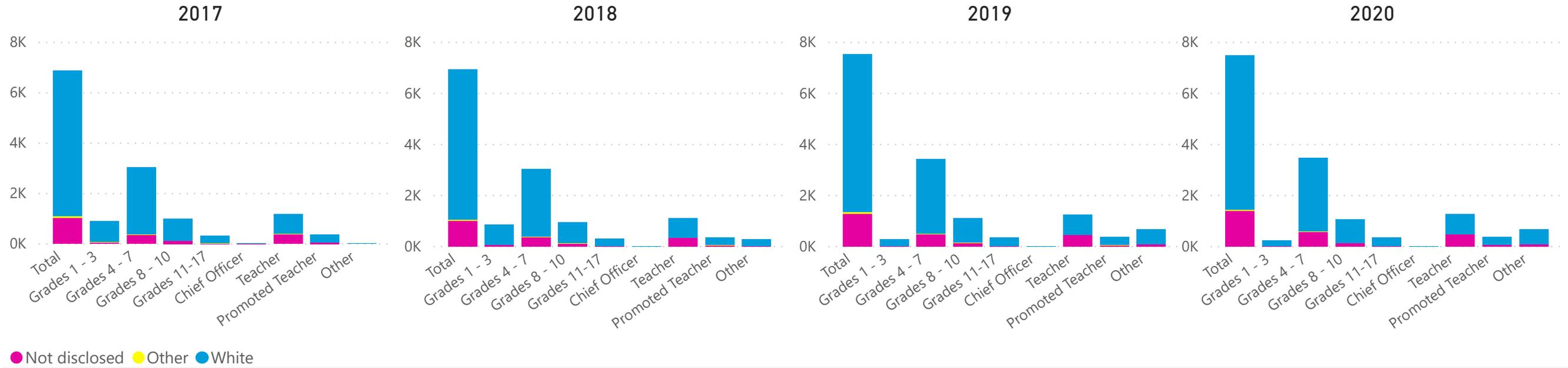
(Excluding Modern Apprentices and Skillseekers)

Training

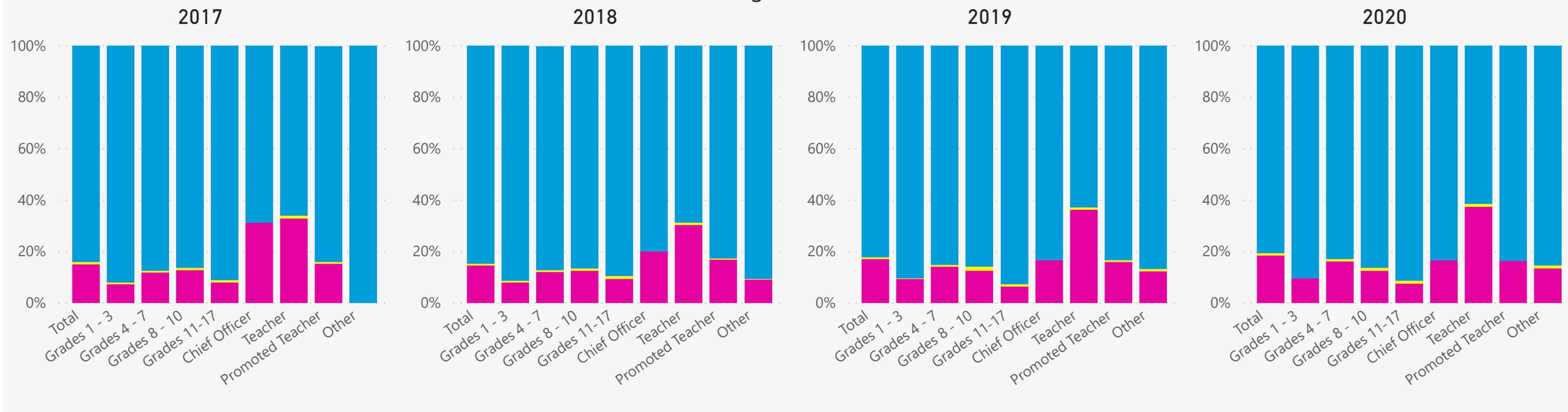
Year	Disabled	Not Disabled	Not Disclosed	Total
2017				
Permanent Headcount	24	978	379	1381
Permanent Training	8	253	57	318
Temporary Headcount	1	85	109	195
Temporary Training	0	9	7	16
2018				
Permanent Headcount	39	1710	512	2261
Permanent Training	11	452	89	552
Temporary Headcount	7	222	76	305
Temporary Training	1	60	14	75
2019				
Permanent Headcount	39	1894	584	2517
Permanent Training	20	845	244	1109
Temporary Headcount	11	243	138	392
Temporary Training	6	80	41	127
2020				
Permanent Headcount	39	1888	595	2522
Permanent Training	14	575	194	783
Temporary Headcount	12	265	153	430
Temporary Training	2	75	23	100

North Ayrshire Council - Distribution Across Grade - Ethnicity

Actual Headcount



Percentage of Headcount

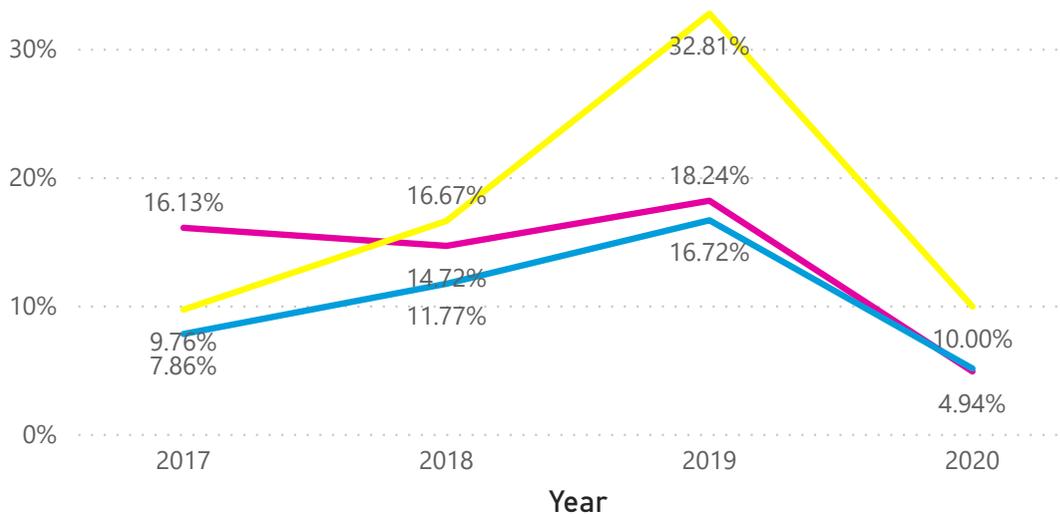


North Ayrshire Council - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

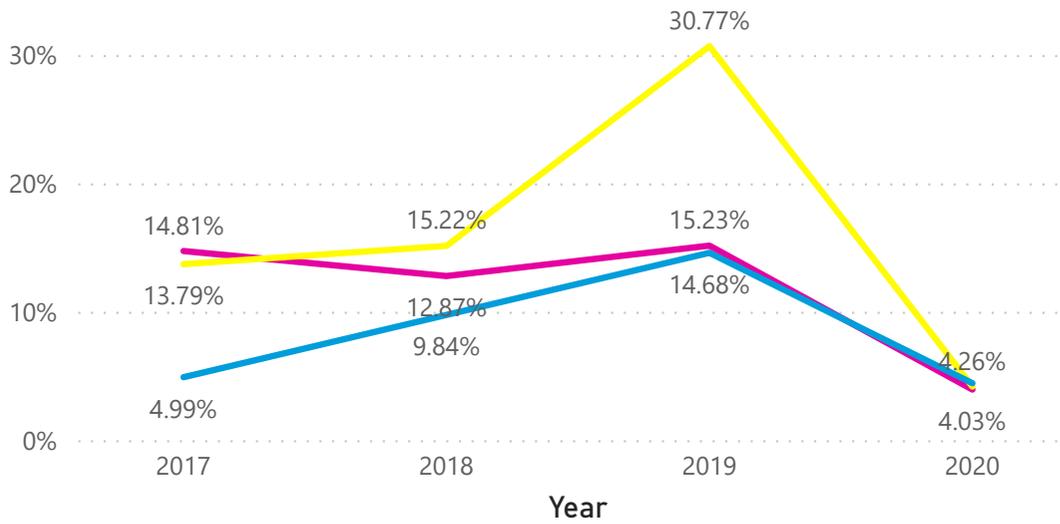
● Not Disclosed ● Other Ethnicity ● White



Year	Not Disclosed	Other Ethnicity	White
2017	16.13%	9.76%	7.86%
2018	14.72%	16.67%	11.77%
2019	18.24%	32.81%	16.72%
2020	4.94%	10.00%	5.17%

Permanent Employee Turnover

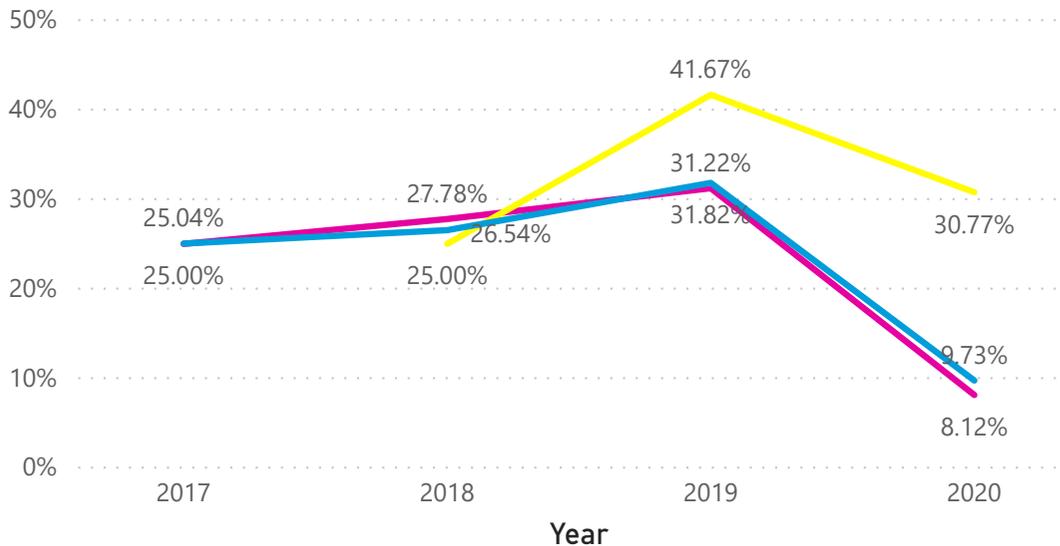
● Not Disclosed ● Other Ethnicity ● White



Year	Not Disclosed	Other Ethnicity	White
2017	14.81%	13.79%	4.99%
2018	12.87%	15.22%	9.84%
2019	15.23%	30.77%	14.68%
2020	4.03%	4.26%	4.52%

Temporary Employee Turnover

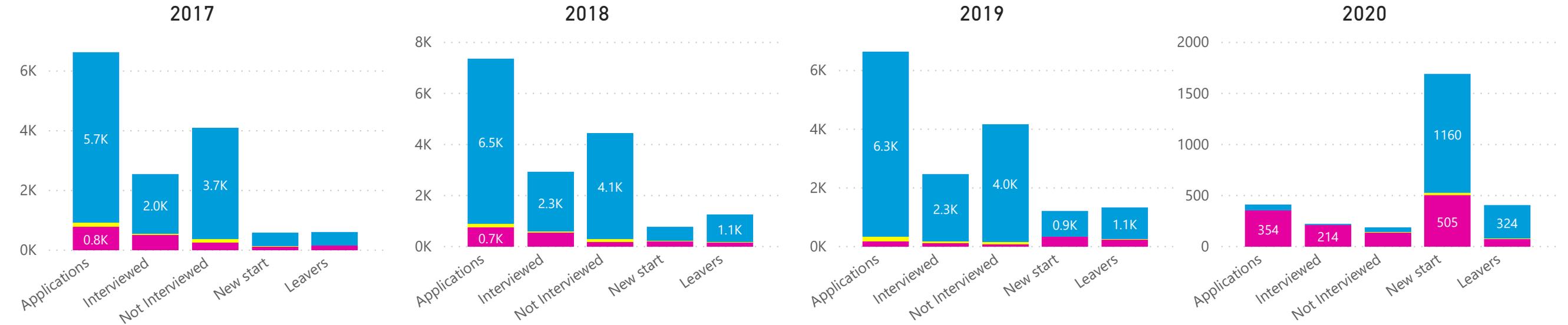
● Not Disclosed ● Other Ethnicity ● White



Year	Not Disclosed	Other Ethnicity	White
2017	25.00%		25.04%
2018	27.78%	25.00%	26.54%
2019	31.22%	41.67%	31.82%
2020	8.12%	30.77%	9.73%

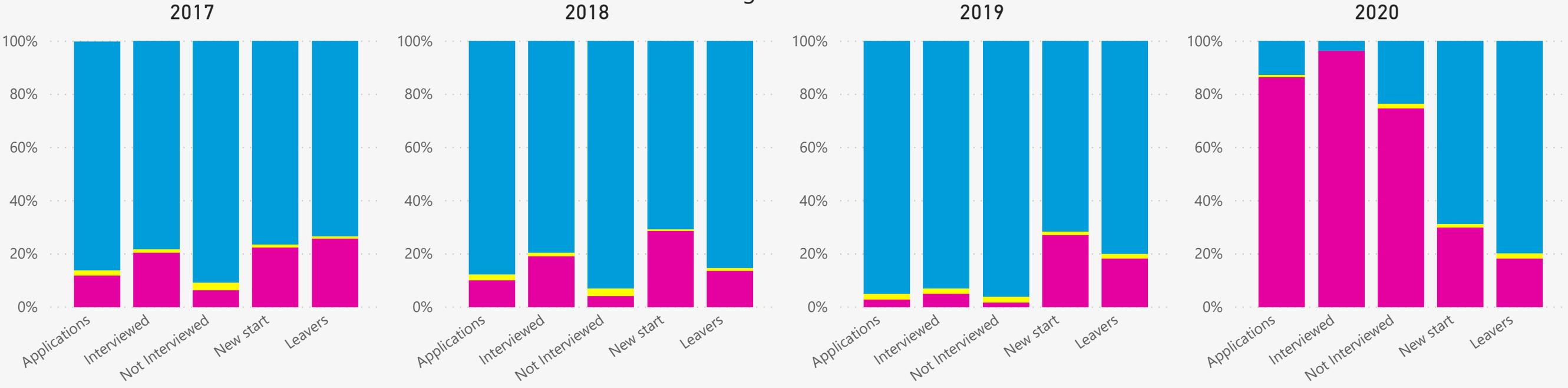
North Ayrshire Council - Recruitment - Ethnicity

Actual Headcount



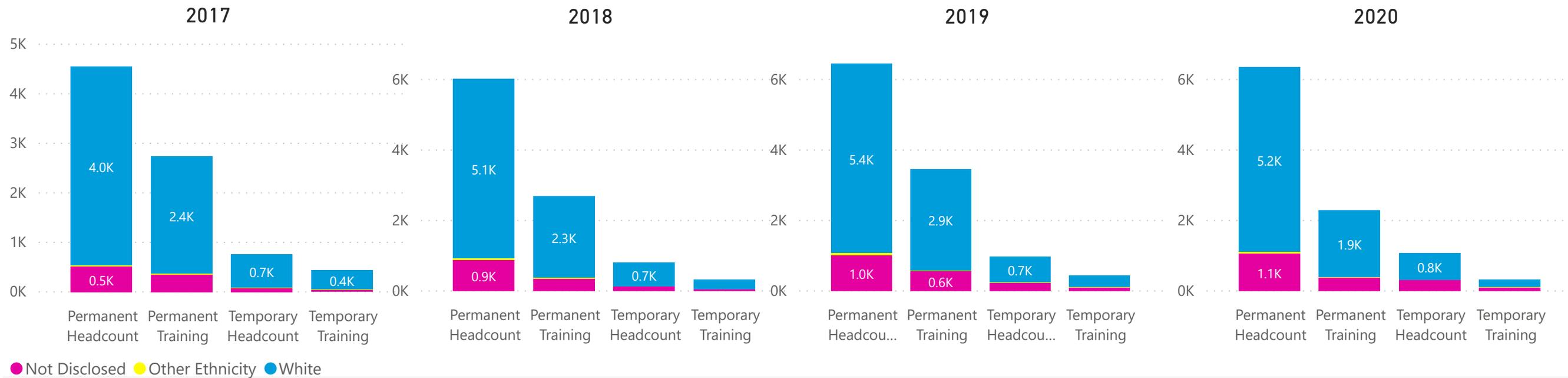
● Not disclosed ● Other Ethnicity ● White

Percentage of Headcount

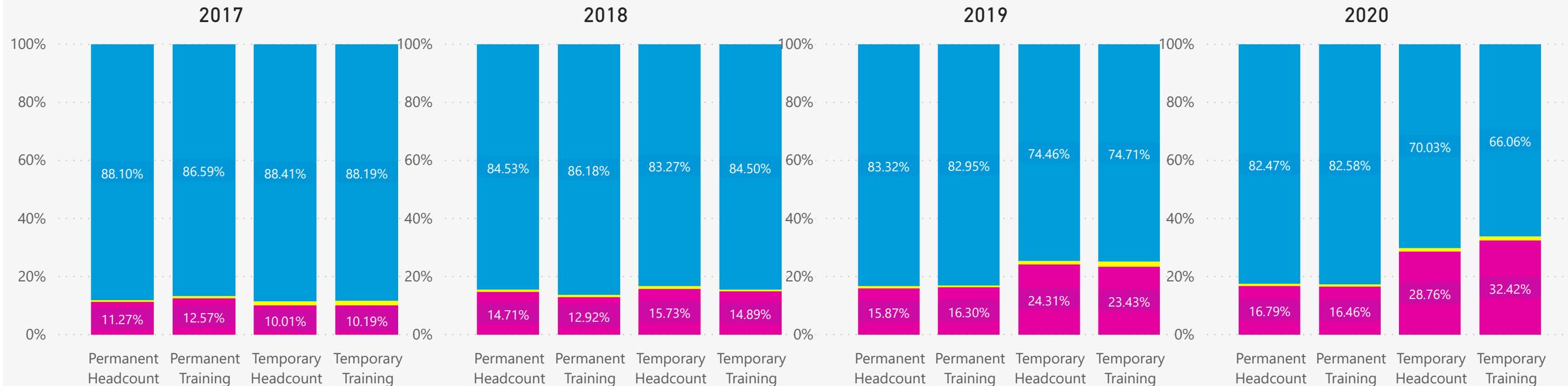


North Ayrshire Council - Training - Ethnicity

Actual Headcount (Excluding Modern Apprentices and Skillseekers)



Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

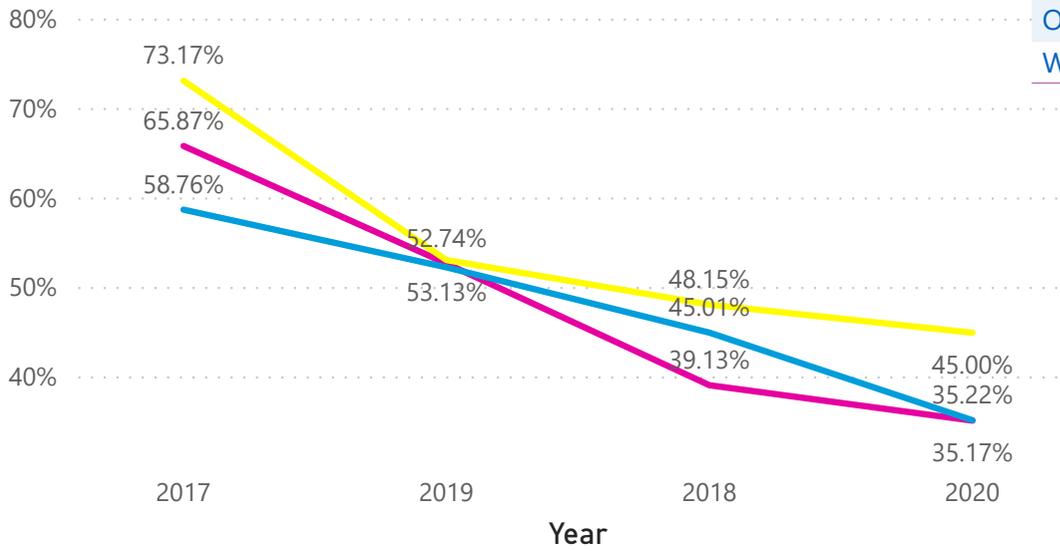


North Ayrshire Council - Training - Ethnicity

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

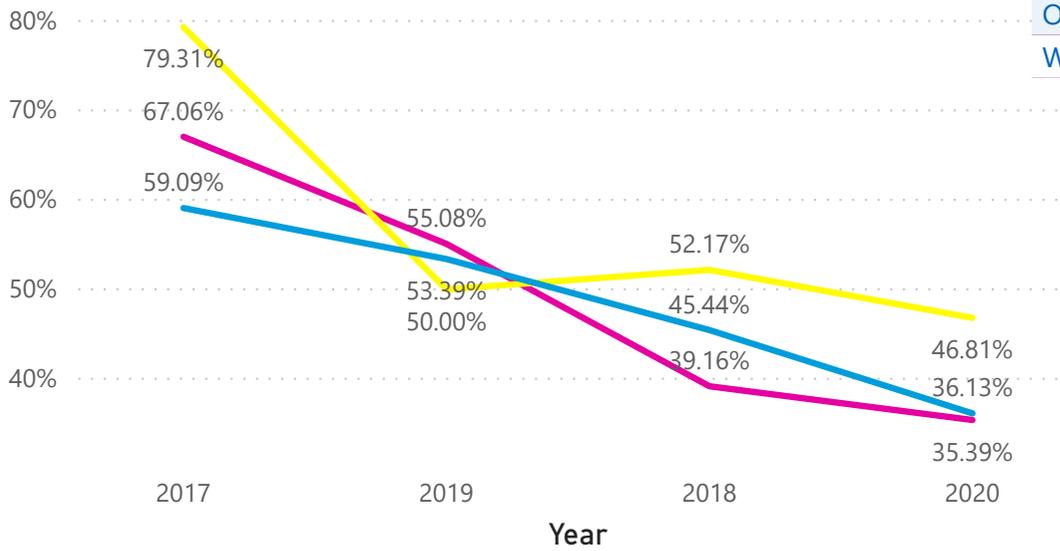
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	65.87%	39.13%	52.74%	35.17%
Other Ethnicity	73.17%	48.15%	53.13%	45.00%
White	58.76%	45.01%	52.31%	35.22%

Permanent Employee Training

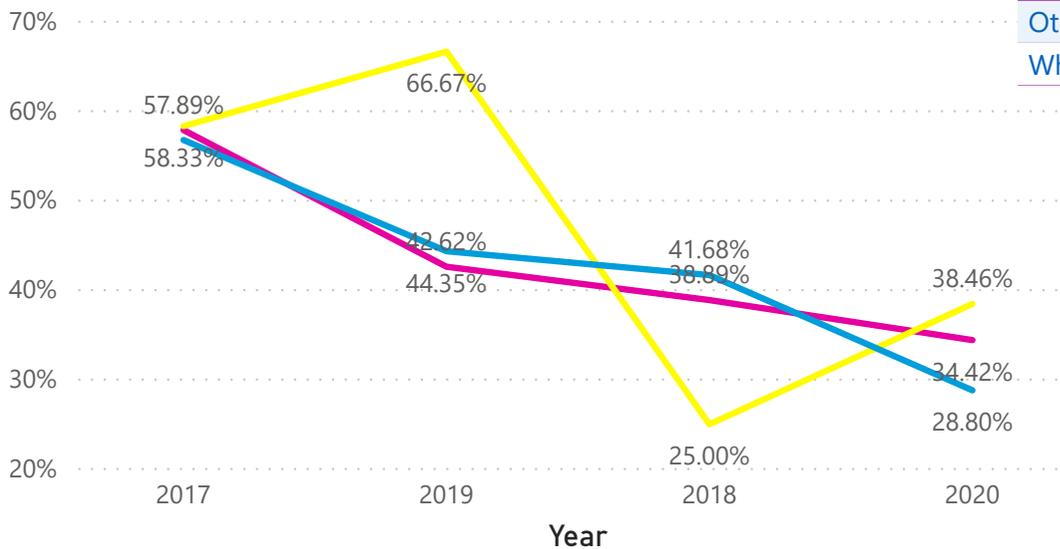
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	67.06%	39.16%	55.08%	35.39%
Other Ethnicity	79.31%	52.17%	50.00%	46.81%
White	59.09%	45.44%	53.39%	36.13%

Temporary Employee Training

● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	57.89%	38.89%	42.62%	34.42%
Other Ethnicity	58.33%	25.00%	66.67%	38.46%
White	56.78%	41.68%	44.35%	28.80%

North Ayrshire Council - Distribution Across Grade - Ethnicity

Headcount

Year	Not disclosed	Other	White	Total
2017	1041	55	5792	6888
2018	1015	54	5884	6953
2019	1283	66	6198	7547
2020	1389	62	6060	7511

Headcount by Grade

Year	Not disclosed	Other	White
2017			
Total	1041	55	5792
Grades 1 - 3	67	6	836
Grades 4 - 7	363	22	2661
Grades 8 - 10	129	10	873
Grades 11-17	25	3	284
Chief Officer	5	0	11
Teacher	393	11	786
Promoted Teacher	59	3	324
Other	0	0	17
2018			
Total	1015	54	5884
Grades 1 - 3	69	6	784
Grades 4 - 7	367	24	2647
Grades 8 - 10	119	9	821
Grades 11-17	30	3	285
Chief Officer	3		12
Teacher	340	9	772
Promoted Teacher	60	2	294
Other	27	1	269
2019			
Total	1283	66	6198
Grades 1 - 3	28	1	271
Grades 4 - 7	485	28	2931
Grades 8 - 10	141	16	954
Grades 11-17	23	3	331
Chief Officer	3	0	15
Teacher	458	10	792
Promoted Teacher	61	2	316
Other	84	6	588
2020			
Total	1389	62	6060
Grades 1 - 3	23	0	220
Grades 4 - 7	568	28	2891
Grades 8 - 10	136	10	930
Grades 11-17	27	4	323
Chief Officer	3	0	15
Teacher	478	12	782
Promoted Teacher	61	0	310
Other	93	8	589

North Ayrshire Council - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers)

Year	Not Disclosed	Other Ethnicity	White	Total
2017				
Permanent Headcount	513	29	4011	4553
Permanent Leavers	76	4	200	280
Temporary Headcount	76	12	671	759
Temporary Leavers	19	0	168	187
Total Headcount	589	41	4682	5312
Total Leavers	95	4	368	467
2018				
Permanent Headcount	886	46	5092	6024
Permanent Leavers	114	7	501	622
Temporary Headcount	126	8	667	801
Temporary Leavers	35	2	177	214
Total Headcount	1012	54	5759	6825
Total Leavers	149	9	678	836
2019				
Permanent Headcount	1024	52	5376	6452
Permanent Leavers	156	16	789	961
Temporary Headcount	237	12	726	975
Temporary Leavers	74	5	231	310
Total Headcount	1261	64	6102	7427
Total Leavers	230	21	1020	1271
2020				
Permanent Headcount	1068	47	5247	6362
Permanent Leavers	43	2	237	282
Temporary Headcount	308	13	750	1071
Temporary Leavers	25	4	73	102
Total Headcount	1376	60	5997	7433
Total Leavers	68	6	310	384

North Ayrshire Council - Recruitment and Training - Ethnicity

Recruitment

Year	Not disclosed	Other Ethnicity	White	Total
2017				
Applications	783	141	5701	6625
Interviewed	520	32	1983	2535
Not Interviewed	263	109	3718	4090
New start	131	7	447	585
2018				
Applications	748	157	6464	7369
Interviewed	557	38	2324	2919
Not Interviewed	191	119	4140	4450
New start	221	6	546	773
2019				
Applications	193	141	6298	6632
Interviewed	122	48	2289	2459
Not Interviewed	71	93	4009	4173
New start	328	15	864	1207
2020				
Applications	354	3	52	409
Interviewed	214	0	8	222
Not Interviewed	140	3	44	187
New start	505	22	1160	1687

Training (Excluding Modern Apprentices and Skillseekers)

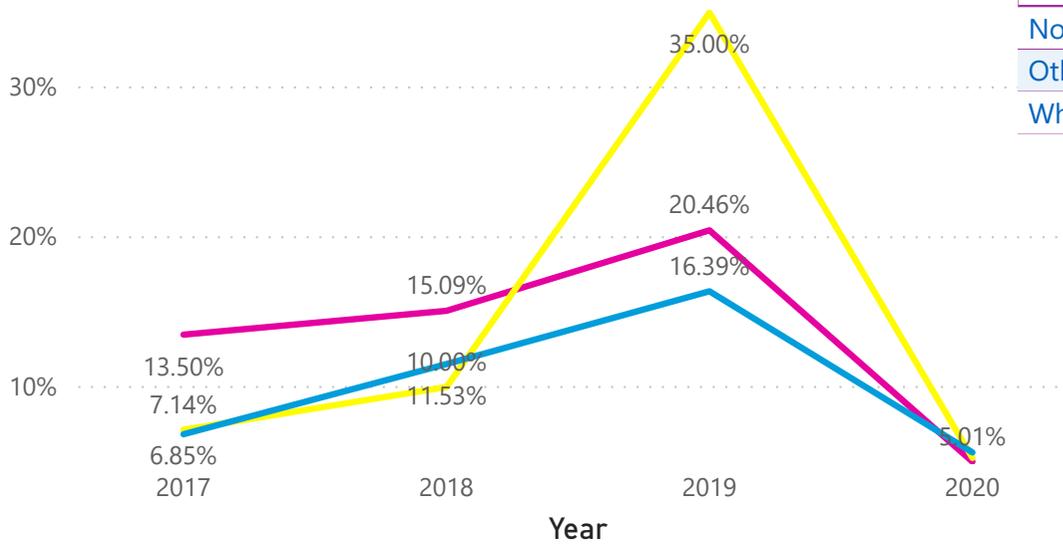
Year	Not Disclosed	Other Ethnicity	White	Total
2017				
Permanent Headcount	513	29	4011	4553
Permanent Training	344	23	2370	2737
Temporary Headcount	76	12	671	759
Temporary Training	44	7	381	432
2018				
Permanent Headcount	886	46	5092	6024
Permanent Training	347	24	2314	2685
Temporary Headcount	126	8	667	801
Temporary Training	49	2	278	329
2019				
Permanent Headcount	1024	52	5376	6452
Permanent Training	564	26	2870	3460
Temporary Headcount	237	12	726	975
Temporary Training	101	8	322	431
2020				
Permanent Headcount	1068	47	5247	6362
Permanent Training	378	22	1896	2296
Temporary Headcount	308	13	750	1071
Temporary Training	106	5	216	327

Education - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

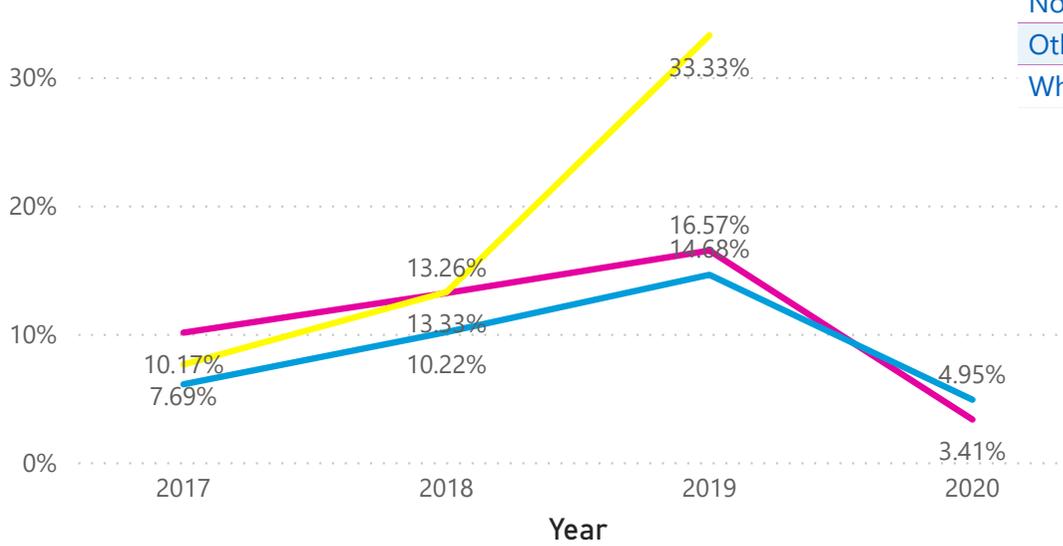
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	13.50%	15.09%	20.46%	5.01%
Other Ethnicity	7.14%	10.00%	35.00%	5.26%
White	6.85%	11.53%	16.39%	5.63%

Permanent Employee Turnover

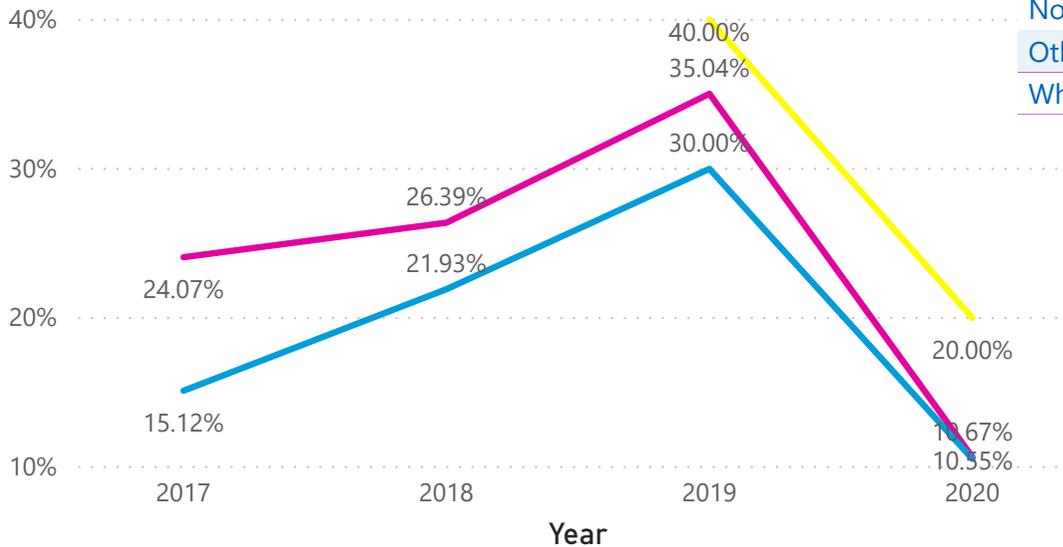
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	10.17%	13.26%	16.57%	3.41%
Other Ethnicity	7.69%	13.33%	33.33%	
White	6.15%	10.22%	14.68%	4.95%

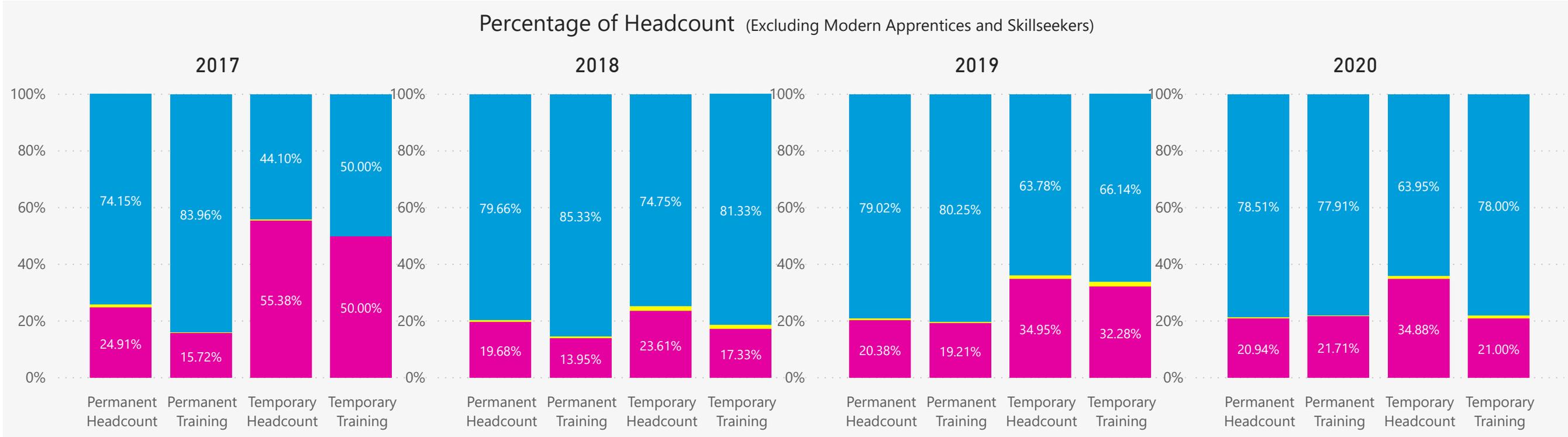
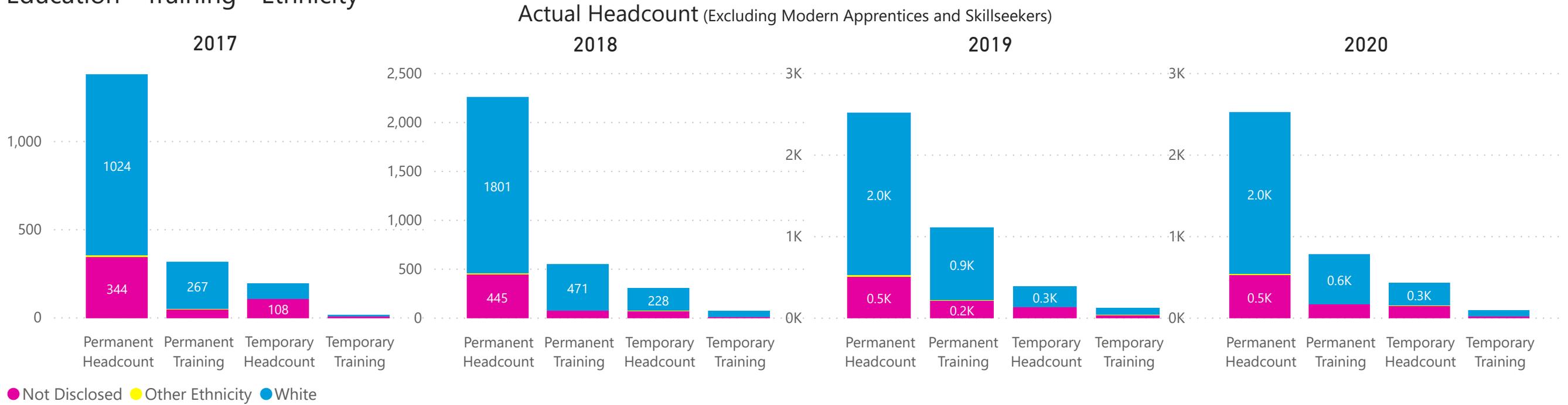
Temporary Employee Turnover

● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	24.07%	26.39%	35.04%	10.67%
Other Ethnicity			40.00%	20.00%
White	15.12%	21.93%	30.00%	10.55%

Education - Training - Ethnicity

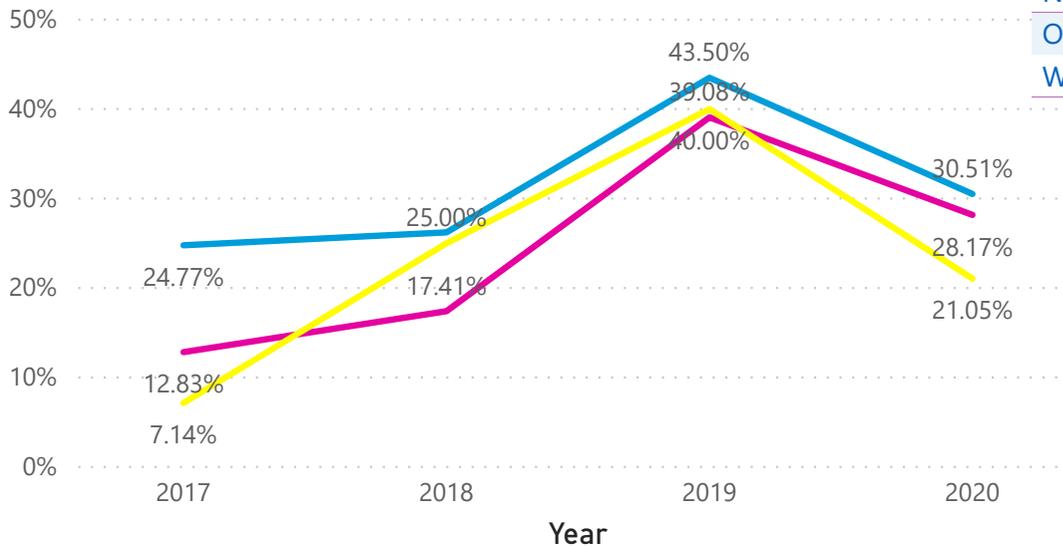


Education - Training - Ethnicity

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

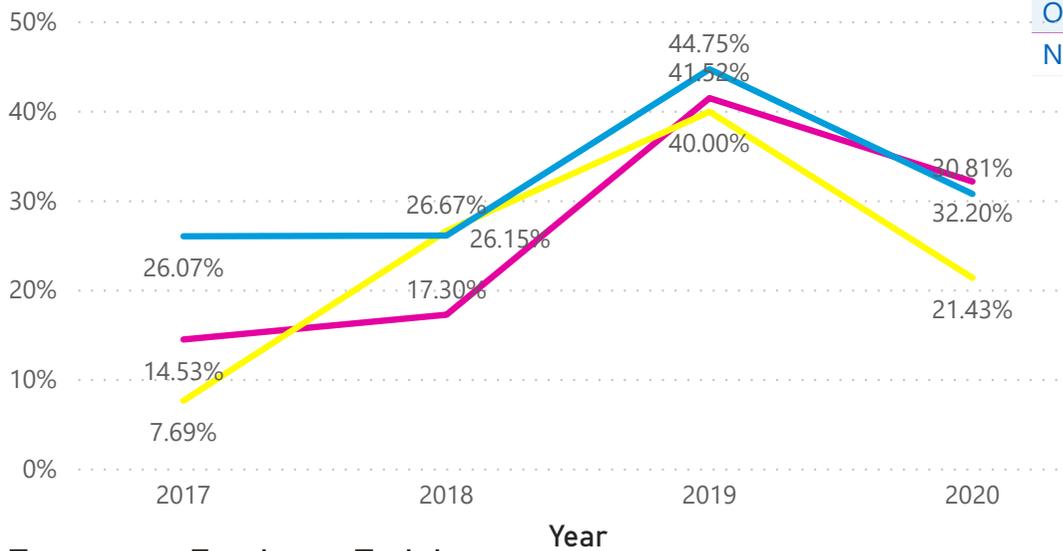
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
Not Disclosed	12.83%	17.41%	39.08%	28.17%
Other Ethnicity	7.14%	25.00%	40.00%	21.05%
White	24.77%	26.22%	43.50%	30.51%

Permanent Employee Training

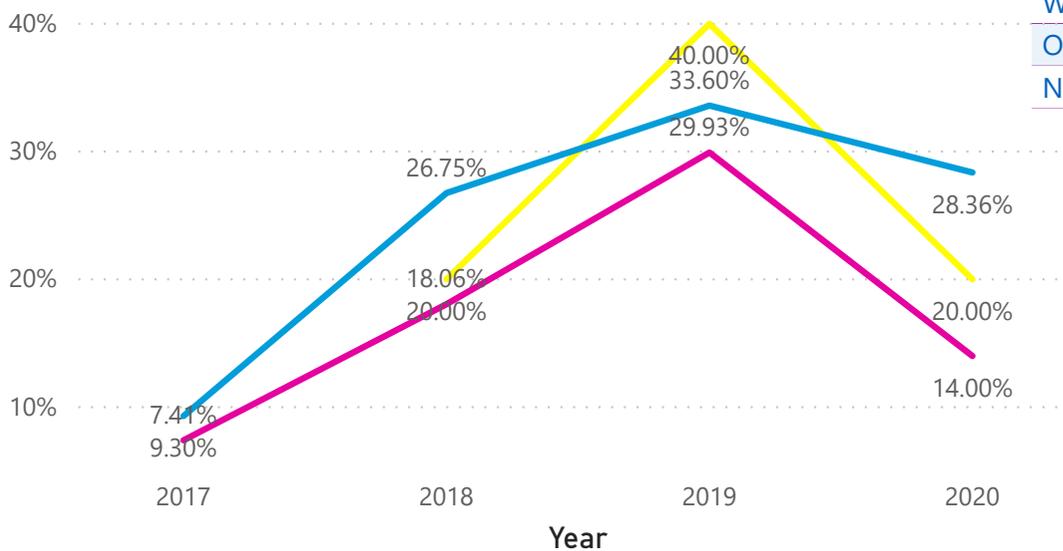
● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
White	26.07%	26.15%	44.75%	30.81%
Other Ethnicity	7.69%	26.67%	40.00%	21.43%
Not Disclosed	14.53%	17.30%	41.52%	32.20%

Temporary Employee Training

● Not Disclosed ● Other Ethnicity ● White



Details	2017	2018	2019	2020
White	9.30%	26.75%	33.60%	28.36%
Other Ethnicity	7.41%	20.00%	40.00%	20.00%
Not Disclosed	9.30%	18.06%	29.93%	14.00%

Education - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers)

Year	Not Disclosed	Other Ethnicity	White	Total
2017				
Permanent Headcount	344	13	1024	1381
Permanent Leavers	35	1	63	99
Temporary Headcount	108	1	86	195
Temporary Leavers	26	0	13	39
Total Headcount	452	14	1110	1576
Total Leavers	61	1	76	138
2018				
Permanent Headcount	445	15	1801	2261
Permanent Leavers	59	2	184	245
Temporary Headcount	72	5	228	305
Temporary Leavers	19	0	50	69
Total Headcount	517	20	2029	2566
Total Leavers	78	2	234	314
2019				
Permanent Headcount	513	15	1989	2517
Permanent Leavers	85	5	292	382
Temporary Headcount	137	5	250	392
Temporary Leavers	48	2	75	125
Total Headcount	650	20	2239	2909
Total Leavers	133	7	367	507
2020				
Permanent Headcount	528	14	1980	2522
Permanent Leavers	18	0	98	116
Temporary Headcount	150	5	275	430
Temporary Leavers	16	1	29	46
Total Headcount	678	19	2255	2952
Total Leavers	34	1	127	162

Education - Training - Ethnicity

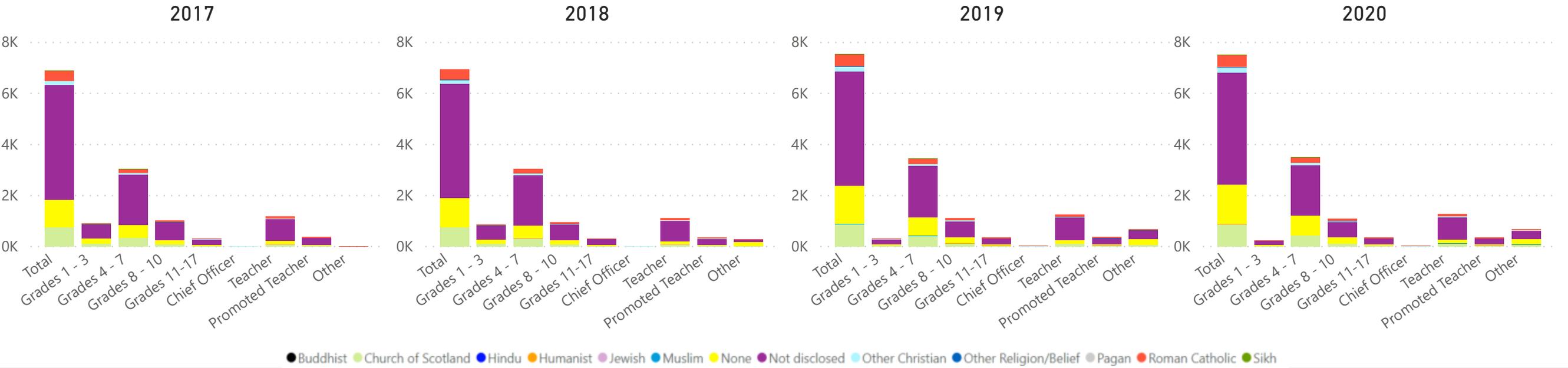
(Excluding Modern Apprentices and Skillseekers)

Training

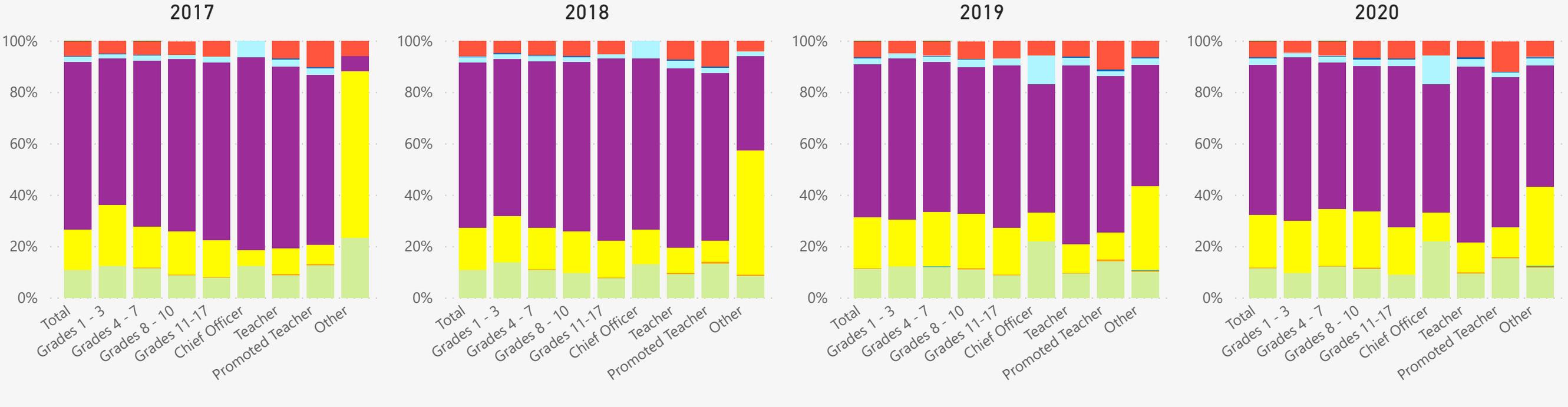
Year	Not Disclosed	Other Ethnicity	White	Total
2017				
Permanent Headcount	344	13	1024	1381
Permanent Training	50	1	267	318
Temporary Headcount	108	1	86	195
Temporary Training	8	0	8	16
2018				
Permanent Headcount	445	15	1801	2261
Permanent Training	77	4	471	552
Temporary Headcount	72	5	228	305
Temporary Training	13	1	61	75
2019				
Permanent Headcount	513	15	1989	2517
Permanent Training	213	6	890	1109
Temporary Headcount	137	5	250	392
Temporary Training	41	2	84	127
2020				
Permanent Headcount	528	14	1980	2522
Permanent Training	170	3	610	783
Temporary Headcount	150	5	275	430
Temporary Training	21	1	78	100

North Ayrshire Council - Distribution Across Grade - Religious Belief

Actual Headcount



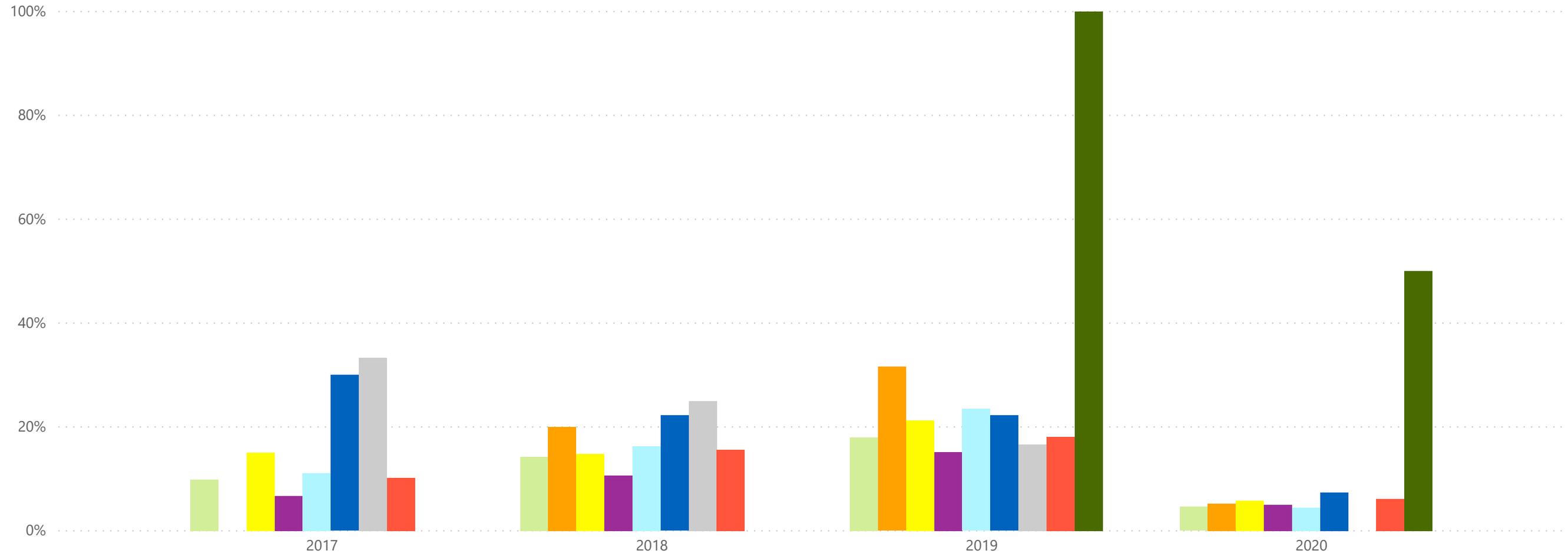
Percentage of Headcount



North Ayrshire Council - Employee Turnover - Religious Belief (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

Church of Scotland Humanist None Not Disclosed Other Christian Other Religion/Belief Pagan Roman Catholic Sikh

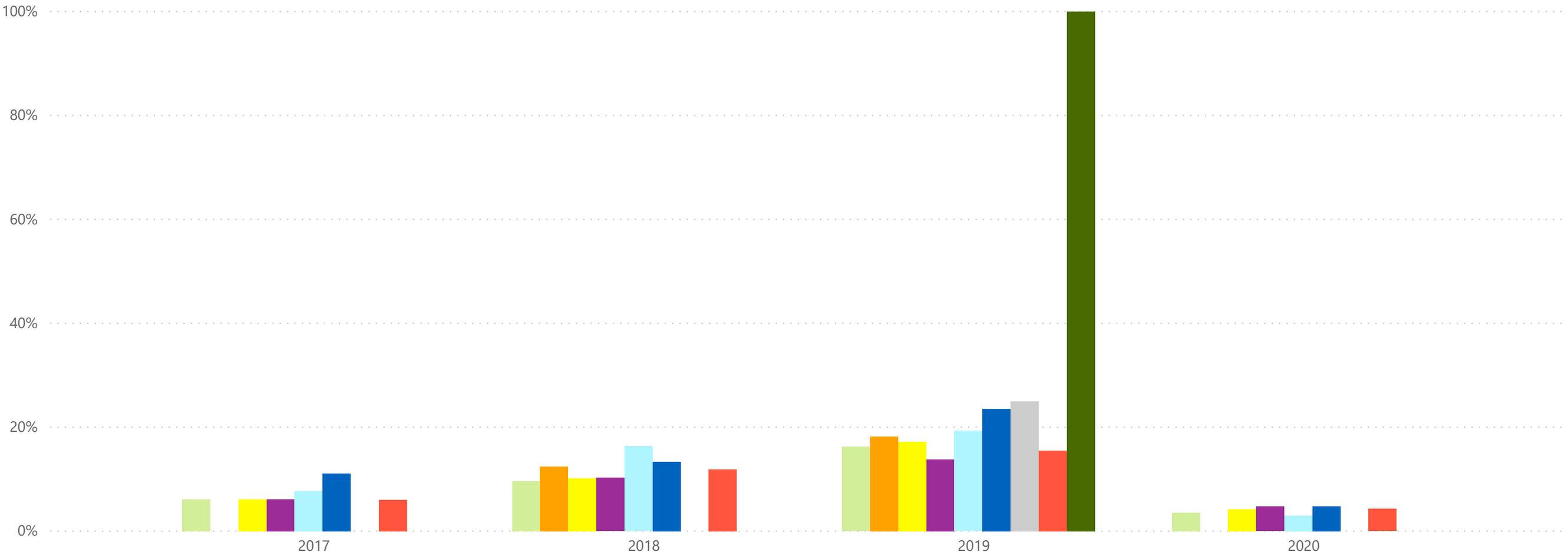


Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh
2017	9.86%		15.04%	6.66%	11.11%	30.00%	33.33%	10.18%	
2018	14.29%	20.00%	14.85%	10.67%	16.33%	22.22%	25.00%	15.62%	
2019	17.96%	31.58%	21.28%	15.17%	23.46%	22.22%	16.67%	18.08%	100.00%
2020	4.61%	5.26%	5.77%	4.98%	4.44%	7.41%		6.10%	50.00%

North Ayrshire Council - Employee Turnover - Religious Belief (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Permanent Employee Turnover

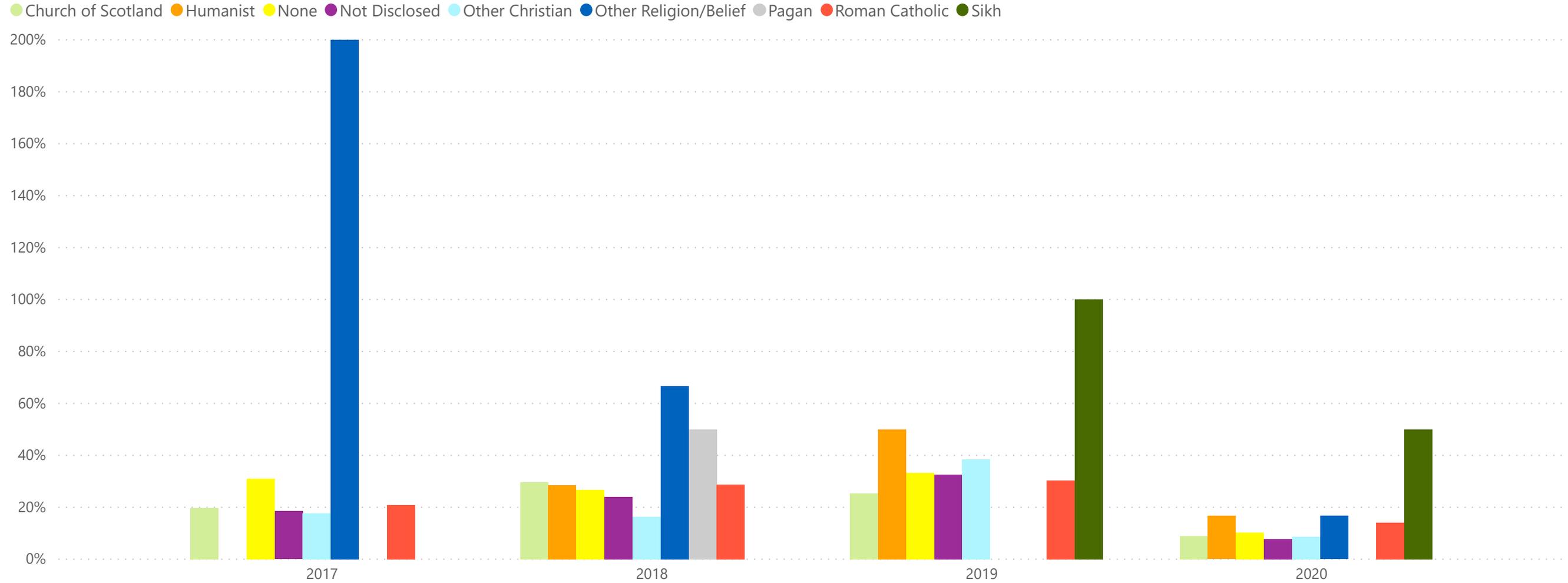
Church of Scotland Humanist None Not Disclosed Other Christian Other Religion/Belief Pagan Roman Catholic Sikh



Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh
2017	6.10%	6.18%	6.13%	7.69%	11.11%	6.06%			
2018	9.65%	12.50%	10.24%	10.25%	16.35%	13.33%	11.94%		
2019	16.23%	18.18%	17.19%	13.82%	19.29%	23.53%	25.00%	15.53%	100.00%
2020	3.57%	4.22%	4.73%	2.99%	4.76%				

North Ayrshire Council - Employee Turnover - Religious Belief (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

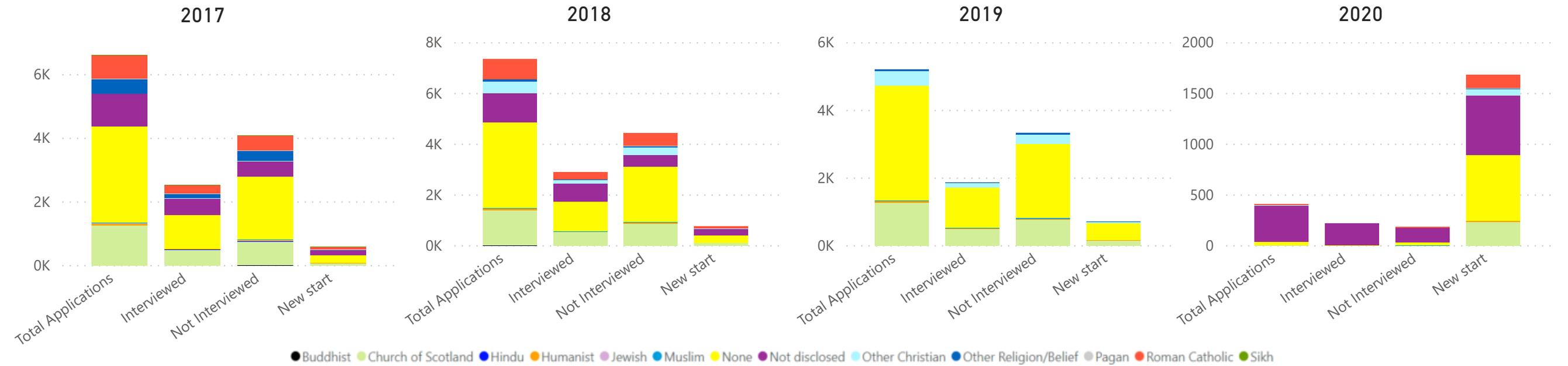
Temporary Employee Turnover



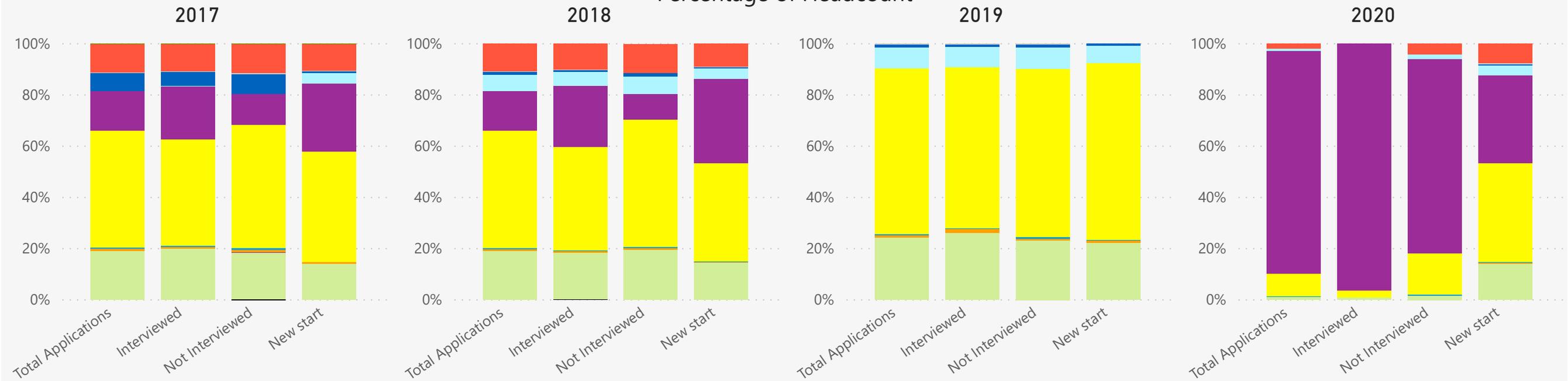
Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh
2017	19.75%		31.02%	18.49%	17.65%	200.00%		20.78%	
2018	29.65%	28.57%	26.74%	24.03%	16.28%	66.67%	50.00%	28.74%	
2019	25.31%	50.00%	33.33%	32.51%	38.46%			30.38%	100.00%
2020	8.93%	16.67%	10.32%	7.69%	8.70%	16.67%		14.12%	50.00%

North Ayrshire Council - Recruitment - Religious Belief

Actual Headcount

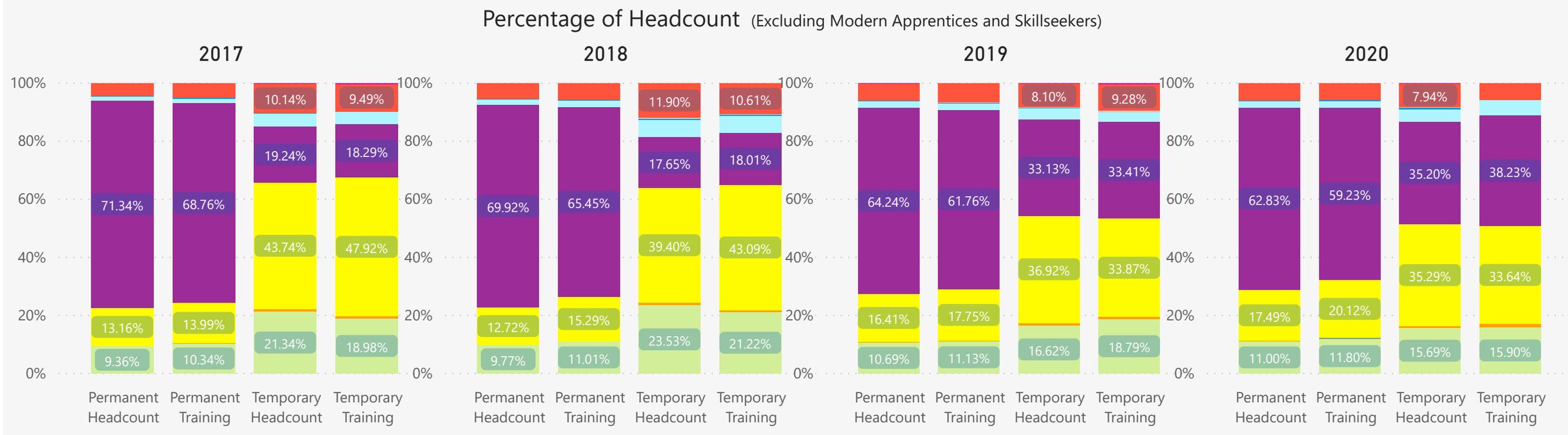
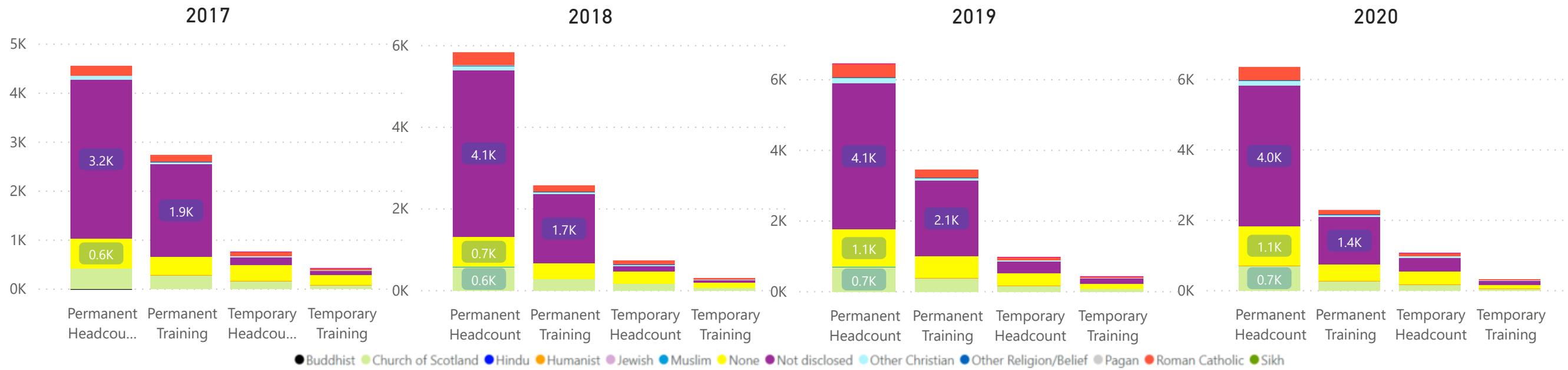


Percentage of Headcount



North Ayrshire Council - Training - Religious Belief

Actual Headcount (Excluding Modern Apprentices and Skillseekers)



North Ayrshire Council - Distribution Across Grade - Religious Belief

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total
2017												
Total	2	745	15	1	1078	4490	143	15	3	395	1	6888
Grades 1 - 3	0	113	2	0	216	517	15	2	0	44	0	909
Grades 4 - 7	1	354	5	0	486	1972	60	6	3	158	1	3046
Grades 8 - 10	1	90	1	0	172	677	16	2	0	53	0	1012
Grades 11-17	0	25	1	0	45	215	7	0	0	19	0	312
Chief Officer	0	2	0	0	1	12	1	0	0	0	0	16
Teacher	0	107	5	1	118	840	35	3	0	81	0	1190
Promoted Teacher	0	50	1	0	29	256	9	2	0	39	0	386
Other	0	4	0	0	11	1	0	0	0	1	0	17
2018												
Total	2	753	15	1	1132	4476	149	18	4	403	0	6953
Grades 1 - 3		119	1		155	524	17	2		41	0	859
Grades 4 - 7	1	334	6		494	1966	63	8	4	162	0	3038
Grades 8 - 10	1	92	1		153	626	17	3		56	0	949
Grades 11-17		25	1		45	226	5			16	0	318
Chief Officer		2			2	10	1				0	15
Teacher		107	3	1	109	783	34	3		81	0	1121
Promoted Teacher		48	2		30	232	7	2		35	0	356
Other		26	1		144	109	5			12	0	297
2019												
Total	2	859	20	3	1492	4495	183	19	6	466	2	7547
Grades 1 - 3		37			55	188	5		1	14		300
Grades 4 - 7	2	415	6	1	734	2009	74	5	5	191	2	3444
Grades 8 - 10		126	3		237	634	31	4	0	76		1111
Grades 11-17		32	1		65	226	9			24		357
Chief Officer		4			2	9	2			1		18
Teacher	0	120	5	1	138	878	38	4	0	76		1260
Promoted Teacher		55	2	0	40	231	7	2	0	42		379
Other		70	3	1	221	320	17	4		42		678
2020												
Total	4	875	20	4	1531	4392	184	27	7	465	2	7511
Grades 1 - 3	0	24	0		49	155	3		1	11		243
Grades 4 - 7	2	430	6	1	774	1989	77	9	4	193	2	3487
Grades 8 - 10	1	123	5		235	608	27	6		71		1076
Grades 11-17	0	32	0		66	222	9	1		24		354
Chief Officer	0	4	0		2	9	2			1		18
Teacher	1	121	6	1	148	868	40	7		80		1272
Promoted Teacher	0	58	1		44	216	7	1		44		371
Other	0	83	2	2	213	325	19	3	2	41		690

North Ayrshire Council - Employee Turnover - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total
2017												
Permanent Headcount	2	426	3	0	599	3248	65	9	3	198	0	4553
Permanent Leavers	0	26	0	0	37	199	5	1	0	12	0	280
Temporary Headcount	0	162	6	0	332	146	34	1	0	77	1	759
Temporary Leavers	0	32		0	103	27	6	2	1	16	0	187
Total Headcount	2	588	9	0	931	3394	99	10	3	275	1	5312
Total Leavers	0	58	0	0	140	226	11	3	1	28	0	467
2018												
Permanent Headcount	2	570	8	1	742	4078	104	15	2	310		5832
Permanent Leavers		55	1		76	418	17	2		37		606
Temporary Headcount		172	7		288	129	43	3	2	87		731
Temporary Leavers		51	2		77	31	7	2	1	25		196
Total Headcount	2	742	15	1	1030	4207	147	18	4	397		6563
Total Leavers	0	106	3	0	153	449	24	4	1	62		802
2019												
Permanent Headcount	2	690	11	3	1059	4145	140	17	4	380	1	6452
Permanent Leavers		112	2	0	182	573	27	4	1	59	1	961
Temporary Headcount	0	162	8	0	360	323	39	1	2	79	1	975
Temporary Leavers		41	4	0	120	105	15	0	0	24	1	310
Total Headcount	2	852	19	3	1419	4468	179	18	6	459	2	7427
Total Leavers	0	153	6	0	302	678	42	4	1	83	2	1271
2020												
Permanent Headcount	4	700	13	3	1113	3997	134	21	3	374	0	6362
Permanent Leavers	0	25	0	0	47	189	4	1	0	16	0	282
Temporary Headcount	0	168	6	0	378	377	46	6	3	85	2	1071
Temporary Leavers	0	15	1	0	39	29	4	1	0	12	1	102
Total Headcount	4	868	19	3	1491	4374	180	27	6	459	2	7433
Total Leavers	0	40	1	0	86	218	8	2	0	28	1	384

North Ayrshire Council - Recruitment - Religious Belief

Recruitment

Year	Buddhist	Church of Scotland	Hindu	Humanist	Jewish	Muslim	None	Not disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total
2017														
Total Applications	12	1249	10	56	4	30	3028	1012	8	459	14	737	6	6625
Interviewed	2	505	2	20	0	7	1056	522	2	143	3	270	3	2535
Not Interviewed	10	744	8	36	4	23	1972	490	6	316	11	467	3	4090
New start	0	82	0	5	0	0	252	155	25	3	1	61	1	585
2018														
Total Applications	11	1400		53		31	3378	1146	470	71	10	799	0	7369
Interviewed	6	535		17		9	1174	701	159	19	5	294	0	2919
Not Interviewed	5	865		36		22	2204	445	311	52	5	505	0	4450
New start		112		3		1	296	254	32	3	1	70	0	772
2019														
Total Applications	0	1270		57		25	3381	0	429	59	14	0	0	5235
Interviewed	0	495		28		7	1185	0	150	19	5	0	0	1889
Not Interviewed	0	775		29		18	2196	0	279	40	9	0	0	3346
New start	1	160		7		2	497		49	6	0	0	0	722
2020														
Total Applications	0	5		0		1	36	356	3	0	0	8	0	409
Interviewed	0	2		0		0	6	214	0	0	0	0	0	222
Not Interviewed	0	3		0		1	30	142	3	0	0	8	0	187
New start	2	237		6		3	650	581	63	10	4	129	0	1685

North Ayrshire Council - Training - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Training

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total
2017												
Permanent Headcount	2	426	3	0	599	3248	65	9	3	198	0	4553
Permanent Training	0	283	2	0	383	1882	43	7	1	136	0	2737
Temporary Headcount	0	162	6	0	332	146	34	1	0	77	1	759
Temporary Training	0	82	3	0	207	79	19	0	0	41	1	432
2018												
Permanent Headcount	2	570	8	1	742	4078	104	15	2	310		5832
Permanent Training	1	283	1	0	393	1682	54	9	0	147		2570
Temporary Headcount		172	7		288	129	43	3	2	87		731
Temporary Training	0	66	2	0	134	56	18	1	1	33		311
2019												
Permanent Headcount	2	690	11	3	1059	4145	140	17	4	380	1	6452
Permanent Training	1	385	4	1	614	2137	77	10	1	230	0	3460
Temporary Headcount	0	162	8	0	360	323	39	1	2	79	1	975
Temporary Training	0	81	3	0	146	144	14	0	2	40	1	431
2020												
Permanent Headcount	4	700	13	3	1113	3997	134	21	3	374	0	6362
Permanent Training	2	271	5	2	462	1360	54	7	0	133	0	2296
Temporary Headcount	0	168	6	0	378	377	46	6	3	85	2	1071
Temporary Training	0	52	4	0	110	125	17	0	0	19	0	327

North Ayrshire Council - Training - Religious Belief

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

Details	2017	2018	2019	2020
Buddhist		50.00%	50.00%	50.00%
Church of Scotland	62.07%	47.04%	54.69%	37.21%
Humanist	55.56%	20.00%	36.84%	47.37%
Muslim			33.33%	66.67%
None	63.37%	51.17%	53.56%	38.36%
Not Disclosed	57.78%	41.31%	51.05%	33.95%
Not Disclosed (raw)			51.09%	34.28%
Other Christian	62.63%	48.98%	50.84%	39.44%
Other Religion/Belief	70.00%	55.56%	55.56%	25.93%
Pagan	33.33%	25.00%	50.00%	
Prefer not to Answer		50.76%	50.57%	30.20%
Roman Catholic	64.36%	45.34%	58.82%	33.12%
Sikh	100.00%		50.00%	

Permanent Employee Training

Details	2017	2018	2019	2020
Buddhist		50.00%	50.00%	50.00%
Church of Scotland	66.43%	49.65%	55.80%	38.71%
Humanist	66.67%	12.50%	36.36%	38.46%
Muslim			33.33%	66.67%
None	63.94%	52.96%	57.98%	41.51%
Not Disclosed	57.94%	41.25%	51.56%	34.03%
Not Disclosed (raw)			51.60%	34.30%
Other Christian	66.15%	51.92%	55.00%	40.30%
Other Religion/Belief	77.78%	60.00%	58.82%	33.33%
Pagan	33.33%		25.00%	
Prefer not to Answer		59.90%	50.93%	30.42%
Roman Catholic	68.69%	47.42%	60.53%	35.56%

Temporary Employee Training

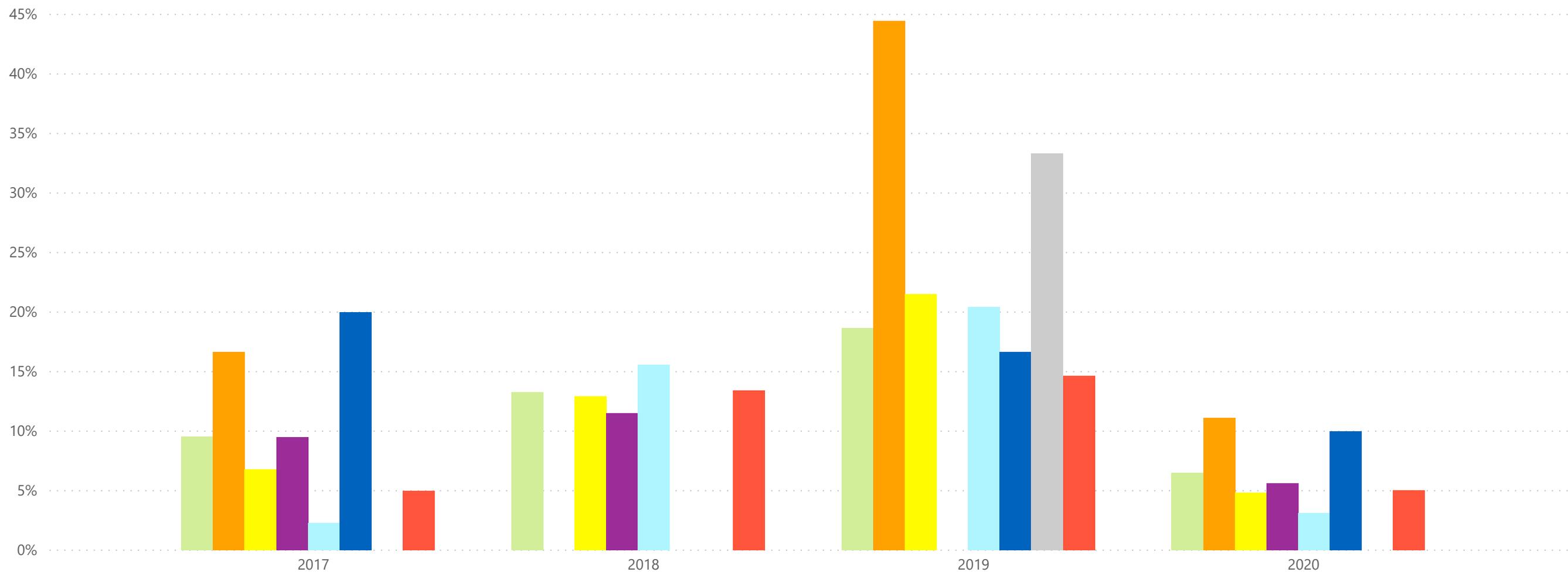
Details	2017	2018	2019	2020
Church of Scotland	50.62%	38.37%	50.00%	30.95%
Humanist	50.00%	28.57%	37.50%	66.67%
None	62.35%	46.53%	40.56%	29.10%
Not Disclosed	54.11%	43.41%	44.58%	33.16%
Not Disclosed (raw)			43.03%	33.97%
Other Christian	55.88%	41.86%	35.90%	36.96%
Other Religion/Belief		33.33%		
Pagan		50.00%	100.00%	
Prefer not to Answer		25.71%	49.37%	29.23%
Roman Catholic	53.25%	37.93%	50.63%	22.35%
Sikh	100.00%		100.00%	

Education - Employee Turnover - Religious Belief

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

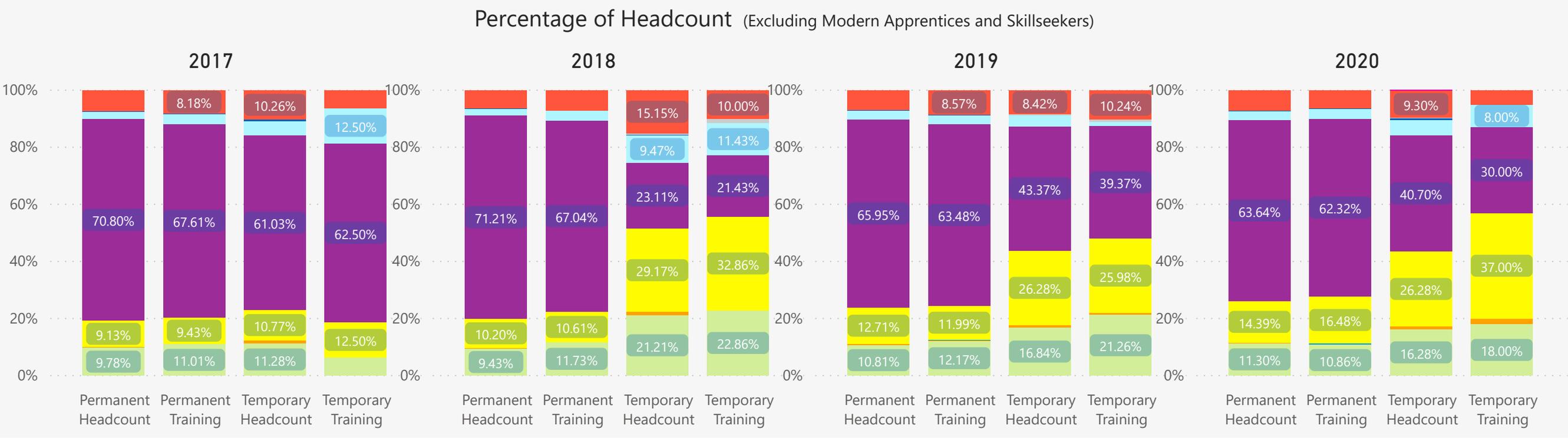
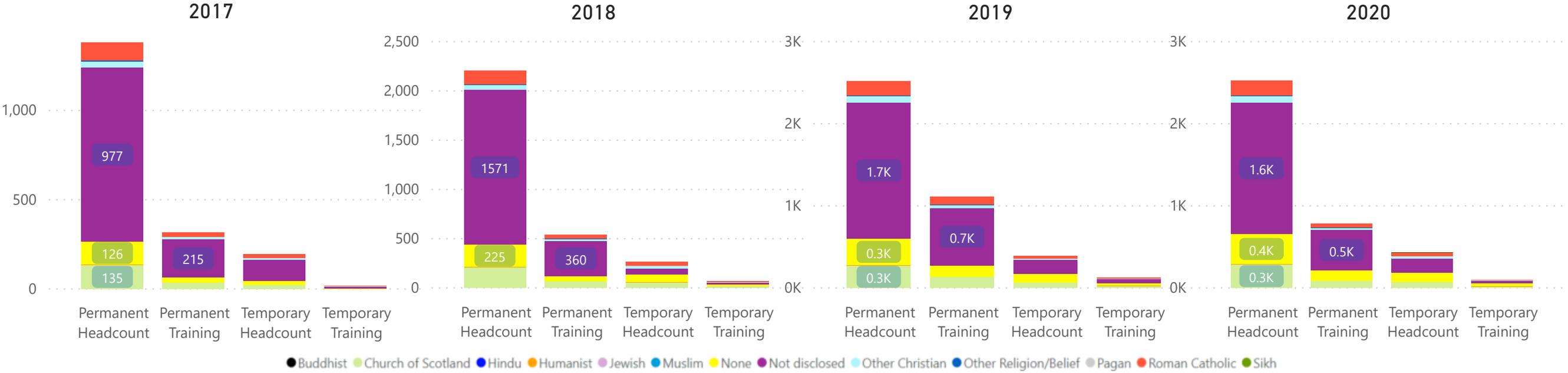
Total Employee Turnover

Church of Scotland Humanist None Not Disclosed Other Christian Other Religion/Belief Pagan Roman Catholic



Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic
2017	9.55%	16.67%	6.80%	9.49%	2.27%	20.00%		5.00%
2018	13.26%		12.91%	11.52%	15.58%			13.41%
2019	18.64%	44.44%	21.51%		20.43%	16.67%	33.33%	14.63%
2020	6.48%	11.11%	4.83%	5.62%	3.09%	10.00%		5.02%

Education - Training - Religious Belief



● Buddhist ● Church of Scotland ● Hindu ● Humanist ● Jewish ● Muslim ● None ● Not disclosed ● Other Christian ● Other Religion/Belief ● Pagan ● Roman Catholic ● Sikh

Education - Employee Turnover - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total	
2017													
Permanent Headcount	0	135	4		126	977	34		4	0	100	0	1380
Permanent Leavers	0	9	0		8	77	0		1	0	4	0	99
Temporary Headcount	0	22	2		21	119	10		1	0	20	0	195
Temporary Leavers	0	6	1		2	27	1		0	0	2	0	39
Total Headcount	0	157	6		147	1096	44		5	0	120	0	1575
Total Leavers	0	15	1		10	104	1		1	0	6	0	138
2018													
Permanent Headcount	1	208	4	1	225	1571	52		4	1	139		2206
Permanent Leavers		22			21	177	9				12		241
Temporary Headcount		56	3		77	61	25		1	1	40		264
Temporary Leavers		13	2		18	11	3			1	12		60
Total Headcount		264	7		302	1632	77		5	2	179		2468
Total Leavers		35			39	188	12				24		298
2019													
Permanent Headcount	0	272	6	2	320	1660	77		6	2	172	0	2517
Permanent Leavers	0	41	2	0	65		13		1	1	23	0	146
Temporary Headcount	0	66	3	0	103	170	16		0	1	33	0	392
Temporary Leavers	0	22	2	0	26		6		0	0	7	0	63
Total Headcount	0	338	9	2	423	1830	93		6	3	205	0	2909
Total Leavers	0	63	4	0	91		19		1	1	30	0	209
2020													
Permanent Headcount	1	285	5	2	363	1605	74		7	1	179	0	2522
Permanent Leavers	0	13	0	0	12	83	2		0	0	6	0	116
Temporary Headcount	0	70	4	0	113	175	23		3	1	40	1	430
Temporary Leavers	0	10	1	0	11	17	1		1	0	5		46
Total Headcount	1	355	9	2	476	1780	97		10	2	219	1	2952
Total Leavers	0	23	1	0	23	100	3		1	0	11		162

Education - Employee Turnover - Religious Belief

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

Details	2017	2018	2019	2020
Roman Catholic	5.00%	13.41%	14.63%	5.02%
Pagan			33.33%	
Other Religion/Belief	20.00%		16.67%	10.00%
Other Christian	2.27%	15.58%	20.43%	3.09%
Not Disclosed	9.49%	11.52%		5.62%
None	6.80%	12.91%	21.51%	4.83%
Humanist	16.67%		44.44%	11.11%
Church of Scotland	9.55%	13.26%	18.64%	6.48%

Permanent Employee Turnover

Details	2017	2018	2019	2020
Church of Scotland	6.67%	10.58%	15.07%	4.56%
Humanist			33.33%	
None	6.35%	9.33%	20.31%	3.31%
Not Disclosed	7.88%	11.27%		5.17%
Other Christian		17.31%	16.88%	2.70%
Other Religion/Belief	25.00%		16.67%	
Pagan			50.00%	
Roman Catholic	4.00%	8.63%	13.37%	3.35%

Temporary Employee Turnover

Details	2017	2018	2019	2020
Church of Scotland	27.27%	23.21%	33.33%	14.29%
Humanist	50.00%	66.67%	66.67%	25.00%
None	9.52%	23.38%	25.24%	9.73%
Not Disclosed	22.69%	18.03%		9.71%
Other Christian	10.00%	12.00%	37.50%	4.35%
Other Religion/Belief				33.33%
Pagan		100.00%		
Roman Catholic	10.00%	30.00%	21.21%	12.50%

Education - Training - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Training

Year	Buddhist	Church of Scotland	Humanist	Muslim	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh	Total	
2017													
Permanent Headcount	0	135	4		126	977	34		4	0	100	0	1380
Permanent Training	0	35	0		30	215	11		1	0	26	0	318
Temporary Headcount	0	22	2		21	119	10		1	0	20	0	195
Temporary Training	0	1	0		2	10	2		0	0	1	0	16
2018													
Permanent Headcount	1	208	4	1	225	1571	52		4	1	139		2206
Permanent Training	0	63	0	0	57	360	18		1		38		537
Temporary Headcount		56	3		77	61	25		1	1	40		264
Temporary Training	0	16	0	0	23	15	8			1	7		70
2019													
Permanent Headcount	0	272	6	2	320	1660	77		6	2	172	0	2517
Permanent Training	0	135	3	1	133	704	36		2	0	95	0	1109
Temporary Headcount	0	66	3	0	103	170	16		0	1	33	0	392
Temporary Training	0	27	1	0	33	50	2		0	1	13	0	127
2020													
Permanent Headcount	1	285	5	2	363	1605	74		7	1	179	0	2522
Permanent Training	0	85	1	2	129	488	27		2	0	49	0	783
Temporary Headcount	0	70	4	0	113	175	23		3	1	40	1	430
Temporary Training	0	18	2	0	37	30	8		0	0	5	0	100

Education - Training - Religious Belief

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

Details	2017	2018	2019	2020
Roman Catholic	22.50%	25.14%	52.68%	24.66%
Pagan			33.33%	
Other Religion/Belief	20.00%		33.33%	20.00%
Other Christian	29.55%	33.77%	40.86%	36.08%
Not Disclosed	20.53%	22.98%	41.20%	29.10%
None	21.77%	26.49%	39.24%	34.87%
Muslim			50.00%	100.00%
Humanist			44.44%	33.33%
Church of Scotland	22.93%	29.92%	47.93%	29.01%

Permanent Employee Training

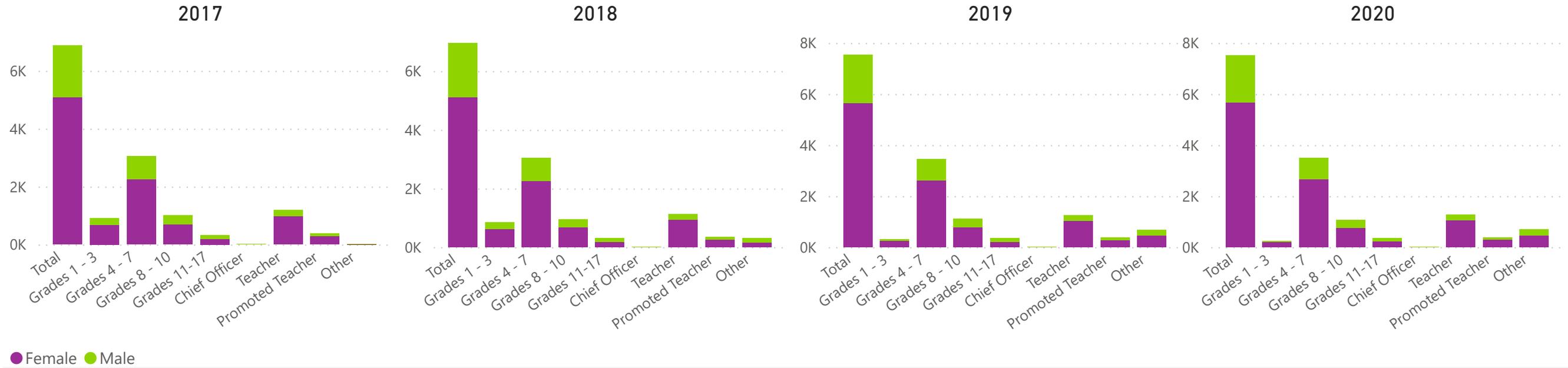
Details	2017	2018	2019	2020
Church of Scotland	25.93%	30.29%	49.63%	29.82%
Humanist			50.00%	20.00%
Muslim			50.00%	100.00%
None	23.81%	25.33%	41.56%	35.54%
Not Disclosed	22.01%	22.92%	42.41%	30.40%
Other Christian	32.35%	34.62%	46.75%	36.49%
Other Religion/Belief	25.00%	25.00%	33.33%	28.57%
Roman Catholic	26.00%	27.34%	55.23%	27.37%

Temporary Employee Training

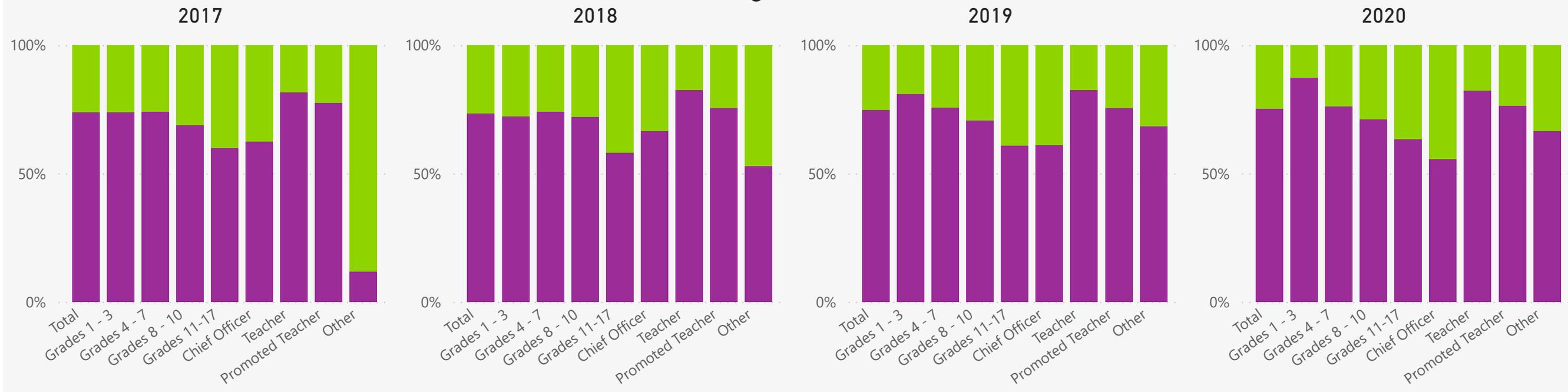
Details	2017	2018	2019	2020
Church of Scotland	4.55%	28.57%	40.91%	25.71%
Humanist			33.33%	50.00%
None	9.52%	29.87%	32.04%	32.74%
Not Disclosed	8.40%	24.59%	29.41%	17.14%
Other Christian	20.00%	32.00%	12.50%	34.78%
Pagan		100.00%	100.00%	
Roman Catholic	5.00%	17.50%	39.39%	12.50%

North Ayrshire Council - Distribution Across Grade - Sex

Actual Headcount



Percentage of Headcount

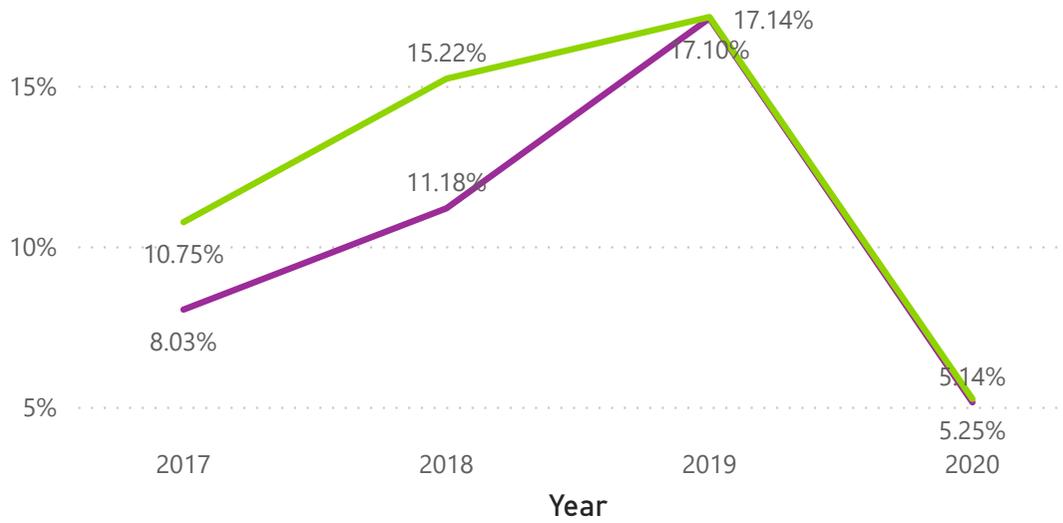


North Ayrshire Council - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

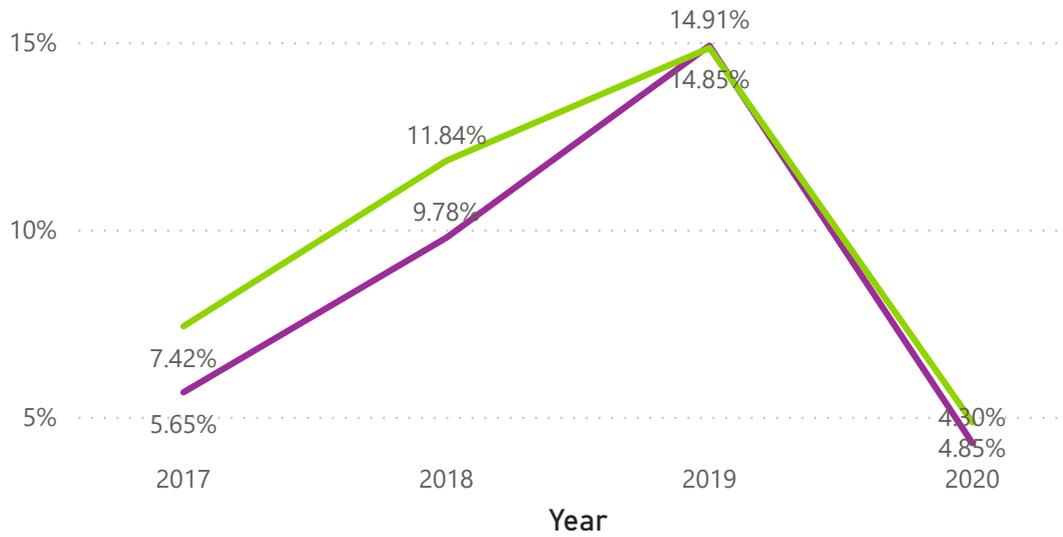
● Female ● Male



Year	Female	Male
2017	8.03%	10.75%
2018	11.18%	15.22%
2019	17.10%	17.14%
2020	5.14%	5.25%

Permanent Employee Turnover

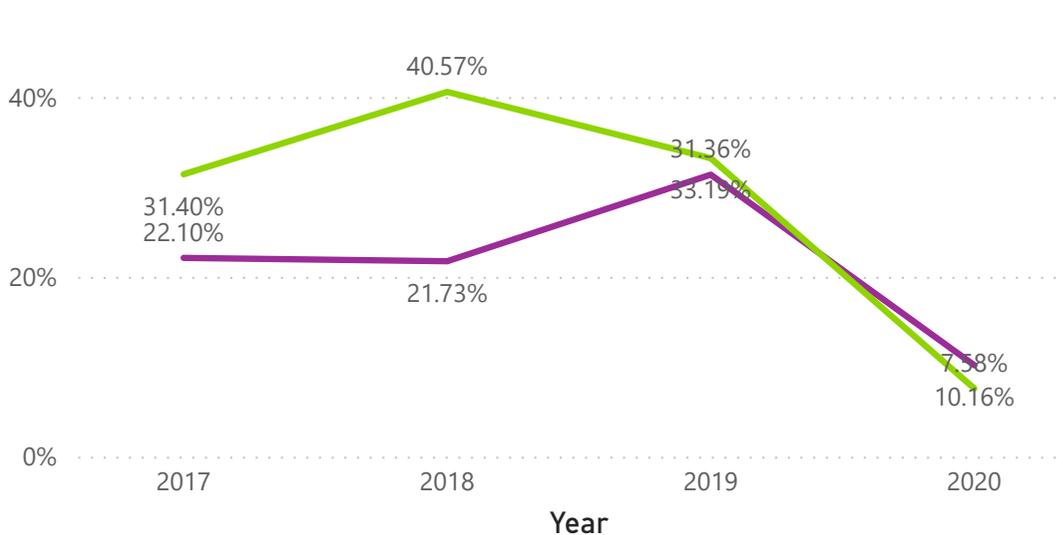
● Female ● Male



Year	Female	Male
2017	5.65%	7.42%
2018	9.78%	11.84%
2019	14.91%	14.85%
2020	4.30%	4.85%

Temporary Employee Turnover

● Female ● Male

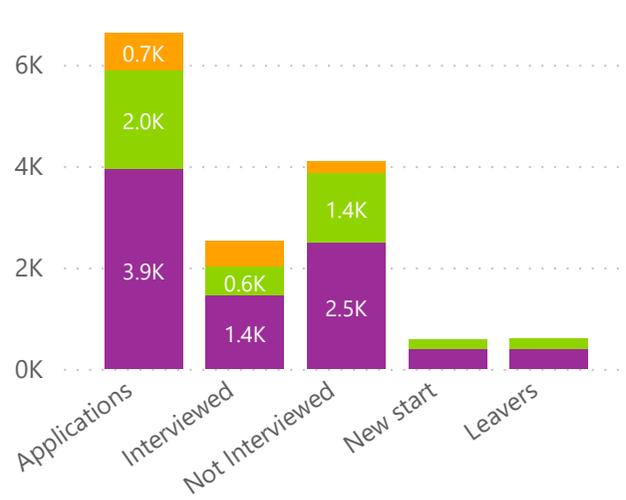


Year	Female	Male
2017	22.10%	31.40%
2018	21.73%	40.57%
2019	33.19%	31.36%
2020	10.16%	7.58%

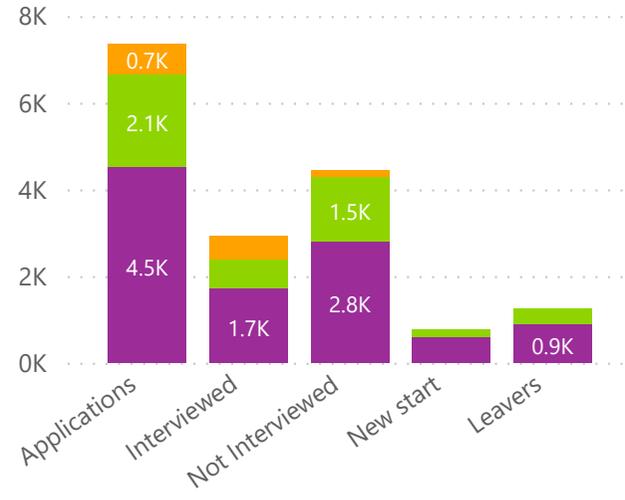
North Ayrshire Council - Recruitment - Sex

Actual Headcount

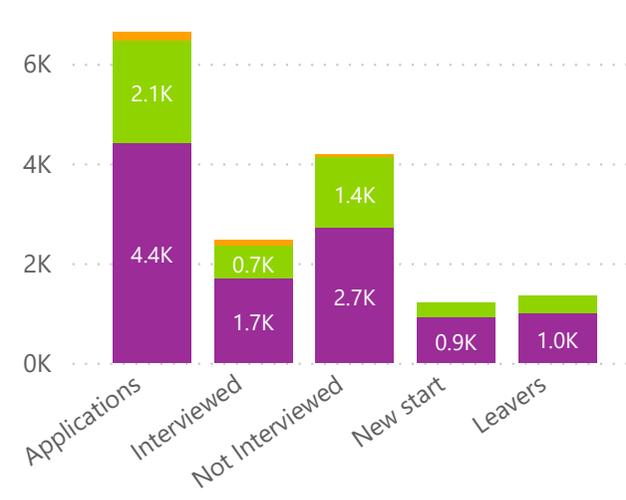
2017



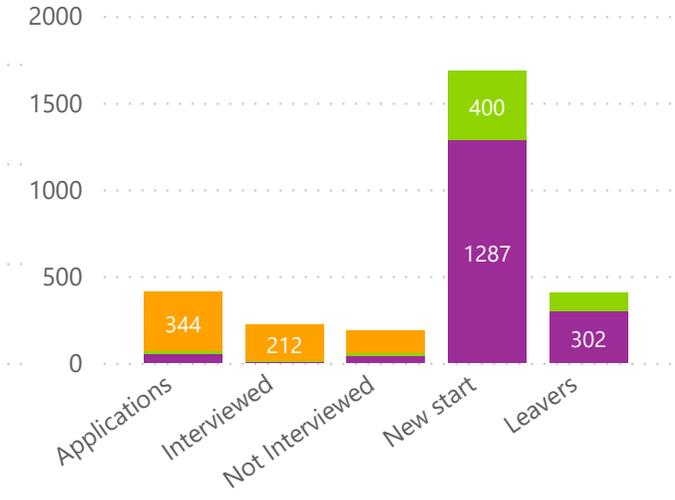
2018



2019



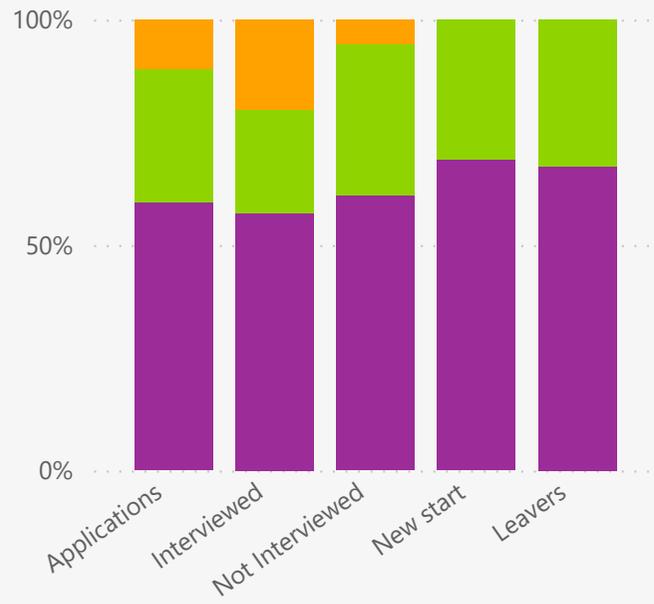
2020



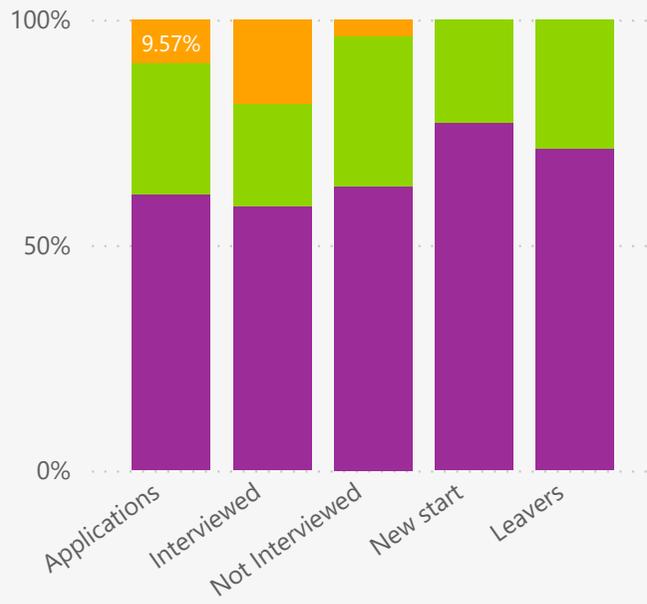
● Female ● Male ● Not disclosed

Percentage of Headcount

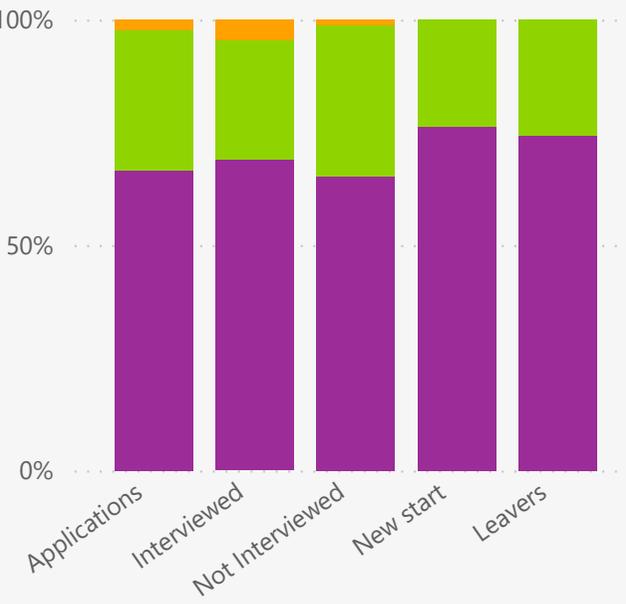
2017



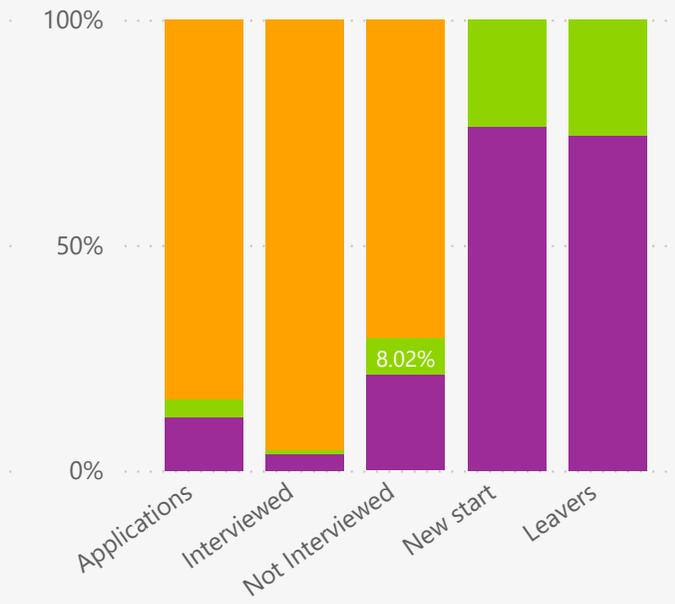
2018



2019

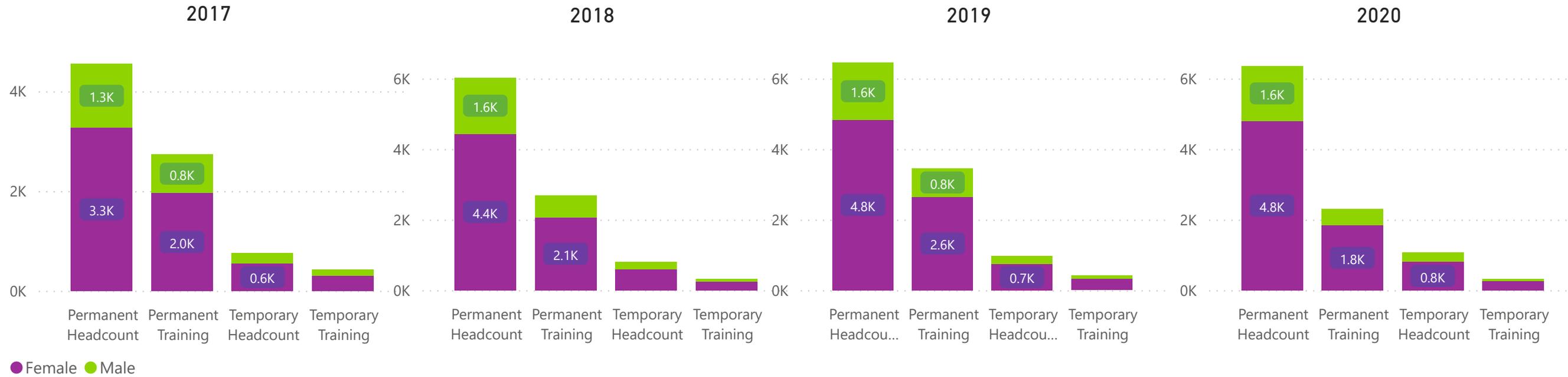


2020

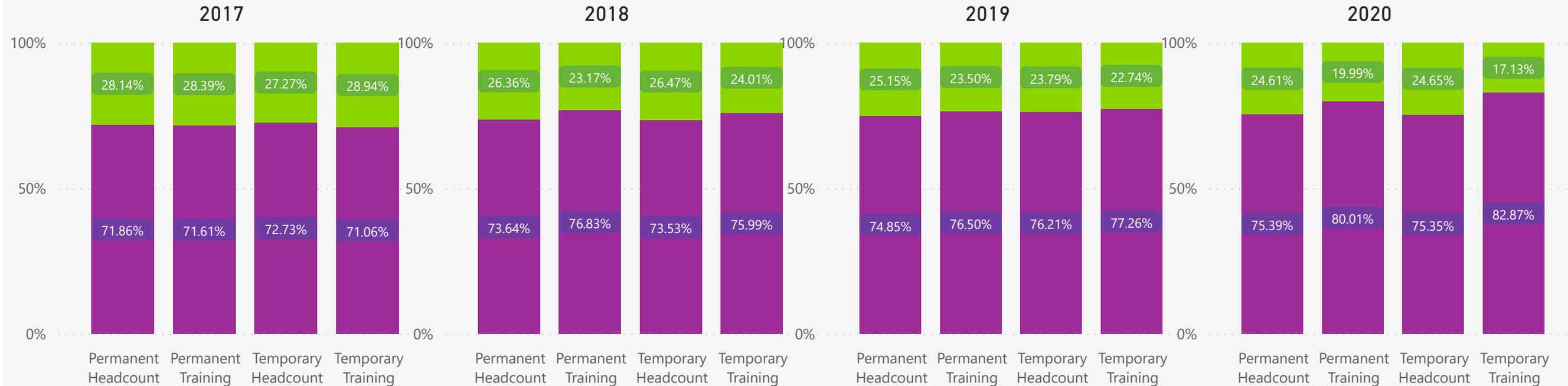


North Ayrshire Council - Training - Sex

Actual Headcount (Excluding Modern Apprentices and Skillseekers)



Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

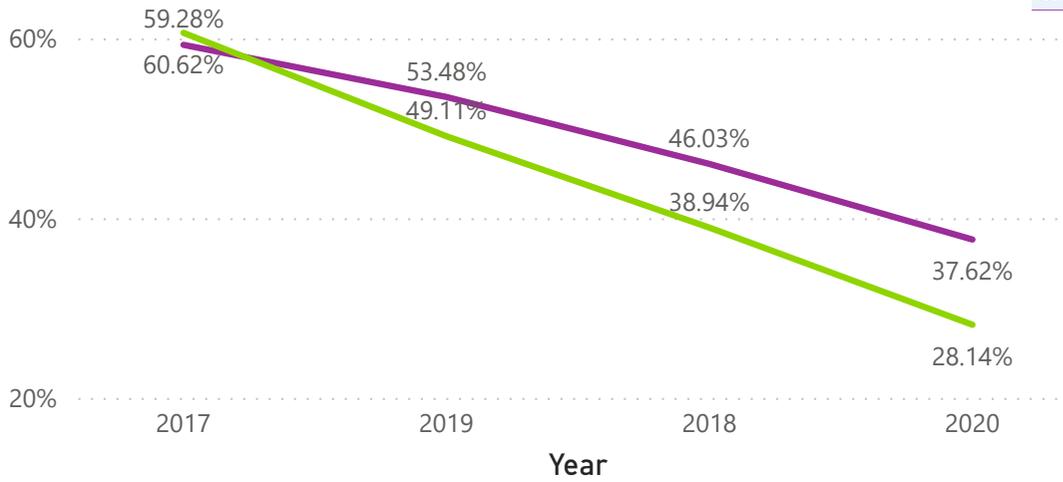


North Ayrshire Council - Training - Sex

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

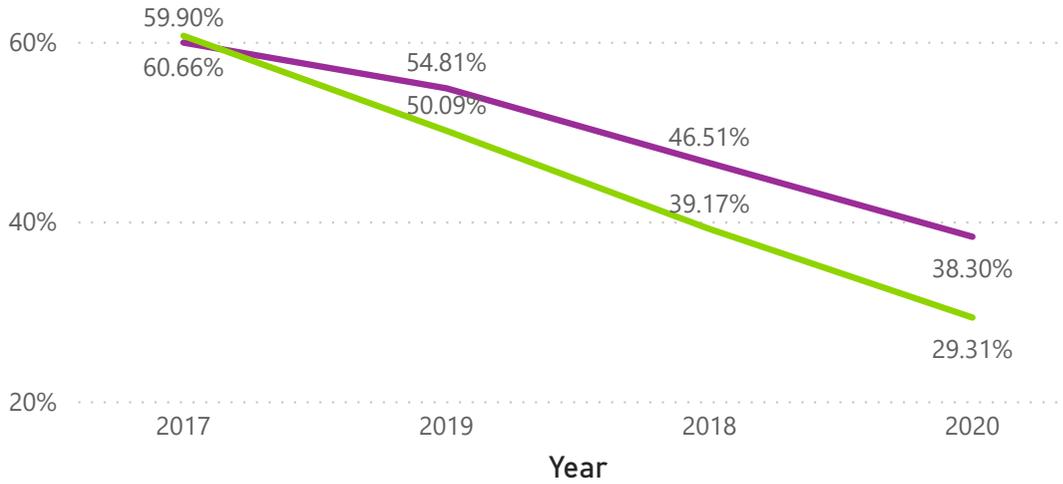
● Female ● Male



Details	2017	2018	2019	2020
Female	59.28%	46.03%	53.48%	37.62%
Male	60.62%	38.94%	49.11%	28.14%

Permanent Employee Training

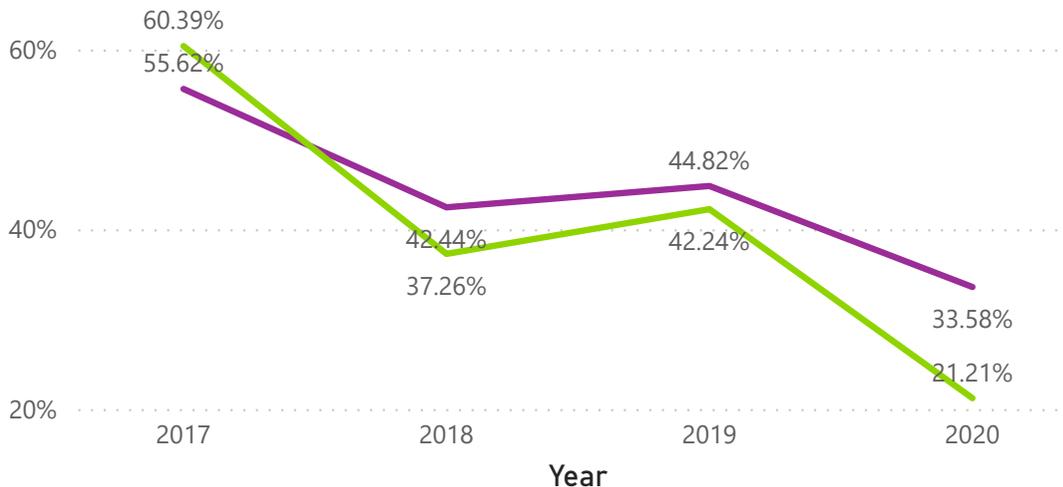
● Female ● Male



Details	2017	2018	2019	2020
Female	59.90%	46.51%	54.81%	38.30%
Male	60.66%	39.17%	50.09%	29.31%

Temporary Employee Training

● Female ● Male



Details	2017	2018	2019	2020
Female	55.62%	42.44%	44.82%	33.58%
Male	60.39%	37.26%	42.24%	21.21%

North Ayrshire Council - Distribution Across Grade - Sex

Headcount

Year	Female	Male	Total
2017	5094	1794	6888
2018	5100	1853	6953
2019	5652	1895	7547
2020	5658	1853	7511

Headcount by Grade

Year	Female	Male
2017		
Total	5094	1794
Grades 1 - 3	671	238
Grades 4 - 7	2256	790
Grades 8 - 10	698	314
Grades 11-17	187	125
Chief Officer	10	6
Teacher	971	219
Promoted Teacher	299	87
Other	2	15
2018		
Total	5100	1853
Grades 1 - 3	621	238
Grades 4 - 7	2250	788
Grades 8 - 10	683	266
Grades 11-17	185	133
Chief Officer	10	5
Teacher	925	196
Promoted Teacher	269	87
Other	157	140
2019		
Total	5652	1895
Grades 1 - 3	243	57
Grades 4 - 7	2605	839
Grades 8 - 10	785	326
Grades 11-17	217	140
Chief Officer	11	7
Teacher	1041	219
Promoted Teacher	286	93
Other	464	214
2020		
Total	5658	1853
Grades 1 - 3	212	31
Grades 4 - 7	2659	828
Grades 8 - 10	765	311
Grades 11-17	224	130
Chief Officer	10	8
Teacher	1046	226
Promoted Teacher	283	88
Other	459	231

North Ayrshire Council - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers)

Year	Female	Male	Total
2017			
Permanent Headcount	3272	1281	4553
Permanent Leavers	185	95	280
Temporary Headcount	552	207	759
Temporary Leavers	122	65	187
Total Headcount	3824	1488	5312
Total Leavers	307	160	467
2018			
Permanent Headcount	4436	1588	6024
Permanent Leavers	434	188	622
Temporary Headcount	589	212	801
Temporary Leavers	128	86	214
Total Headcount	5025	1800	6825
Total Leavers	562	274	836
2019			
Permanent Headcount	4829	1623	6452
Permanent Leavers	720	241	961
Temporary Headcount	743	232	975
Temporary Leavers	233	77	310
Total Headcount	5572	1855	7427
Total Leavers	953	318	1271
2020			
Permanent Headcount	4796	1566	6362
Permanent Leavers	206	76	282
Temporary Headcount	807	264	1071
Temporary Leavers	82	20	102
Total Headcount	5603	1830	7433
Total Leavers	288	96	384

North Ayrshire Council - Recruitment and Training - Sex

Recruitment

Year	Female	Male	Not disclosed	Total
2017				
Applications	3947	1950	728	6625
Interviewed	1449	577	509	2535
Not Interviewed	2498	1373	219	4090
New start	404	181	0	585
2018				
Applications	4516	2148	705	7369
Interviewed	1712	661	546	2919
Not Interviewed	2804	1487	159	4450
New start	597	176	0	773
2019				
Applications	4420	2058	161	6639
Interviewed	1699	650	112	2461
Not Interviewed	2721	1408	49	4178
New start	920	287	0	1207
2020				
Applications	48	17	344	409
Interviewed	8	2	212	222
Not Interviewed	40	15	132	187
New start	1287	400	0	1687

Training (Excluding Modern Apprentices and Skillseekers)

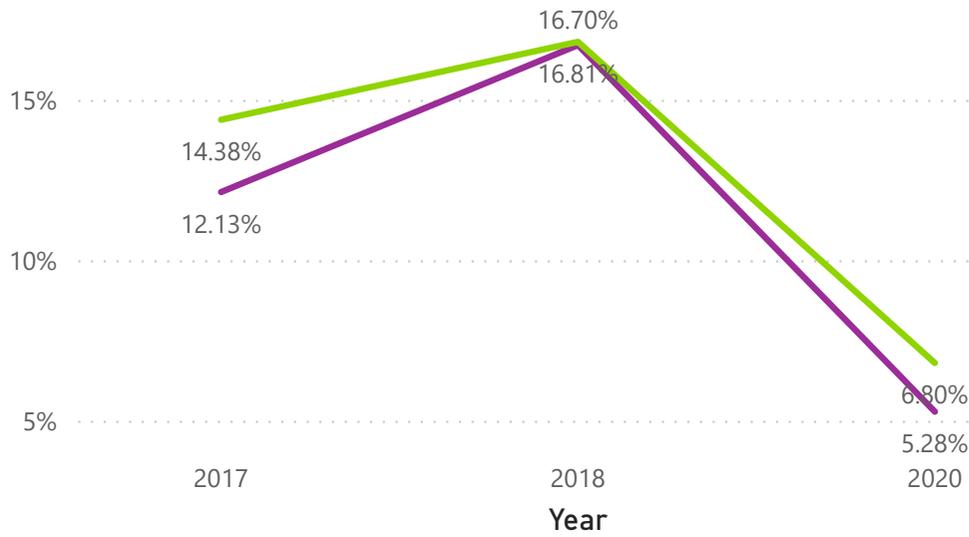
Year	Female	Male	Total
2017			
Permanent Headcount	3272	1281	4553
Permanent Training	1960	777	2737
Temporary Headcount	552	207	759
Temporary Training	307	125	432
2018			
Permanent Headcount	4436	1588	6024
Permanent Training	2063	622	2685
Temporary Headcount	589	212	801
Temporary Training	250	79	329
2019			
Permanent Headcount	4829	1623	6452
Permanent Training	2647	813	3460
Temporary Headcount	743	232	975
Temporary Training	333	98	431
2020			
Permanent Headcount	4796	1566	6362
Permanent Training	1837	459	2296
Temporary Headcount	807	264	1071
Temporary Training	271	56	327

Education - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

● Female ● Male



Figures for Education Employee Turnover for the Protected Characteristic Sex are not available for 2019.

Details	2017	2018	2020
Female	12.13%	16.70%	5.28%
Male	14.38%	16.81%	6.80%

Permanent Employee Turnover

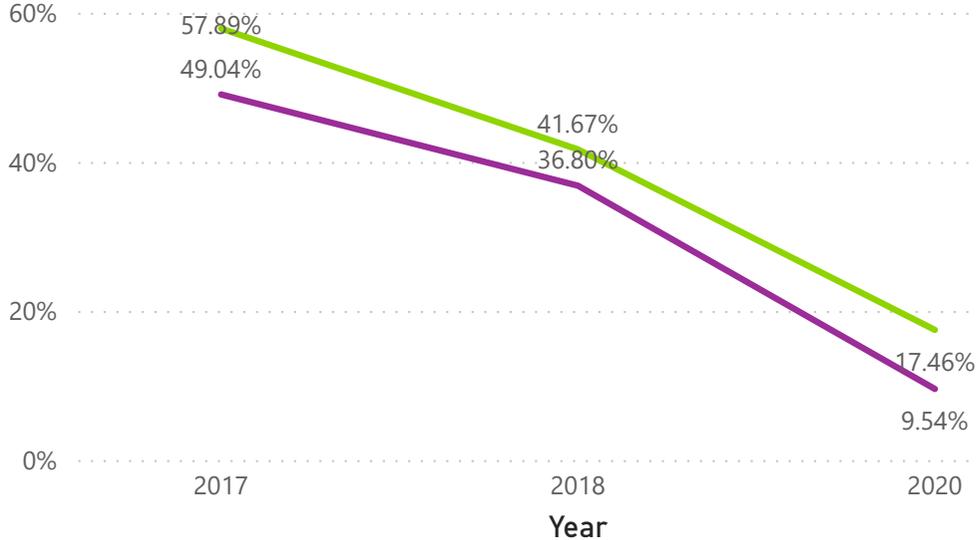
● Female ● Male



Details	2017	2018	2020
Female	6.92%	13.92%	4.57%
Male	8.21%	14.02%	4.79%

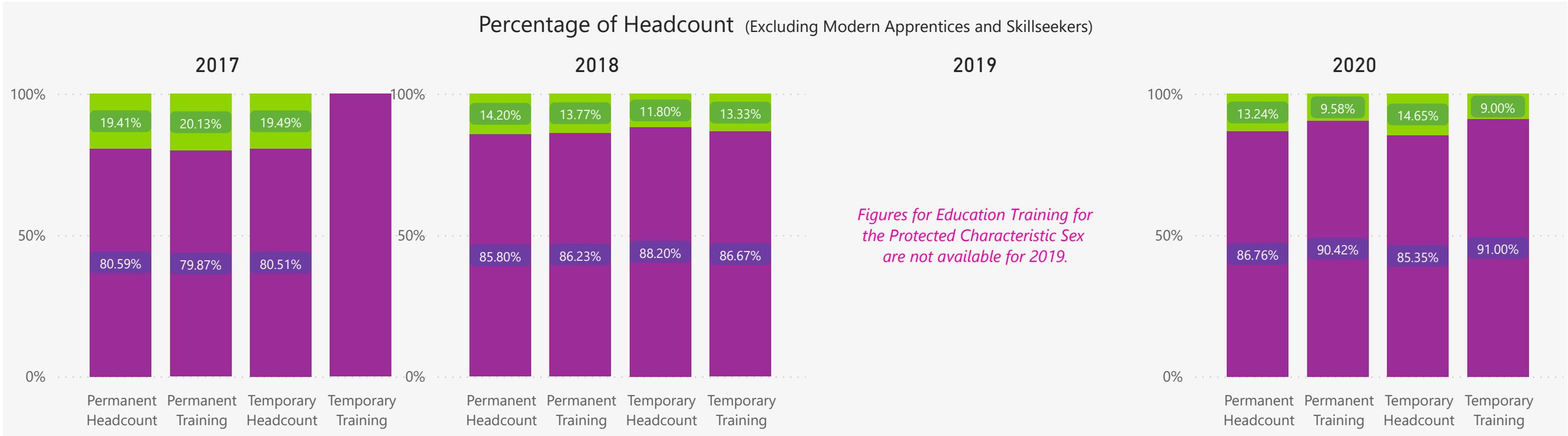
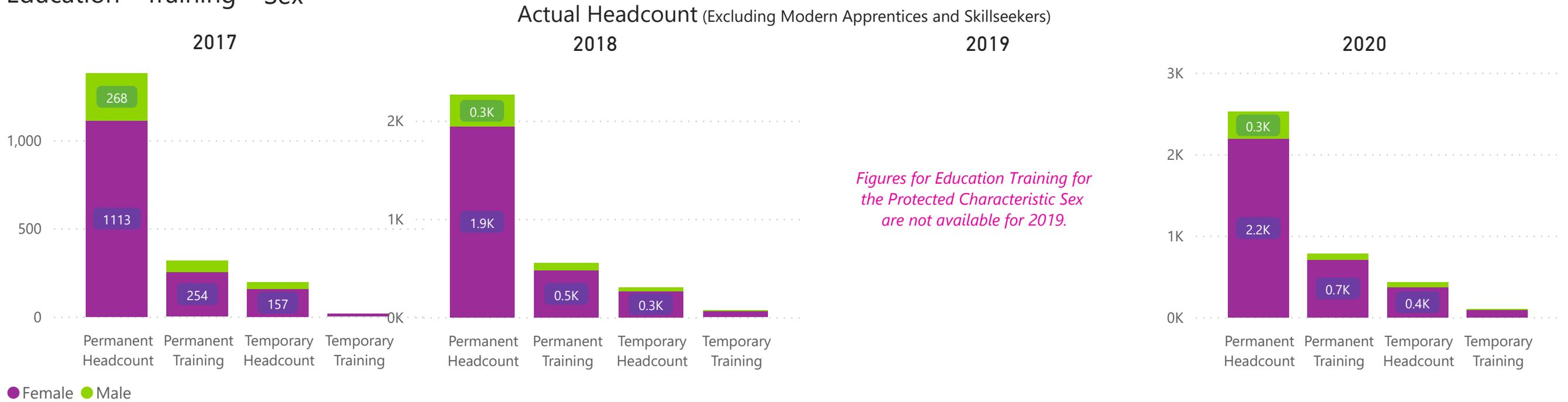
Temporary Employee Turnover

● Female ● Male



Details	2017	2018	2020
Female	49.04%	36.80%	9.54%
Male	57.89%	41.67%	17.46%

Education - Training - Sex

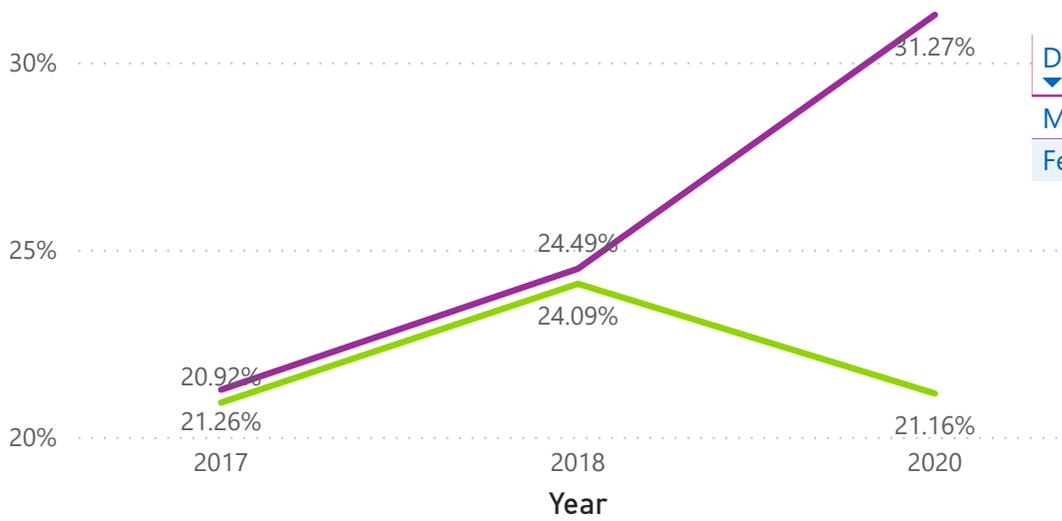


Education - Training - Sex

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

● Female ● Male

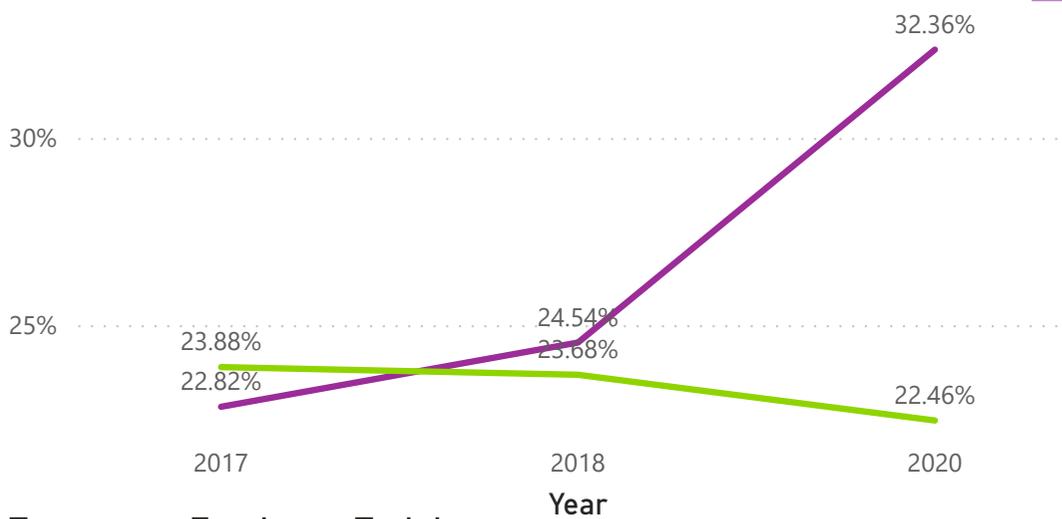


Figures for Education Training for the Protected Characteristic Sex are not available for 2019.

Details	2017	2018	2020
Male	20.92%	24.09%	21.16%
Female	21.26%	24.49%	31.27%

Permanent Employee Training

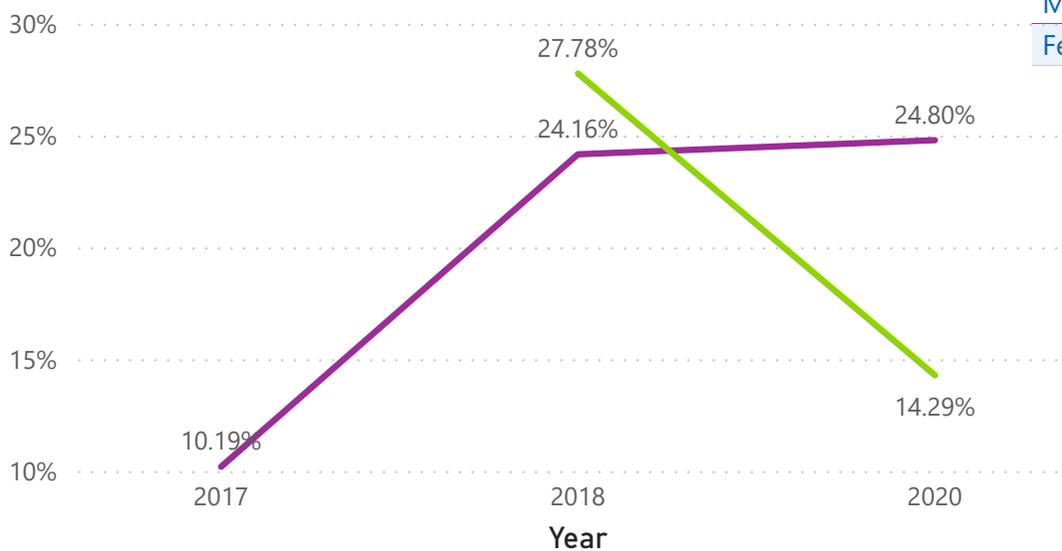
● Female ● Male



Details	2017	2018	2020
Male	23.88%	23.68%	22.46%
Female	22.82%	24.54%	32.36%

Temporary Employee Training

● Female ● Male



Details	2017	2018	2020
Male		27.78%	14.29%
Female	10.19%	24.16%	24.80%

Education - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers)

Year	Female	Male	Total
2017			
Permanent Headcount	1113	268	1381
Permanent Leavers	77	22	99
Temporary Headcount	157	38	195
Temporary Leavers	77	22	99
Total Headcount	1270	306	1576
Total Leavers	154	44	198
2018			
Permanent Headcount	1940	321	2261
Permanent Leavers	270	45	315
Temporary Headcount	269	36	305
Temporary Leavers	99	15	114
Total Headcount	2209	357	2566
Total Leavers	369	60	429
2020			
Permanent Headcount	2188	334	2522
Permanent Leavers	100	16	116
Temporary Headcount	367	63	430
Temporary Leavers	35	11	46
Total Headcount	2555	397	2952
Total Leavers	135	27	162

Figures for Education Employee Turnover for the Protected Characteristic Sex are not available for 2019.

Education - Training - Sex

(Excluding Modern Apprentices and Skillseekers)

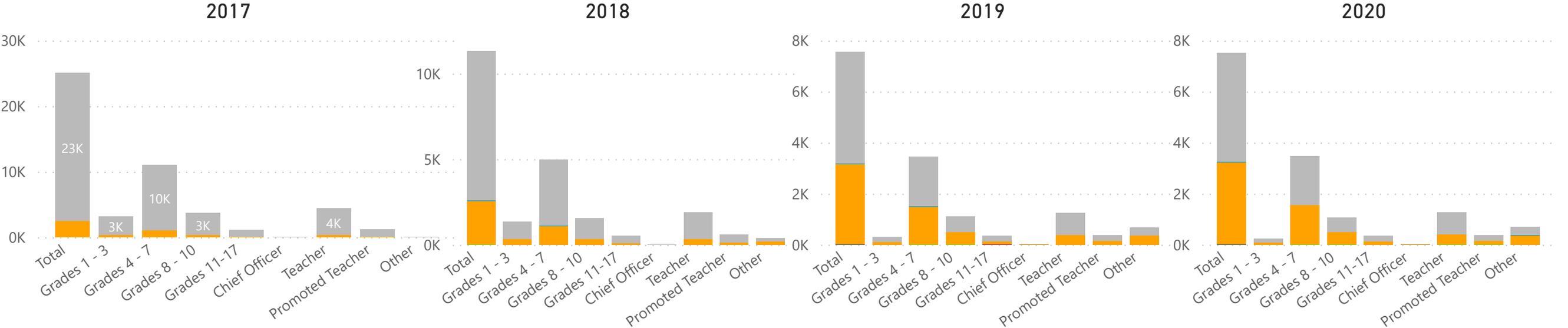
Figures for Education Training for the Protected Characteristic Sex are not available for 2019.

Training

Year	Female	Male	Total
2017			
Permanent Headcount	1113	268	1381
Permanent Training	254	64	318
Temporary Headcount	157	38	195
Temporary Training	16	0	16
2018			
Permanent Headcount	1940	321	2261
Permanent Training	476	76	552
Temporary Headcount	269	36	305
Temporary Training	65	10	75
2020			
Permanent Headcount	2188	334	2522
Permanent Training	708	75	783
Temporary Headcount	367	63	430
Temporary Training	91	9	100

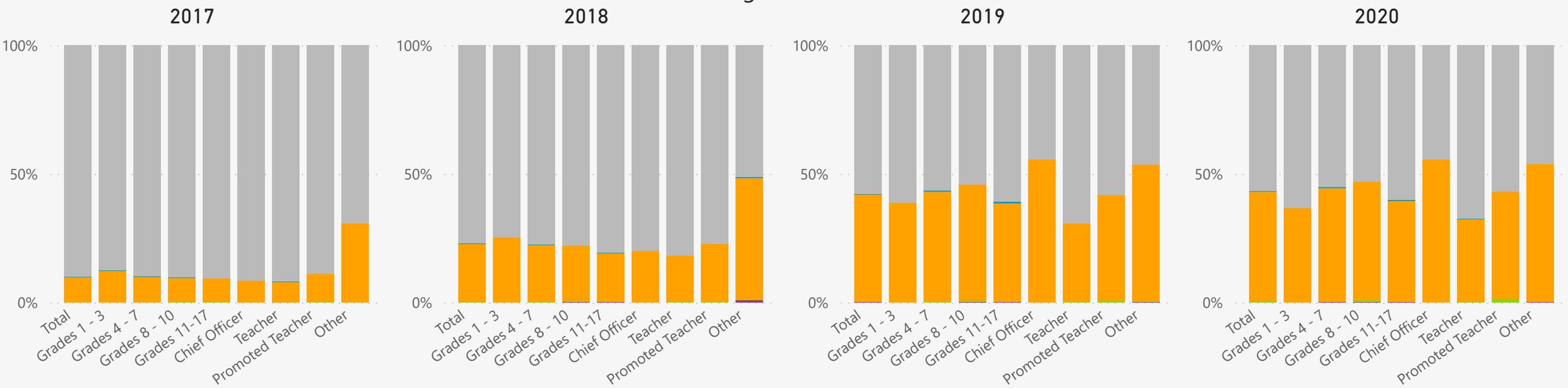
North Ayrshire Council - Distribution Across Grade - Sexual Orientation

Actual Headcount



● Bisexual
 ● Gay
 ● Heterosexual
 ● Lesbian
 ● Not disclosed

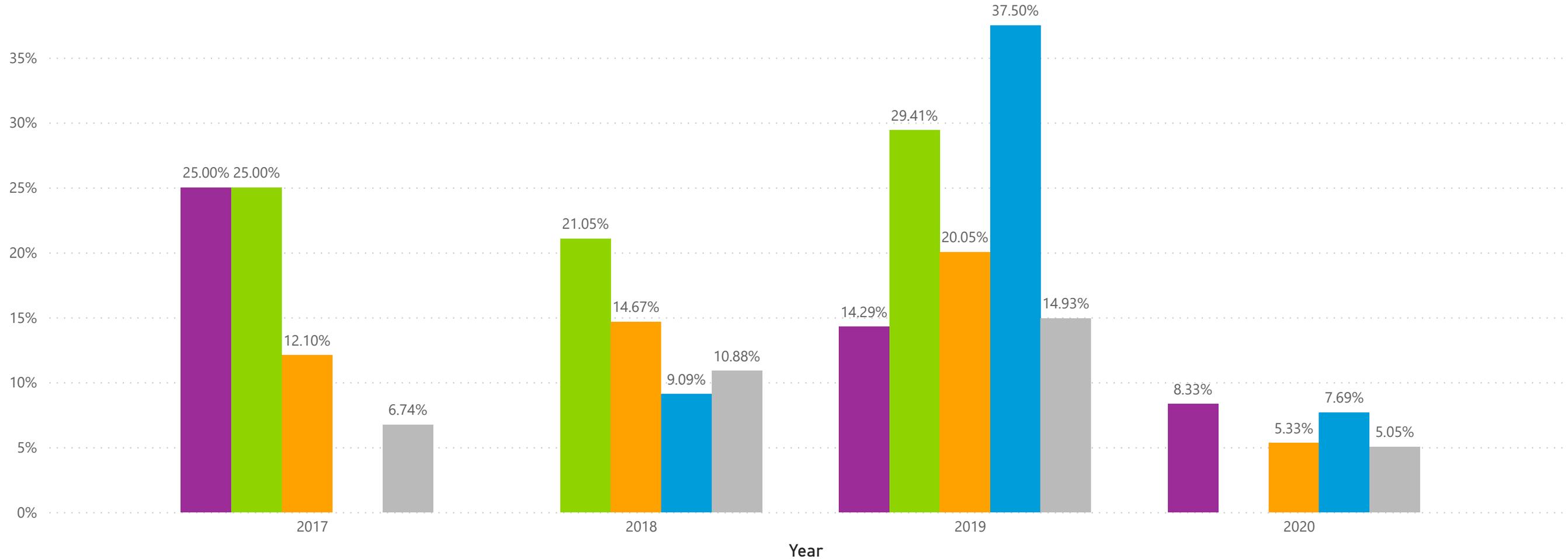
Percentage of Headcount



North Ayrshire Council - Employee Turnover - Sexual Orientation (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

● Bisexual
 ● Gay
 ● Heterosexual
 ● Lesbian
 ● Not Disclosed

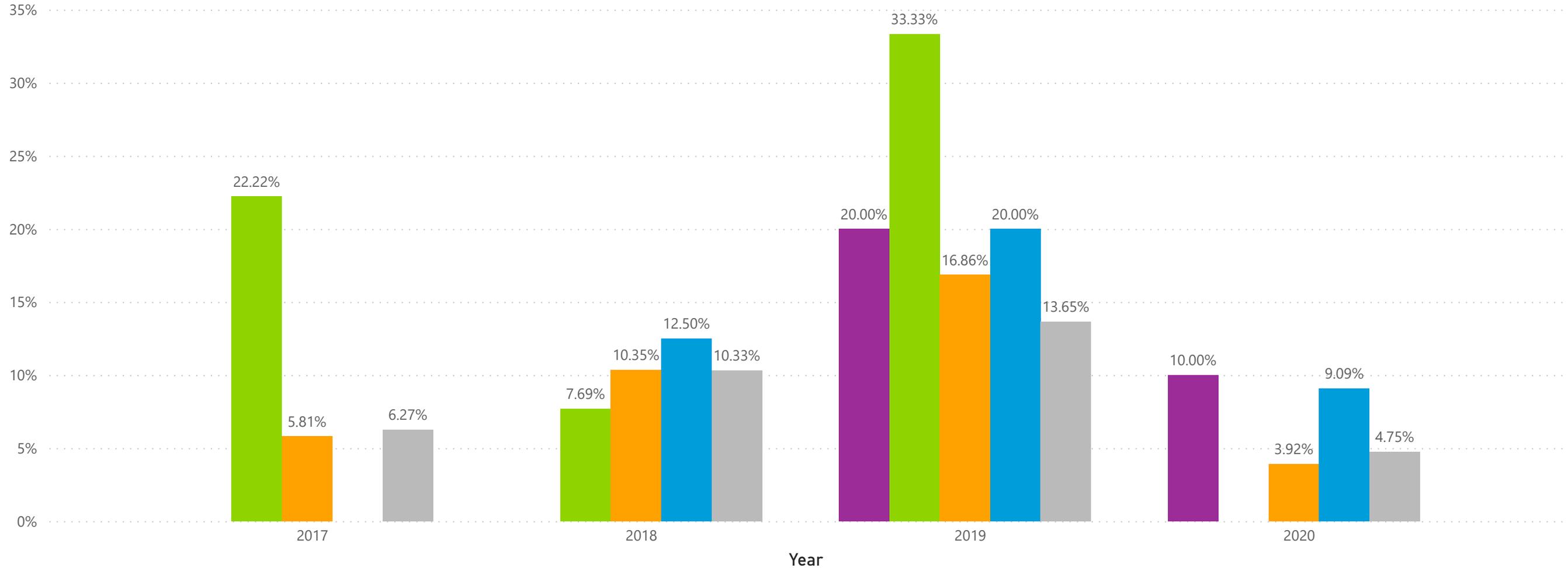


Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed
2017	25.00%	25.00%	12.10%		6.74%
2018		21.05%	14.67%	9.09%	10.88%
2019	14.29%	29.41%	20.05%	37.50%	14.93%
2020	8.33%		5.33%	7.69%	5.05%

North Ayrshire Council - Employee Turnover - Sexual Orientation (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Permanent Employee Turnover

● Bisexual
 ● Gay
 ● Heterosexual
 ● Lesbian
 ● Not Disclosed

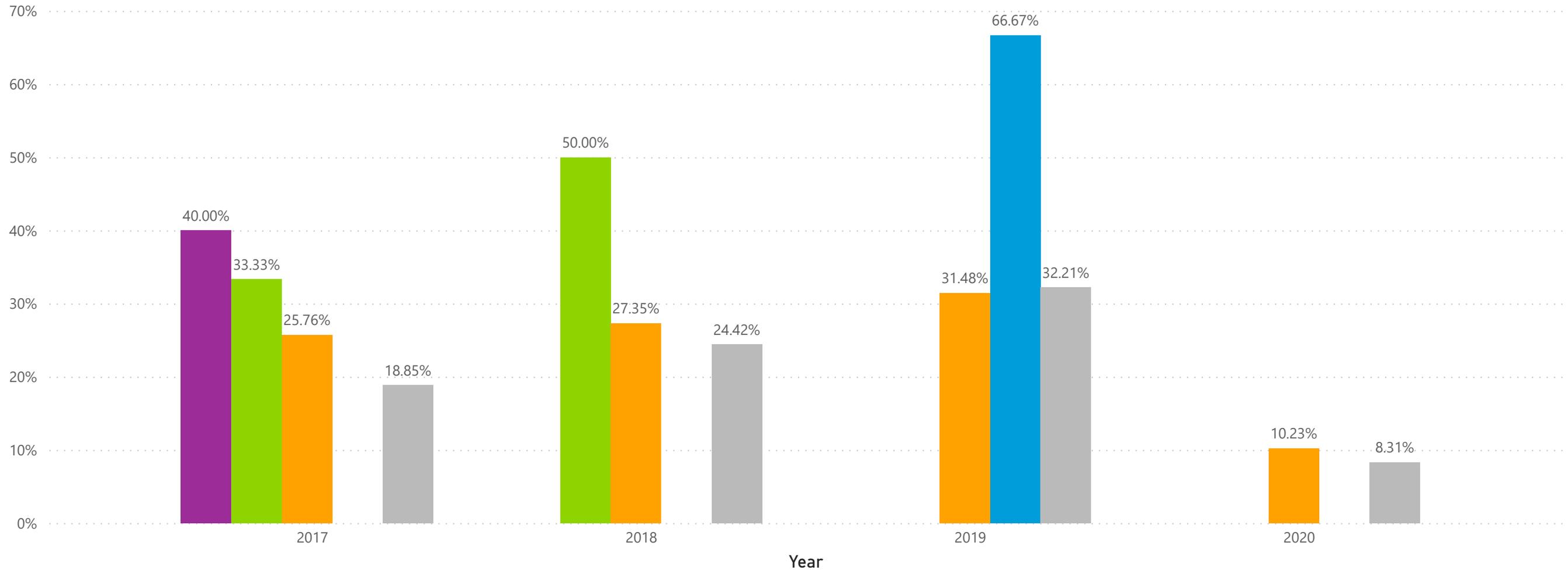


Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed
2017		22.22%	5.81%		6.27%
2018		7.69%	10.35%	12.50%	10.33%
2019	20.00%	33.33%	16.86%	20.00%	13.65%
2020	10.00%		3.92%	9.09%	4.75%

North Ayrshire Council - Employee Turnover - Sexual Orientation (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Temporary Employee Turnover

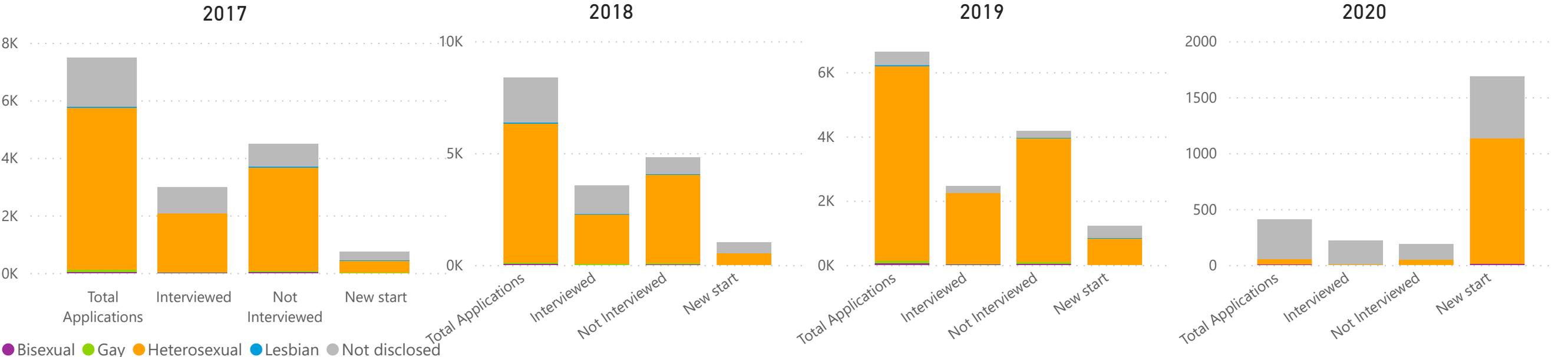
● Bisexual
 ● Gay
 ● Heterosexual
 ● Lesbian
 ● Not Disclosed



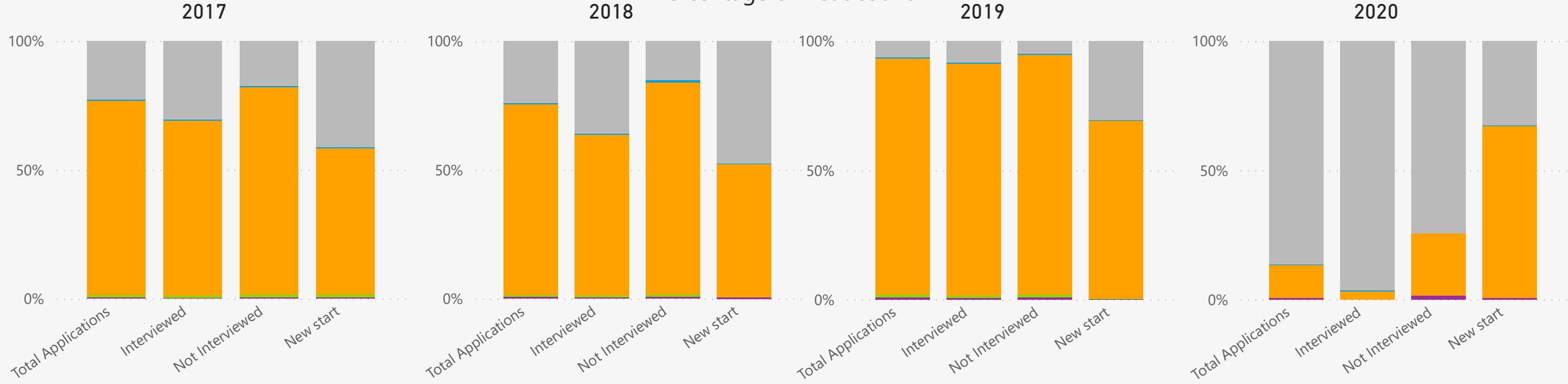
Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed
2017	40.00%	33.33%	25.76%		18.85%
2018		50.00%	27.35%		24.42%
2019			31.48%	66.67%	32.21%
2020			10.23%		8.31%

North Ayrshire Council - Recruitment - Sexual Orientation

Actual Headcount

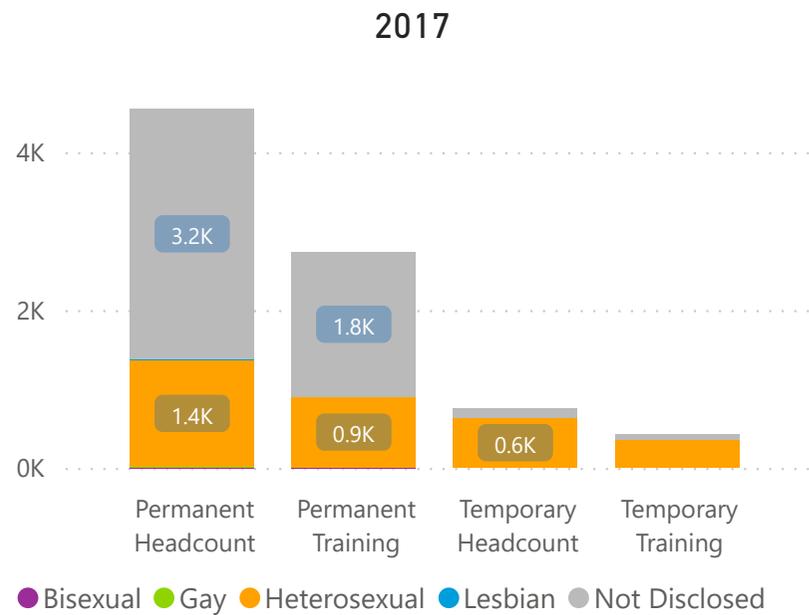


Percentage of Headcount

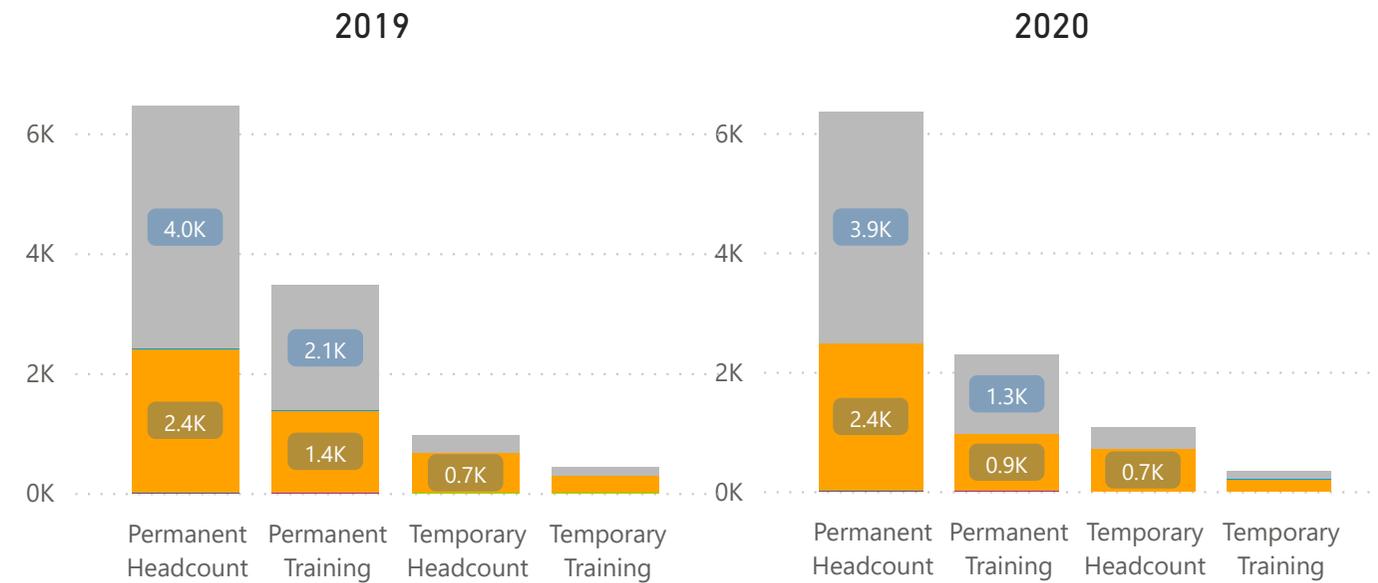


North Ayrshire Council - Training - Sexual Orientation

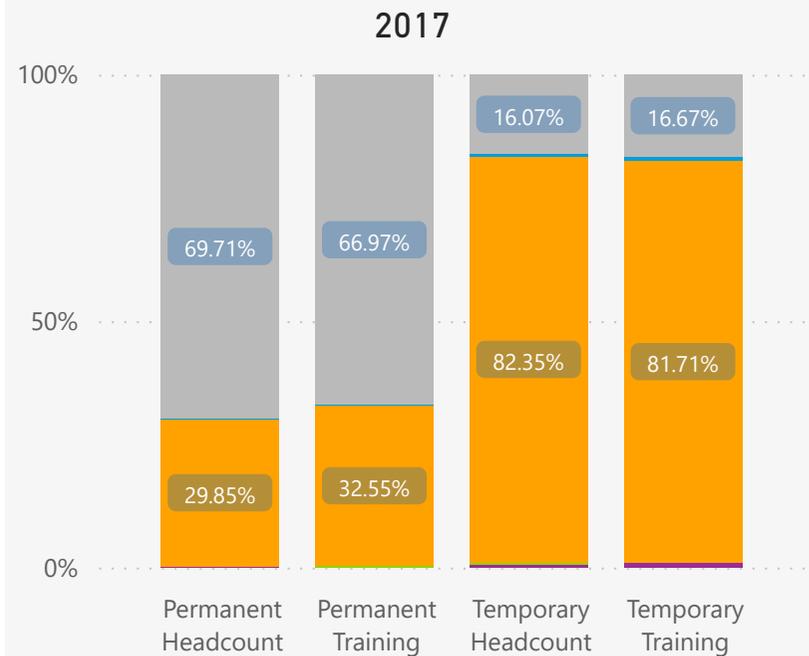
Actual Headcount (Excluding Modern Apprentices and Skillseekers)



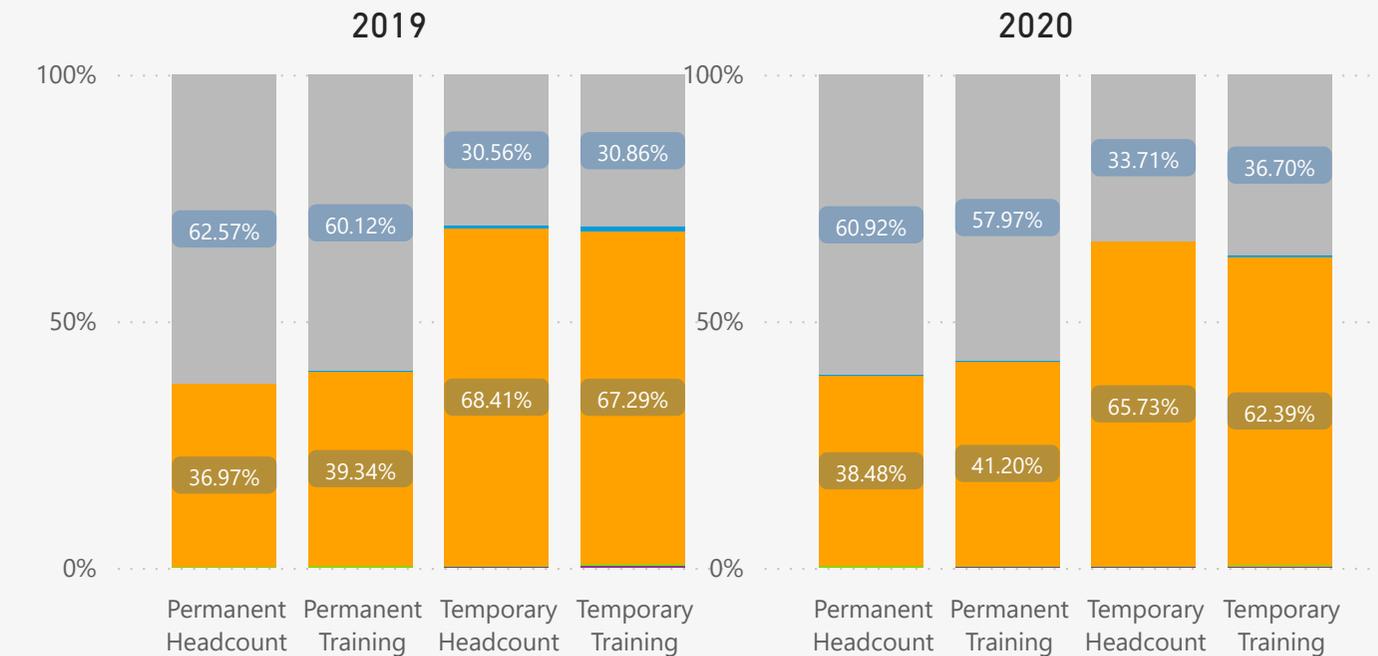
Data for 2018 is unavailable.



Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)



Data for 2018 is unavailable.



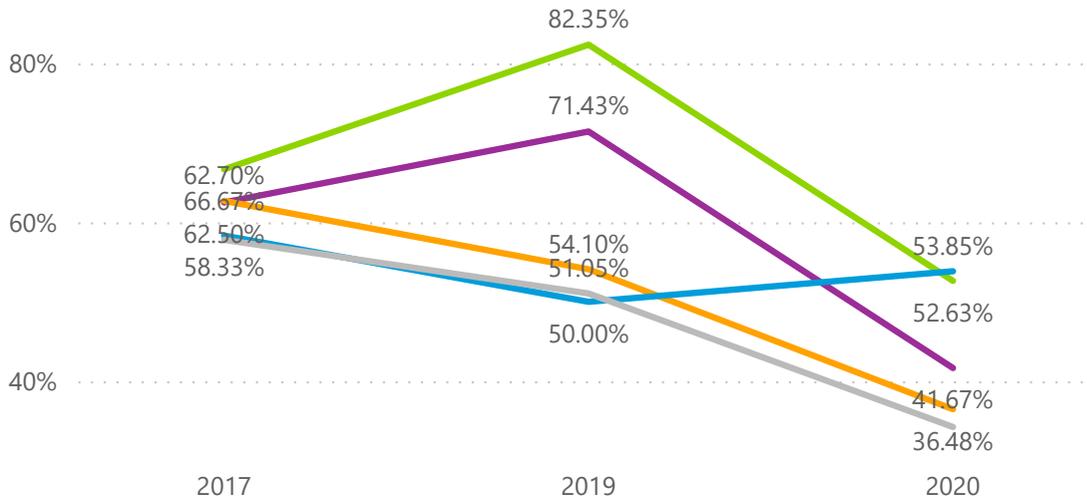
North Ayrshire Council - Training - Sexual Orientation

Data for 2018 is unavailable.

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

Total Employee Training

Legend: Bisexual (Purple), Gay (Green), Heterosexual (Orange), Lesbian (Blue), Not Disclosed (Grey)

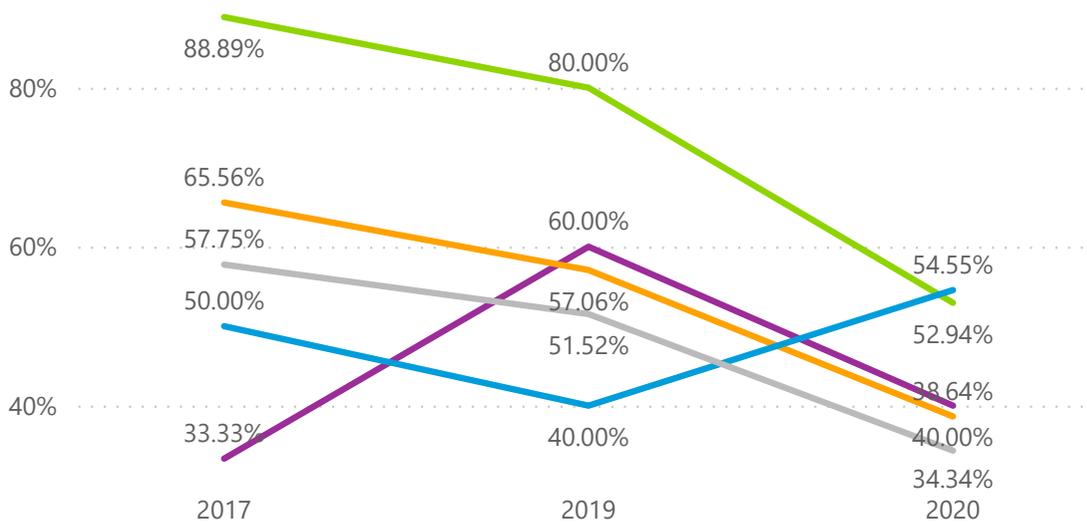


Total Employee Training

Details	2017	2019	2020
Bisexual	62.50%	71.43%	41.67%
Gay	66.67%	82.35%	52.63%
Heterosexual	62.70%	54.10%	36.48%
Lesbian	58.33%	50.00%	53.85%
Not Disclosed	57.80%	51.05%	34.25%

Permanent Employee Training

Legend: Bisexual (Purple), Gay (Green), Heterosexual (Orange), Lesbian (Blue), Not Disclosed (Grey)

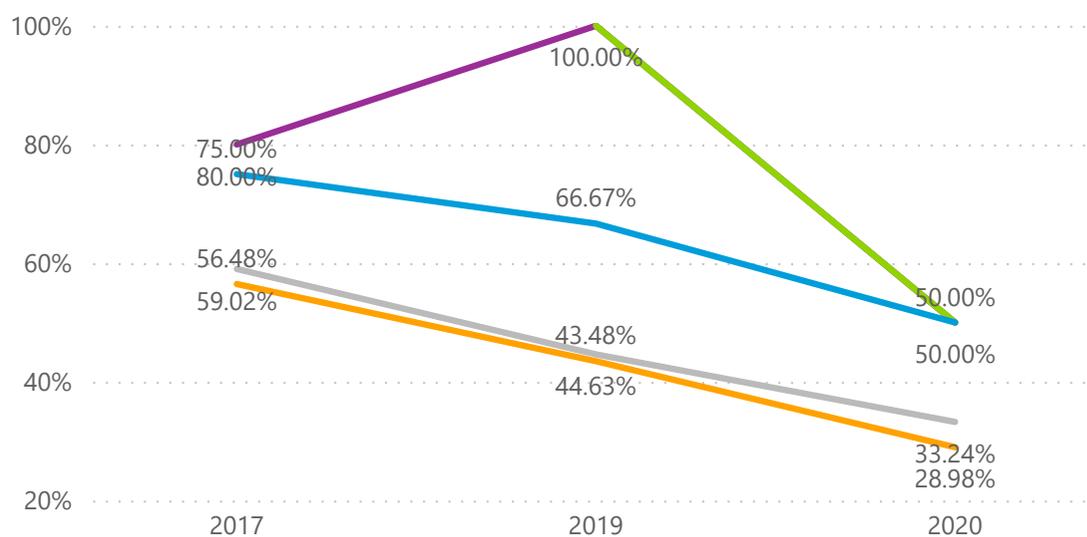


Permanent Employee Training

Details	2017	2019	2020
Bisexual	33.33%	60.00%	40.00%
Gay	88.89%	80.00%	52.94%
Heterosexual	65.56%	57.06%	38.64%
Lesbian	50.00%	40.00%	54.55%
Not Disclosed	57.75%	51.52%	34.34%

Temporary Employee Training

Legend: Bisexual (Purple), Gay (Green), Heterosexual (Orange), Lesbian (Blue), Not Disclosed (Grey)



Temporary Employee Training

Details	2017	2019	2020
Bisexual	80.00%	100.00%	50.00%
Gay		100.00%	50.00%
Heterosexual	56.48%	43.48%	28.98%
Lesbian	75.00%	66.67%	50.00%
Not Disclosed	59.02%	44.63%	33.24%

North Ayrshire Council - Distribution Across Grade - Sexual Orientation

Year	Bisexual	Gay	Heterosexual	Lesbian	Not disclosed	Total
2017						
Total	8	18	2472	13	22530	25041
Grades 1 - 3	2	0	399	1	2832	3234
Grades 4 - 7	3	6	1108	8	9934	11059
Grades 8 - 10	2	5	352	2	3326	3687
Grades 11-17	1	1	104	1	1034	1141
Chief Officer		0	5	0	54	59
Teacher		4	354	1	4042	4401
Promoted Teacher		2	134	0	1072	1208
Other		0	16	0	36	52
2018						
Total	9	19	2552	12	8722	11314
Grades 1 - 3			348		1022	1370
Grades 4 - 7	2	6	1105	7	3836	4956
Grades 8 - 10	2	6	335	2	1208	1553
Grades 11-17	1		101	1	430	533
Chief Officer			5		20	25
Teacher		4	340		1554	1898
Promoted Teacher		2	130		448	580
Other	4	1	188	2	204	399
2019						
Total	9	17	3142	16	4363	7547
Grades 1 - 3			116		184	300
Grades 4 - 7	3	6	1477	11	1947	3444
Grades 8 - 10	3	5	500	2	601	1111
Grades 11-17	1		137	2	217	357
Chief Officer			10		8	18
Teacher		2	387		871	1260
Promoted Teacher		3	155		221	379
Other	2	1	360	1	314	678
2020						
Total	12	19	3212	13	4255	7511
Grades 1 - 3			89		154	243
Grades 4 - 7	6	5	1544	9	1923	3487
Grades 8 - 10	4	6	495	1	570	1076
Grades 11-17	1		139	1	213	354
Chief Officer			10		8	18
Teacher		2	411	1	858	1272
Promoted Teacher		5	155		211	371
Other	1	1	369	1	318	690

North Ayrshire Council - Employee Turnover - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed	Total
2017						
Permanent Headcount	3	9	1359	8	3174	4553
Permanent Leavers	0	2	79	0	199	280
Temporary Headcount	5	3	625	4	122	759
Temporary Leavers	2	1	161	0	23	187
Total Headcount	8	12	1984	12	3296	5312
Total Leavers	2	3	240	0	222	467
2018						
Permanent Headcount	3	13	1816	8	4184	6024
Permanent Leavers		1	188	1	432	622
Temporary Headcount	2	6	618	3	172	801
Temporary Leavers	0	3	169	0	42	214
Total Headcount	5	19	2434	11	4356	6825
Total Leavers	0	4	357	1	474	836
2019						
Permanent Headcount	5	15	2385	10	4037	6452
Permanent Leavers	1	5	402	2	551	961
Temporary Headcount	2	2	667	6	298	975
Temporary Leavers	0	0	210	4	96	310
Total Headcount	7	17	3052	16	4335	7427
Total Leavers	1	5	612	6	647	1271
2020						
Permanent Headcount	10	17	2448	11	3876	6362
Permanent Leavers	1	0	96	1	184	282
Temporary Headcount	2	2	704	2	361	1071
Temporary Leavers	0	0	72	0	30	102
Total Headcount	12	19	3152	13	4237	7433
Total Leavers	1	0	168	1	214	384

North Ayrshire Council - Recruitment - Sexual Orientation

Recruitment

Year	Bisexual	Gay	Heterosexual	Lesbian	Not disclosed	Total
2017						
Total Applications	41	69	5632	37	1692	7471
Interviewed	11	25	2032	11	912	2991
Not Interviewed	30	44	3600	26	780	4480
New start	4	9	417	4	302	736
2018						
Total Applications	57	67	6187	52	2012	8375
Interviewed	16	27	2226	11	1278	3558
Not Interviewed	41	40	3961	41	734	4817
New start	5	1	524	3	480	1013
2019						
Total Applications	56	69	6061	35	407	6628
Interviewed	17	21	2204	14	202	2458
Not Interviewed	39	48	3857	21	205	4170
New start	4	3	828	4	368	1207
2020						
Total Applications	3	0	52	1	353	409
Interviewed	0	0	7	1	214	222
Not Interviewed	3	0	45	0	139	187
New start	9	3	1121	3	551	1687

North Ayrshire Council - Training - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Training

Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed	Total
2017						
Permanent Headcount	3	9	1359	8	3174	4553
Permanent Training	1	8	891	4	1833	2737
Temporary Headcount	5	3	625	4	122	759
Temporary Training	4	0	353	3	72	432
2018						
Permanent Headcount	3	13	1816	8	4184	6024
Permanent Training					0	0
Temporary Headcount	2	6	618	3	172	801
Temporary Training					0	0
2019						
Permanent Headcount	5	15	2385	10	4037	6452
Permanent Training	3	12	1361	4	2080	3460
Temporary Headcount	2	2	667	6	298	975
Temporary Training	2	2	290	4	133	431
2020						
Permanent Headcount	10	17	2448	11	3876	6362
Permanent Training	4	9	946	6	1331	2296
Temporary Headcount	2	2	704	2	361	1071
Temporary Training	1	1	204	1	120	327

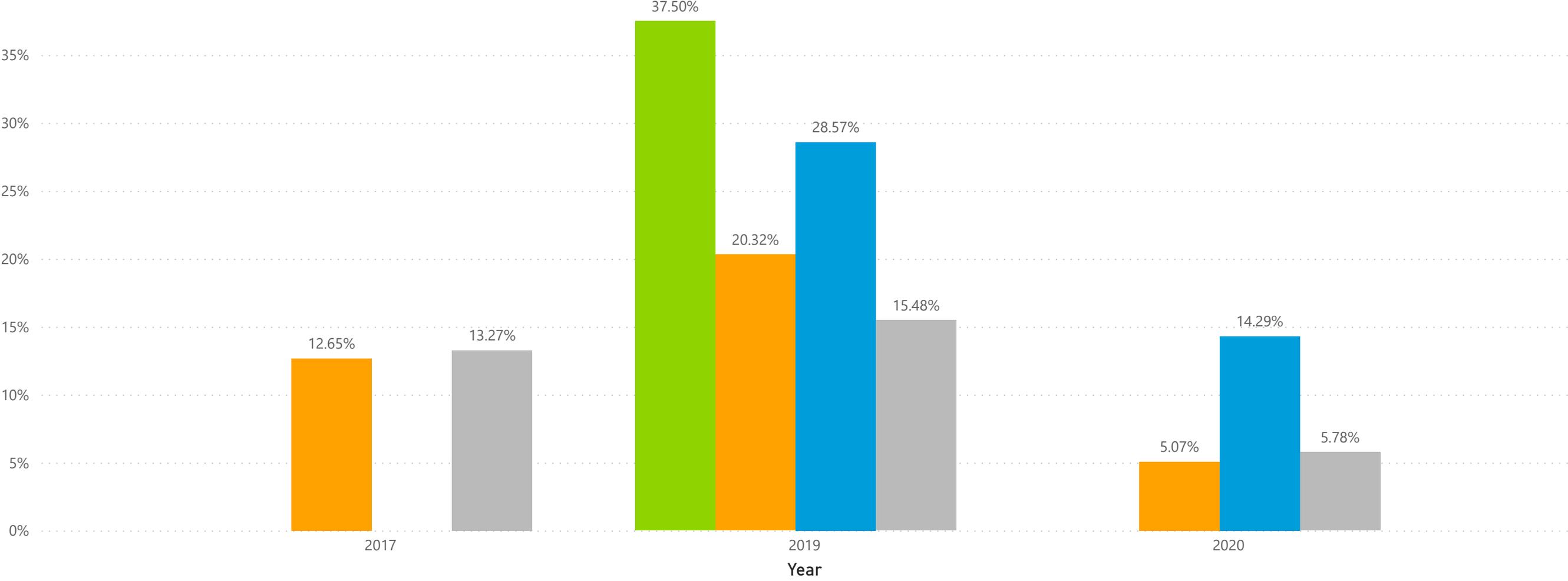
Education - Employee Turnover - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Data for 2018 is unavailable.

Total Employee Turnover

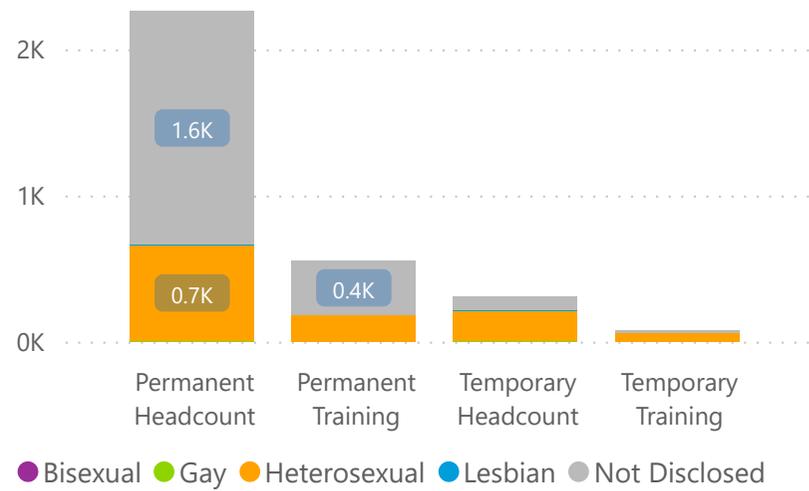
● Gay ● Heterosexual ● Lesbian ● Not Disclosed



Year	Gay	Heterosexual	Lesbian	Not Disclosed
2017		12.65%		13.27%
2019	37.50%	20.32%	28.57%	15.48%
2020		5.07%	14.29%	5.78%

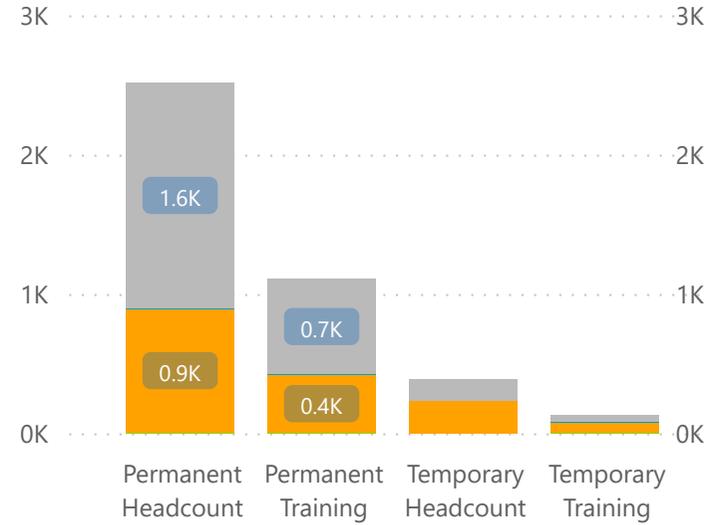
Education - Training - Sexual Orientation

2017

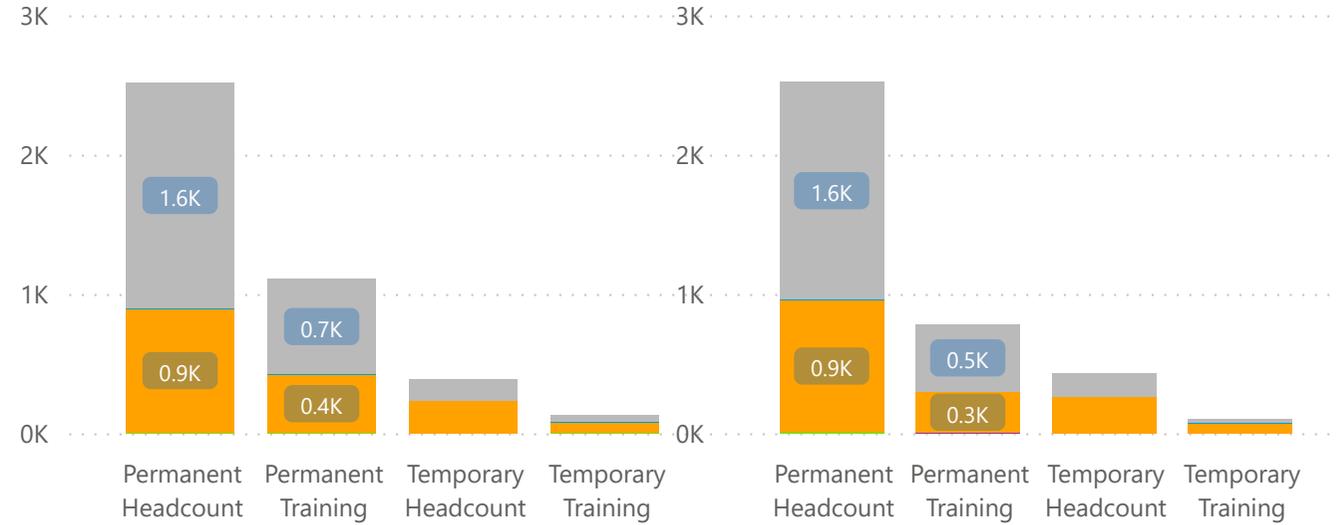


Actual Headcount (Excluding Modern Apprentices and Skillseekers)

2019



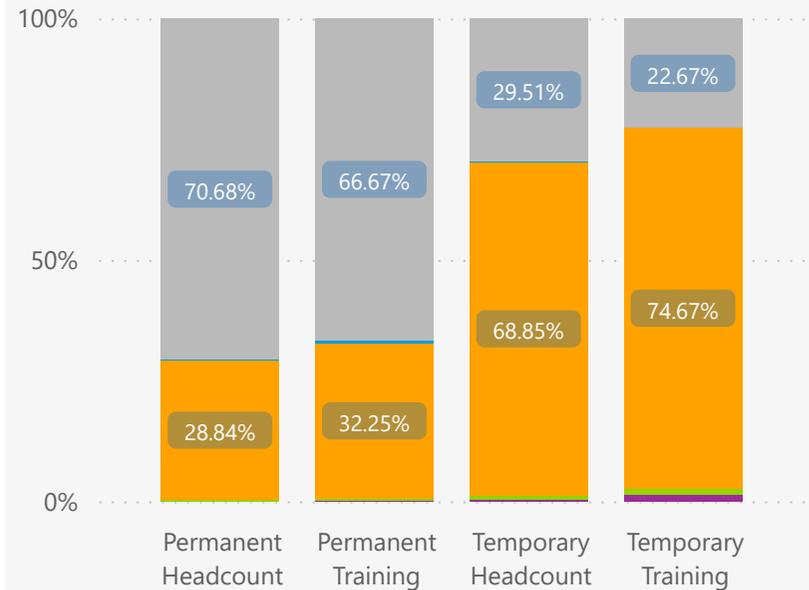
2020



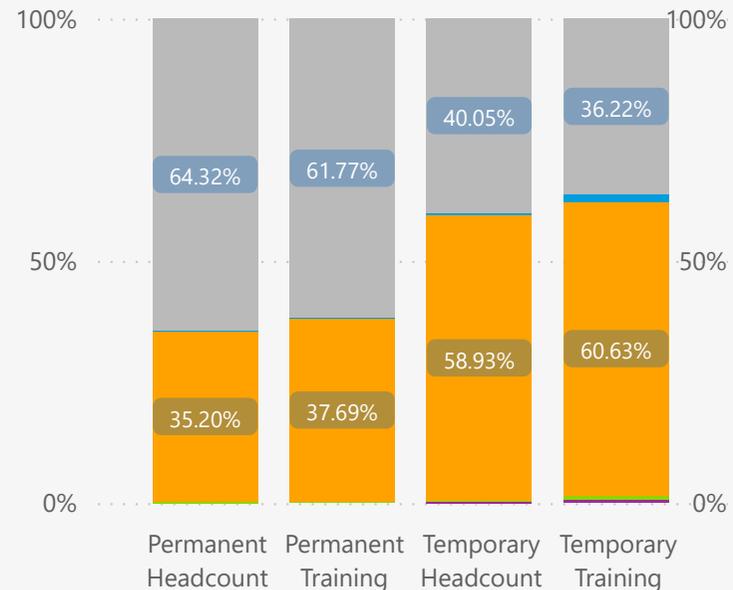
Data for 2018 is unavailable.

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

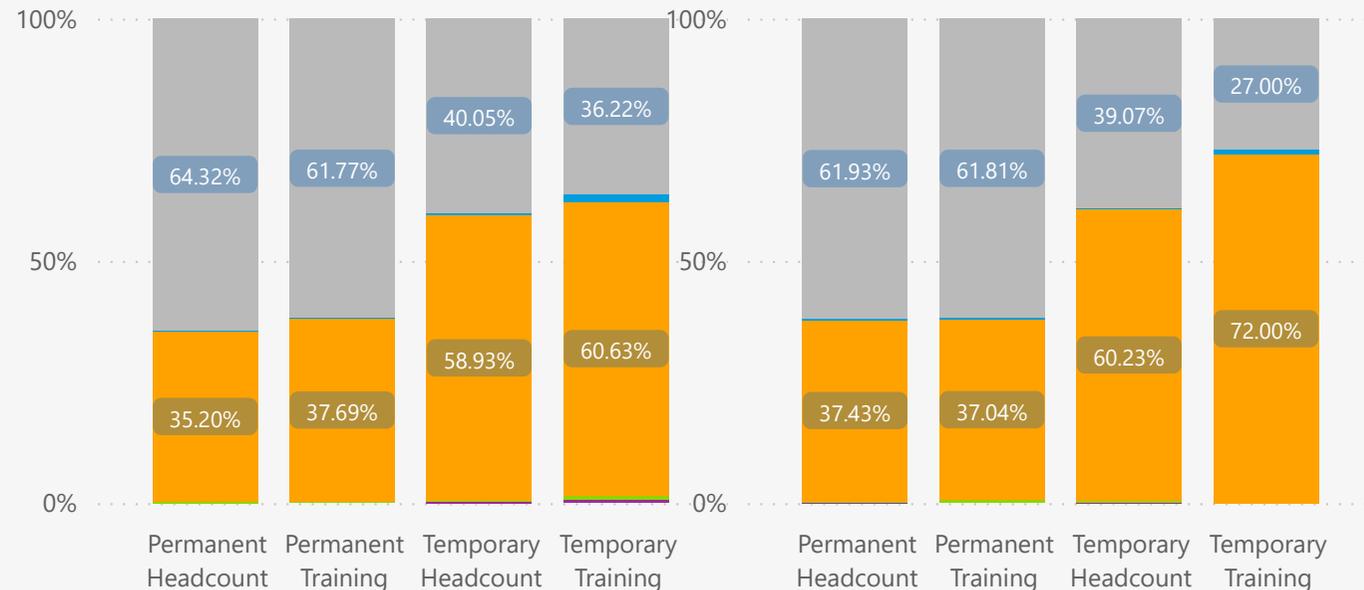
2017



2019



2020



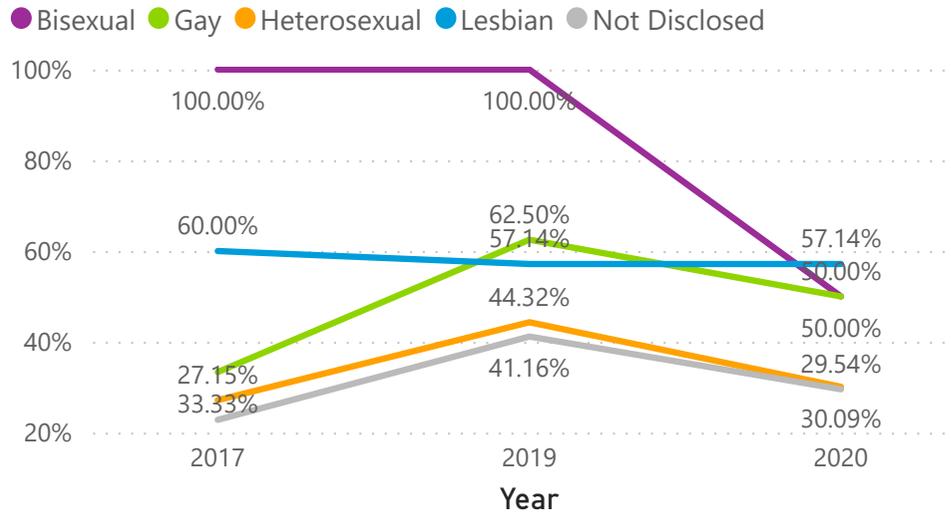
Data for 2018 is unavailable.

Education - Training - Sexual Orientation

Data for 2018 is unavailable.

Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)

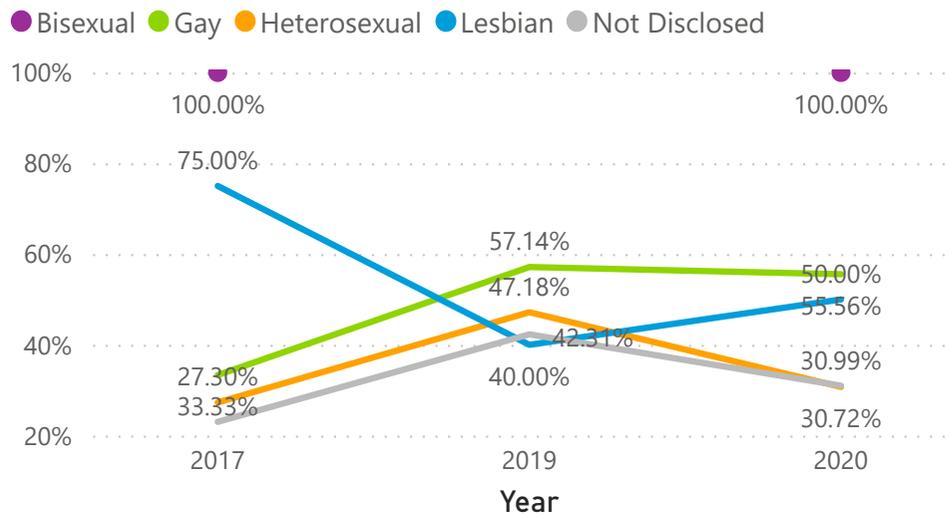
Total Employee Training



Total Employee Training

Details	2017	2019	2020
Not Disclosed	22.81%	41.16%	29.54%
Lesbian	60.00%	57.14%	57.14%
Heterosexual	27.15%	44.32%	30.09%
Gay	33.33%	62.50%	50.00%
Bisexual	100.00%	100.00%	50.00%

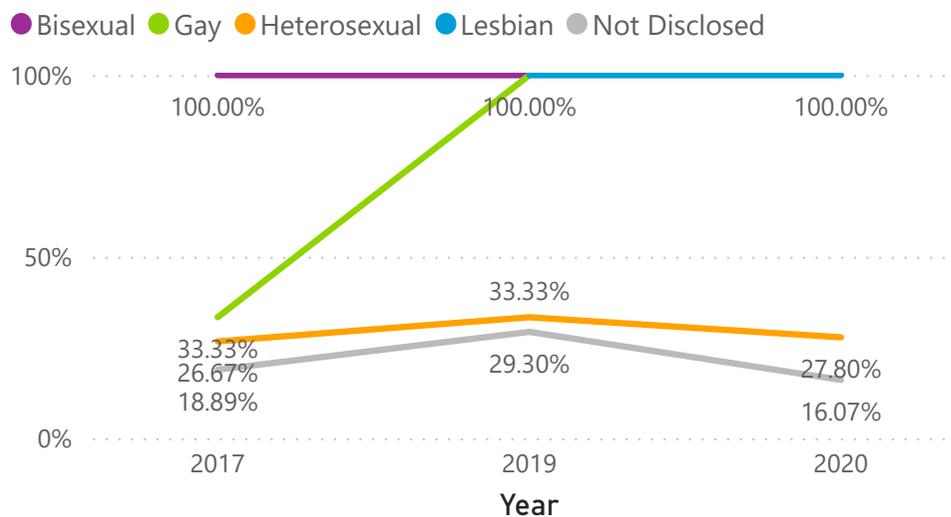
Permanent Employee Training



Permanent Employee Training

Details	2017	2019	2020
Bisexual	100.00%		100.00%
Gay	33.33%	57.14%	55.56%
Heterosexual	27.30%	47.18%	30.72%
Lesbian	75.00%	40.00%	50.00%
Not Disclosed	23.03%	42.31%	30.99%

Temporary Employee Training



Temporary Employee Training

Details	2017	2019	2020
Bisexual	100.00%	100.00%	
Gay	33.33%	100.00%	
Heterosexual	26.67%	33.33%	27.80%
Lesbian		100.00%	100.00%
Not Disclosed	18.89%	29.30%	16.07%

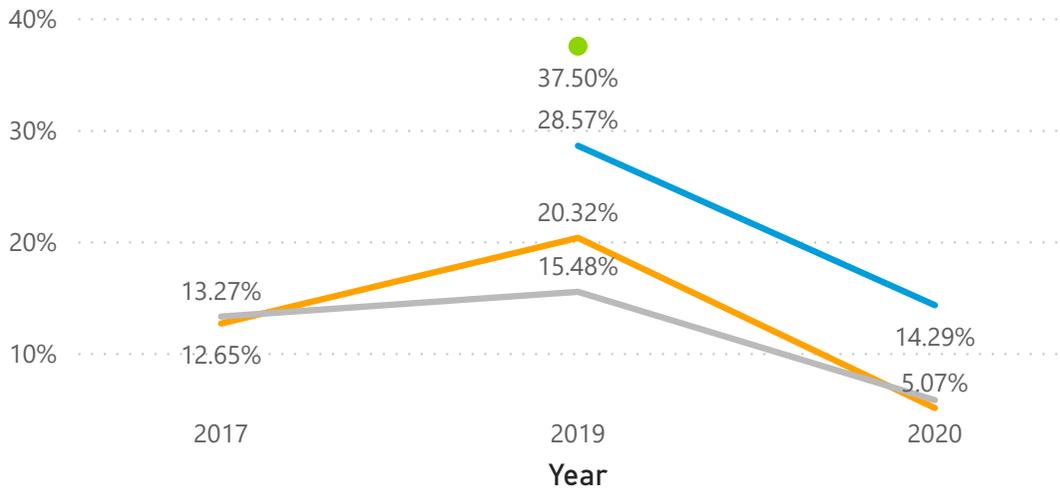
Education - Employee Turnover - Sexual Orientation

Data for 2018 is unavailable.

(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Total Employee Turnover

● Gay ● Heterosexual ● Lesbian ● Not Disclosed

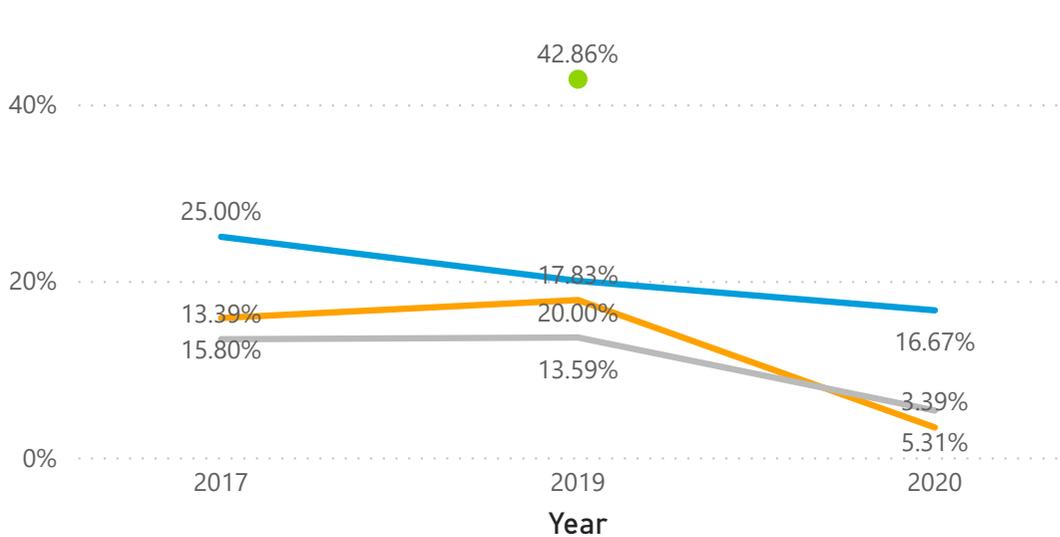


Total Employee Turnover

Details	2017	2019	2020
Not Disclosed	13.27%	15.48%	5.78%
Lesbian		28.57%	14.29%
Heterosexual	12.65%	20.32%	5.07%
Gay		37.50%	

Permanent Employee Turnover

● Gay ● Heterosexual ● Lesbian ● Not Disclosed

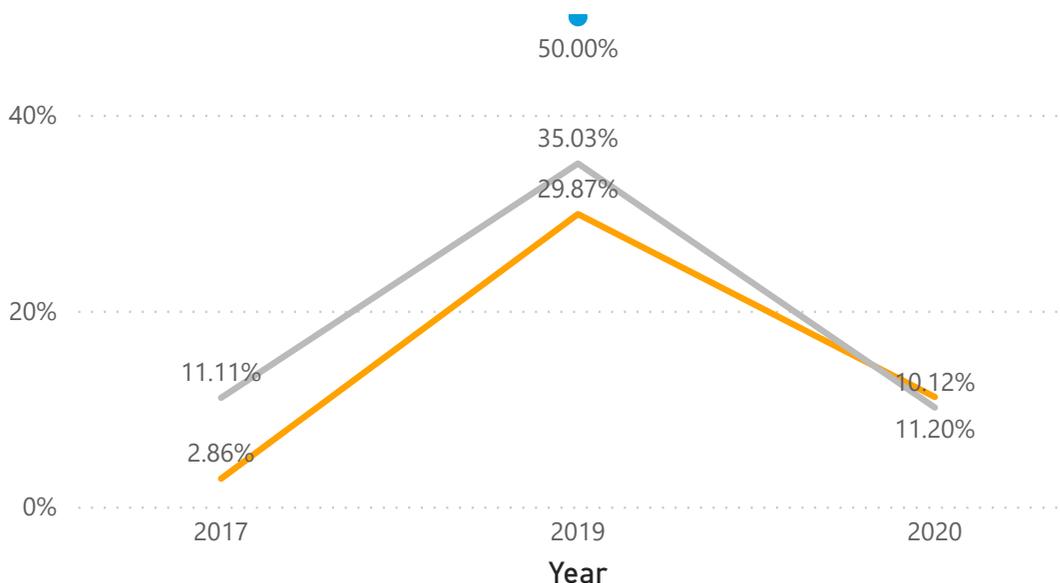


Permanent Employee Turnover

Details	2017	2019	2020
Gay		42.86%	
Heterosexual	15.80%	17.83%	3.39%
Lesbian	25.00%	20.00%	16.67%
Not Disclosed	13.39%	13.59%	5.31%

Temporary Employee Turnover

● Heterosexual ● Lesbian ● Not Disclosed



Temporary Employee Turnover

Details	2017	2019	2020
Heterosexual	2.86%	29.87%	11.20%
Lesbian		50.00%	
Not Disclosed	11.11%	35.03%	10.12%

Education - Employee Turnover - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed	Total
2017						
Permanent Headcount	1	6	652	4	1598	2261
Permanent Leavers			103	1	214	318
Temporary Headcount	1	3	210	1	90	305
Temporary Leavers			6		10	16
Total Headcount	2	9	862	5	1688	2566
Total Leavers			109		224	333
2018						
Permanent Headcount					0	0
Permanent Leavers					0	0
Temporary Headcount					0	0
Temporary Leavers					0	0
Total Headcount					0	0
Total Leavers					0	0
2019						
Permanent Headcount	0	7	886	5	1619	2517
Permanent Leavers	0	3	158	1	220	382
Temporary Headcount	1	1	231	2	157	392
Temporary Leavers	0	0	69	1	55	125
Total Headcount	1	8	1117	7	1776	2909
Total Leavers	0	3	227	2	275	507
2020						
Permanent Headcount	1	9	944	6	1562	2522
Permanent Leavers	0	0	32	1	83	116
Temporary Headcount	1	1	259	1	168	430
Temporary Leavers	0	0	29	0	17	46
Total Headcount	2	10	1203	7	1730	2952
Total Leavers	0	0	61	1	100	162

Education - Training - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Training

Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed	Total
2017						
Permanent Headcount	1	6	652	4	1598	2261
Permanent Training	1	2	178	3	368	552
Temporary Headcount	1	3	210	1	90	305
Temporary Training	1	1	56	0	17	75
2018						
Permanent Headcount					0	0
Permanent Training					0	0
Temporary Headcount					0	0
Temporary Training					0	0
2019						
Permanent Headcount	0	7	886	5	1619	2517
Permanent Training	0	4	418	2	685	1109
Temporary Headcount	1	1	231	2	157	392
Temporary Training	1	1	77	2	46	127
2020						
Permanent Headcount	1	9	944	6	1562	2522
Permanent Training	1	5	290	3	484	783
Temporary Headcount	1	1	259	1	168	430
Temporary Training	0	0	72	1	27	100



For further information please contact:

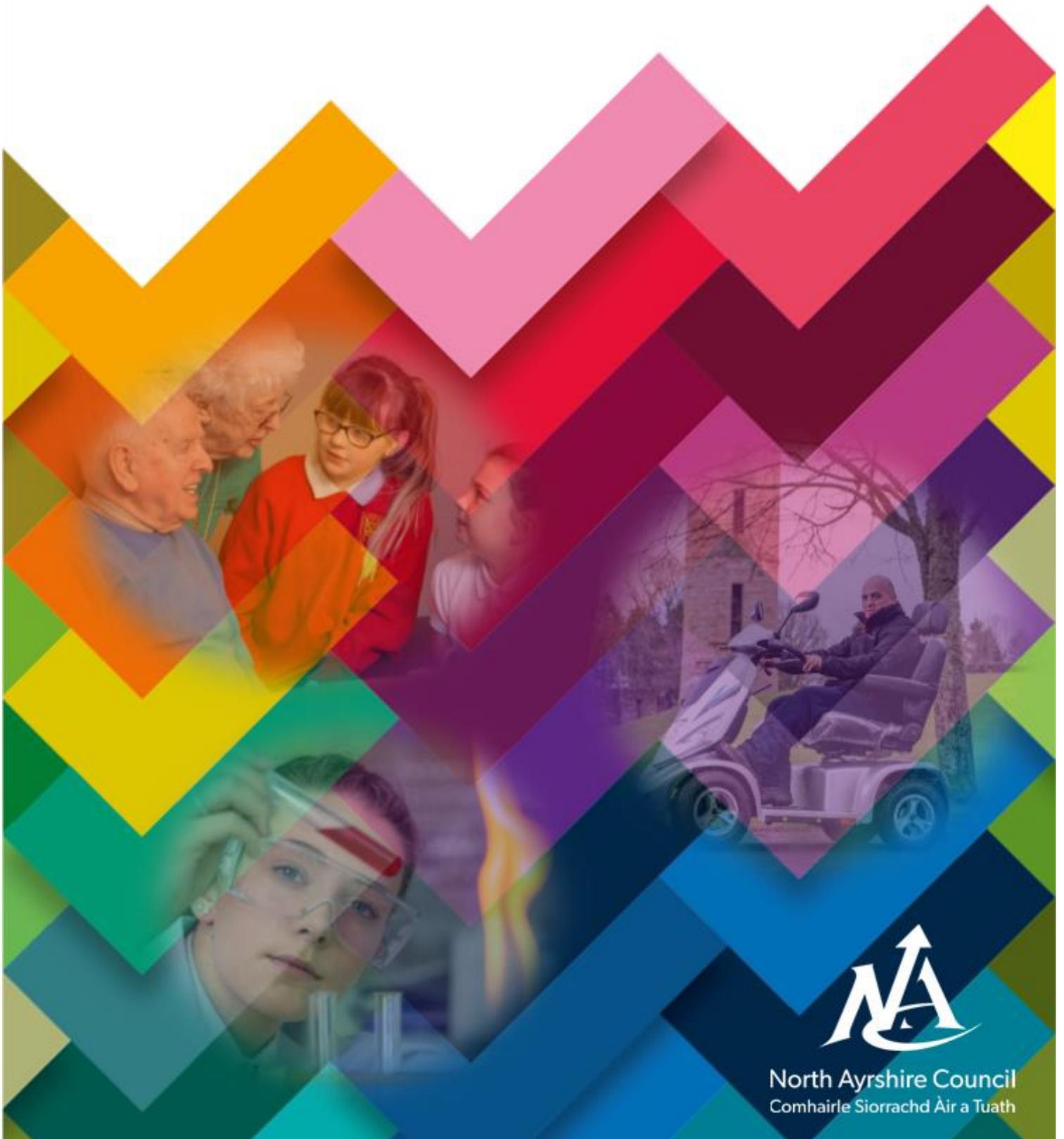
The Corporate Policy, Performance and Elections Team

Tel: 01294 324648 Email: NorthAyrshirePerforms@north-ayrshire.gov.uk



Equality Outcomes

2021-25



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Introduction

All public authorities in Scotland must comply with the public sector Equality Duty, also known as the General Equality Duty, set out in the Equality Act 2010. We must demonstrate how we:

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

The protected characteristics as listed in the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. We are all likely to have more than one protected characteristic.

This is our third set of equality outcomes building on the equality outcomes set in 2017 and 2013. Following public consultation in autumn 2020, our Ayrshire Equality Group partners (South and East Ayrshire Councils, North, South and East Health and Social Care Partnerships, Ayrshire College, Ayrshire Valuation Joint Board and NHS Ayrshire and Arran) decided to keep our existing ambitious high level outcomes as set in 2017. Each partner has agreed to develop smaller shorter-term outcomes to provide a better focus on protected groups and the key issues they face. In addition, many will continue to share the pan-Ayrshire outcomes.

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

Accessibility and Further Information

We are constantly striving to make our Council and our reports as accessible as possible. We welcome opportunities to discuss how this can be achieved.

Corporate Equalities is part of the Corporate Policy, Performance and Elections Team. For further information or to discuss any aspect of the contents of this report please contact:

The Corporate Policy, Performance and Elections Team
Tel: 01294 324648
Email: NorthAyrshirePerforms@north-ayrshire.gov.uk



What are Equality Outcomes?

Equality Outcomes outline the improvements we are aiming to achieve through the equality actions outlined in this report. These changes may benefit individuals, groups, families, organisations or communities.

Specifically, an Equality Outcome should achieve one or more of the following:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

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

Our Equality Outcomes have been developed as short to medium term (one to four years) and link with our local and national outcomes as outlined in the tables within this report.

Several of the equality outcomes link with already existing policies and strategies to further embed equality and drive efforts for improvement.

Shared Pan-Ayrshire Equality Outcomes

Due to our close working relationships with many public sector organisations, joint development of equality outcomes is undertaken through the Ayrshire Equality Partnership (AEP). As our partner organisations deliver or support services to our communities, it results in a more efficient, consistent approach. Therefore, the AEP develops a shared set of equality outcomes with each partner still maintaining individual accountability. This document outlines the activities to be undertaken by us both in partnership and as a council to address inequality.

The Covid-19 (Coronavirus) pandemic has meant our services have been focusing on helping the most vulnerable members of our society. As a result, we have extended the timescales of some of our actions for up to 24 months.

In addition, new actions have been developed which consider the impact of Covid-19. These link to our Recovery and Renewal Approach. A large focus of this approach is tackling inequality through socio-economic disadvantage and highlights specific groups within this, such as those with disabilities and long-term health conditions as well as our young people.



Consultation and Evidence Review

The development of Equality Outcomes was taken forward within the context of the Covid-19 pandemic to develop our shared understanding of its local impact. We reviewed the unprecedented challenges presented by the pandemic then outlined our future shared partnership priorities aligned to our recovery and renewal and national priorities.

We conducted a desk-based research and evidence review across our community planning partners to determine key information about groups that meet one or more of the protected characteristics. The review drew on the evidence collected from previous engagement and consultation exercises as well as the wider national policy context.

We undertook a consultation exercise during October and November 2020. Due to current social distancing restrictions, physical events were simply not possible. We developed an online and paper-based questionnaire to seek views from our communities and build upon previous discussion and consultation with equality groups. The outcome of the consultation can be found [here](#).

We considered the national policy context in the development of our shared equality outcomes to ensure robust and effective outcomes are set for the next four years.

Our shared equality outcomes are:

- In Ayrshire, people experience safe and inclusive communities
- In Ayrshire, people have equal opportunity to access and shape our public services
- In Ayrshire, people have opportunities to fulfil their potential throughout life
- In Ayrshire, public bodies will be inclusive and diverse employers

These are each supported by local outcomes and actions as outlined in Appendix 1.

Appendix 1 – Equality Outcomes

In Ayrshire, people experience safe and inclusive communities

1A: Through a variety of methods victims, witnesses and partner agencies feel more confident in reporting hate incidents

In Ayrshire, people have equal opportunity to access and shape our public services

2A: More disabled people, older people and women access public transport safely and in comfort with an integrated service that provides accessible information, appropriate assistance and support from transport employees

2B: Improve engagement with our services and enhance access to information for marginalised and under-represented groups

In Ayrshire, people have opportunities to fulfil their potential throughout life

3A: Our young people, disabled people and women have access to training and employment

3B: To continue to embed UNCRC across schools in North Ayrshire to eliminate discrimination and promote equality of opportunity in our schools and in the wider community

3C: Our young LGBT people feel supported and have access to improved digital platforms and sources of support

3D: Support the integration of our refugee population into life in North Ayrshire

In Ayrshire, public bodies will be inclusive and diverse employers

4A: Our BAME, disabled and LGBT+ employees have safe and supportive work environments to thrive, and we are seen as an employer of choice

4B: Enhanced opportunities for people with communication difficulties to fully express their skills, personality and ability as part of the application process for employment and skills development programmes

4C: Our understanding of race employment issues is improved to ensure we maintain robust employment practices

Overarching Shared Equality Outcome	In Ayrshire, people experience safe and inclusive communities
Links to National Outcomes	<p>We have tackled the significant inequalities in Scottish society</p> <p>We have improved the life chances for children, young people and families at risk</p> <p>We live our lives safe from crime, disorder and danger</p> <p>We have strong, resilient and supportive communities where people take responsibility of their own actions and how they affect others</p>
Equality Outcome1	Through a variety of methods victims, witnesses and partner agencies feel more confident in reporting hate incidents
Inequality Addressed	People suffer hatred and violence because of their protected characteristics

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
1.1	<p>Hate Crime continues to rise and has a significant impact on particular communities. In 2019-20 findings were:</p> <ul style="list-style-type: none"> an increase in the number of charges reported in 2019-20 compared to 2018-19 for all categories of hate crime. Racial crime remains the most reported hate crime. 	Increase people's awareness of hate crime	<p>Raise our awareness to better understand hate crime</p> <p>Develop a Hate Crime e-learning course</p> <p>Work with partners to raise awareness of hate crime with community members through a conference</p>	<p>Number of staff/Board Members undertaking training</p> <p>Number of people attending the conference</p> <p>Evaluation of the conference</p>	<p>Disability, Sex Gender Reassignment, Race Religion and Belief, and Sexual Orientation</p>	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster Good Relations</p>	<p>Health Improvement and Equalities Officer</p> <p>March 2023</p>

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
<ul style="list-style-type: none"> Sexual orientation aggravated crime is the second most reported type of hate crime. <p>More information can be found on the Crown and Procurator Fiscal Report – Hate Crime in Scotland 2019-20</p>	Improved use of third-party reporting	Work with partners to increase the awareness of third-party reporting	Increased reporting via third party reporting using a variety of media tools and promotion materials	Disability, Gender Reassignment, Race and Religion and Belief		

Overarching Shared Equality Outcome	In Ayrshire, people have equal opportunity to access and shape our public services
Links to National Outcomes	We have tackled the significant inequalities in Scottish society We live in well-designed, sustainable places where we are able to access the amenities and services we need Our public services are high quality, continually improving, efficient and responsive to local people's needs
Equality Outcome 2A	More disabled people, older people and women access public transport safely and in comfort with an integrated service that provides accessible information, appropriate assistance and support from transport employees
Inequality Addressed	Disabled people, older people and women experience difficulties accessing public transport because of safety, comfort, availability, connectivity, information and assistance, staff training and customer service

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
2.1	The barriers in accessing transport are well documented and this can be exacerbated in rural areas. Good access to affordable transport can support employment opportunities, contribute to better outcomes in relation to wellbeing and help tackle poverty. This also supports the goals of the Ayrshire Growth Deal.	<p>The barriers facing disabled people women and older people and their needs are identified</p> <p>The changes, support and resources required are understood and agreed.</p> <p>Improvements in access to travel and</p>	<p>Engagement with disabled people, women, older people and organisations including third sector organisations</p> <p>Meet with transport providers</p> <p>Consultation about changes</p>	Framework in development.	Age, Disability, Sex	Eliminate Discrimination	<p>Health Improvement and Equalities Officer alongside Growth and Investment and Regeneration Teams.</p> <p>March 2025</p>

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	passenger assistance.	<p>Program of support and improvements agreed.</p> <p>Test and pilot new and modified service methods, technology, vehicles and practices</p> <p>Gather feedback and revise program where necessary.</p>				

Overarching Shared Equality Outcome	In Ayrshire, people have equal opportunity to access and shape our public services
Links to National Outcomes	We have tackled the significant inequalities in Scottish society We live in well-designed, sustainable places where we are able to access the amenities and services we need Our public services are high quality, continually improving, efficient and responsive to local people's needs
Equality Outcome 2B	Improve engagement with our services and enhance access to information for marginalised and under-represented groups
Inequality Addressed	Many groups such as those who use British Sign Language or whose main language is not English can struggle to effectively engage with Council services or within local communities.

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
2.2	In our previous action plan the partners had agreed joint commission of interpretation services for British Sign Language (BSL) services, however this has been delayed due to the Covid-19 pandemic.	Productive relationships with BSL user groups to continue to inform decision-making. Creation of a BSL specific landing page on our website	Explore joint approach for the commissioning of BSL Interpretation. Work with the Council's Web Team and Sensory Impairment Team to create a BSL friendly landing page on our website.	Joint commissioned services agreed with the partners. Increased engagement with BSL users. Webpage created. Monitor access and usage to the webpage	Disability	Eliminate Discrimination Advance Equality of Opportunity Foster good Relations	Health Improvement and Equalities Officer (April 2022) Web Team (Sept 2021)

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale	
2.3	Many of our residents who do not have English as their first language can struggle to engage with Council Services and within local communities without additional interpretation support.	Creation of a community language landing page on our website.	Work with our Web Team and our Connected Communities Teams to create a community language landing page for North Ayrshire residents	Webpage created Monitor access and usage to the webpage	Race	Advance Equality of Opportunity Foster good Relations	Web Team Connected Communities Teams Health Improvement and Equalities Officer

Overarching Shared Equality Outcome	In Ayrshire, people have opportunities to fulfil their potential throughout life
National Outcomes	<p>We realise our full economic potential with more and better employment opportunities for our people</p> <p>We are better educated, more skilled and more successful, renowned for our research and innovation</p> <p>Our young people are successful learners, confident individuals, effective contributors and responsible citizens</p> <p>Our children have the best start in life and are ready to succeed</p> <p>We live longer, healthier lives</p>
Equality Outcome 3 A	Our young people, disabled people and women have access to training and employment
Inequality Addressed	Young people, disabled people and women have barriers to accessing training and employment opportunities

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
3.1	The Ayrshire Growth Deal (AGD) aims to create employment opportunities through a Healthy Economy. Like many areas that have post-industrial decline, Ayrshire has suffered a poor health record, including long-term health issues and disability. Research has shown that work and health are inextricably linked and that working can improve health. The AGD Inclusive Diagnostic Tool identified	To provide support to access employment to reduce health as a constraint to build an inclusive economy	<p>Provide support for unemployed, in particularly people with disabilities and women, residents to overcome health barriers to economic activity</p> <p>To support residents to retain employment by addressing health barriers</p> <p>Support local business to access health related</p>	<p>Number of people who declare a disability accessing employability services</p> <p>Number of women accessing employability services</p> <p>Number of people who declare a disability accessing full case management</p>	Disability and Sex	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p>	<p>Growth and Investment Teams</p> <p>Health Improvement and Equalities Officer - March 2023 and March 2025</p>

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
protected characteristics such as Age (young people) and long-term ill-health and disability some of the key barriers to employment.		supports to improve retention and productivity of their workforce	Number of women accessing full case management			
3.2 Equal Supported Employment Service are aiming to provide opportunities for those with Disabilities where their academic achievement has been prohibitive to their career development. It is accepted that to progress within a chosen career academic study is required to progress within a high number of fields. By providing solid practical hands on experience in a sector it is anticipated that those with neuro diverse disabilities will have the ability to progress towards fulfilling long term employment.	To provide paid work experience placements focussing on training and development of practical skills such as within Horticulture.	<p>To offer candidates the opportunity of paid work experience in the Horticulture industry whilst working alongside several local organisations creating a Community Garden.</p> <p>To provide additional practical training via the Royal Horticultural Society awards scheme which should result in a solid knowledge and experience base for future permanent employment within the Horticulture industry.</p>	<p>Number of clients wishing to participate in the project.</p> <p>Monitoring of the range of disabilities being supported.</p> <p>Number of clients achieving full time employment at end of project.</p> <p>Monitoring success rate of those participating in RHS training modules.</p> <p>Participant feedback on success of project.</p>	<p>Disability and young people</p> <p>(There are no age, race or sex restrictions in participating and it will likely benefit others within our communities.)</p>	Advance equality and opportunity	<p>Programme Manager, Equal Supported Employment</p> <p>Review April 2022</p>



Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale	
				Level of continued Employment support being delivered to participants during and after project.			

Overarching Shared Equality Outcome	In Ayrshire, people have opportunities to fulfil their potential throughout life
National Outcomes	<p>We realise our full economic potential with more and better employment opportunities for our people</p> <p>We are better educated, more skilled and more successful, renowned for our research and innovation</p> <p>Our young people are successful learners, confident individuals, effective contributors and responsible citizens</p> <p>Our children have the best start in life and are ready to succeed</p> <p>We live longer, healthier lives</p>
Equality Outcome 3 B	To continue to embed UNCRC across schools in North Ayrshire to eliminate discrimination and promote equality of opportunity in our schools and the wider community
Inequality Addressed	There is a lack of a shared understanding of everyone's rights and a commitment to respect one's own and other people's rights

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
3.3	Rights Respecting Schools The UNICEF UK Rights Respecting Schools Award (RRSA) supports schools across the UK to embed UNCRC in their ethos, practice and culture	All schools in North Ayrshire are registered with the UNICEF Rights Respecting Schools programme	Support the embedding of children's rights across the curriculum and within Child Protection and Additional Support Needs practices	<p>An increase in Schools achieving Bronze status</p> <p>An increase in schools achieving Silver status</p> <p>Increase in schools achieving Gold</p>	All protected characteristics	<p>Eliminate Discrimination</p> <p>Advance Equality of Opportunity</p> <p>Foster positive relationships</p>	<p>Inclusion Senior Manager Education</p> <p>March 2023</p>

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale	
3.4	Promote Children and Young People's rights in line with revised Child Protection /Additional Supports Needs Legislation	All schools in North Ayrshire recognise Children and Young People's rights in their Child Protection and Additional Support Needs processes.	Implement the Children and Young People's voice in Child Protection and Additional Support Needs planning (Article 12)	% Children and Young People's views views within Children and Young People Additional Support Needs and Child Protection Plans.	All protected characteristics	Advance equality of opportunity	Inclusion Senior Manager Education (March 2023)
3.5	Mentors in Violence Prevention (MVP) is a peer mentoring programme that gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin gender-based violence, bullying and other forms of violence.*	Mentors and mentees will be more aware of the issues related to violence, gender-based violence and bullying – initially in two secondaries extended in subsequent years Pupils are empowered as active bystanders with the knowledge ability to support and challenge their peers in a safe way.	Establish MVP in two secondaries, followed by further secondaries.	Instances of violence reporting rises and steps to intervene taken. Pupils will feel safer in school. Relationships between older and younger pupils will strengthen. Leadership qualifications will rise.			Inclusion Senior Manager Education (March 2023)

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	<p>MVP will increase in pupils who are ready to alert staff to safety concerns e.g. from a fight brewing, or a friend self-harming, to someone carrying a sharp object into school.</p> <p>Increased communication between the mentors and staff will facilitate proactive support being put in place as necessary.</p> <p>MVP will provide pupils with skills and knowledge in a variety of ways that they can intervene when witnessing behaviours that are detrimental to wellbeing e.g. bullying</p>		<p>Evidence of the impact of MVP will be gathered through staff feedback, attitude questionnaires and focus groups,</p>			

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	<p>behaviours, hate crime gender-based violence.</p> <p>MVP will improve the ethos of inclusion within school.</p> <p>Mentors will gain confidence and the enhancement of a range of skills in leadership teamwork and presentation skills</p>					

***Mentors in Violence Prevention and Hate Crime**

- Mentors in Violence Prevention (MVP) is a peer mentoring programme that gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin gender-based violence, bullying and other forms of violence. It addresses a range of behaviours including name-calling, sexting, controlling behaviour and harassment, and uses a 'by-stander' approach where individuals are not looked on as potential victims or perpetrators but as empowered and active bystanders with the ability to support and challenge their peers in a safe way.
- This is being run as a pilot project with senior phase pupils in two secondary schools at present but has been delayed due to the pandemic.

Overarching Shared Equality Outcome	In Ayrshire, people have opportunities to fulfil their potential throughout life
National Outcomes	<p>We realise our full economic potential with more and better employment opportunities for our people</p> <p>We are better educated, more skilled and more successful, renowned for our research and innovation</p> <p>Our young people are successful learners, confident individuals, effective contributors and responsible citizens</p> <p>Our children have the best start in life and are ready to succeed</p> <p>We live longer, healthier lives</p>
Equality Outcome 3 C	Our young LGBT people feel supported and have access to improved digital platforms and sources of support.
Inequality Addressed	Young LGBT people still face many barriers in life, including discrimination and a sense of social disconnectedness.

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
3.6	<p>Many young LGBT people can often experience a sense of isolation and feel they have limited options to know where to turn to for additional support.</p> <p>Although general experiences have improved for the most part for people from an LGBT background in</p>	Creation of LGBT Discord space for young people	<p>Create digital space for young people who identify as LGBT with support staff to support LGBT and separate space for trans young people</p> <p>Regular digital support and information sessions with information and guest speakers for both young people and parents and carers</p>	In development. Information is available through our PIES information system.	<p>Sexual Orientation (LGBT)</p> <p>Age – Young People</p>	Fostering Good Relations	Youth Participation Officer

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
<p>recent years, people still experience prejudice, bullying and hate crime. LGBT Youth Scotland report on Life in Scotland (2017) identified:</p> <ul style="list-style-type: none"> • 35% of young LGBT people had experienced hate crime in the last year. • 71% experienced bullying in school (82% for young transgender people) 		<p>Connected Communities (Youth) have signed up to achieve the LGBT Silver Charter Mark – which includes specific LGBT Awareness and Trans Awareness training for all staff. The Charter https://www.lgbtyouth.org.uk/the-lgbt-charter/the-lgbt-charter/</p> <p>Regular Social Media content that shares support and resources for LGBT+ through all our social media channels – linking into local and national support.</p>				

Overarching Shared Equality Outcome	In Ayrshire, people have opportunities to fulfil their potential throughout life
National Outcomes	<p>We realise our full economic potential with more and better employment opportunities for our people</p> <p>We are better educated, more skilled and more successful, renowned for our research and innovation</p> <p>Our young people are successful learners, confident individuals, effective contributors and responsible citizens</p> <p>Our children have the best start in life and are ready to succeed</p> <p>We live longer, healthier lives</p>
Equality Outcome 3 D	Support the integration of our refugee population into life in North Ayrshire.
Inequality Addressed	Refugees often arrive with little understanding of English language and from a different culture from the local population, leading to reduced access to services, employment and sources of support.

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
3.7	In line with the New Scots: refugee integration strategy 2018 to 2022 we are working together to support refugees, asylum seekers and our communities to be involved in building stronger, resilient communities which enable everyone to be active citizens.	Development of New Scots forums for men, women and youth community groups	<p>Create refugee-led groups at a local level</p> <p>Enable collective identification of issues and engagement with services.</p> <p>Build knowledge and skills for organisational development such as governance, employing staff, asset transfer and registering as a charity.</p>	<p>Number of new Scots forums for men, women and youth community groups.</p> <p>Participation in New Scots forums for men, women and youth community groups</p>	Religion and belief, Race	Fostering good relations	Engagement and Participation Officer

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
<p>We are part of the Syrian Refugee Resettlement Programme and currently host 201 refugees.</p>		<p>Assess and meet the needs of refugee community members.</p> <p>Facilitate the participation of refugees in forums as well as other activities of local authorities and other public bodies.</p>				

Overarching Shared Equality Outcome	In Ayrshire, public bodies will be inclusive and diverse employers
National Outcomes	We realise our full economic potential with more and better employment opportunities for our people We are better educated, more skilled and more successful, renowned for our research and innovation
Equality Outcome 4A	Our BAME, disabled and LGBT+ employees have safe and supportive work environments to thrive, and we are seen as an employer of choice
Inequality Addressed	BAME, disabled and LGBT+ staff lack access to peer support which can lead to isolation and low morale at work

Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
4.1	<p>People with certain protected characteristics face discrimination both in employment and the wider environment due to their protected characteristics and combination of protected characteristics.</p> <p>Employee network groups can transform the experiences of employees representing different and specific groups from</p>	Establishment of a safe and supportive environment for employees who identify with a particular protected characteristic	Explore with colleagues the desire to establish a BAME employee network either locally or with employees from South and East Ayrshire Council	BAME staff network established	Race	Eliminate Discrimination	March 2022
			Following the successful introduction of an Employee Disability Forum, explore with the workforce the desire to	LGBT+ staff network established	Sexual orientation, Gender re-assignment	Advance Equality of Opportunity Foster good relations	

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
diverse communities. We aim to build upon on our successful employee disability forum by scoping the possibility of developing BAME and LGBT+ groups		establish a LGBT+ staff network				
4.2 The benefits of a more diverse and inclusive organisational culture are widely known and acknowledged. From an equality and impartiality standpoint there can be no doubt that fairer organisations, support a more equal society including nurturing and developing greater talent from a much more enriched and varied pool of candidates in the workforce.	Our vacancies are advertised through specialised partnership organisations who target and support protected characteristic groups	Contact specialist organisations to seek opportunities to advertise our vaccines to a more diverse range of candidates	Number of partner organisations advertising Council vacancies	All Protected Characteristics	Eliminate Discrimination Advance Equality of Opportunity Foster good relations	March 2022

Overarching Shared Equality Outcome	In Ayrshire, public bodies will be inclusive and diverse employers
National Outcomes	We realise our full economic potential with more and better employment opportunities for our people We are better educated, more skilled and more successful, renowned for our research and innovation
Equality Outcome 4B	Enhanced opportunities for people with communication difficulties to fully express their skills, personality and ability as part of the application process for employment and skills development programmes.
Inequality Addressed	People with Learning Disabilities often struggle to complete standard application forms that allow them to express their skills, personality and abilities, leading to missed opportunities to engage in employment, training and skills development programmes.

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
4.3 The See Me CV aims to increase employment opportunities for disabled candidates. The See Me CV supports our commitment to providing an inclusive and fully accessible recruitment process to reduce/minimise barriers and promote a fair playing field. Promoting a	Our Modern Apprentice roles provide an alternative mechanism within the recruitment process for disabled candidates to demonstrate they meet the essential criteria of the post.	Pilot the See Me CV initiative with Modern Apprentice roles and review following three calendar months to potentially open across the Council for all disabled individuals. Following successful pilot of the See Me CV	Number of people who disclose they have a disability Number of disabled applicants who provide a See Me CV Recruiting Managers' feedback on whether the See Me CV added value to the process	Disability; As the programme widens out, other people with written communication challenges may also benefit from this initiative	Advance Equality of Opportunity Foster good relations Minimising potential for discrimination, through improved	August 2021 April 2022

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
<p>fair, diverse and inclusive recruitment process by providing alternative mechanisms for disabled individuals will increase their opportunity of securing employment with North Ayrshire Council. It will help to negate preconceived ideas of disabilities and health conditions and will also educate and improve employee awareness.</p> <p>The See Me CV may also encourage applicants to disclose they have a disability sooner as they can access the appropriate supports and alternative mechanisms.</p>		<p>scheme we will consider the longer term roll out of the programme.</p>	<p>Applicants feedback on how accessible the See Me CV service was and any improvements required.</p>		<p>education and awareness among our managers.</p>	

Overarching Shared Equality Outcome	In Ayrshire, public bodies will be inclusive and diverse employers
National Outcomes	We realise our full economic potential with more and better employment opportunities for our people We are better educated, more skilled and more successful, renowned for our research and innovation
Equality Outcome 4C	Our understanding of race employment issues is improved to ensure we maintain robust employment practices
Inequality Addressed	National research indicates that there is an ethnicity employment gap across employers in Scotland.

	Context	Outputs	Actions	Measurement	Protected Characteristic	General Duty	Lead Officer and Timescale
4.4	Following publication by the Scottish Govt of the Race Equality, Employment and Skills report , the Minister for Business, Fair Work and Skills wrote to public sector organisations requesting a response and what actions would be taken to advance the issues identified in their report.	Enhanced recruitment procedures to support anonymity of applicants. Implement more diverse advertising and promotion of vacancies.	Review of recruitment procedures to adopt an anonymised statement process prior to interview. Review the 'My Connections' videos for diversity content	Monitor employees from BAME communities reaching interview stage. Videos updated to reflect diverse workforce.	Race	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Senior HR Officer (August 21) HI and Equalities Officer (annual) Senior L&OD Officer (Sept 21)

Context	Outputs	Actions	Measurement	Protected Characteristic	General Duty	Lead Officer and Timescale
<p>The race equality report highlights national research showing that:</p> <ul style="list-style-type: none"> In 2019 the ethnicity pay gap had risen to 16.4% On average Black and Minority Ethnic Employees were paid 10% less than their white counterparts. <p>It should be noted that our pay gap within North Ayrshire Council has remained positive for other ethnicity for a number of years.</p>	<p>Improve our data collection of employee statistics around protected characteristics.</p> <p>Improve our understanding of race and racism.</p>	<p>Encourage NAC employees to update their personal HR records.</p> <p>Carry out an organisational assessment of race and racism.</p> <p>Review our Equality training around Race in conjunction with Scottish Government Guidelines</p>	<p>Reduction in the percentage of 'Not Disclosed' characteristics in HR records.</p> <p>Assessment and report completed</p> <p>Review completed and training updated</p>			<p>HR/HR and Equalities Officer (Dec 2022)</p> <p>HR and Equalities Officer. (Dec 2022)</p> <p>L&OD team/HR and Equalities Officer (April 2022)</p>

NORTH AYRSHIRE COUNCIL

EQUAL PAY STATEMENT

1. Introduction

This Equal Pay Policy Statement sets out how the Council will comply with the legal duties set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

2. Statement of Commitment

North Ayrshire Council is committed to the principal of equality of opportunity in employment for all our employees and aims to determine pay and conditions of employment that do not discriminate unlawfully and are free from bias by ensuring that equal pay is in place for like work, work rated as equivalent and work of equal value. This includes equality on the basis of the protected characteristics as contained in the Equality Act, including sex, race, age, pregnancy and maternity, gender reassignment, sexual orientation, religion or belief and disability.

In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require North Ayrshire Council to:

- Publish gender pay gap information.
- Publish a statement on equal pay and information on occupational segregation between women and men, people who are disabled and those who are not, and people who fall into a minority racial group and those who do not.

3. Objectives

In line with the General Duty of the Equality Act 2010, our equal pay objectives are to:

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality
- Promote equality of opportunity and the principles of equal pay throughout the workforce

4. Actions

North Ayrshire Council will:

- Examine existing and future pay practices for all employees to ensure that they comply with best equal pay practice and current legislation
- Take appropriate action to eliminate pay gaps/differences that cannot satisfactorily be explained on grounds other than a protected characteristic
- Set aside appropriate resources to achieve equal pay

- Use an analytical job evaluation system, jointly agreed with the relevant trades unions, to assess the relative value of local government employee jobs within the Council that determines the allocation of jobs within the relevant pay and grading structure
- Monitor and analyse areas of occupational segregation around sex, disability and race and identify appropriate equalities action and outcomes.
- Provide training and guidance on equal pay for those involved in determining pay and grading matters in terms of job evaluation and new appointments.
- Enable employees to understand how their pay is determined through effective communication and administration of fair and transparent pay systems
- Respond to grievances on equal pay timeously in accordance with our agreed procedure
- Discuss the equal pay policy with trades unions and professional associations as appropriate

5. Pay Arrangements

The Council's workforce is comprised of the following employee groups whose pay and conditions of service are set in different ways and under different national negotiating arrangements. These are as follows: -

- Scottish Joint Council for Local Government Employees;
- Scottish Negotiating Committee for Teachers;
- Scottish Joint Negotiating Committee for Local Authorities Services (Chief Officials).

These national negotiating bodies reach various agreements which are binding on employing authorities but are augmented by local agreements in respect of a range of matters, the most notable of which are conditions of service.

Local Government Employees are covered by a pay and grading scheme, which has previously been agreed at a National Level. The pay system for teachers is as set out in the Handbook of Conditions of Service as agreed by the Scottish Negotiating Committee for Teachers.

6. Work-Life Balance and Supportive Practices

The Council recognises that many aspects of life can have an impact on a person's capacity to engage fully with work, for instance, individuals with caring

responsibilities tend mainly to be women, people with disabilities may need additional support and time throughout the year to help them manage their life/work balance.

To support employees the Council implements a number of supportive practices, guides and procedures, which include –

- Flexible Working Hours;
- Term-time working;
- Compressed hours;
- Career breaks;
- Home working;
- Child Care Vouchers;
- Special Leave to cover emergencies.
- Carer's Leave Scheme

In addition, the Council has implemented Guides on Disability in the Workplace, and Menopause in the workplace and allows employees to take unpaid leave to attend religious and other belief festivals and events.

7. Occupational Segregation

Occupational Segregation is considered as one of the key contributors to creating pay gaps, through both vertical and horizontal segregation -

- Horizontal segregation is where women, minority ethnic or disabled people are clustered into particular types of jobs or areas of work.
- Vertical segregation is where women, minority ethnic or disabled people are clustered within particular grades or levels or seniority.

Equal Pay Audits will report on occupational segregation and actions will be identified with the intention of reducing the level of occupational segregation where it occurs.

More information on our employee statistics in relation to equality and diversity can be found in our [Equality Mainstreaming Report](#).

8. Monitoring

Equal Pay Audits will be carried out every three years.

Actions arising from Equal Pay Audits will be planned and implemented having consulted with the relevant trade unions.

Equality monitoring statistics will be included in the Council's annual equality report.

9. Policy Review

This policy will be reviewed every 3 years in consultation with all relevant stakeholders. The next policy review will be due in April 2024.

10. Responsible Person

Through delegated authority, and on behalf of the Executive Leadership Team, the Head of Service People and ICT is responsible for the design and review of all policy related to pay and benefits.

April 2021