



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Cabinet

A meeting of the **Cabinet** of North Ayrshire Council will be held remotely on **Tuesday, 27 April 2021 at 14:30** to consider the undernoted business.

Arrangements in Terms of COVID-19

In light of the current COVID-19 pandemic, this meeting will be held remotely in accordance with the provisions of the Local Government (Scotland) Act 2003. Where possible, the meeting will be live-streamed and available to view at <https://north-ayrshire.public-i.tv/core/portal/home>. In the event that live-streaming is not possible, a recording of the meeting will instead be available to view at this location.

1 Declarations of Interest

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

2 Minutes

The accuracy of the minutes of the meeting of the Cabinet held on 23 March 2021 will be confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973 (copy enclosed).

EDUCATION ITEMS FOR DECISION

3 Proposal to establish a new primary school at Montgomerie Park, Irvine

Submit a report by the Executive Director (Communities and Education) on proposals for a new primary school with early learning and childcare provision at Montgomerie Park, Irvine (copy enclosed).

GENERAL BUSINESS FOR DECISION

Reports by the Executive Director (Place)

4 Discretionary Fund

Submit a report by the Executive Director (Place) on the first phase of Discretionary Funding and proposals to redesign the fund in response to additional resource agreed with Scottish Government (copy enclosed).

5 A Local Letting Initiative for Council housing on the Isle of Arran

Submit a report by the Executive Director (Place) on proposals to introduce a Local Letting Initiative ahead of the allocation of new build Council housing on Arran (copy enclosed).

Reports by the Executive Director (Communities and Education)

6 Proposals for Community Investment Fund (CIF) Expenditure

Submit a report by the Executive Director (Communities and Education) on applications by Locality Partnerships to allocate CIF funding to proposed projects (copy enclosed).

Reports by the Director (Health and Social Care Partnership)

7 North Ayrshire Integration Joint Board Strategic Bridging Plan 2021-22

Submit a report by the Director (HSCP) on the North Ayrshire IJB Strategic Bridging Plan 2021-22 (copy enclosed).

8 Community Payback Order Annual Report

Submit a report by the Director (HSCP) on the information about the work undertaken in the last year through Community Payback Orders with a particular focus on Unpaid Work Requirements (copy enclosed).

9 Urgent Items

Any other items which the Chair considers to be urgent.

Webcasting - Virtual Meeting

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If you are participating in this meeting by invitation, you are consenting to being filmed and consenting to the use and storage of those images and sound recordings and any information pertaining to you contained in the them live-streaming/recording or training purposes and for the purpose of keeping historical records and making those records available to the public. If you do not wish to participate in a recording, you should leave the 'virtual meeting'. This will constitute your revocation of consent.

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Cabinet Sederunt

Elected Members

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

Church Representatives

Mr Andrew Bruce
Mr Ian Haining
Ms Babs Mowat

Teaching Representative

Ms Jackie MacKenzie

Youth Council Representatives

Chair:

Apologies:

Attending:

At a Meeting of the Cabinet (Education) of North Ayrshire Council at 2.30 p.m. involving participation by remote electronic means.

Present

Joe Cullinane, John Bell, Robert Foster, Alex Gallagher, and Jim Montgomerie; and Jacqui MacKenzie (Teaching Representative), Andrew Bruce, and Babs Mowat (Church Representatives) (Agenda Items 1-6).

In Attendance

C. Hatton, Chief Executive, M. Boyd, Head of Service (Finance), A. Fraser, Head of Service (Democratic Services) and D. Forbes, Senior Manager (Strategic Business Partner) (Finance) (Chief Executive's Service); R. McCutcheon, Executive Director, C. McAuley, Head of Service (Economic Development and Regeneration), C. Dempster, Senior Manager (Network), and L. Kirk, Senior Manager (Regeneration Services) (Place); A. Sutton, Executive Director, C. Amos, Head of Service (Education), R. Arthur, (Interim) Head of Service (Connected Communities), A. McClelland, Head of Service (Education), A. Morrell, Senior Manager (Community Learning and Development), and D. Anderson, Youth Participation and Democracy Officer (Communities and Education); E. Currie, Senior Manager (Health and Social Care Partnership); J. Hutcheson, Senior Communications Officer, and E. Gray and A. Little, Committee Services Officers (Democratic Services).

Also In Attendance

A. McDonald and E. Nix, MSYPs.

Chair

Joe Cullinane in the Chair.

1. Declarations of Interest

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

2. Minutes

The accuracy of the Minutes of the meeting of the Cabinet held on 23 February 2021 was confirmed and the Minutes authorised to be signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973.

3. North Ayrshire Youth Participation and Citizenship Strategy 2021-2025

Submitted a report by the Executive Director (Communities and Education) on the North Ayrshire Youth Participation and Citizenship Strategy 2021-2025 as set out at Appendix 1 to the report.

A presentation was given by local MSYPs on the strategy which set out a number of points, including:

- highlights from the 2015-19 strategy, the outcomes which had been achieved through its implementation and a number of priority areas which would continue to feature in the renewed strategy;
- how the strategy would impact the lives of young people living in North Ayrshire;
- a focus on youth inclusion and engagement and climate change; and
- the next steps, including a call for decision makers to pledge to engage with young people and take their views into account when setting policy.

Members discussed the actions that they would pledge and asked the young people in attendance for their views on how the Cabinet could best support the strategy.

The Cabinet unanimously agreed to (a) note the progress made through the North Ayrshire Youth Participation and Citizenship Strategy 2015-2019; (b) approve the North Ayrshire Youth Participation and Citizenship Strategy 2021-2025; and (c) sign a pledge to (i) participate in Joint Cabinet meetings, including the use of virtual meetings to engage with more schools, (ii) hold regular meetings with MSYPs, and (iii) organise question time sessions for young people.

4. Early Learning and Childcare Expansion Programme

Submitted a report by the Executive Director (Communities and Education) on developments in Early Learning and Childcare (ELC) as set out at Appendix 1 to the report.

Members asked questions and were provided with further information in relation to the registration processes for 2021/22 and the proportion of children being placed in their first choice ELC establishment.

The Cabinet unanimously agreed to note the plan for full delivery of 1140 hours of Early Learning and Childcare in North Ayrshire Council and funded provider establishments in North Ayrshire.

5. Pupil Equity Funding in North Ayrshire – Progress Report

Submitted a report by the Executive Director (Communities and Education) on the use of Pupil Equity Funding (PEF) in North Ayrshire. A summary of the level PEF each school would receive was set out at Appendix 1 to the report, data on key measures in reducing attainment gap at Appendix 2 and a number of case studies on how the funding had been used at Appendix 3.

Members asked questions and were provided with further information in relation to the data used to measure the progress in reducing the attainment gap in literacy, how this compared to the trend of overall attainment levels and whether comparisons with other authorities were available.

The Cabinet unanimously agreed to note (i) the use of Pupil Equity Funding investment during session 2019-20 (ii) the year to date spend for 2020-21 and (iii) the initial indications of the impact of Covid-19 on PEF use for session 2020-21.

6. Cost of the School Day

Submitted a report by the Executive Director (Communities and Education) which set out the findings and recommendations of the Short-Life Working Group on Reducing the Cost of the School Day. The proposed policy and action plan were set out at Appendix 1 to the report.

The Cabinet unanimously agreed to (a) approve the North Ayrshire Council Cost of the School Day policy and draft action plan; and (b) receive annual updates on the progress of the action plan.

7. Revenue Budget 2020/21: Financial Performance to 31 January 2021

Submitted a report by the Head of Service (Finance) on the financial performance for the Council at 31 January 2021. Budget reports for each service and the Housing Revenue Account were set out at Appendices 1-6 to the report and an overview of the IJB's financial performance as at Period 10 at Appendix 7.

The Cabinet unanimously agreed to (a) approve the earmarking of £0.598m identified at Section 2.6 of the report to meet future year commitments; and (b) note (i) the information and financial projections outlined in the report and (ii) the current financial projection for the Health and Social Care Partnership at Section 2.7 of the report.

8. Capital Programme Performance to 31 March 2021

Submitted a report by the Head of Service (Finance) on the progress in delivering the Capital Investment Programme for 2020/21 as set out at Appendix 1 to the report. The HRA Capital Statement was set out at Appendix 2.

The Cabinet unanimously agreed to (a) approve the revisions to budgets outlined in the report; and (b) note (i) the General Services and HRA revised budgets at 31 January 2021 and (ii) the forecast expenditure to 31 March 2021.

9. Regeneration Delivery Plan

Submitted a report by the Executive Director (Place) on the proposed Regeneration Delivery Plan. The draft plan was set out at Appendix 1 to the report.

Members asked questions and were provided with further information in relation to derelict properties in Gallowgate Square, Largs, whether the proposed plan would have any impact on these properties and the process for proposing new sites to be included in the plan.

The Cabinet unanimously agreed to approve the proposed Regeneration Delivery Plan set out at Appendix 1 to the report.

10. Strategic Transport Update

Submitted a report by the Executive Director (Place) on strategic transport in North Ayrshire and a consultation response on the Strategic Transport Projects Review 2 (STPR2). The proposed consultation response was set out at Appendix 1 to the report and a STPR2 option sifting briefing note at Appendix 2.

The Cabinet unanimously agreed to (a) approve the proposed consultation response to the STPR2 consultation; and (b) note (i) the update on the Strategic Transport Projects Review 2, (ii) the current position on the Ayrshire Regional Transport Appraisal; and (iii) the progress of the Strathclyde Partnership for Transport Regional Transport Strategy.

11. Roads, Structures and Street Lighting Maintenance Programme 2021/22

Submitted a report by the Executive Director (Place) on the proposed Roads, Structures and Street Lighting Maintenance Programme for 2021/22 as set out at Appendices 1a and 1b to the report. The Condition Assessment and Prioritisation Process was set out at Appendix 2 to the report, the assessment matrix used for scoring and ranking footways for inclusion in the footway resurfacing programme at Appendix 3 and the assessment matrix used for scoring and ranking structures for inclusion in the Structures Maintenance Programme is attached in Appendix 4.

Members asked questions and were provided with further information in relation to the possibility of accelerating core infrastructure funding to facilitate additional maintenance works in 2021/22.

The Cabinet unanimously agreed to (a) approve the maintenance programme for 2021/22 as set out at Appendices 1a and 1b to the report; (b) request that a report be submitted to the next meeting on options for the acceleration of core infrastructure funding and potential works which this could be used to fund; and (c) note (i) the approach taken to determine the asset maintenance programme for roads, structures and street lighting and (ii) that the programme would be issued to the Locality Planning Partnerships for information.

12. i3 Advanced Manufacturing Space Project, Irvine

Submitted a report by the Director (Growth and Investment) on i3 Advanced Manufacturing Space Project, Irvine. Images of the proposed design of the Digital Processing Manufacturing Centre and the proposed Phase 1 of Advanced Manufacturing Space were set out at Appendices 1 and 2 to the report.

The Cabinet unanimously agreed to (a) support the delivery of the first phase of the programme; (b) approve an allocation of £200,000 towards the development of the first phase in advance of approval of the Outline Business Case; and (c) note progress with the i3 Advanced Manufacturing Space programme at i3, Irvine Enterprise Area.

The Meeting ended at 4.20 p.m.

NORTH AYRSHIRE COUNCIL

27 April 2021

Cabinet

Title: **Proposal to establish a new primary school at Montgomerie Park, Irvine**

Purpose:

- To provide feedback to Cabinet on the outcome of the statutory public consultation.
- To seek approval to establish a new primary school with early learning and childcare provision at Montgomerie Park, Irvine.
- To amend the catchment area for Annick Primary School as a result of the proposals.

Recommendation: That Cabinet agrees to:

- Note the content of the Consultation Report at Appendix 1.
- Establish a new non-denominational primary school at Montgomerie Park, Irvine from August 2023.
- Amend the catchment area for Annick Primary School to establish the catchment area for the new primary school from January 2023.

1. Executive Summary

1.1 On 22 December 2020, Cabinet agreed to:

- Approve the commencement of the online statutory public consultation for a new Montgomerie Park Primary School on 11 January 2021;
- Approve the inclusion of early learning and childcare provision as part of the new school proposal; and
- Approve a revised timeline for the project.

1.2 The consultation closed on 2 March 2021. Thereafter, Education Scotland provided their report, which forms part of the Council's Consultation Report, which was published from 29 March until 19 April 2021 (Appendix 1).

1.3 Based on the responses received, the proposal is considered to have received widespread support from parents, carers and children. Of all responses, 79% agree with the proposal – there is an error in the paper and this will be updated. 83.7% agreed with the proposal.

- 1.4 Cabinet is asked to approve the report recommendations. The project, unless affected further by COVID-19 or unforeseen circumstances, will be delivered by August 2023.

2. Background

- 2.1 On 22 December 2020, Cabinet agreed to:

- Approve the commencement of the online statutory public consultation on 11 January 2021;
- Approve the inclusion of early learning and childcare provision as part of the new school proposal; and
- Approve the revised timeline for the project.

- 2.2 In line with Covid-19 consultation guidance, the proposal document was e-mailed to all statutory consultees on 11 January 2021. The link to the document was also made available to all parents/carers at the 3 affected schools via an e-mailed link and a hard copy was made available at Bridgegate House. Access to public buildings was restricted in early 2021, therefore, the document was displayed in the window, along with the consultation helpline number.

- 2.3 A total of 26 formal responses were received (including one from a young person at Irvine Royal Academy). 22 agreed with the proposal and 4 did not agree. The key themes raised throughout the consultation period, both at the public information meetings and comments made in the form of responses received can be summarised as follows:

- The school as a community asset and its significance for the local area;
- Area population growth and the need for a new school; and
- Traffic management considerations.

Of those who disagreed, they were concerned about:

- Traffic Management
- Current school should be extended and MP should just be for housing

- 2.4 Children at Annick and Lawthorn primary schools were asked to complete an online form to share their thoughts and views on the proposal. In consultation with the Head Teachers, the following questions were asked:

- (i) "Do you think building a new school at Montgomerie Park is a good idea?"
- (ii) "If yes, why do you think this is a good idea?"
- (iii) "If no, why do you think this is not a good idea?"

A total of 66 responses were received from pupils across Lawthorn and Annick Primary Schools and the table below provides a breakdown of the answers to question (i):

Yes	51
No	15

2.5 Key themes from the primary school pupils who agreed with the proposal can be summarised as follows:

- The children were keen to be able to walk to school safely
- The school being close to their homes
- More space at school for new children
- A choice of schools
- Smaller class sizes
- Useful for families.

2.6 The reasons given by the children who did not agree are noted below:

- Perception that the new school is not needed - children could go to the other schools in the area
- Animal habitat will be destroyed
- Won't see friends
- The noise will disturb the neighbours
- There will be less land for playing
- Traffic will be busy.

2.7 The detail on all issues raised and the Council's response to these is contained within the published report at Appendix 1.

2.8 The consultation closed on 2 March 2021 and all documents were sent to Education Scotland. The Schools (Consultation) (Scotland) Act 2010 requires that Education Scotland provides an independent and impartial consideration of this proposal.

2.9 In preparing that report, HM Inspectors undertook the following activities:

- Attendance at the virtual public meetings held on 26 January 2021 and 28 January 2021 in connection with the Council's proposals;
- Consideration of all relevant documentation provided by the Council in relation to the proposal, specifically the educational benefits statement and related consultation documents, written and oral submissions from parents/carers and others; and
- Virtual visits to the sites of Annick Primary School, Lawthorn Primary School and Irvine Royal Academy, including discussion with relevant consultees.

2.10 Education Scotland concluded that the proposal is well considered and has clear educational benefits. In taking forward the proposal, Education Scotland asks that the Council ensures that stakeholders are fully involved in the school design. This will support community identity and secure links between the school, local residents and groups as the area grows and develops.

2.11 Taking all 92 responses into account, 79 % were in favour of the proposal to establish a new school and the resulting amendment to the catchment area for Annick Primary School. Again the error in the percentage (83.7%) will be updated ahead of the paper going public.

3. Proposals

3.1 That Cabinet agrees to:

- Note the content of the Consultation Report at Appendix 1.
- Establish a new non-denominational primary school at Montgomerie Park, Irvine from August 2023.
- Amend the catchment area for Annick Primary School to establish the catchment area for the new primary school from January 2023.

4. Implications/Socio-economic Duty

Financial

4.1 Capital

£14.47m has been approved to build the new school, which included additional investment to provide an early learning and childcare facility, following the Council's successful submission for inclusion in the Scottish Future Trust's Learning Estate Investment Programme.

Revenue

As a result of the Council's successful submission for inclusion in the Scottish Government's Learning Estate and Investment Programme the Council will receive funding of up to 50% of the cost of the proposed development. This will be paid as revenue funding over 25 years upon achievement of the agreed outcomes in relation to property condition, energy efficiency, digital enabled learning and economic growth. Officers will continue discussions with the Scottish Futures Trust to determine the details of the funding and to develop strategies to mitigate the risks associated with the funding being linked to outcomes.

Employee Costs – full occupancy of the new school could take up to 7 years. The table below outlines the projected staff funding whilst the new school becomes established:

2023	2024	2025	2026	2027
£385,805	£725,968	£817,930	£952,796	£1,068,715

The budget pressure in the first school year is anticipated to be £287,392 with the remainder being met from staff resource transfers. This will be reviewed annually as part of the budget setting process with future years' staffing costs also partially offset by resource transfer from other primary schools across the authority, as pupil rolls are projected to reduce over time. The annual staffing review across the learning estate will take this into consideration.

Non-employee Costs - a budget pressure bid has been submitted which includes funding for facilities management, utilities and non-domestic rates. This will be reviewed annually as part of the budget setting process.

It should be noted that the identified revenue pressure has been incorporated into the Council's Medium-Term Financial Plan

Human Resources

- 4.2 As noted in 4.1 (above), the establishment of a totally new school is a gradual process, and the staffing requirements will be subject to annual review and matched to the needs of the school as it becomes established.

Legal

- 4.3 The consultation was carried out in accordance with the Schools (Consultation) (Scotland) Act 2010. The requirement for the Council to hold and be represented at a public meeting was undertaken online via Zoom due to current COVID-19 restrictions.

Equality/Socio-economic

- 4.4 An Equality and Children's Rights Impact Assessment (ECRIA) has been carried out and resulted in no negative impact to stakeholders from the proposal. This document is live and will evolve with the consultation and throughout the project, if approved. The decision to hold the public meetings online was as a result of a risk assessment and has been included as part the ECRIA.

Environmental and Sustainability

- 4.5 Attracting SFT funding requires an enhanced energy standard which will result in some additional capital costs through enhancements to the specification of the school but will provide longer term savings on energy costs. The higher specification will contribute to the Council's net zero carbon 2030 ambitions and will align with the Environmental Sustainability and Climate Change Strategy.

Key Priorities

- 4.6 The key priorities addressed by this report are:

- Children and young people experience the best start in life
- Active and strong communities
- Maximise resources and provide value for money
- A sustainable environment.

In addition to meeting these key priorities work will continue with stakeholder groups to develop detailed objectives.

Community Wealth Building

- 4.7 At this time, no issues relating to Community Wealth Building arise directly from this report, but any future decision which may approve the construction of a new school, will afford a number of opportunities for Community Wealth Building, and will be considered at the appropriate time.

5. Consultation

- 5.1 In line with the Schools (Consultation) (Scotland) Act 2010, all interested parties have been given the opportunity to express their views on the proposal.

Audrey Sutton
Executive Director, Communities and Education

For further information please contact **Andrew McClelland, Head of Service**, on **01294 324413**.

Background Papers

Appendix 1 – Consultation Report



CONSULTATION REPORT

CONSULTATION REPORT ON THE PROPOSAL TO ESTABLISH A NEW NON-DENOMINATIONAL PRIMARY SCHOOL WITH EARLY LEARNING AND CHILDCARE PROVISION AT MONTGOMERIE PARK AND TO AMEND THE CATCHMENT AREA OF ANNICK PRIMARY SCHOOL

REPORT BY HEAD OF SERVICE, COMMUNITIES AND EDUCATION DIRECTORATE

This document has been issued by North Ayrshire Council for consultation in terms of the
Schools (Consultation) (Scotland) Act 2010

This document can also be made available in other formats and community languages.

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Please apply in writing to North Ayrshire Council, Communities and Education Directorate,
Cunninghame House, Friars Croft, Irvine, KA12 8EE; by telephone on 01294 324400; or by
email at educ_consultation@north-ayrshire.gov.uk.

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**North Ayrshire Council
Communities and Education Directorate**

Montgomerie Park and Knadgerhill Areas

Irvine East

**Establish a new non-denominational primary school
with early learning and childcare provision, and amend the
Annick Primary School catchment area**

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NORTH AYRSHIRE COUNCIL
COMMUNITIES AND EDUCATION DIRECTORATE
CONSULTATION REPORT

1. THE PURPOSE OF THE CONSULTATION REPORT

In line with the Schools (Consultation) (Scotland) Act 2010, North Ayrshire Council is required to:

- set out the total number of written representations made to the Council by any person during the period of the public consultation exercise;
- set out a summary of those written representations;
- set out a summary of the oral representations made to the Council at the public information meetings held online via Zoom on Tuesday 26 and Thursday 28 January 2021.
- set out a statement of the Council's response to:
 - those written and oral representations; and
 - Education Scotland's report.
- provide a copy of Education Scotland's report;
- set out a statement explaining how the Council reviewed the above proposal having had regard (in particular) to:
 - the relevant written representations received by the Council during the public consultation period;
 - oral representations made to it at the public information meetings detailed above; and
 - Education Scotland's report.
- provide details of any alleged omission from, or inaccuracy in, the Proposal Document and a statement of any action taken where necessary.

2. BACKGROUND

2.1 Our Learning Estate

North Ayrshire Council has invested significantly in its learning estate, with a number of highly regarded buildings delivered in recent years, including the Garnock and Largs Campus developments. In addition, major refurbishment projects to provide improved learning environments have taken place at Kilwinning, Irvine Royal and Auchenhavie Academies.

North Ayrshire Council is also currently delivering significant projects to improve educational facilities across primary, early years and additional support needs (ASN) sectors. Some of these include:

- a new additional support needs school, which will see the closure and amalgamation of four existing schools;
- the replacement of Moorpark Primary School;
- 42 individual projects, at various stages of completion, to enhance the early years estate to enable the delivery of 1140 hours per child of early learning and childcare provision, in line with revised legislation from August 2021.

In November 2018, the Scottish Government announced a programme of further investment in Scotland's learning estate. It has allocated £1 billion to this programme, available to successful local authority bidders, from 2020. The key objectives of this investment are to:

- support the delivery of Scotland's Learning Estate Strategy;
- improve the condition and suitability of the learning estate;
- establish links across the learner journey, where appropriate; and
- support sustainable estate planning.

The new Ardrossan Community Campus is receiving funding through Phase 1 of this programme of investment and in October 2020, the Scottish Futures Trust (SFT) invited bids for innovative new educational and community facilities as part of their Phase 2 Learning Estate programme and a bid was made in respect of a new primary/early years establishment for the Montgomerie Park area of Irvine. On 18 December 2020, the Scottish Government announced the inclusion of this new school proposal in the second phase of investment in Scotland's Learning Estate Strategy.

3. THE PROPOSAL

3.1 At its meeting on 22 December 2020, North Ayrshire Council Cabinet agreed to the commencement of a Statutory Public Consultation on the proposal:

- (i) to establish a new non-denominational primary school with Early Learning and Childcare provision and catchment area for the Montgomerie Park and Knadgerhill areas of Irvine from August 2023, and
- (ii) to amend the catchment area for Annick Primary School from January 2023, or such other date as may be necessary, to meet the registration requirements for pupils wishing to attend the new school.

3.2 The proposal is for a new non-denominational primary school with early learning and childcare, capacity as follows:

- a 12-class primary school for up to 342 pupils; and
- a 32-place early learning and childcare facility for 3-5 year olds plus 15 places for 2-year olds

4. THE STATUTORY CONSULTATION PROCESS

- 4.1 A Proposal Document was developed and published on the Council website at www.north-ayrshire.gov.uk. A hard copy was made available at Bridgegate House, however, there was restricted access to the building during this time, therefore, a copy was displayed in the window, along with the consultation helpline phone number. The Proposal Document is attached to this report at Appendix 1.
- 4.2 The consultation was open from Monday 11 January until Tuesday 2 March 2021.
- 4.3 Views on the proposal were encouraged, using the following methods:
- Completing an online response form via North Ayrshire Council's website;
 - Submitting a paper copy of the response form. These could be obtained on request by calling 01294 324442;
 - Writing to the Head of Service (Education), Communities Directorate, North Ayrshire Council, Cunninghame House, Irvine, KA12 8EE; or
 - E-mailing educ_consultation@north-ayrshire.gov.uk.
- 4.4 Two public information events were held online, via Zoom, and the notes of both meetings can be found at Appendix 2.
- 4.5 Education Scotland has a key role in considering the educational aspects of the proposal. Their officer attended both online public information meetings and conducted virtual meetings with Annick and Lawthorn Primary Schools to consult with parents/carers, staff and young people on the educational aspects of the proposal.
- 4.6 Copies of the Proposal Document, the full note of both online public information meetings held and all responses to the proposal received were submitted to Education Scotland on 3 March 2021. Their report on the proposal can be found at Appendix 3.

5. WHAT WAS THE RESPONSE TO THE STATUTORY PUBLIC CONSULTATION?

- 5.1 The proposal document was emailed to 45 statutory consultees at the beginning of the consultation period. These consultees included: Parent Councils, Education Scotland, Trade Unions and Community Planning Partners. The link to the document was also made available to all parents/carers at all the affected schools via an emailed link and a hard copy was made available at Bridgegate House. Access to public buildings was restricted in early 2021, therefore, the document was displayed in the window, along with the consultation helpline number.
- 5.2 A total of 26 formal responses were received including one email. A further 2 responses were received with incomplete information and could not be included in the analysis and a further 2 email enquiries were received, neither agreeing nor disagreeing with the proposal. All responses are available for public reference at Communities and Education, 5th Floor East, Cunninghame House, Irvine, KA12 8EE by appointment.
- 5.3 After considering the information provided within the proposal document and appendices stakeholders were asked to respond to the following questions:

- “Do you agree with the proposal to create a new non-denominational primary school with early learning and childcare provision for the Montgomerie Park and Knadgerhill areas of Irvine and, to amend the catchment area for Annick Primary School?”
- “Please give your reasons below.”

5.4 The table below provides a breakdown of the 26 responses received to these questions during the consultation period.

Yes	22
No	4

5.5 Key themes that emerged throughout the consultation period, both at the public information meetings and comments made in the form of responses received can be summarised as follows:

- The school as a community asset and its significance for the local area
- Area population growth and the need for a new school
- Traffic management considerations

5.6 Pupil Consultation

The Council recognises the importance of seeking the views of learners and their school communities, and the valuable contribution that this collaborative approach has had in establishing this proposal.

A guiding principle of ‘Scotland’s Learning Estate Strategy’ states that, *‘good consultation about learning environments, direct engagement with learners and communities about their needs and experiences, and an involvement in decision making processes should lead to better outcomes for all’*.

Usually, young people from Irvine Royal Academy would be invited to assist with consulting with younger pupils, however, COVID-19 restrictions meant that this would have to be done online and therefore class teachers were asked to chat about the consultation with pupils at their class check-ins. The children were asked to then complete an MS Form online to share their thoughts and views on the proposal. The following (Head Teacher approved) questions were asked:

“Do you think building a new school at Montgomerie Park is a good idea?”

“If yes, why do you think this is a good idea?”

“If no, why do you think this is not a good idea?”

A total of 66 responses were received from pupils across Annick and Lawthorn Primary Schools and the table below provides a breakdown of these:

Yes	51
No	15

Key themes from the primary school pupil responses can be summarised as follows:

- The children were keen to be able to walk to school safely (8 responses)
- The school being close to their homes (7 responses)
- More space and choice of schools (6 responses)
- Smaller class sizes (6 responses)

Young people at Irvine Royal Academy were invited to complete an online response form and a reminder was issued, via the school website, on 25 February to encourage further responses. One response was received from a pupil at Irvine Royal and this is included in the total of 26 above, at 5.4 as it was submitted along with the formal online responses.

5.7 Public meetings

Under usual circumstances, a face-to-face public gathering would be held, however as a result of COVID-19 restrictions, the Council decided to hold two online meetings in place of this arrangement. There are a few advantages to using this method of communication, including:

- no need to restrict numbers (should there have been high demand to attend)
- families can participate together without leaving their home
- the chat box facility allows people to comment without having to speak in front of the audience, if this is their preference

The Council recognise that not all people can use, or have access to, the online world. In order for everyone to be offered the chance to have their say, other methods were employed as follows:

- a letter to each directly affected address
- provision of a widely advertised helpline
- press releases and public notices
- radio adverts (Irvine Beat FM from 15 to 29 January)

5.8 In order to evaluate the effectiveness of conducting these meetings online, all 13 attendees across both meetings were invited to complete an anonymous feedback form, which asked the following questions:

1. In comparison to a face-to-face meeting, what did you think of the online meeting?
2. In future, would you be more likely to attend a face-to-face or online Council public meeting?
3. How user-friendly did you find Zoom as an online platform?
4. Is there anything else the Council could do to let people know about this proposal and consultation?

5.9 Three responses were received to this survey, all positive and comments were received as follows:

“Thought it went really well and might actually improve attendance because people can attend from their home rather than have to leave the house.”

“I thought it was well presented and the information that could be given was.”

“much more efficient time wise although I think a face to face meeting would spark more debate/questions.”

“I think it went great, I think Zoom is new to a lot of people although it could end up the future which would make it easier understanding for most. It’s great when you can listen and attend in your own house no baby-sitters needed.”

6. THE COUNCIL'S RESPONSE TO THE ISSUES RAISED

6.1 The issues raised at both public meetings, along with the Council's response are summarised below:

- Community access to the school building
- Whether the opening date is fixed at August 2023
- Clarification on registration arrangements and early years provision

6.1.1 Community access to the facilities outwith school hours

The Council will establish a stakeholder reference group and engage with this group on design development. One of its aims will be to understand demand for community space and facilities, taking account of other available community assets in the area. The stakeholder reference group will help to shape the design and optimise use of the building.

6.1.2 School opening date

August 2023 is the key school opening target date, and the current project plan demonstrates that this is challenging, but achievable, whilst taking account of known risk factors at this time. Delivering large capital projects throughout the pandemic has provided lessons on how projects can be delayed, and the project team will be mindful of these issues when planning the new school, however, at the present time the plan shows that the school can be delivered and operational by August 2023.

6.1.3 Registration arrangements and early years provision

Montgomerie Park and Knadgerhill (Stanecastle) form the catchment area for the new school and, therefore, children resident in these areas will register here and take priority. There are no catchment areas for early years provision and the admissions process takes place in February each year. The Early Learning and Childcare places at the new school are in addition to those available in Irvine and should be sufficient to satisfy demand across this area. Current plans are for the new Early Learning and Childcare provision to be open from 8am until 6pm Monday to Friday. The project team will continue to work with the Early Learning and Childcare Team to ensure that the provision for young children is a high quality addition to the early years learning estate.

Any child registered for attendance at any primary school is entitled to retain that place until the end of P7. The new catchment area for Montgomerie Park and Knadgerhill becomes effective from January 2023 and this means that any child living at the 646 affected addresses will register for P1 at either the proposed new non-denominational primary school, or St John Ogilvie Primary School from that date. Those who have older siblings attending another school will require to submit a placing request to that school in order for the siblings to attend there together. These placing requests will be prioritised for entry after those with medical conditions under the current admissions system.

6.2 Analysis of online responses

Of the 4 people who disagreed with the proposal, their reasons were as follows:

- Traffic management concerns (2 people)
- The current primary school(s) should be extended

- **Montgomerie Park should be for housing only**

Of the 22 people who agreed with the proposal, the following themes emerged:

- The school as a community asset and its significance for the local area
- Area growth and the need for a new school
- Traffic management considerations
- The school should be built in a different location within Montgomerie Park

There were 2 requests to include other new housing within the catchment area. Comments were also received about the good walking routes and outdoor opportunities. One person commented that the school should be built with sustainability as a priority.

The Council's response to these points is detailed below:

6.2.1 Traffic management concerns

The site at Turnpike Way was allocated for a school at the outset of the Montgomerie Park housing development and is situated near to the entrance to the estate. The plan is to utilise existing access to the new school site. The Planning Application process will provide a further opportunity for residents to comment on the more detailed site plan and a transport assessment will be carried out at that stage, should the proposal be approved.

6.2.2 The current primary school(s) should be extended

There are 582 new homes planned for the next 12 years at Montgomerie Park, in addition to the 481 existing houses. This is likely to result in up to 348 children living in the proposed new catchment area, the equivalent to 12 classes of children. Annick Primary School currently operates with 15 classes, and two of these are accommodated in temporary modular classrooms. It would not be practical or feasible to extend Annick Primary School to the extent required to accommodate the number of pupils expected by 2033.

6.2.3 Montgomerie Park should be for housing only

Irvine Development Corporation transferred the land to North Ayrshire Council in 1996. A masterplan was then developed with houses, residential and community facilities including a school. The Council approved this plan in 2003 and it was then updated in 2015. The Council's Local Development Plan also recognises a school as part of this site.

6.2.4 The school as a community asset and its significance for the local area

The Council will establish a stakeholder reference group and engage with this group on design development. One of its aims will be to understand demand for community space and facilities, taking account of other available community assets in the area. The stakeholder reference group will help to shape the design and optimise use of the building.

6.2.5 Area growth and the need for a new school

The children and young people of North Ayrshire should understand, feel part of and be able to contribute to their community. The “Irvine Vision” place plan, co-produced with local residents, recognises the potential of Irvine as a destination and a place to live, and the importance of the quality of its schools and early years provision. Appendix 2 to the Proposal Document acknowledges the growth to date in the Montgomerie Park area and projects the likely number of children that the area will contribute to this exciting new school project.

6.2.5 Traffic management considerations

See 6.2.1 above

6.2.6 The school should be built in a different location within Montgomerie Park

The Council’s Local Development Plan recognises a school as part of the site allocated within the masterplan for Montgomerie Park. The distance from this site to the furthest proposed housing is 0.8 miles. The allocation of the site near the entrance to the development means that school traffic is kept on the periphery of the estate, rather than traffic driving through the residential areas to obtain access to school.

6.2.8 The proposed catchment area should be extended to include North Newmoor and Annick Gardens

The Montgomerie Park development is projected to grow to over 1000 homes and the school is proposed to accommodate children from Montgomerie Park and Knadgerhill (Stanecastle) only. By the end of the development, it is projected that over 300 children will live in the proposed catchment area and a 12-class school has capacity for 342. Parents and carers from outwith any school catchment area have the opportunity to submit a placing request to the school of their choice.

6.2.9 Outdoor opportunities and good walking routes

Experiences over the last year have highlighted the key role that outdoor learning has in terms of positive educational experiences. The proposed school site is directly adjacent to Eglinton Country Park and the children will benefit greatly from having this and associated Countryside Ranger staff on their doorstep. Given the easy access to woodland areas, walks, ponds and local historic monuments, strong links and relationships will be fostered to develop innovative outdoor learning experiences, enhancing emotional, social and physical well-being and providing freedom to learn. There is also an extensive open space and path network within the Montgomerie Park area, which includes a sustainable urban drainage system. The space and sheltered learning and teaching facilities required to maximise the outdoor experience for children will be at the forefront of this exciting project. This project offers exciting opportunities for the children to experience outdoor adventures beyond those possible within the school grounds.

6.2.10 Sustainability

North Ayrshire Council has declared a Climate Emergency and recognises the key role that new building design can play in Carbon Reduction and sustainability. This will be a key objective in both the construction of the new school and in reducing unnecessary

journeys within the town. Both aspects will contribute to the Council's target of reducing our carbon footprint and the North Ayrshire Council's ambitious policy target to achieve a net zero carbon estate by 2030.

These ambitions of the Council are bolstered by the criteria set out by the Scottish Futures Trust which ensures that buildings are designed to be energy efficient (target of 67kWh/m² in use energy consumption), which the new building will be designed to achieve.

6.3 Analysis of Pupil Consultation Responses

Of the 15 primary school children who disagreed with the proposal, their reasons were as follows:

- The new children should go to the other schools in the area
- Animal habitat will be destroyed
- Won't see friends
- The new school is not needed
- The noise will disturb the neighbours
- There will be less land for playing
- Traffic will be busy

Of the 51 primary school children who agreed with the proposal, the following themes emerged:

- To be able to walk to school safely (8 responses)
- The school being close to their homes (7 responses)
- More space for new children and choice of schools (6 responses)
- Smaller class sizes (6 responses)

The Council's response to these points is detailed below:

6.3.1 The new children should go to the other schools in the area

There are 582 new homes planned for the next 12 years at Montgomerie Park, in addition to the 481 existing houses. This is likely to result in up to 348 children living in the proposed new catchment area, the equivalent to 12 classes of children. Annick Primary School currently operates with 15 classes, and two of these are accommodated in temporary modular classrooms. It would not be practical or feasible to extend Annick Primary School to the extent required to accommodate the number of pupils expected by 2033.

6.3.2 Animal habitat will be destroyed

The Council is not aware of any specific risks to nature on the proposed site. A key part of any construction project will be to undertake an ecology assessment before any work starts to consider animal habitats and plan around this carefully.

6.3.3 Won't see friends

As outlined in 6.1.3 above, parents of children living within the new school catchment will have the option of remaining at Annick or Lawthorn Primary Schools until P7, if this is their choice.

6.3.4 The new school is not needed

The rolls at Annick and Lawthorn Primary Schools and the space needed at these schools indicates that a new school is required in order to provide a space for all of the expected new children over the next 10-12 years.

6.3.5 The noise will disturb the neighbours

The school site is situated on the edge of Montgomerie Park, and sits at a lower level than the surrounding area. This natural protection, along with a considerate design will reduce noise disturbance.

6.3.6 There will less land for playing

The Council understands how important space to play is for children. The new school will come with an all-weather pitch, meaning that games can be played there more often than on grass, which can get water-logged and the current multi-use games area will remain.

6.3.7 Traffic will be busy

There will be periods in the day where traffic will be busier around the new school, but the Council are committed to promoting Health and Wellbeing for all pupils and staff. The furthest pupil journey is likely to be less than one mile, so there are clear opportunities to establish and promote suitable walking routes to the new school.

6.3.8 To be able to walk to school safely

The Council recognises the importance for children to be able to walk to school safely and employs a Road Safety Officer to assist with this. The new school will prevent children from having to cross a busy main road, as they would do presently to reach either of the two primary schools currently serving the Montgomerie Park area.

6.3.9 The school being close to their homes

As outlined above at 6.3.7, the furthest walk to the new school should be less than a mile by the time all houses are built.

6.3.10 More space for new children/smaller class sizes and more choice of schools

The new school will create spaces for over 300 children. As pupil numbers increase in the area, the new facilities will help to bring about a balance of pupil numbers across the local primary schools, benefitting teaching and learning.

7. EDUCATION SCOTLAND

- 7.1 Representatives from Education Scotland attended both online public information meetings and were subsequently provided with copies of all correspondence received by the Council during the consultation period as well as details of all discussions at all of the public information meetings.

- 7.2 In accordance with the requirements of the Schools (Consultation) (Scotland) Act 2010, a report was provided by Education Scotland in relation to the proposal. This report can be found at Appendix 3.
- 7.3 Education Scotland Report Summary

“North Ayrshire Council’s proposal to establish a new non-denominational primary school and implement catchment changes is well considered and has clear educational benefits. The proposal addresses school accommodation pressures as a result of new and planned housing in the Irvine East Area. Children attending the new school in Montgomerie Park will benefit from a modern, state of the art learning environment, which facilitates outdoor learning and encourages health and wellbeing. In taking forward the proposal, the council should ensure the stakeholder reference group is fully involved, along with school staff, in planning facilities that have the optimum benefit for all. This will support community identity and secure links between the school, local residents and groups as the area grows and develops.”

8. THE COUNCIL’S RESPONSE TO THE EDUCATION SCOTLAND REPORT

- 8.1 North Ayrshire Council welcomes the report by Education Scotland which highlights the educational and wider benefits of the proposal. Education Scotland’s comments are detailed in their report, attached at Appendix 3. The Council has considered these comments, both during and after the public consultation process and can offer the following responses.
- 8.2 Education Scotland’s comment:
“Parents from Irvine Royal Academy seek reassurance that their school is resourced appropriately for any increase in roll.”
- 8.2.1 The Council’s response:
Allocation of resources is based on the number of children enrolled at a particular school each session. Education can reassure the parents from Irvine Royal Academy that the school will be appropriately resourced.
- 8.3 Education Scotland’s comment: “In taking forward the proposal, the council should ensure the stakeholder reference group is fully involved, along with school staff, in planning facilities that have the optimum benefit for all. This will support community identity and secure links between the school, local residents and groups as the area grows and develops.”
- 8.3.1 The Council’s response:
North Ayrshire Council is committed to placing the building users at the heart of the design of new buildings. Should this proposal be approved, a stakeholder reference group will be established, followed by a series of consultation sessions to help shape aspects of the design. These sessions will be planned to ensure that key aspects of the building’s functionality are considered throughout each stage of the process and are reflected in the final design.

9. NEXT STEPS IN TERMS OF SECTION 15(4) OF THE SCHOOLS (CONSULTATION)(SCOTLAND) ACT 2010

9.1 Council Decision

North Ayrshire Council will take the decision on whether to approve the proposal or not at the Council meeting on 27 April 2021.

9.2 Design Consultation

North Ayrshire Council is committed to placing the building users at the heart of the design of new buildings. Should the proposal be approved, a stakeholder reference group will be established in May, followed by a series of design consultation sessions to help shape aspects of the design of the new facilities, with a view to being on site early 2022. These sessions will be organised to ensure that views on key aspects of the building's functionality are gathered from the users, to inform the architects who will be responsible for the detailed design.

10. CONCLUSION

- 10.1 There is widespread support for this proposal among the school communities which it will affect. This is evidenced by the response to the consultation and from Education Scotland's engagement with Irvine Royal Academy, Annick and Lawthorn Primary Schools.
- 10.2 After reviewing and considering the online and written representations, feedback from the public information meetings and Education Scotland's report, North Ayrshire Council's proposal to establish a new non-denominational primary school with early learning and childcare remains unchanged.
- 10.3 North Ayrshire Council has an exciting opportunity to deliver a £14.47m fit for purpose school with early learning and childcare provision, along with excellent outdoor education. The building will be a sustainable asset and create a sense of identity for the local area. The children will be able to walk and cycle a short distance to school and will benefit from a modern, state of the art learning environment. The new school will promote creative and engaging teaching approaches, offering facilities that support and encourage health and wellbeing.

List of Appendices

Appendix 1 - Proposal Document

Appendix 2 - Note of both Online Public Information Meetings

Appendix 3 - Education Scotland Report



COMMUNITIES DIRECTORATE (EDUCATION)

Proposal to establish a new non-denominational primary school with Early Learning and Childcare provision and catchment area for the Montgomerie Park and Knadgerhill areas of Irvine East and, to amend the catchment area for Annick Primary School

REPORT BY HEAD OF SERVICE (EDUCATION) COMMUNITIES DIRECTORATE

This document has been issued by North Ayrshire Council for consultation in terms of the Schools (Consultation) (Scotland) Act 2010.

This document can also be made available in other formats and community languages.

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。
ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।

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**North Ayrshire Council
Communities Directorate (Education)**

**Montgomerie Park and Knadgerhill Areas
Irvine East
Establish a New Non-Denominational Primary School
With Early Learning and Childcare Provision**

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- 4. List of streets included in the new catchment area**
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1. Executive Summary

- 1.1 New housing developments within the Irvine East area, have resulted in an increase in the local population. One result of this population movement is education accommodation pressures at Annick Primary School, the catchment primary school for non-denominational pupils residing in the Montgomerie Park area. On 27 February 2019, North Ayrshire Council approved funding for a new 12-class non-denominational primary school for the Montgomerie Park area of Irvine within the Council's capital plan.
- 1.2 In March 2020, the COVID-19 virus impacted the UK and the country was forced into lockdown. This meant that this project was placed on hold, until a clear strategy out of lockdown and the restrictions which existed as a result, could be planned. This delay has resulted in the proposed opening date for the new school being revised from August 2022 to August 2023. It is important for any totally new school to open at the start of the educational year, otherwise it would not be an attractive educational option for families.
- 1.3 It is now proposed that the new school would open in August 2023, but the changes to the catchment area of Annick Primary School would be implemented from January 2023, or such other date as may be necessary, to meet the registration requirements for pupils wishing to attend the new school to allow registration for the new provision to be undertaken appropriately.
- 1.4 There will be no mandatory transfer for pupils already attending another school; however, pupils in P2-P7 within the catchment of the new primary school will be given the opportunity to transfer to the new school, should they wish to do so.
- 1.5 A pre-consultation engagement meeting took place on 15 January 2020 with Parent Council representatives from Annick Primary School, Lawthorn Primary School and Irvine Royal Academy (the catchment secondary school). This positive interaction resulted in the collective views of the schools impacted by the proposal being considered in order to shape the best way forward. This will ensure that the proposed development meets the needs of young people and the wider community.

2. Strategic Context

2.1 Council Vision

North Ayrshire Council's Plan, 'North Ayrshire: A Council that is Fair for All,' sets out our key aims and ambitions over the five-year period 2019-2024. Our mission is *"working together to improve well-being, prosperity and equity in North Ayrshire"*.

Our Council:

- recognises there is strength in doing things together;
- engages with, listens to and supports communities to be active partners in what we do;
- believes in fairness, tackles inequality and bases its decisions on these values;
- is ambitious, determined and committed to improving North Ayrshire;
- acts early taking a preventative approach;
- focuses resources towards our priority outcomes;
- innovates and drives positive change, embracing technology, to provide valued and cost-effective services for our communities; and
- makes sure its voice is heard – locally, regionally and nationally – to influence decision making and to attract investment.

Our priorities are centred on our people and places:

Aspiring Communities

- active and strong communities
- children and young people experience the best start in life
- inclusive, growing and enterprising local economy
- people enjoy good life-long health and well-being
- people and communities are safe

Inspiring Places

- effective infrastructure and digital connectivity
- affordable, modern and well-designed homes that meet residents' needs
- vibrant, welcoming and attractive places
- a sustainable environment

2.2 Education Vision

Aspiring Communities means creating a society where everyone has the same life chances to grow, prosper and have fulfilling and healthy lives.

In order to ensure our children and young people experience the best start in life, we will create the conditions for them to access the highest quality learning experiences.

North Ayrshire Council's Communities Directorate (Education) shares the Scottish Government's ambition of excellence and equity for all, underpinning the approach to delivering Scottish education. As stated in the recently launched 'Scotland's Learning Estate Strategy: Connecting People, Places and Learning:'

"Improving the education and life chances of children and young people are key priorities for both local and Scottish Government. Providing our children and young people with the best possible start in life and ensuring that all learners reach their full potential is critical."

The Learning Estate Strategy was published in the context of the refreshed National Performance Framework (updated in June 2018), which at its heart focuses on creating a more successful country with opportunities for all of Scotland to flourish through increased well-being, and sustainable and inclusive economic growth.

Quality education and the accompanying infrastructure are at the heart of many of the national outcomes and their indicators and development goals. The specific national outcomes to which this strategy relates most closely are:

- we grow up loved, safe and respected so that we realise our full potential;
- we are well educated, skilled and able to contribute to society;
- we are healthy and active;
- we live in communities that are inclusive, empowered, resilient and safe;
- we have thriving and innovative businesses, with quality jobs and fair work for everyone; and
- we have a globally competitive, entrepreneurial, inclusive and sustainable economy.

The vision is to develop an innovative and motivation learning environment that supports the delivery of positive educational outcomes for the children of this part of Irvine.

2.3 Equality

Promoting equality is one of North Ayrshire Council's core values. The principles of equality and fairness are central to all council activities. Equality means everyone has the right to be treated fairly and the opportunity to fulfil their potential.

Under equality legislation, the 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

The main method the council uses to ensure it is meeting its requirements under the legislation is through the Equality Impact Assessment process, which is used to assess policies, procedures and proposals. Following an Equality and Children's Rights Impact Assessment (ECRIA), no adverse effects on any protected characteristic have been identified as a result of the proposal. This document is live and will evolve with the consultation and throughout the project, if approved.

2.4 Asset Management Strategy

The Local Government (Scotland) Act 2003 places a duty on Local Authorities to demonstrate best value in delivering their services and managing any assets they hold.

Typically, individual councils hold assets worth many millions of pounds and it is in the interest of councils and their residents that the most effective use of these assets is being made. The high-level direction of travel and ambition for the wider property estate is captured in the Council's Estates Strategy.

The delivery of this strategy is achieved through a Property Asset Management Plan (PAMP), which has been developed by North Ayrshire Council.

North Ayrshire Council's PAMP clearly outlines the priorities for the physical care and improvement of the Council's property portfolio and is intended to assist the Council in contributing to its key priorities.

The purpose of the PAMP is to support the delivery of our vision for North Ayrshire properties, providing a strategic framework to facilitate fit for purpose properties to ensure these assets continue to play an active role in the delivery of our services. The PAMP sets out the Council's approach to the management of its property assets.

A key theme of both the Estates Strategy and PAMP is a locality approach to service delivery, brought about by property rationalisation and co-location of Council services and other partners.

The locality approach to service delivery means providing the right services in the right areas, addressing the requirements of the communities they serve. The learning estate is the Council's most extensive asset and is therefore key to ensuring the success of this approach.

The overarching objective of the Property Asset Management Plan is to align the Council's land and property assets with the organisation's corporate objectives. By taking a strategic view in relation to the management of property assets, it is envisaged the Council will ensure the operational cost of property is as efficient as possible and that capital receipts are generated from the release of surplus assets.

2.5 Irvine Vision

The children and young people of North Ayrshire should understand, feel part of and be able to contribute to their community. The "Irvine Vision" place plan, co-produced with local residents, recognises the potential of Irvine as a destination and a place to live, and the importance of the quality of its schools and early years provision. We also recognise that the current COVID-19 pandemic has initiated change across the education sector and requires our buildings to be more flexible, functional and futureproof, in ways which previously were not envisaged.

3. Background and Rationale

- 3.1 This section sets out the background and rationale for the proposal, the main aims of which are to ensure that there are sufficient school places for the Irvine East area and to address capacity issues at Annick Primary School.
- 3.2 The site for the new school, shown at Appendix 1, was identified as part of the original masterplan for Montgomerie Park.
- 3.3 In the last few years, the number of completed housing units within Montgomerie Park has reached 481 units and the number of primary school aged pupils living here and attending non-denominational schools has reached 196.
- 3.4 There are a further 582 units planned for Montgomerie Park, scheduled to commence building within the next year. Appendix 2 illustrates the likely numbers of pupils residing there in the future and demonstrates the need for the new provision.
- 3.5 The table below shows the increase in roll at Annick Primary School since 2011. A significant proportion of this increase is as a direct result of new housing built at Montgomerie Park. The school now operates with a 16-class structure and temporary modular accommodation was installed at the school in August 2018 to provide sufficient capacity. The longer-term plan to ease the high occupancy level at Annick Primary School relies on a new primary school being established for the Montgomerie Park area.

Year	2011/ 12	2012/ 13	2013/ 14	2014/ 15	2015/ 16	2016/ 17	2017/ 18	2018/ 19	2019/ 20
Roll	251	277	278	285	306	340	359	371	386

- 3.6 The current catchment area for Annick Primary School is shown at Appendix 3. The proposed catchment area for the new school is shown at Appendix 1 and a list of streets included to create the new catchment area is at Appendix 4.
- 3.7 The location of school buildings, existing pupil flows, obvious geographical boundaries, public transport links and distances to and from a school are all factors considered when establishing new catchment boundaries. However, the principal driver is to ensure that the catchment populations for each of the schools affected are appropriate to their proposed capacity.
- 3.8 In this regard, the proposal also includes the Knadgerhill area of Irvine. Currently, 19 non-denominational pupils live in the area and there is a good network of paths from there to Montgomerie Park. The Knadgerhill area was previously within the John Galt Primary School catchment area and was rezoned to Annick Primary School catchment in the 2010 consultation that resulted in the closure of the former school. According to statistical data, the maximum number of P1-7 pupils we would expect to come from this area at any

one time would be around 40. It therefore makes sense, geographically and practically, to include this area within the new school catchment.

- 3.9 As part of ongoing work to assess the impact of COVID-19 on children and families, an assessment of capacity across the Early Learning and Childcare (ELC) estate has been undertaken. This takes account of proposed legislative changes which will likely see an increase in demand for two year old places and for three to five year old places due to parental choice around deferring entry to primary education.
- 3.10 As a result of this recent assessment, it is proposed that ELC provision is included in the plans for the new school to accommodate 32 three to five-year olds and 15 two-year olds in their local area.

4 Pre-Consultation Stakeholder Engagement

- 4.1 The Council recognises both the importance of seeking the views of learners and their school communities, and the valuable contribution that this collaborative approach has in establishing a comprehensive proposal. Working together from this early stage builds the foundation for positive joint working throughout the life of this project.
- 4.2 As outlined above, one of the guiding principles of 'Scotland's Learning Estate Strategy' states that *'good consultation about learning environments, direct engagement with learners and communities about their needs and experiences, and an involvement in decision making processes should lead to better outcomes for all'*.
- 4.3 In this regard, a pre-consultation engagement meeting took place on 15 January 2020 with Parent Council representatives from Annick Primary School. Also in attendance were the Parent Council representatives from Lawthorn Primary School and Irvine Royal Academy (the catchment secondary school). Lawthorn Primary School is equidistant from Montgomerie Park to Annick Primary School and takes in a significant number of children by placing request from the area.
- 4.4 The purpose of the meeting was to offer information on the initial proposals and to gather the views of the school communities in preparation for the formal statutory public consultation.
- 4.5 Feedback obtained at this meeting indicates that there is widespread support in the Montgomerie Park area to establish a new primary school, as outlined in the previous masterplan. Considerations were raised regarding; transition to secondary school, sibling placing requests, composite classes and transport to Irvine Royal Academy, and these are addressed within this proposal document.
- 4.6 This positive interaction resulted in the collective views of the schools impacted by the proposal being considered in order to shape the best way forward. This

will ensure that the proposed development meets the needs of young people and the wider community.

5 Proposal

- 5.1 In March 2020, the COVID-19 virus impacted the UK and the country was forced into lockdown. This meant that this project was placed on hold until a clear strategy out of lockdown and the restrictions which existed as a result, could be planned. This delay has resulted in the proposed opening date for the new school being revised from August 2022 to August 2023. It is important for any totally new school to open at the start of the educational year, otherwise it would not be an attractive educational option for families.
- 5.2 In line with the Schools (Consultation) (Scotland) Act 2010, and as a result of engagement with relevant interested parties, North Ayrshire Council, proposes:
- (i) to establish a new non-denominational primary school with Early Learning and Childcare provision and catchment area for the Montgomerie Park and Knadgerhill areas of Irvine from August 2023, and
 - (ii) to amend the catchment area for Annick Primary School from January 2023, or such other date as may be necessary, to meet the registration requirements for pupils wishing to attend the new school.
- 5.3 The new facility would be established on North Ayrshire Council-owned land reserved for this purpose at Montgomerie Park. Appendix 1 shows the site, along with the proposed catchment area and Appendix 4 shows the list of streets proposed for inclusion in the new catchment area. These streets would be removed from Annick Primary School's catchment to create a new catchment for the proposed school.
- 5.4 On the assumption that the proposal for a new school is approved and opened by August 2023, the catchment area for the new primary school would apply from the start of the registration process in January 2023. Please note that a later date of opening would change these dates. All interested parties would be informed of any change to the dates contained in the timeline at Appendix 5.
- 5.5 Pupils eligible to start school in August 2023, residing within the Montgomerie Park or Knadgerhill areas should present for registration on the notified date in January 2023. Detailed registration arrangements will be published in Winter 2022.
- 5.6 In Autumn 2022, the Council will contact the parents/carers of all P1-6 pupils (who will be P2-P7 from August 2023), living in the Montgomerie Park and Knadgerhill areas, attending a North Ayrshire school. The purpose of this will be to offer the opportunity to apply for a place at the new school for August

2023. Parents/carers may choose to refuse this offer of a place. All pupils will be entitled to remain in their current primary schools – there will be no mandatory transfer to the new school, for existing school pupils.

- 5.7 Parents and carers of children residing in the Montgomerie Park and Knadgerhill areas should note that, where they have a child attending Annick Primary School and choose to continue that arrangement, as detailed in 5.5 (above), that in respect of any younger siblings registering for P1 from August 2023, a placing request will require to be submitted should they also wish the younger child to attend Annick Primary School with their older sibling. All decisions taken will be in accordance with the prevailing council policy in respect of the management of placing requests.
- 5.8 The experience of other local authorities who have opened an entirely new school would suggest that transfer on a voluntary basis is likely to result in an uneven distribution of pupils between year groups with a risk that some stages, especially from P4-7, are very small, or empty. Accordingly, it should be anticipated that the new school will not operate at its class capacity in the short to medium term and composite classes may be necessary. Composite classes occur where children from two or more year stages are grouped together to form one class.
- 5.9 Research on practices adopted in other authorities leading up to the opening of an entirely new school has highlighted the value of appointing the Head Teacher a few months before the new school opens. This would allow the Head Teacher to take time to appoint staff, oversee the completion and occupation of the building and take a lead role in establishing relationships within the new school community, including the establishment of the new Parent Council. Subsequent to the appointment of the new Head Teacher, work will commence to establish a school uniform, badge, school handbook and develop the values and aims of the new establishment.
- 5.10 The school will be staffed to meet the requirements of the pupil roll. This will include both teaching and non-teaching staff, support admin/clerical, dining and janitorial staff.
- 5.11 Whilst no changes are anticipated in the short term to the existing staff structures at any other primary schools as a direct result of this proposal, the longer term effects on the school rolls, particularly at Annick and Lawthorn Primary Schools will require regular monitoring and review of staffing requirements.
- 5.12 Both the Montgomerie Park and Knadgerhill areas are currently within the catchment for Irvine Royal Academy and this will continue. Therefore, any pupil residing in these two areas and wishing to attend any other secondary school will require to make a placing request to that school.
- 5.13 The Council provides free school transport to those secondary school pupils who reside more than 3 miles suitable walking distance from their catchment secondary school. The distance from Montgomerie Park to Irvine Royal

Academy is less than 3 miles, therefore the Council will not provide school transport.

- 5.14 There are no catchment areas for early years provision, however this proposal is to include a 32 capacity (3-5 year olds) and a 15 capacity (2 year olds) provision at Montgomerie Park.

The inclusion of an Early Years provision responds to a number of pressures:

- (i) A forthcoming change to the law, which will allow parents of all children born between August and March, to have a guaranteed additional year of Early Years education, should they wish to defer their child attending primary school. This change is likely to see greater numbers of deferred places across all ELC establishments, and whilst the predicted numbers are manageable in many localities, within Irvine East, there is likely to be a shortfall in available places at the establishments which are currently attended by children from the Montgomerie Park area.
- (ii) A rise in the number of eligible 2-year old children in the area, as a result of the economic downturn caused by the global pandemic.
- (iii) Feedback obtained through the pre-engagement exercise from parents

6 Educational Benefits Statement

- 6.1 A new non-denominational Primary school for Montgomerie Park and Knadgerhill will ensure sufficient primary school capacity to meet projected demand, providing catchment school places for catchment children.
- 6.2 The proposal will mean that the existing primary school rolls at Annick and Lawthorn Primary Schools will decrease over time, reducing pressure on school facilities.
- 6.3 Despite the catchment areas of the existing primary schools being reduced, the proposal will ensure that all schools in the area have a viable and sustainable school roll with flexibility to support a variety of learning and teaching approaches, aligned to the Curriculum for Excellence. The proposed catchment will allow teacher staffing levels and year group arrangements to be effective, and children will be able to learn within a variety of peer group opportunities, in a very local context, the importance of which has been reinforced by the pandemic.
- 6.4 The new primary school will be part of the Irvine Royal Academy cluster of schools, comprising Annick, Castlepark, Loudoun Montgomery and Woodlands Primary Schools. As such, it will benefit from strong relationships with the associated secondary school. Children will be involved in a full transition programme in P7, which is designed to make the move to secondary school a successful experience for all. Currently, pupils transitioning to their catchment secondary school meet and work with their peers from other local schools several times prior to beginning their secondary schooling.

- 6.5 The inclusion of an early learning and childcare class will support effective transition into primary school and enable staff to better share information to ensure progression in children's learning.
- 6.6 The school will provide community space in a new and growing local area, enabling social capital and participatory approaches. This will strengthen community and school capacity to promote health, wellbeing and resilience. Emphasis will be placed on creating new opportunities for local community groups. Local residents are already working together and North Ayrshire's emphasis on participation will be developed at Montgomerie Park through relationships with the school. As a result, not only will a high-quality educational environment for our young people be created but significant positive outcomes for the entire community will be realised.

7 The Proposed New Provision

- 7.1 On 27 February 2019, North Ayrshire Council approved funding for a new 12-class non-denominational primary school for the Montgomerie Park area of Irvine within the Council's capital plan.
- 7.2 In October 2020, the Scottish Futures Trust (SFT) invited bids for innovative new educational and community facilities as part of their Phase 2 Learning Estate programme. On 18 December 2020, the Scottish Government announced the inclusion of the new school proposal in the second phase of investment in Scotland's Learning Estate Strategy.
- 7.3 Revenue costs of £945,976 are projected, by the time the school is operating at its full capacity. The establishment of a fully operating school will take time and these costs will be partly offset by resource transfer from the other primary schools, as their rolls reduce over time.
- 7.4 The new facility of high quality, modern learning and teaching spaces, including the early years provision, will be flexible, functional and future proof. In terms of sustainability and environmental impact, the proposed new facility will meet the guiding principles set out in 'Scotland's Learning Estate Strategy':
- learning environments should support and facilitate excellent joined up learning and teaching to meet the needs of all learners;
 - learning environments should support the wellbeing of all learners, meet varying needs to support inclusion and support transitions for all learners;
 - the learning estate should be well-managed and maintained, making the best of existing resources, maximising occupancy and representing and delivering best value;
 - the condition and suitability of learning environments should support and enhance their function;
 - learning environments should serve the wider community and where appropriate be integrated with the delivery of other public services in line with the place principle;

- learning environments should be greener, more sustainable, allow safe and accessible routes and be digitally enabled;
- outdoor learning and the use of outdoor learning environments should be maximised;
- good consultation about learning environments, direct engagement with learners and communities about their needs and experiences, and an involvement in decision making processes should lead to better outcomes for all;
- collaboration across the learning estate, and collaboration with partners in localities, should support maximising its full potential; and
- investment in Scotland's learning estate should contribute towards improving learning outcomes and support sustainable and inclusive economic growth.

7.5 North Ayrshire Council has declared a Climate Emergency, and in this respect sustainability will be a key objective in both the construction of the new school and in reducing unnecessary journeys within the town, thereby contributing to the Council's target of reducing our carbon footprint and the Scottish Government's ambitious policy target to achieve a near zero carbon estate by 2050.

The building will be designed in line with the Council's Environmental Sustainability and Climate Change Strategy, which includes workstreams relating to the following aspects of the strategy:

- Affordable Warmth
- Green Economy
- Transport and Travel
- Natural and Built Environment
- Sustainable Operations

7.6 Experiences over the last 6 months have highlighted the key role that outdoor learning has in terms of educational experiences. The proposed school site is adjacent to Eglinton Country Park and the children will benefit greatly from having this and associated Countryside Ranger staff on their doorstep. With access to woodland areas, walks, ponds and local historic monuments, strong links and relationships will be fostered to develop innovative outdoor learning experiences, enhancing emotional, social and physical well-being and providing freedom to learn. There is also an extensive open space and path network within the Montgomerie Park area, which includes a sustainable urban drainage system. The space and sheltered learning and teaching facilities required to maximise the outdoor experience for children, will be at the forefront of this exciting project. This project offers exciting opportunities for the children to experience outdoor adventures beyond those possible within the school grounds.

7.7 The design will signal to all users (children, parents and staff) that learning is a valued activity, and that the learning environment is a priority. It will be inspiring and invite exploration of the use of the environment and space in different and imaginative ways.

8. Statutory Public Consultation Process

- 8.1 This document has been issued by North Ayrshire Council for consultation in accordance with the Schools (Consultation) (Scotland) Act 2010.

8.2 What is a Statutory Public Consultation?

In Scotland, local authorities have a statutory duty to ensure the adequate and efficient provision of education in their area. If a local authority proposes to change any part of the existing education provision in its area, then it must engage in a formal consultation process under the Schools (Consultation) (Scotland) Act 2010. The act aims to ensure that all major changes which affect schools are subject to clear consultation with parents, children, young people and communities.

8.3 When does the Statutory Public Consultation start?

The consultation will start on Monday 11 January and close on Tuesday 2 March 2021, which includes a period of 35 school days.

8.4 Who will have access to this proposal document?

This proposal document has been made available to all interested parties, including Parent Councils, Education Scotland, parents and carers of children attending the establishments affected, Staff, Trade Unions and any other users of the establishments as detailed in the distribution list.

This proposal document is published on the Council website at -
<http://www.northayrshire.community/consultationsevents/consultations/>

Copies are also available from the Communities Directorate (Education) HQ, Cunninghame House, Irvine KA12 8EE (tel: 01294 324442). The document will be displayed for the public at Bridgegate House, Irvine KA12 8BD.

Copies can be also be made available in alternative formats or in translated form for readers whose first language is not English.

8.5 What if I notice an error in the document?

If any inaccuracy or omission is discovered in this proposal document, either by the Council or any person, the Council will determine if relevant information has been omitted or if there has been an inaccuracy.

The Council may then take appropriate action, which may include the issue of a correction notice, the reissuing of the proposal document or the revision of the timescale for the consultation period, if appropriate. In that event, relevant consultees and Education Scotland will be advised.

8.6 How will I get a chance to give my opinion?

You will be able to give your opinion on the proposal:

- Online at 'Shaping North Ayrshire' www.north-ayrshire.gov.uk/mpschool
- By completing an online response form at <https://tinyurl.com/y5l2mn2d>
- By submitting a paper copy of the response form, attached at Appendix 6
- By emailing educ_consultation@north-ayrshire.gov.uk
- In writing to the Head of Service (Education), Communities Directorate, North Ayrshire Council, Cunninghame House, Irvine, KA12 8EE

There is also a consultation helpline available on 01294 324442. Staff will be available on this number from 9am until 4.45pm Monday to Friday to answer any questions and provide further information.

All responses must be submitted by no later than close of business on **Tuesday 2 March 2021**.

8.7 Will there be any meetings for the public?

North Ayrshire Council has made the decision to hold information sessions for the public online via Zoom. These sessions will provide an opportunity for interested parties to hear about the proposal from council officers, ask questions and have their views recorded so that these can be taken into account as part of the consultation process.

The Council has a duty of care to both the public and its staff to ensure their health and safety. The best way to eliminate the risk of COVID-19 virus transmission and, to allow as many people to hear the views of others at the same meetings, is to hold these online.

Advance notice of specific questions or issues to be raised at the online meetings will be accepted up to Monday 25 January 2021. This will allow all issues to be covered and give those who may not be comfortable speaking publicly their opportunity to be heard.

Please contact the Education Infrastructure team on 01294 324442 or via email at educ_consultation@north-ayrshire.gov.uk to receive the Zoom meeting link.

Information sessions will be held as follows:

Platform	Date	Time
Zoom	Tuesday 26 January 2021	6.30pm (use contact details above, before 5.30pm on 26 January for meeting link)
Zoom	Thursday 28 January 2021	6.30pm (use contact details above, before 5.30pm on 28 January for meeting link)

Anyone wishing to attend either meeting online, will be made very welcome.

A note will be taken of comments, questions and officer responses at each session. The notes will be published on the Council website and a copy will be made available on request. The notes will also be forwarded to Education Scotland along with all other submissions and comments that are received by the Council during the consultation process.

8.8 Will any other agencies be involved in the process?

The Schools (Consultation) (Scotland) Act 2010 requires that a report on the proposal is prepared by Education Scotland. Education Scotland may attend the public meetings.

Once the statutory public consultation period comes to an end, Education Scotland have three weeks to consider the educational aspects of the proposal and submit a report to the council.

Education Scotland receives copies of relevant papers from the council, including:

- a copy of the proposal paper;
- copies of the written representations or a summary of them (if Education Scotland agree);
- a note of oral representations made at the public meeting sessions; and
- any other related documentation.

Education Scotland may visit schools as part of their consideration of the proposal and meet with children, staff and parents who may be affected by the proposal.

Upon receipt of the proposal document and other relevant documentation, Education Scotland will consider the educational aspects of the proposal. They will ensure that their report takes account of:

- the educational benefits statement;
- the representations received by the council; and
- any further written representations made directly to Education Scotland on any educational aspect of the proposal which is considered relevant.

The consultation report that the Council publishes following the statutory public consultation must include the report from Education Scotland in full.

8.9 Will the outcome of the consultation be made public?

The Head of Service (Education) will prepare a report on the results of the consultation process. The report will take account of all Education Scotland recommendations. This report will be published in electronic and printed formats and will be advertised in local newspapers. It will be available on the Council website and from Council Headquarters. The report will include a

record of the total number of written representations made during the consultation period, a summary of the written and oral representations, and the Council's response to recommendations made by Education Scotland. A copy of the Education Scotland report will be an appendix to the consultation report which will be published and available for further consideration for a period of more than 3 weeks ahead of presentation to Elected Members in Spring 2021.

8.10 When will the Council make a decision on the outcome of the consultation?

The consultation report, together with any other relevant documentation, will be considered by Cabinet, who will make a decision on the proposal in Spring 2021. Thereafter, the timeline at Appendix 5 will be followed.

DISTRIBUTION

A copy of this document is available on the Community Planning Partnership pages within the North Ayrshire Council website:

<http://www.northayrshire.community/consultationsevents/consultations/>

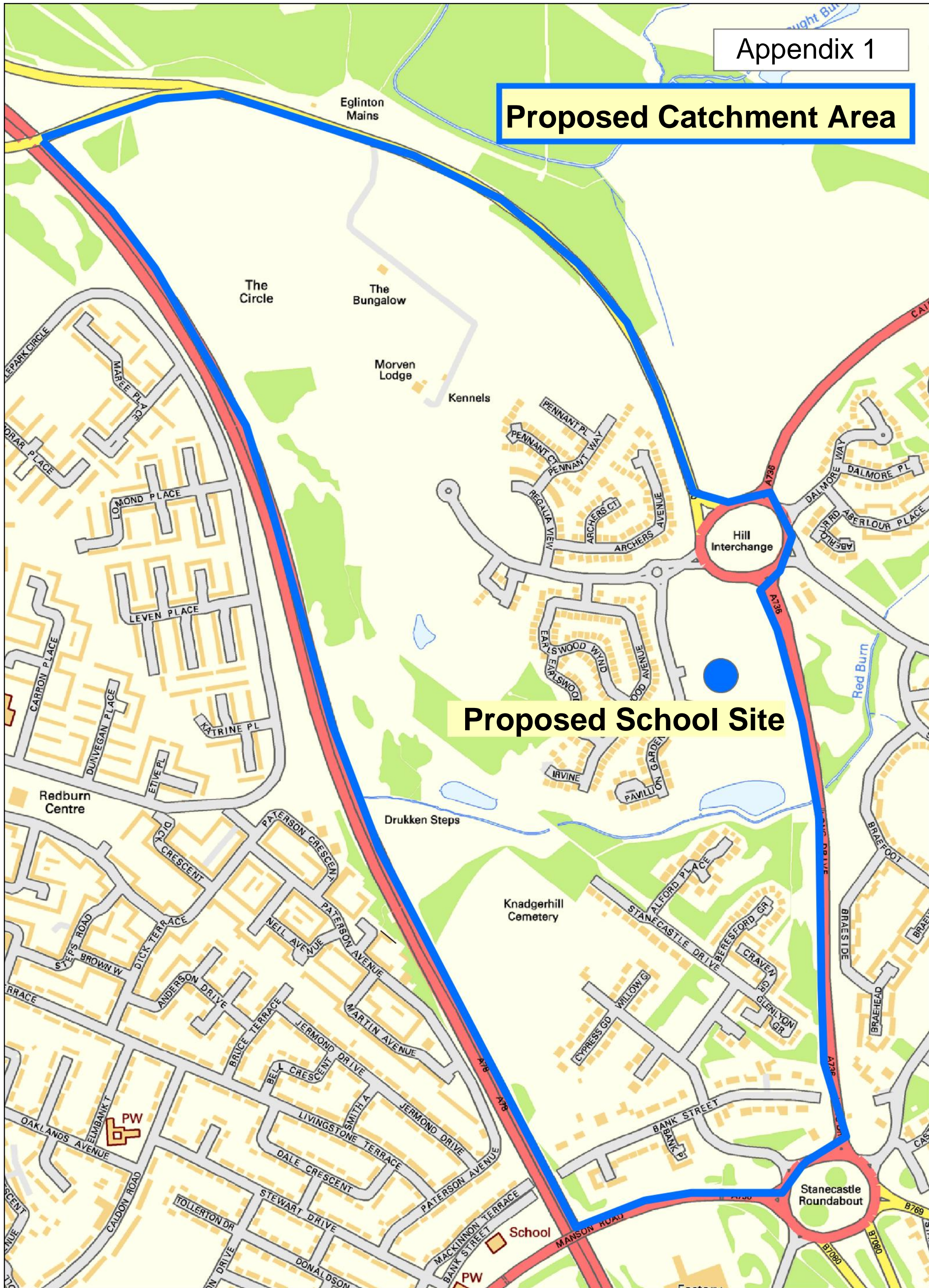
A copy of this document will be made available to all stakeholders associated with the schools affected by the proposal, including:

- Parents/Carers
- Parent Councils
- Headteachers
- Teaching and Non-Teaching Staff, including facilities management
- Local Elected Members for Irvine East
- Member of Parliament
- Member of Scottish Parliament
- Education Scotland
- Chief Executive, North Ayrshire Council
- Director (Growth and Investment) – North Ayrshire Council
- Director (Health and Social Care Partnership) – North Ayrshire Council
- Executive Director (Place) – North Ayrshire Council
- All NAC Heads of Service
- Community Planning Partnership Board
- Sub Division Commander, Police Scotland
- Area Commander, Scottish Fire and Rescue Service
- Chief Executive, NHS Ayrshire and Arran
- Community Councils (Irvine)
- Local Community Groups
- Trade Unions
 - Unison
 - EIS, Education Institute of Scotland
 - NASUWT
 - GMB
 - UNITE
 - VOICE

A copy of this Proposal Document is available to view at Bridgegate House, Irvine KA12 8BD.

Public notices have been placed in the Irvine Herald and Irvine Times.

Proposed Catchment Area



Projected Numbers of Catchment Pupils

Montgomerie Park Area	Knadgerhill Area
481 existing homes + 582 planned homes = 1063 units in total	172 existing homes

Year	Projected Total Housing Unit Completions	Projected number of primary aged non-denominational pupils	Projected number of primary aged non-denominational pupils
2005-15	221*		
2016	287*		
2017	357*		
2018	447*	173*	
2019	481*	176*	28*
2020	481*	196*	19*
2021	481	196	20
2022	561	201	22
2023	636	209	24
2024	715	215	26
2025	791	238	28
2026	867	261	30
2027	897	270	32
2028	927	279	36
2029	957	288	34
2030	987	297	32
2031	1017	306	30
2032	1047	315	29
2033	1063	320	28
2034	1063	320	27

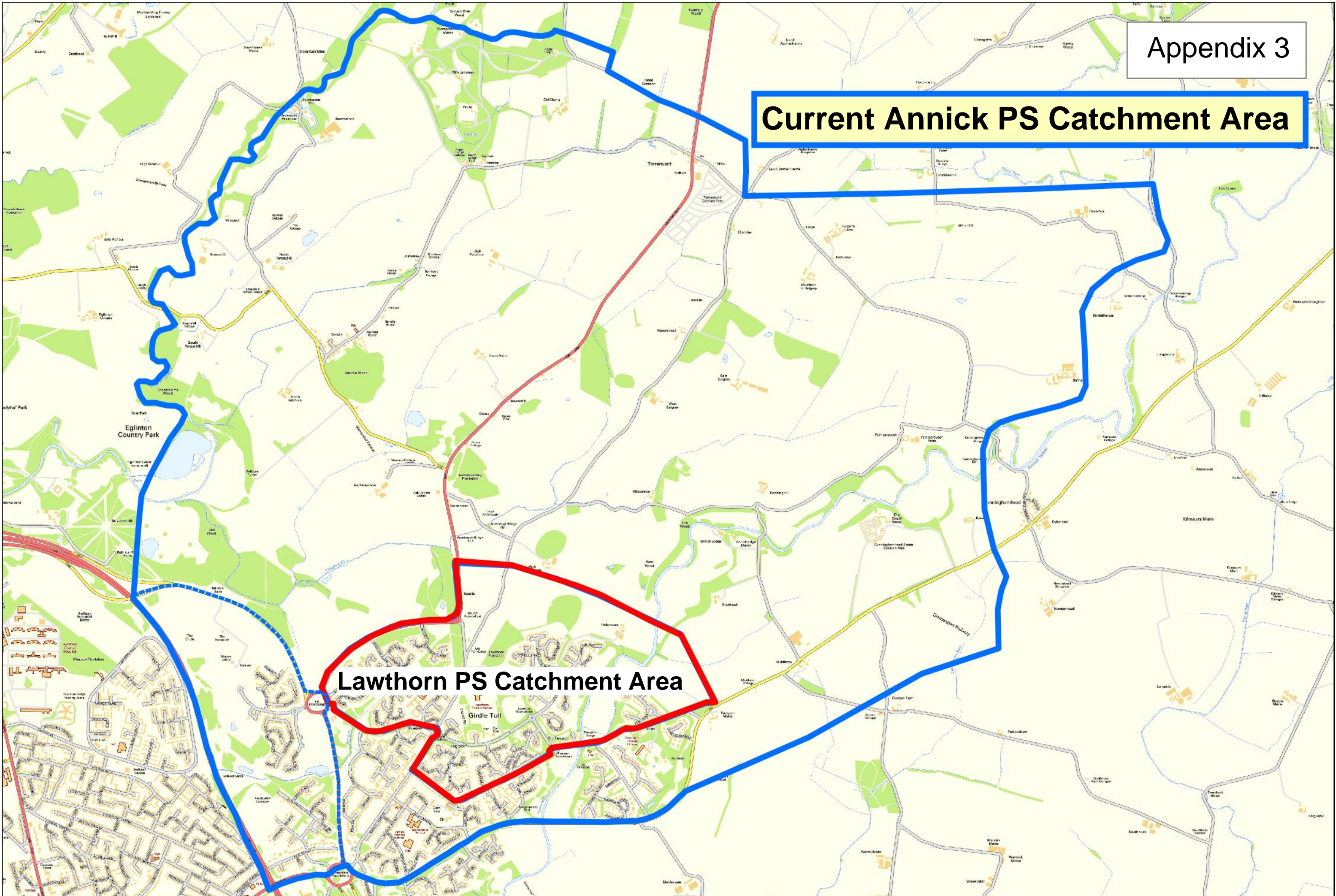
*Actual number

Assumptions:-

0.35 pupils per home, based on current pupil product for new homes at Montgomerie Park
86:14 ratio of non-denominational to denominational pupils

Current Annick PS Catchment Area

Lawthorn PS Catchment Area



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List of Affected Addresses

The addresses list below are properties which are registered with the Council as at March 2020 and will be directly affected by the proposals.

Knadgerhill

Street	Properties
Alford Place	All numbers 1 to 18
Bank Court	All numbers 1 to 6
Bank Place	All numbers 1 to 7
Bank Street	Even numbers 192 to 216 and odd numbers 223 to 257
Beresford Grove	All numbers 1 to 24
Cherry Gardens	All numbers 1 to 7
Chestnut Gardens	All numbers 1 to 7
Craven Grove	All numbers 1 to 20
Cypress Gardens	All numbers 1 to 14
Glenlyon Grove	All numbers 1 to 19
Stanecastle Drive	All numbers 1 to 11
Willow Gardens	All numbers 1 to 10

Montgomerie Park

Street	Properties
Archers Avenue	All number 1 to 50, even numbers 52 to 56
Archers Court	All numbers 1 to 12, 14, 16
Earl's Bridge Gardens	All numbers 1 to 10, even numbers 12 to 46
Earl's Bridge Place	All numbers 1 to 9, odd numbers 11 to 25
Earlswood Avenue	All number 1 to 57, add numbers 59 to 73
Earlswood View	All numbers 1 to 9, odd numbers 11 to 19
Earlswood Way	All number 1 to 4
Earlswood Wynd	All numbers 1 to 39, 41
Ladyacre Court	All numbers 1 to 14
Ladyacre Grove	All numbers 1 to 19, odd number 21 to 31
Ladyacre View	All numbers 1 to 9
Ladyacre Way	All numbers 1 to 21, odd numbers 23 to 37
Ladyacre Wynd	All numbers 1 to 34, odd numbers 35 to 49
Pavilion Gardens	All number 1 to 45
Pennant Court	All numbers 1 to 17
Pennant Place	All numbers 1 to 14, even numbers 16 to 26
Pennant Way	All numbers 1 to 14, even numbers 10 to 24
Regalia View	All numbers 1 to 20

A New Primary School for Irvine East Summary Timeline

Date(s)	Action
December 2019 to January 2020	Stakeholder engagement
17 March 2020	Approval to commence Statutory Public Consultation
22 December 2020	Seek approval for revised timeline and inclusion of Early Learning and Childcare
11 January to 2 March 2021	Statutory Public Consultation period
26 and 28 January 2021	Online information sessions for the public
3 March 2021	Provide Education Scotland with responses
24 March 2021	Receive report from Education Scotland
29 March 2021	Publish Consultation Outcome Report
27 April 2021	Seek Cabinet approval to proceed with proposal
May 2021	Notify Stakeholder Groups, (parents' councils, staff, etc) of outcome and next steps
By December 2021	Design and tender
January 2022 to July 2023	Build period
January 2023	Parents and carers invited to register children for the new school
January 2023	Registration – arrangements will be published
August 2023	New school opens



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Response Form
Irvine East - Montgomerie Park and Knadgerhill Areas
Proposed New Non-Denominational Primary School with
Early Learning and Childcare Provision

Communities Directorate (Education)

Question 1

What is your main interest in the consultation? (please tick all items that apply):

Annick Primary School	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>
Lawthorn Primary School	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>
Irvine Royal Academy	Parent/Carer <input type="checkbox"/>	Staff <input type="checkbox"/>	Pupil <input type="checkbox"/>	Other <input type="checkbox"/>

Other (please specify) _____

Question 2

Do you agree with the proposal to create a new non-denominational primary school, with early years provision, and catchment area for the Montgomerie Park and Knadgerhill areas of Irvine and, to amend the catchment area for Annick Primary School?

Yes ☐

No ☐

Please give your reasons below:

Please provide your contact details so that we can respond directly to you, if necessary.

Name: _____

Address: _____

Email: _____

Phone: _____

Date Completed: _____

Responses should be received no later than close of business on Tuesday 2 March 2021

Please contact 01294 324442 or email educ_consultation@north-ayrshire.gov.uk if you require further information or assistance in the completion of this form.

North Ayrshire Council, in line with our Data Protection responsibilities will only use the personal data provided for the sole purpose of evaluating your responses. The response submitted by you may form part of the response paper that will be submitted to the Council for consideration in the near future and will therefore be made available for public inspection.

Further information on how North Ayrshire Council manages your data can be found within our privacy policy at the following website: www.north-ayrshire.gov.uk/privacy-policy.aspx

Should you wish any of your personal details (e.g. name, address, phone number, etc.), which you have included in your response, to be included in our published responses it is necessary for us to obtain your consent. Please indicate this by ticking the box below.

Yes, I consent ☐

**North Ayrshire Council
Communities and Education Directorate**

**Montgomerie Park and Knadgerhill, Irvine
Proposed New Primary School with Early Learning and Childcare
Provision**



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

**Online Information Session for the Public – Meeting Note
6.30pm on Tuesday 26 January via Zoom**

Andrew McClelland opened the meeting at 6.32pm, welcoming the audience and thanking people for their attendance.

Andrew explained this new and different approach to consultation in the form of online meetings in place of face-to-face, as a result of ongoing COVID restrictions.

This meeting forms part of the formal consultation process to establish a new non-denominational primary school for Irvine East in line with the Schools (Consultation) (Scotland) Act 2010.

Andrew asked the Council Officers to introduce themselves and explained that the officers would respond to any comments and questions that may arise:

Lynn Taylor, Senior Manager responsible for Resources and Infrastructure –remit to look after the Council's Learning Estate and ensure its fitness for purpose.

Robin Knox, Team Manager responsible for Education Infrastructure and **Claire Reid**, taking register and note of meeting.

Laurence Cree, Senior Manager and **Alan Martin**, Team Manager, North Ayrshire Council Property Management and Investment (PMI), responsible for delivering major capital projects

Gareth Picken, Regeneration Officer responsible for development around Montgomerie Park, dealing with matters that may arise outwith the school proposal

Attendees were asked to note their name and interest in the chat box for the sederunt. This was recorded by Claire Reid who advised that the meeting note will be published on the Council website as soon as possible after the second meeting is held.

Andrew outlined the ways that questions could be asked, using the chat box or raise hand facilities, and hoped that the audience would feel at ease to make comments or raise concerns.

Andrew then took the audience through the Powerpoint presentation, firstly setting out the proposal in line with Schools (Consultation) (Scotland) Act 2010:

- (i) to establish a new non-denominational primary school with Early Learning and Childcare provision and catchment area for the Montgomerie Park and Knadgerhill areas of Irvine from August 2023, and
- (ii) to amend the catchment area for Annick Primary School from January 2023, or such other date as may be necessary, to meet the registration requirements for pupils wishing to attend the new school.

An increase in population in Irvine East has resulted in a significant increase in the Annick Primary School roll over the last 5 years. Modular accommodation was installed there in 2018 to create capacity. Lawthorn Primary School also receive a number of placing requests from the Montgomerie Park area.

The new catchment area is proposed to come into effect from January 2023 as this is when registration takes place annually. It is important to confirm that pupils attending other schools will be able to remain there until the end of P7. However, it is hoped that some parents will transfer their children to the new school upon opening.

The proposed new school is additional to the current Learning Estate so it is expected that the roll will increase gradually over time, in parallel with a gradual decrease at Annick PS. This is a similar situation to the opening of Lawthorn Primary School in 2000. No other Irvine school rolls should be impacted by the new school opening.

The objectives of the meeting were to gather feedback, comments, questions in response to the proposal. The Act sets out a duty to engage with the public in any formal change proposals to education provision. Any major change is subject to consultation with parents. At least one public gathering would be held under normal circumstances, however as a result of COVID-19 restrictions, the Council will hold two online meetings in place of this arrangement. Andrew noted that there were some advantages to holding an online meeting:

- no need to restrict numbers (should there have been high demand to attend)
- families can participate together without leaving their home
- the chat box facility allows people to comment without having to speak in front of the audience

Andrew detailed the methods of contact for the public in respect of the consultation:

- The Shaping North Ayrshire website provides an opportunity to hear the views of others.
- The Council recognise that not all people can use, or have access to, the online world. In order for everyone to be offered the chance to have their say, other methods have been employed including a letter to each directly affected address and provision of a helpline (open 9am until 4.30pm Monday to Friday – 01294 324442), press, public notices and radio adverts (Irvine Beat FM).

Andrew asked attendees to let neighbours and friends know about all of the different ways available to get involved with the consultation.

Andrew then outlined details of the proposed facilities:

The proposed provision is a 12-class non-denominational primary school with Early Learning and Childcare provision for 32 3-5 year olds and 15 2-year olds. Andrew outlined the key educational benefits, which support continuous improvement and aim to secure the best life chances for the children of Irvine East:

- A high quality learning environment - investment in the school estate presents opportunities by maximising innovation in a 21st century learning environment.
- Well-being, inclusion and accessibility benefits of a new build school in a local area.
- To serve the local community – this new facility, well placed in a growing locality, will promote participatory approaches and provide opportunities for the community to come together.
- Outdoor learning – having Eglinton Park on the school doorstep will facilitate woodland walks and access to countryside rangers. There is also an excellent network of footpaths in the Montgomerie Park and Knadgerhill areas. The building design will facilitate high quality indoor and outdoor learning.
- The project would ensure a greener and more sustainable environment. Sustainability will be a key objective in the construction of the new school, contributing to the Council's target of reducing our carbon footprint.

Andrew then showed an aerial view of proposed site, with a more detailed layout to follow, presented by Alan Martin, who explained that a school was planned for this part of the Montgomerie Park site since the initial site masterplan was produced in 2003. Alan thanked the group for the early opportunity to present information on the site and be involved at the outset of the proposal. Alan noted that PMI are interested in initial feedback from stakeholders in order to develop the new school design and that this project is a fantastic opportunity to create a brand new school on a blank canvas.

Alan outlined the history of the Montgomerie Park site – Irvine Development Corporation transferred the land to North Ayrshire Council in 1996. A masterplan was then developed with houses, residential and community facilities including a school. The Council approved this plan in 2003 and it was then updated in 2015. The Council's Local Development Plan also recognises a school as part of this site. The location is adjacent to Long Drive with a South aspect and excellent footpaths. Alan advised that this is a clear site with opportunities to promote access to outdoors, potentially directly from classrooms. The desktop information available on ground conditions is promising and a sustainable urban drainage system (SUDS) exists and has capacity for further development. The availability of utilities is currently good and this will be monitored as the housing development continues. Road infrastructure is in place, with turning heads into the school site. The Council's Regeneration Team will assist around future development opportunities and efficiencies to be gained in the future at the site.

Andrew then reiterated the various ways to respond to the consultation:

- Online at 'Shaping North Ayrshire' www.north-ayrshire.gov.uk/mpschool
- By completing an online response form at <https://tinyurl.com/y5l2mn2d>
- By submitting a paper copy of the response form (these can be posted out on request)

- By emailing educ_consultation@north-ayrshire.gov.uk
- In writing, to the Head of Service (Education), Communities and Education Directorate, North Ayrshire Council, Cunninghame House, Irvine, KA12 8EE

There is a consultation helpline available on 01294 324442. Staff will be available on this number from 9am until 4.30pm Monday to Friday to answer any questions and provide further information.

Andrew then invited Lynn Taylor to take the audience through the timeline and next steps. Lynn confirmed that the statutory public consultation ends on Tuesday 2 March. Lynn explained that Education Scotland are integral to the process and were represented at the meeting. The Council's consultation team will provide Education Scotland with all gathered responses on Wednesday 3 March and these will be used to produce a report on Education Scotland's findings on key focus areas and how the consultation was conducted. The Council will also develop a consultation (outcome) report to clearly set out its compliance with the legal process and will provide detail on any issues raised, providing responses to these.

Both reports will be published on Monday 29 March and the Council's Cabinet will meet on Tuesday 27 April to make a decision on whether the proposal should proceed. Should approval be forthcoming, the next stage is design development and the establishment of a stakeholder reference group. Representatives from Annick and Lawthorn Primary Schools and Irvine Royal will be invited, along with representatives of residents of Montgomerie Park and Knadgerhill. Thereafter, we will undertake engagements to specify the design. This will be produced with the project tender planned for December 2021. School registration is planned for January 2023 with an opening date of August 2023.

Lynn advised that the Proposal Document contains much more detail and the audience were encouraged to read this. Education prides itself on a good track record of high quality new school buildings within its learning estate and the significant difference this makes to our young people and their life chances. Lynn listed the following new build projects to illustrate this point:

- New Lockhart Campus, Stevenston
- Garnock Community Campus
- Largs Community Campus
- Future Ardrossan Campus
- Replacement Moorpark Primary School
- Extension to Annick Primary School to replace Stanecastle Early Learning and Childcare Provision

Andrew asked for the helpline number to be displayed and opened the meeting to questions and comments from the audience.

Enquiry: Thank you for the information regarding the new school proposal, which I think sounds very positive. Given a number of schools in North Ayrshire are also used as community venues and recreational facilities (e.g. Dalry Primary, Garnock Community Campus, Largs Campus, Stanley Primary, etc), I wondered if consideration has been given to how the school

building might be utilised out with of normal school hours for the benefit of the local community?

Response: The Council will establish a stakeholder reference group and engage with this group on design development. One of its aims will be to understand demand for community space and facilities, taking account of other available community assets. The stakeholder reference group will help to shape the design and optimise use of the building.

Enquiry: Is there a chance the school will be built in phases – will the whole building open in August 2023?

Response: This is the key target date and the project plan provides a path toward this date, taking account of known risk factors at this time. The last year has provided lessons on how projects can be delayed, however, at the present time the plan shows that the school can be delivered and operational by August 2023.

Enquiry: Will Montgomerie Park residents get priority with the new nursey and school?

Response: Montgomerie Park and Knadgerhill form the catchment area for the new school and, therefore, children resident in these areas will register here and take priority. There are no catchment areas for early years provision and the admissions process takes place in February each year. The Early Learning and Childcare places at the new school are in addition to those available in Irvine and should be sufficient to satisfy demand across this area.

There were no further questions or comments. Lynn encouraged attendees to submit responses, positive or negative and advised that a note of the meeting will be issued to all in attendance.

Andrew gave his thanks and closed the meeting.

**North Ayrshire Council
Communities and Education Directorate**

**Montgomerie Park and Knadgerhill, Irvine
Proposed New Primary School with Early Learning and Childcare
Provision**



**Online Information Session for the Public – Meeting Note
6.30pm on Thursday 28 January via Zoom**

Andrew McClelland opened the meeting at 6.31pm, welcoming the audience and thanking people for their attendance.

Andrew explained this new and different approach to consultation in the form of online meetings in place of face-to-face, as a result of ongoing COVID restrictions.

This meeting forms part of the formal consultation process to establish a new non-denominational primary school for Irvine east in line with the Schools (Consultation) (Scotland) Act 2010.

Andrew asked the Council officers to introduce themselves and explained that the officers would respond to any comments and questions that may arise:

Lynn Taylor, Senior Manager responsible for Resources and Infrastructure – part of this remit is to look after the Council's Learning Estate and ensure its fitness for purpose.

Claire Reid and **Claire Tombs**, taking register and note of meeting

Laurence Cree, Senior Manager and **Alan Martin**, Property Management and Investment (PMI), responsible for delivering major capital projects

Gareth Picken, Regeneration Officer responsible for all Mont Park matters that may arise outwith the school proposal.

Attendees were asked to please note their name and interest in the chat box for the sederunt. The meeting note will be published on the Council website as soon as possible after the second meeting is held.

Andrew outlined the ways that questions could be asked, using the chat box or raise hand facilities, and hoped that the audience would feel at ease to make comments or raise concerns.

Andrew then took the audience through the Powerpoint presentation, firstly setting out the proposal in line with Schools (Consultation) (Scotland) Act 2010:

- (i) to establish a new non-denominational primary school with Early Learning and Childcare provision and catchment area for the Montgomerie Park and Knadgerhill areas of Irvine from August 2023, and

- (ii) to amend the catchment area for Annick Primary School from January 2023, or such other date as may be necessary, to meet the registration requirements for pupils wishing to attend the new school.

An increase in population in Irvine East has resulted in a significant increase in the Annick Primary School roll over the last 5 years. Modular accommodation was installed there in 2018 to create capacity. Lawthorn Primary School also receive a number of placing requests from the Montgomerie Park area.

The new catchment area is proposed to come into effect from January 2023 as this is when registration takes place annually. It is important to confirm that pupils attending other schools will be able to remain there until the end of P7. However, it is hoped that some parents will transfer their children to the new school upon opening.

The proposed new school is additional to the current Learning Estate so it is expected that the roll will increase gradually over time, in parallel with a gradual decrease at Annick PS. This is a similar situation to the opening of Lawthorn Primary School in 2000. No other Irvine school rolls should be impacted by the new school opening.

The objectives of this meeting are to gather feedback, comments, questions in response to our proposal. The Act sets out our duty to engage with the public in any formal change proposals to education provision. Any major change is subject to consultation with parents. At least one public gathering would be held under normal circumstances, however as a result of COVID-19 restrictions, the Council will hold two online meetings in place of this arrangement. There are some advantages to holding online meeting:

- no need to restrict numbers (should there have been high demand to attend)
- families can participate at home, together without leaving their home
- the chat box facility allows people to comment without having to speak in front of the audience

Shaping North Ayrshire provides an opportunity to hear the views of others. The Council recognise that not all people can use, or have access to, the online world. In order for everyone to be offered the chance to have their say, other methods have been employed including a letter to each directly affected address and the helpline (open 9am until 4.30pm Monday to Friday – 01294 324442), press, public notices and radio adverts (Irvine Beat FM). Andrew asked attendees to let neighbours and friends know about all of the different ways available to get involved with the consultation.

The proposed provision is a 12-class non-denomination primary school with Early Learning and Childcare provision for 32 3-5 year olds and 15 2-year olds. Andrew outlined the key educational benefits, which support continuous improvement and aim to secure the best life chances for the children of Irvine East:

- A high quality learning environment - investment in the school estate presents opportunities by maximising innovation in a 21st century learning environment.

- Well-being, inclusion and accessibility benefits of a new build school in a local area.
- To serve the local community – this new facility, well placed in a growing locality, will promote participatory approaches and provide opportunities for the community to come together.
- Outdoor learning – having Eglinton Park on the school doorstep will facilitate woodland walks and access to countryside rangers. There is also an excellent network of footpaths in the Montgomerie Park and Knadgerhill areas. The building design will facilitate high quality indoor and outdoor learning.
- The project would ensure a greener and more sustainable environment. Sustainability will be a key objective in the construction of the new school, contributing to the Council's target of reducing our carbon footprint.

Andrew then showed an aerial view of proposed site, with a more detailed layout to follow, presented by Alan Martin, who explained that a school was planned for this part of the Montgomerie Park site since the initial site masterplan was produced in 2003. Alan thanked the group for the early opportunity to present information on the site and be involved at an this consultation stage. PMI are interested in initial feedback from stakeholders in order to develop the new school design. Here is a fantastic opportunity to create a brand new school on a blank canvas.

Alan outlined the history of the Montgomerie Park site – Irvine Development Corporation transferred the land to North Ayrshire Council in 1996. A masterplan was then developed with houses, residential and community facilities including a school. The Council approved this plan in 2003 and it was then updated in 2015. The Council's Local Development Plan also recognises a school as part of this site. The location is adjacent to Long Drive with a South aspect and excellent footpaths. This is a clear site with opportunities to promote access to outdoors, potentially directly from classrooms. The desktop information available on ground conditions is promising. A sustainable urban drainage system (SUDS) exists and has capacity for further development. The availability of utilities is currently good and this will be monitored as the housing development continues. Road infrastructure is in place, with turning heads into the school site. The Council's Regeneration Team will assist around future development opportunities and efficiencies to be gained in the future at the site.

Andrew then reiterated the various ways to respond to the consultation:

- Online at 'Shaping North Ayrshire' www.north-ayrshire.gov.uk/mpschool
- By completing an online response form at <https://tinyurl.com/y5l2mn2d>
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There is a consultation helpline available on 01294 324442. Staff will be available on this number from 9am until 4.30pm Monday to Friday to answer any questions and provide further information.

Andrew then invited Lynn Taylor to take the audience through the timeline and next steps. Lynn confirmed that the statutory public consultation ends on Tuesday 2 March. Lynn explained that Education Scotland are integral to the process and were represented at the meeting. The Council's consultation team will provide Education Scotland with all gathered responses on Wednesday 3 March and these will be used to produce a report on Education Scotland's findings on key focus areas and how the consultation was conducted. The Council will also develop a consultation (outcome) report to clearly set out its compliance with the legal process and will provide detail on any issues raised, providing responses to these.

Both reports will be published on Monday 29 March and the Council's Cabinet will meet on Tuesday 27 April to make a decision on whether the proposal should proceed. Assuming approval is given, the next stage is design development and the establishment of a stakeholder reference group. Representatives from Annick and Lawthorn Primary Schools and Irvine Royal will be invited, along with representatives of residents of Montgomerie Park and Knadgerhill. Thereafter, we will undertake engagements to specify the design. This will be produced with tender planned for December 2021. School registration is planned for January 2023 with an opening date of August 2023.

The Proposal Document contains much more detail and the audience were encouraged to read this. Education prides itself on a good track record of high quality new school buildings within its learning estate. The difference this makes to our young people and their life chances can be clearly seen. Lynn listed the following new build projects to illustrate this point:

- New Lockhart Campus, Stevenston
- Garnock Community Campus
- Largs Community Campus
- Future Ardrossan Campus
- Replacement Moorpark Primary School
- Extension to Annick Primary School to replace Stanecastle Early Learning and Childcare Provision

These are all fit for purpose and fit for the future.

Andrew asked for the helpline number to be displayed and opened the meeting to questions and comments from the audience.

Comment: I am delighted that North Ayrshire is making this capital investment in this area of Irvine. Lawthorn Primary School was the last example of such investment and I would be interested in denominational expansion too.

Enquiry: The proposed Early Learning and Childcare provision is quite small in terms of its numbers. Given the expansion to 1140 hours, do we know the attendance pattern yet? This will impact on other aspects, eg traffic management, etc.

Response: This school is the first brand new additional provision in the area since Lawthorn Primary, however, Elderbank Primary School opened in 2014, bringing together 3 existing schools, and is an excellent design.

The project team would love to showcase this provision to prospective parents, carers and residents to let them understand our thinking around education provision. With regard to early years provision, the Council is in the last stage of rolling out the 1140 hours expansion (delayed from 2020 to August 2021). Current plans are for the new Early Learning and Childcare provision to be open from 8am until 6pm Monday to Friday. The project team will continue to work with the early years team to ensure that this is fit for purpose.

Enquiry: What are the plans around community use of the new building? Local residents will agree there is little in terms of sport and recreation other than the MUGA (multi-use games area).

Response: A similar question was asked at Tuesday's meeting. The Council will establish a stakeholder reference group and engage with this group on design development. One of its aims will be to understand demand for community space and facilities, taking account of other available community assets. The stakeholder reference group will help to shape the design and optimise use of the building.

Enquiry: Is there scope to partner with KA Leisure?

Response: This is a possibility and would be determined throughout the ongoing community engagement.

Comment: There is a golden opportunity here to create a community focus.

Comment: I am delighted about the proposal, especially as the new school has been planned for many years. I understand concerns from the Annick and Lawthorn primary school communities in terms of the impact on their school rolls, but I believe there are enough children in the area to sustain all 3 primary schools. There is a massive appetite for more local and easier to access community facilities for young people and adults.

Enquiry: Could the new school opening date be delayed?

Response: This is the key target date and the project plan provides a path toward this date, taking account of known risk factors at this time. The last year has provided lessons on how projects can be delayed, however, at the present time the plan shows that the school can be delivered and operational by August 2023. There is governance to monitor project progress and programme. We have identified risks and contingencies as part of the process. Any change or deviation will be taken through the appropriate channels and this information will be shared with stakeholders.

Enquiry: I have a child starting school in August 2022 and a younger child. Will this result in attendance at 2 different schools?

Response: The Council wants this process to work for parents. Every parent/carer of 2 children would wish them to attend the same school. Let's say your older child registers at Annick Primary School in August 2022, then your catchment area changes in January 2023. The first option is to register

both children for the new school or, if you want them both to attend Annick Primary, you will make a placing request. As your younger child has a sibling already there, your application will be prioritised before those who do not have an older sibling at the school.

Enquiry: Does the Council plan closed or open plan classroom provision?

Response: Our design process has not yet reached that stage, however, we have a long history of building design and lessons learned. Fully open plan design has been reviewed over time and can create a 'barn' effect. We work with the Scottish Futures Trust to learn about best practice across Europe and Scotland. The best learning we have found is from our own developments and listening to our young people and staff. Closed classrooms are not planned, but a semi-open plan approach seems to offer best experience, however, there is no standard design for this. Our designs are started afresh each time. We would like to showcase previous projects to give a flavour of the preferred approach. Some schools inherited from Strathclyde Regional Council were open plan and partitions have been installed in many of these. Design standards change and PMI remain abreast of these (eg acoustics, lighting, ventilation). The aim is to create the very best environments for all building users.

Comment: The surrounding environment is key to those diagnosed with autism and the right space is important in order for deep, purposeful and meaningful learning to take place.

PMI stated that the design will be developed in partnership with the school community and Education colleagues. This project is slightly different as there is no existing cohort of children. Teaching and learning will lead the design.

Lynn then asked for any feedback to be submitted, whether negative or positive. Meeting attendance numbers have been relatively low both nights. We would appreciate attendees talking to neighbours and other residents about how they can engage. We need to understand concerns and would like to hear all types of feedback, which will be published in the report.

Andrew closed the meeting.

Schools (Consultation) (Scotland) Act 2010

Report by Education Scotland addressing educational aspects of the proposal by North Ayrshire Council to establish a new non-denominational primary school with early learning and childcare provision and catchment area for the Montgomerie Park and Knadgerhill areas of Irvine East and, to amend the catchment area for Annick Primary School.

March 2021

1. Introduction

1.1 This report from Education Scotland has been prepared by Her Majesty's Inspectors of Education (HM Inspectors) in accordance with the terms of the [Schools \(Consultation\) \(Scotland\) Act 2010](#) ("the 2010 Act"). The purpose of the report is to provide an independent and impartial consideration of North Ayrshire Council's proposal to establish a new non-denominational primary school with early learning and childcare provision and catchment area for the Montgomerie Park and Knadgerhill areas of Irvine East and, to amend the catchment area for Annick Primary School. Section 2 of the report sets out brief details of the consultation process. Section 3 of the report sets out HM Inspectors' consideration of the educational aspects of the proposal, including significant views expressed by consultees. Section 4 summarises HM Inspectors' overall view of the proposal. Upon receipt of this report, the Act requires the council to consider it and then prepare its final consultation report. The council's final consultation report should include this report and must contain an explanation of how, in finalising the proposal, it has reviewed the initial proposal, including a summary of points raised during the consultation process and the council's response to them. The council has to publish its final consultation report three weeks before it takes its final decision.

1.2 HM Inspectors considered:

- the likely effects of the proposal for children and young people of the settings; any other users; children likely to become pupils within two years of the date of publication of the proposal paper; and other children and young people in the council area;
- any other likely effects of the proposal;
- how the council intends to minimise or avoid any adverse effects that may arise from the proposal; and
- the educational benefits the council believes will result from implementation of the proposal, and the council's reasons for coming to these beliefs.

1.3 In preparing this report, HM Inspectors undertook the following activities:

- attendance at the virtual public meetings held on 26 January 2021 and 28 January 2021 in connection with the council's proposals;
- consideration of all relevant documentation provided by the council in relation to the proposal, specifically the educational benefits statement and related consultation documents, written and oral submissions from parents and others; and
- virtual visits to the sites of Annick Primary School, Lawthorn Primary School and Irvine Royal Academy, including discussion with relevant consultees.

2. Consultation process

2.1 North Ayrshire Council undertook the consultation on its proposal(s) with reference to the [Schools \(Consultation\) \(Scotland\) Act 2010](#).

2.2 The consultation ran from 11 January to 2 March 2021. Parents and staff from Annick and Lawthorn Primary Schools welcome the early involvement in the consultation process of their Parent Councils by North Ayrshire Council. Public meetings were held on 26 and 28 January 2021. In total, 26 people responded to the online consultation, including one email. Of the 26 respondents, 22 were in favour of the proposal and four were not. North Ayrshire Council also conducted an informal consultation with children at Lawthorn and Annick Primary Schools. Of the 66 responses received 51 were in favour of the proposal and 15 were not in favour. Young people

at Irvine Royal Academy were invited to complete an online response form. One response was received from a pupil at Irvine Royal Academy and this is included in the total of 26 respondents. Reasons for supporting the proposal included relieving pressure on capacity and resources at Annick and Lawthorn Primary Schools, including reducing class sizes and making social and learning spaces more readily available. Those in favour also welcomed the sense of identity a new school could bring to the community. The main reason for opposing the proposal related to traffic management around the Montgomerie Park area.

3. Educational aspects of proposal

3.1 New housing developments within the Irvine East area have resulted in an increase in the local population. This has resulted in accommodation pressures at local schools, particularly Annick Primary School. The proposal seeks to ensure that there are sufficient school places for the Irvine East area to meet projected demand and to address capacity issues. This will provide catchment schools for catchment children with all schools having viable and sustainable rolls.

3.2 North Ayrshire Council has set out a comprehensive case for the proposal to establish a new non-denominational primary school and implement catchment changes to address school capacity and accommodation pressures in Irvine East. The proposal recognises pressures as a result of planned housing developments in the Irvine East area. Children attending the new school in Montgomerie Park will benefit from a modern, state of the art learning environment. The new school will promote creative and engaging teaching approaches and offer facilities that will encourage further health and wellbeing and outdoor learning. North Ayrshire Council also recognise the potential for community use and plan to involve community members at the planning stage through a stakeholder reference group. This has the potential to provide opportunities for local groups, supporting the growth of community identity, therefore bringing benefits to the community beyond the school.

3.3 All parents, staff and children from Lawthorn Primary School, Annick Primary School and Irvine Royal Academy who met with HM Inspectors were supportive of the proposals. They were of the view that the existing primary schools do not have the capacity to accommodate the increasing numbers of children that the Montgomerie Park housing developments will generate over time. The proposal is therefore viewed as sensible and inevitable. Staff and parents at both primary schools recognise the potential impact that losing children and families to the new school may have on their existing positive ethos. The local authority should continue to work with parents of young people at Irvine Royal Academy who expressed concerns about resourcing, should the school roll increase.

3.4 The new primary school includes provision of early learning and childcare, for eligible children, from age two years. This has the potential to provide continuity in progression and learning for children to the end of primary school. The school will be part of the Irvine Royal Academy cluster of schools. The headteacher of Irvine Royal Academy is very keen to establish strong transition arrangements and programmes with the new school to ensure continuity in learning and successful outcomes for all.

3.5 Parents, children and staff who spoke with HM Inspectors indicated that providing a school in the Montgomerie Park area could potentially reduce car use. A school within their local community will allow children to walk, cycle or scoot to school which has potential health and environmental benefits. The proposed site offers easy access to Eglinton Park, which will readily support outdoor learning, also contributing to health and wellbeing.

4. Summary

North Ayrshire Council's proposal to establish a new non-denominational primary school and implement catchment changes is well considered and has clear educational benefits. The proposal addresses school accommodation pressures as a result of new and planned housing in the Irvine East Area. Children attending the new school in Montgomerie Park will benefit from a modern, state of the art learning environment, which facilitates outdoor learning and encourages health and wellbeing. In taking forward the proposal, the council should ensure the stakeholder reference group is fully involved, along with school staff, in planning facilities that have the optimum benefit for all. This will support community identity and secure links between the school, local residents and groups as the area grows and develops.

HM Inspectors
March 2021

NORTH AYRSHIRE COUNCIL

27 April 2021

Cabinet

Title: Discretionary Fund

Purpose: The purpose of this report is to update Cabinet on the first phase of Discretionary Funding and seek approval for proposals to redesign the fund in response to additional resources now agreed.

Recommendation: That Cabinet:

- a) Notes the proposed changes to the North Ayrshire Discretionary Fund;
- b) Approves the updated Discretionary Fund criteria set out in Appendix 1;
- c) Notes the proposals for a new North Ayrshire Business Transition Fund; and
- d) Approves the new Transition Funds criteria set out in Appendix 2.

1. Executive Summary

- 1.1 The previously allocated national funding provided to Local Authorities for Discretionary Funding business support schemes related to Covid has now been increased from £30m to £120m. North Ayrshire's allocation has risen from £0.462m to £2.124m.
- 1.2 The approach to the Discretionary Fund presented to Cabinet in February 2021 was predicated on the initial funding awarded and before this additional funding was confirmed.
- 1.3 The initial first phase of grant payments under the Discretionary Fund have been issued and this has provided clarity on local need. In addition, national business support schemes are now embedded and there is more clarity on those businesses that are still in need of financial support as a result of the impact of COVID.
- 1.4 The added intelligence and additional funding resource has allowed for a reshaping of the North Ayrshire Discretionary Fund offer and with the additional budget allocation a new Transition Fund is being created to support businesses towards recovery.

2. Background

- 2.1 On 23rd February 2021 Cabinet agreed the criteria for the delivery of North Ayrshire Council's Discretionary Fund (DF). This was in response to Scottish Government announcing the creation of a £30m Discretionary Fund to allow Local Authorities to provide additional support for business. North Ayrshire's initial allocation was £0.462m
- 2.2 The Discretionary Fund was launched on 1st March 2021 and as at 29th March 2021 we have 128 applications approved for the fund and 22 under review with applications still open. Successful applicants were awarded a £2k grant. The group identified for this fund were predominantly small businesses with no business premises and those that were unable to access the Strategic Framework Business Fund.
- 2.3 On the 10th February 2021 the Cabinet Secretary for Finance announced an increase to the Fund to £120m. North Ayrshire will receive a further £1.662m taking the total allocation to £2.124m.
- 2.4 The purpose of this fund is to mitigate the short-term financial challenges being experienced by businesses adversely impacted by restrictions and regulations introduced since October 2020. Since its initial creation, additional guidance on the fund has recently been received with the main change from the previous guidance being that Local Authorities may now consider businesses with up to 250 staff.
- 2.5 The process of delivering the previously approved £2,000 Discretionary Fund grant throughout March 2021 has allowed for officers to assess the further business support funds released nationally, the needs of business, demand for the fund and to further identify those businesses that are continuing to fall through the gaps in COVID business support. Key findings are noted as:
 - Applications for the Discretionary Fund are lower than anticipated. Very few applications have been received from those businesses with 10+ employees;
 - Approximately 60 businesses (10+ employees) have been identified from within our active and potential for local growth portfolio that have been affected but have had no Scottish Government support since restrictions began in October 2020;
 - 75% of these are within engineering, manufacturing, construction, or associated services.
 - Other sectors include healthcare, wholesale, transport and distribution and printing.
 - Additional challenges evidenced due to lack of income are costs associated with new ways of working, development of new processes to reflect new markets, upgrading systems to reflect new regulations and inability to diversify/implement change.
- 2.6 Given the increased financial allocation, changes to the fund guidance and local intelligence secured through the first phase of delivering the Discretionary Fund, it is proposed that this scheme should be updated to provide increased support and address the business needs identified.

Discretionary Fund Proposals

The Discretionary Fund is to be expanded to reflect changes to guidelines and redesigned as a tiered grant system to reflect size of business based on employee numbers as follows:

No of employees	Value of Grant
• 1-10	£4k
• 11- 20	£10k
• 21- 30	£20k
• 31 +	£25k

Analysis of the business base has identified this would be more appropriate given the differing size of businesses not receiving support, their need and the impact of COVID on their businesses. It is proposed that all those that have already received a £2,000 payment will receive an incremental top up payment to reflect tiers above. As a result of the majority of applicants to date being in the 1- 10 employee's category, they will receive a further £2k support. It is anticipated that the widening of the criteria and the additional support will attract a further 100 businesses helping to sustain a significantly higher number of jobs. The financial intervention will also go some way to alleviate the challenges faced with new ways of working.

A copy of the new eligibility criteria is attached at appendix 1.

New Transition Fund

It is proposed to allocate £500,000 for a new North Ayrshire Business Transition Fund for businesses impacted financially by Covid restrictions that are unable to finance new ways of working or new processes. This fund would be utilised where a Digital or Green solution is identified. This fund will help alleviate immediate financial distress when implementing required operating practices and new ways of working. This fund also has a synergy with on-going work to support digital adoption and can be seen as a forerunner to the recently announced Green Jobs Fund.

A copy of the eligibility criteria and further details is attached at appendix 2.

- 2.7 We have discussed proposals with East and South Ayrshire Councils and we are linked into discussions on this fund across all Local Authorities through professional networks. There is some consistency of approach with how these funds are being used by Councils but also a recognition that through this scheme there is flexibility for each local economy to respond to their different needs and priorities. There is a consistency of value of awards (£4k grant for 1-10 employee businesses) with other national grants e.g. Newly Self-Employed Hardship Grant/ Mobile Close Contact Grant. There will be differences in approaches across Council areas but North Ayrshire's success to date in providing extensive support to local business has allowed a strong evidence base to inform our approach in amending and designing these schemes.

3. Proposals

3.1 It is proposed that Cabinet:

- a) Notes the proposed changes to the North Ayrshire Discretionary Fund;
- b) Approves the updated Discretionary Fund criteria set out in Appendix 1;
- c) Notes the proposals for a new North Ayrshire Business Transition Fund; and
- d) Approves the new Transition Funds criteria set out in Appendix 2.

4. Implications/Socio-economic Duty

Financial

4.1 The proposals will be fully funded from our allocation of monies from Scottish Government and notification of award has been received.

Human Resources

4.2 The Discretionary Fund and Transition Fund will be delivered by Business Development existing resource.

Legal

4.3 None.

Equality/Socio-economic

4.4 The fund aligns to Community Wealth Building principles and will help some of the most impacted businesses in the area.

Environmental and Sustainability

4.5 The Transition fund will have a Digital and Green focus which coincides with North Ayrshire's sustainability agenda.

Key Priorities

4.6 The report covers information relevant to the following Council Plan priorities:

- North Ayrshire has an inclusive, growing and enterprising economy
- North Ayrshire is a sustainable environment
- North Ayrshire is a vibrant, welcoming and attractive environment

Community Wealth Building

4.7 Although this fund is a direct response to the Covid pandemic, it will support CWB principles in that it will help safeguard many of our smaller businesses who underpin our local economies.

5. Consultation

- 5.1 Engagement has taken place with the East and South Ayrshire Councils as well as Scottish Enterprise.

RUSSELL McCUTCHEON
Executive Director (Place)

For further information please contact Matt Strachan, Senior Manager Business Development, on 01294 310658.

Background Papers

Appendix 1:-Amended Discretionary Fund Criteria
Appendix 2:-Transition Fund Eligibility

Appendix 1 - Discretionary Fund

The Discretionary Business Fund aims to provide a grant to local businesses that are experiencing immediate financial challenges as a result of the COVID-19 restrictions and regulations but have not been able to access the Strategic Framework Business Fund or other business grant funds provided by the Scottish Government. This fund aims to assist businesses that have been without financial support since October 2020.

The discretionary fund provides funding based on the number of employees within an eligible business as follows:

No of employees	Value of Grant
1-10	£4k
11-20	£10k
21-30	£20k
31 +	£25k

Eligibility Criteria:

- Business must be micro, small and medium-sized enterprises (250 employees or fewer) and the self-employed.
- Must be ineligible for any scheme of support introduced since October 2020;
- Business is not connected to a tax haven, as set out in the Coronavirus (Scotland) (No 2) Act 2020;
- Must be able to present robust evidence (e.g. profit and loss accounts, invoices and receipts, details of contracts lost, cancelled booking diaries/work schedules, cancelled customer bookings) to show that income has been negatively affected by Covid Restrictions to at least 30%;
- Must provide details and evidence of a business bank account (in the form of an uploaded bank statement) into which grant payments will be made (in the case of self-employed discretion will be applied as long as there is clear evidence of trading from the personal bank statements provided);
- Business premises (where applicable) must be registered for non-domestic rates. Businesses that pay rates through their landlords rather than directly must provide evidence of this.
- Business has not breached wider COVID regulations/requirements leading to enforcement action.
- Open to Limited Companies (including Scottish Charitable Incorporated Organisations and social enterprises), Sole Traders, Trusts, Partnerships, Community Interest Companies, freelancers or the self-employed.
- Non premise-based businesses will be required to provide evidence to demonstrate proof of identity (e.g. passport) and address (e.g. Council tax bill, utility bill);
- Businesses will be required to provide evidence of active trading in the period before restrictions came into place on 9 October 2020; and

- Self-employed will be required to confirm that self-employment makes up at least 50% of their income from employment.

Delivery Process

- Applications for support 1-10 staff will utilise current DF process. This reflects the requirements of phase 1 and grant award letter form Scottish Government
- Applications for businesses 11+ will be delivered through NAC's current internal process for grants as additional funding is provided under General Revenue Grant.
- Businesses who have been paid current £2,000 payment will receive an incremental top up payment to reflect tiers.

Appendix 2 - Transition Fund Proposal

Overview

Engagement with businesses during the Covid restrictions has highlighted a number of areas of concern. Immediate financial distress, changes to operating practices and additional regulations have left many businesses with inadequate financial power to adapt to the changing landscape. Additional challenges created due to lack of income are costs associated with new ways of working, development of new processes to reflect new markets, upgrading systems to reflect new regulations and inability to diversify. Many businesses are highly leveraged due to taking on new borrowing and complemented by furlough and grant schemes to support survival in an unprecedented economic climate

As a direct result of the restrictions, many businesses have experienced their markets reduce, supply chain disruption and a requirement to shift to a more digital offering.

It is proposed that North Ayrshire set up a Business Transition Fund that supports businesses who are not able, due to immediate financial pressures, adapt to new ways of working or to make investment to remain competitive because of the recent Covid restrictions.

Businesses have identified that as a direct result of COVID digital support and adoption is paramount to survival and will require investment or many will fail. Although digital is paramount it is expected that other areas of support will be required as businesses are forced to operate differently. The support provided will seek to ensure investment/new ways of working are as Green as possible and supportive of the Council's net zero target.

Proposal: Transition Fund £500k

- Up to £20k for businesses who are affected financially by the pandemic and limits their ability to trade as a result e.g. implementation of new systems, new ways of working, new machinery, investment in green technology to reduce costs etc.
- Fund to be linked to a digital or green solution and new ways of working.
- A needs based assessment will determine grant offer : e.g. if a business has no available money, a 100% of project costs will be considered or if they need additional funds to implement projects we will pay the appropriate % to allow it to happen.
- Assessment of applications will be made by the Business Growth Team and will include a full Business Action Plan.

Eligibility Criteria:

- Business must be micro, small and medium-sized enterprises (250 employees or fewer) and the self-employed.
- Must be able to present robust evidence (e.g. profit and loss accounts, invoices and receipts, details of contracts lost, cancelled booking diaries/work

schedules, cancelled customer bookings) to show that income has been negatively affected by Covid Restrictions to at least 30%;

- Must be able to demonstrate the impact and immediate need for investment and associated financial restrictions placed on business.
- Must provide details and evidence of a business bank account (in the form of an uploaded bank statement) into which grant payments will be made (in the case of self-employed discretion will be applied as long as there is clear evidence of trading from the personal bank statements provided);
- Business premises (where applicable) must be registered for non-domestic rates. Businesses that pay rates through their landlords rather than directly must provide evidence of this.
- Business has not breached wider COVID regulations/requirements leading to enforcement action.
- Open to Limited Companies (including Scottish Charitable Incorporated Organisations and social enterprises), Sole Traders, Trusts, Partnerships, Community Interest Companies, freelancers or the self-employed.
- Non premise-based businesses will be required to provide evidence to demonstrate proof of identity (e.g. passport) and address (e.g. Council tax bill, utility bill);
- Businesses will be required to provide evidence of active trading in the period before restrictions came into place on 9 October 2020.
- Self-employed will be required to confirm that self-employment makes up at least 50% of their income from employment.
- Business is not connected to a tax haven, as set out in the Coronavirus (Scotland) (No 2) Act 2020.

Delivery Process

- Applications will be delivered through NAC's current internal process for grants and assessed by the Business Development Team
- An adviser will work with each business to develop a Business Action Plan as part of the assessment process to develop further opportunities for support.

NORTH AYRSHIRE COUNCIL

27 April 2021

Cabinet

Title:	A Local Letting Initiative for Council housing on the Isle of Arran
Purpose:	To advise Cabinet of proposals to introduce a Local Letting Initiative ahead of the allocation of new build Council housing on Arran
Recommendation(s):	That Cabinet approves the use of a Local Letting Initiative for allocating Council housing on Arran

1. Executive Summary

- 1.1. The new Brathwic Terrace, Brodick development will introduce the first Council houses to Arran since the stock transfer to Isle of Arran Homes in 2001. Due to the housing supply issues identified both within the Council's Local Housing Strategy (LHS) and Housing Need and Demand Assessment (HNDA), it is appropriate to review the housing allocations approach on Arran and consider a case for developing an Isle of Arran Local Lettings Initiative (LLI) to be used in allocating Council housing stock.
- 1.2. LLIs can be used in certain geographically defined areas where landlords make changes to their main policy to meet specific local aims. LLIs have been used in other parts of Scotland to address issues including:
 - high demand - to prioritise access for particular types of applicant, for example in rural communities where local people have problems accessing housing
 - a lack of essential workers, or where skills are in short supply
- 1.3. It is proposed that an Arran specific LLI is approved by Cabinet. This will enable Housing Services to award additional priority to specific North Ayrshire Housing Register (NAHR) applicants in housing need who live on Arran and/ or are deemed to be essential workers.
- 1.4. The additional award of points would be added to any points already accrued by the applicant, reflecting their current housing need.
- 1.5. It is proposed that an additional award of points be added to NAHR applications who meet the Isle of Arran LLI criteria as follows:
 - Arran residency – 100 points
 - Arran worker – Tier 1 - 200 points; Tier 2 – 100 points

2. Background

- 2.1 North Ayrshire's Local Housing Strategy 2021-2025 (LHS) reflects the Council's commitment to investing and regenerating our communities, enhancing the housing stock to meet the aspirations of our tenants, and improving tenants' quality of life by providing affordable, sustainable and desirable housing. The North Ayrshire Strategic Housing Investment Plan (SHIP) identified a development opportunity for the Council on Arran at Brathwic Terrace, Brodick. This development, which is currently on site and scheduled for completion in late summer 2021, will provide 34 new high quality affordable housing units and represent the first Council houses on the island since the stock transfer in 2001.
- 2.2 The LHS and HNDA note the impact of a constrained housing market on the Isle of Arran, characterised by high levels of second and holiday homes limiting the available housing supply. Previous research has also indicated that there is a significant number of 'hidden households' on the island (e.g. people living in caravans, being overcrowded etc.).
- 2.3 In addition to this the Arran Economic Group (who represent the economic interests of local businesses and advocate for economic growth on the island) highlight that the availability of affordable housing as being a key issue. In their 2017 annual report the group identified the inability of businesses to retain staff on the island as a fundamental barrier to growing the economy of the island. A study commissioned by Arran Economic Group in 2016 highlighted that a chronic lack of affordable housing was impacting and will continue to impact on Arran's ability to sustain or grow its current level of economic and social activity.
- 2.4 Trust Housing Association Group manage and operate a number of houses on the island, and whilst they are not part of the North Ayrshire Housing Register nor do they allocate homes under the North Ayrshire Housing Allocations policy, the organisation does acknowledge LLIs and their potential impact in addressing housing need issues in local areas.
- 2.5 In 2015, IHA completed 52 new affordable homes for rent at Lamlash. For the allocation process IHA adopted an Isle of Arran Rural Lettings Initiative which gave additional priority to local people. IHA continue to operate their LLI for allocating void properties.
- 2.6 If the Isle of Arran LLI is agreed by Cabinet it will be shared with IHA and Trust for them to consider adopting it for the allocation of their stock.
- 2.7 Allocation policies are subject to the terms of the Housing (Scotland) Act 1987, as amended. Within allocation policies reasonable preference must be given to:
 - people who are homeless or threatened with homelessness and have unmet housing needs
 - people who are living in unsatisfactory housing conditions and have unmet housing needs
 - tenants of a social landlord who are under-occupied (i.e., not using all of the bedrooms in the property they live in)

- 2.8 Whilst reasonable preference must be given to the groups outlined above, landlords are permitted to incorporate additional factors of their own which could include, for example, medical priorities or preference for key workers.
- 2.9 Scottish Government social housing allocation guidance also outlines that some organisations adjust their main allocations policy in order to address the local housing needs of communities in which they serve. Scenarios which may benefit from a local letting initiative (LLI) being applied may include:
- low demand - to stimulate demand
 - high demand - to prioritise access for particular types of applicant, for example in rural communities where local people have problems accessing housing
 - increasing incidence of anti-social behaviour - to try to reverse the trend
 - areas with a high proportion of unemployed tenants
 - a lack of essential workers or where skills are in short supply
- 2.10 It is therefore permissible for a local authority to adopt a LLI separate from its main allocations policy for different letting areas. The LLI must be in accordance with all relevant legislation governing the allocation of properties and can therefore not circumvent this process. It is also essential that the landlord publicises the approach taken to allocate the houses to ensure that applicants understand the letting process.
- 2.11 The Scottish Government's guidance on social housing allocations notes that the landlord should be clear as to why they are establishing the initiative and its aim; this should be based upon clear evidence and analysis of data.
- 2.12 The introduction of a LLI should be regularly reviewed on an operational and strategic basis, with a monitoring framework to ensure the aims of the initiative are being met and to assess its ongoing implementation. The guidance highlights that LLIs which are used for too long tend to not meet the original aims of the initiative.

Consultation

- 2.13 Prior to the introduction of an LLI it is essential that the landlord consults with applicants, tenants and strategic partners. It is also essential that the landlord publicises LLIs to ensure that applicants understand the letting process.
- 2.14 The Council has consulted with the following groups:
- Arran Elected Members
 - North Ayrshire Council Tenants Network
 - North Ayrshire Housing Register – applicants consultation group
 - North Ayrshire Housing Register landlords (North Ayrshire Council Housing Services staff; Cunninghame Housing Association; Irvine Housing Association; ANCHO)
 - Trust Housing Association
 - North Ayrshire Health and Social Care Partnership (NAHSCP) – Arran Services

- North Ayrshire Council Education Services
 - Arran Community Council
 - Arran Development Trust
 - Arran Locality Partnership representatives
- 2.15 Consultation was carried out by conducting virtual 'Teams' meetings with stakeholders or telephone meetings where Teams was not available. In addition, an e-mail survey was sent to stakeholders and responses were collected. (Appendix 2 – Consultation Report – Arran LLI)
- 2.16 Feedback from the consultation meetings was positive, with all stakeholders being supportive of a LLI for letting the Council's new houses at Brathwic Terrace.

Additional Priority - Island Residency

- 2.17 All respondents to the consultation agreed that additional priority should be awarded to housing applicants who currently reside on Arran. It is proposed that NAHR applicants should be awarded additional priority for housing on Arran if the applicant has been living on the island for at least six months. Evidence such as a driving licence, Council Tax or other bills will be gathered by the Council as proof of residency.
- 2.18 It is proposed that NAHR applicants who meet the criteria for residing on Arran be awarded additional priority for housing and the addition of 100 points.

Additional Priority – Key/Essential Workers

- 2.19 There are a number of examples of Local and Rural Letting initiatives throughout Scotland (Appendix 1) and all of these letting initiatives award additional priority to applicants who live locally. Additional priority is sometimes awarded for applicants who are employed locally or are seeking employment locally, though key or essential worker roles are rarely defined.
- 2.20 Throughout the consultation process it became clear that a lack of affordable housing was causing a negative impact on the delivery of essential services on the island.
- 2.21 The Senior Manager for the Health and Social Care Partnership (H&SCP) on Arran highlighted that there were between 10 and 15 HSCP vacancies that the service was unable to fill. The Senior Manager's view was that a lack of affordable housing was the main reason for the posts not being filled.
- 2.22 The Senior Manager (Education) had a similar view and advised that people in senior roles such as Head Teachers struggle to find affordable housing, let alone lower paid teachers and other Education support staff.
- 2.23 Other roles on Arran are also regarded as important for the island economy. Arran Development Trust representatives highlighted that local young people in particular who work on the island eventually need to leave as they cannot access suitable permanent affordable accommodation and this is damaging to the local economy.

Scottish Government - Affordable Housing for Key Workers

2.24 In 2015, the Scottish Government's Housing, Regeneration and Social Justice Directorate set up a short-life working group to consider the specific affordable housing needs of key workers, and identify the most suitable form(s) of policies and practices that will address these needs. The group was set up to:

- consider the affordable housing needs of a range of key workers
- assess the current extent of problems in meeting demand for affordable housing from key workers
- identify whether specific groups of key workers have particular housing requirements
- identify a range of feasible policy and practice responses, especially those suitable for application at local levels
- make recommendations to Ministers and COSLA about the balance between national and local approaches to key worker housing issues.

2.25 COSLA members and NHS boards were asked to take part in a consultation process and their responses were used to form the content of a report. ALACHO conducted a separate survey of their members.

2.26 The working group concluded that the development of a national policy on the provision of affordable housing for key workers was not necessary as the recruitment and retention of key workers is not a widespread problem across the country. The group found that issues are localised and require local solutions.

2.27 The group acknowledged that different employment sectors define key workers in different ways, according to the specific needs of the individual business or service. However, for the purpose of their particular exercise the group agreed that a 'key worker' should be defined as a public sector employee who provides an essential service. Examples of such public sector organisations would include employees of Police, Fire, NHS, HSCP and the Local Authority.

Isle of Arran Local Letting Initiative – Defining Key/Essential Worker Roles

2.28 It is proposed that employment on Arran is recognised within the LLI. All types of employment can be regarded as important in the Isle of Arran context, however some roles could be deemed more important as they provide vital support for the health and wellbeing of the Arran community. It is therefore proposed that a two-tier employment categorisation is used:

- Tier 1 - public sector employees who provide an essential service – 200 points (for example within Police, Fire, NHS, HSCP and the Local Authority)
- Tier 2 – other employment – 100 points

Eligibility – Key/Essential Worker Roles

- Proof of employment would be required from the employer
- A permanent contract or a minimum of a two-year temporary contract is required for the applicant to be eligible for the additional allocation of points. A minimum of a 16 hour working week is required for the applicant to be eligible for the additional allocation of points. 16 hours work is a common

welfare benefits threshold and it is therefore proposed that this is used to define the Arran LLI minimum working week.

Modelling

Island Residency Priority

- 2.29 To test the impact of the proposed Isle of Arran LLI a series of modelling exercises were carried out by Housing Services staff in November 2020 and March 2021. The software used to process housing applications enables the simulation of shortlists for each house type within the Brathwic Terrace development.
- 2.30 The testing has identified that (based on an additional 100 points for Arran residency being added to the applications currently held on the North Ayrshire Housing Register) the introduction of a LLI for the allocation of these properties would result in:
- All of the new general needs properties being allocated to Arran residents
 - The significant majority of the new amenity properties being allocated to Arran residents.

Essential Worker Priority

- 2.31 Employment information is not currently collected as part of the North Ayrshire Housing Register application process. Following the approval of the Local Letting Initiative by Cabinet, Housing Services staff will contact all applicants who have selected Arran as an area preference and ask them to confirm whether they are employed on Arran or have an offer of employment there. When local employment is verified, appropriate key worker points will be awarded.

Monitoring and Review

- 2.32 If adopted, the operation of the Arran LLI will be reviewed annually and a report on any significant findings would be submitted to the Council's Cabinet, if required.

Indicative Timeline

- 2.33 The new build housing at Brathwic Terrace is due to be handed over by the contractor in late summer 2021. The allocation process will begin a few weeks prior to the handover date.

3. Proposals

- 3.1 That Cabinet approves the use of a Local Letting Initiative for allocating Council housing on Arran.

4. Implications/Socio-economic Duty

Financial

- 4.1 The new Council houses at Brathwic Terrace will be allocated in line with the North Ayrshire Housing Allocation Policy and the Isle of Arran LLI. There will be no additional costs to operate the LLI.

Human Resources

- 4.2 None.

Legal

- 4.3 Allocation policies are subject to the terms of the Housing (Scotland) Act 1987, as amended and within allocation policies reasonable preference must be given to:

- people who are homeless or threatened with homelessness and have unmet housing needs;
- people who are living in unsatisfactory housing conditions and have unmet housing needs; and
- tenants of a social landlord who are under-occupied (not using all of the bedrooms in the property they live in)

Whilst reasonable preference must be given to the groups outlined above, landlords are permitted to incorporate in additional factors of their own which could include, for example, medical priorities or preference for key workers.

Scottish Government social housing allocation guidance also outlines that some organisations adjust their main allocations policy in order to address the local housing needs of communities in which they serve. Scenarios which may benefit from a local letting initiative (LLI) being applied may include:

- low demand - to stimulate demand;
- high demand - to prioritise access for particular types of applicant, for example in rural communities where local people have problems accessing housing;
- a lack of essential workers or where skills are in short supply

It is therefore permissible by the Scottish Government for a Local Authority to adopt a LLI separate to that of the main allocations policy for different letting areas.

Equality/Socio-economic

- 4.4 The provision of new social housing will have a positive impact on those who require specialist accommodation, older people, those who are homeless, or at risk of homelessness, and those for whom purchasing a home is not an affordable option. The benefits of new build housing in relation to health, wellbeing and educational attainment, are well documented.

Environmental and Sustainability

- 4.5 Any housing allocations to non-islanders employed on the island will reduce home to work commuting and associated carbon emissions.

Key Priorities

- 4.6 This project meets the Council's priority of an 'Inspiring Place', specifically the priority outcome 'affordable, modern and well-designed homes that meet residents' needs' by delivering quality new build housing which is affordable, sustainable and accessible. Research undertaken by both the British Research Establishment and Shelter Scotland confirms an evidential link between quality of housing, educational attainment, and health and wellbeing. The provision of new family housing to replace some of the current flatted accommodation would provide modern, accessible housing to improve life outcomes for children and young people.

Community Wealth Building

- 4.7 Making affordable housing available for local residents and employees will help sustain the Arran economy.

5. Consultation

- 5.1 Consultees for the Isle of Arran Local Letting Initiative include Elected Members with a responsibility for Arran, North Ayrshire Council Tenants Network; North Ayrshire Housing Register – applicants consultation group; North Ayrshire Housing Register landlords (North Ayrshire Council Housing Services staff; Cunninghame Housing Association; Irvine Housing Association; ANCHO); Trust Housing Association; North Ayrshire Health and Social Care Partnership – Arran Services; North Ayrshire Council Education Services; Arran Community Council; Arran Development Trust; Arran Locality Partnership.

RUSSELL MCCUTCHEON
Executive Director (Place)

For further information please contact **Robert McGilvery, Senior Manager** on **01294 310175**.

Background Papers

Appendix 1 – Local Letting Initiatives in Scotland

Appendix 2 – Consultation Report – Arran LLI

Appendix 1 – Local Letting Initiatives in Scotland

Organisation	Key/Essential Worker Roles in LLI
Aberdeen City Council (Smithfield Court)	Key worker definition <ul style="list-style-type: none"> • Clinical National Health Service staff • Teachers • Police officers, Community Support Officers and some civilian police staff • Social workers • Firefighters • Carers Environmental Health staff
Moray Council	<p>additional points are available to applicants who have a local connection with a specific village or township.</p> <p>Additional points awarded for other reasons, including currently employed.</p>
Orkney (North Ronaldsay Local Lettings Plan)	Additional priority for employment
Rural Stirling Housing Association Allocations Policy	Points for applicants employed or seeking employment in designated local housing areas
Midlothian Council (Danderhall development)	<ul style="list-style-type: none"> • Allocate to existing council housing tenants who are on the General Needs List and are resident in the Danderhall area. • Allocate to applicants who have chosen Danderhall as one of their area choices whilst ensuring that, of the total allocations for this development, a target of 65% of the homes at this development are allocated to households who were resident in Danderhall as of December 2018
Argyle Community Housing Association (Dalmally & Lochawe)	Those with permanent employment (or an offer of permanent employment) locally but who are unable to find suitable housing. (Local employment is defined as being a commutable distance from Dalmally or Lochawe).
Isle of Gigha Heritage Trust	Those with permanent employment locally but who are unable to find suitable housing. Anyone with a permanent job on the island will be classed as a key worker.
Orkney Housing Association (Walliwall 5 development)	Exclusively allocated to existing tenants
East Dunbartonshire Council (Twechar)	First offers to those already living in, or having a connection with Twechar
Irvine Housing Association Rural Lettings Initiative for Arran (2013)	No additional priority for employment

Appendix 2 – Consultation Report – Arran LLI

Consultation

Outcome Paper on the Proposal for an Isle of Arran Local Letting Initiative

Introduction

1. The new Brathwic Terrace development will introduce the first Council houses to Arran since stock transfer to Isle of Arran Homes in 2001. Due to the housing supply issues identified both within the Council's Local Housing Strategy (LHS) and Housing Need and Demand Assessment (HNDA), it is appropriate to review the housing allocations approach on Arran and consider a case for developing an Isle of Arran Local Lettings Initiative (LLI).
2. Allocation policies are subject to the terms of the Housing (Scotland) Act 1987, as amended and within allocation policies reasonable preference must be given to:
 - 1) people who are homeless or threatened with homelessness and have unmet housing needs;
 - 2) people who are living in unsatisfactory housing conditions and have unmet housing needs; and
 - 3) tenants of a social landlord who are under-occupied (not using all of the bedrooms in the property they live in)
3. Whilst reasonable preference must be given to the groups outlined above, landlords are permitted to incorporate in additional factors of their own which could include, for example, medical priorities or preference for key workers. Scottish Government social housing allocation guidance also outlines that some organisations adjust their main allocations policy in order to address the local housing needs of communities in which they serve. Scenarios which may benefit from a local letting initiative (LLI) being applied may include:
 - low demand - to stimulate demand;
 - high demand - to prioritise access for particular types of applicant, for example in rural communities where local people have problems accessing housing;
 - a lack of essential workers or where skills are in short supply (Scottish Government, 2010).
4. It is therefore permissible by the Scottish Government for a Local Authority to adopt a LLI separate to that of the main allocations policy for different letting areas. The LLI must be in accordance with all relevant legislation of governing allocation of properties and can therefore not circumvent this process. It is also essential that the landlord publicises the approach taken to allocate the houses to ensure that applicants understand the letting process.
5. The Scottish Government's guidance on social housing allocations notes that the landlord should be clear as to why they are establishing the initiative and its aim and prior to the introduction of an LLI it is essential that the Council consult with applicants, tenants and strategic partners. On Arran, this would require consultation with Trust Housing Association and Irvine Housing Association as well as the other North Ayrshire Housing Register partners. It is also essential that any LLI is publicised to ensure that applicants understand the letting process

6. This paper presents the consultation process for consideration of a Local Letting Initiative for the new Council housing at Brathwic Terrace. It is envisaged that following the consultation, the outcomes identified through the development of the topics, will be incorporated into a Local Letting Initiative for approval to the Council's Cabinet.

Consultation Methods

7. Scottish Government guidance directs consideration towards widening access to consultation by using different methods of engagement (Scottish Government, 2008). Unfortunately, we have been unable to use some traditional methods for consultation such as face to face meetings and events. We have therefore used virtual meetings, telephone and electronic surveys.
8. Consultation records of each consultation event conducted are detailed in chronological order:

	Date of Consultation	Organisation	Consultation Type
1	03/02/21 & 09/03/21	NAC Elected Members for Arran x3, Islands Portfolio Holder Cabinet Member for Green New Deal & Sustainability	Virtual 'Teams' Meeting
2	17/02/21	North Ayrshire Housing Register Working Group	Virtual 'Teams' Meeting
3	18/02/21 & 02/03/21	Arran Development Trust (ADT)	Virtual 'Teams' Meeting and Telephone Meeting
4	18/02/21	North Ayrshire Tenants Network	Virtual 'Teams' Meeting
5	18/02/21	Trust Housing Association	Virtual 'Teams' Meeting
6	19/02/21	North Ayrshire Health and Social care Partnership – Arran Services	Telephone Meeting
7	23/03/21	Arran Community Council	Telephone Meeting
8	23/02/21 – 02/03/21	Stakeholder Survey	Online 'surveymonkey' emailed to stakeholders
9	02/03/21	NAC – Education	Virtual 'Teams' Meeting
10	22/03/21	Representatives from Connected Communities and Arran Locality Partnership	Virtual 'Teams' Meeting
11	24/03/21	Representative from Third Sector Interface/Arran Locality Partnership	Virtual 'Teams' Meeting

12	31/03/21	Representative (Sergeant) Police Scotland/Arran Locality Partnership	Telephone Meeting
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Consultation Outcome

1. All respondents support a Local Letting Initiative that gives additional priority to NAHR applicants who live on Arran
2. 4 respondents (Chair of Arran Community Council; Snr Manager NAC Education; Snr Manager Connected Communities; Third Sector Interface representative, Arran Locality Partnership) believe that additional employment priority should only be for certain essential roles such as NHS, Health & Social Care and Education
3. 4 respondents (NAHR partner landlords; ADT; Trust HA; Snr Manager H&SCP) believe that any form of employment on Arran should get additional priority
4. 4 of the 8 Tenant/Applicants who responded within the online survey believe that any form of employment on Arran should get additional priority

Stakeholder Meetings – Summary

Organisation	Summary
NAC Elected Members (Arran), Islands Portfolio holder and Cabinet Member for Green New Deal & Sustainability	<ul style="list-style-type: none"> • Support for LLI giving additional priority to Arran residents • Support for additional priority for those working in essential roles • Commit to reviewing regularly to ensure desired outcomes are achieved
North Ayrshire Housing Register Working Group partner landlords – CHA, IHA, ANCHO	<ul style="list-style-type: none"> • CHA; IHA; ANCHO support a LLI to give additional priority to NAHR applicants who live on Arran • CHA; IHA; ANCHO support a LLI to give additional priority to NAHR applicants who work on Arran • CHA; IHA; ANCHO believe that anyone who is employed on island should get the additional points, rather than deciding on essential roles
Arran Development Trust (ADT)	<ul style="list-style-type: none"> • The proposal would be met with support by ADT • Additional points for living on Arran and working on Arran equally important

	<ul style="list-style-type: none"> • People living and working on Arran can never get to the top of the list for social housing. They often have no points at all • De-population is a great concern • Island economy damaged by lack of affordable housing
North Ayrshire Tenants Network	<ul style="list-style-type: none"> • All NAN representatives agreed that there should be a LLI to give additional priority to NAHR applicants who live on Arran • No preference stated on whether to prioritise roles
Trust Housing Association	<ul style="list-style-type: none"> • Very supportive of the proposal • Trust HA allocation already gives additional priority for those working on Arran • Appreciate reason for essential roles but doesn't support it. Better to simply award additional points to anyone who works, regardless of employment type
North Ayrshire Health and Social care Partnership – Arran Services	<ul style="list-style-type: none"> • Very supportive of the LLI proposal • 10-15 current vacancies • Believes all forms of employment on the island should get additional priority
Arran Community Council	<ul style="list-style-type: none"> • Very supportive of the LLI proposal to give additional priority to NAHR applicants who live on Arran • Agree that NAHR applicants who work on Arran should get additional priority but feels that only certain roles such as NHS, H&SC, Education should be considered essential
NAC – Education	<ul style="list-style-type: none"> • Very supportive of the LLI proposal to give all NAHR applicants living on Arran additional priority • Housing for key public sector roles is most important
NAC - Connected Communities and Arran Locality Partnership	<ul style="list-style-type: none"> • Very supportive of the LLI proposal to give all NAHR applicants living on Arran additional priority • Key public sector roles should have highest priority
Third Sector Interface, Arran Locality Partnership	<ul style="list-style-type: none"> • Very supportive of the LLI proposal to give all NAHR applicants living on Arran additional priority • Previous trustee in ADT and aware of needs and priorities on island.

	<ul style="list-style-type: none"> •HSCP and Education roles cant afford housing, important care posts not filled •Lived on Arran many years, previously had to work 4 jobs to afford to live there •Children forced to leave island
Sergeant from Police Scotland/ Arran Locality Partnership	<ul style="list-style-type: none"> •Very supportive of the LLI proposal to give all NAHR applicants living on Arran additional priority. Local people unhappy if non-islanders get social housing •Particularly concerned about a shortage of Care roles and that Police are regularly called out of hours when Alert Team are not able to reach a Carer.
NAC Register of Interested Tenants and Applicants	<ul style="list-style-type: none"> • All 8 respondents agree that NAHR applicants who live on Arran should get additional priority •4 of the 8 respondents agree that any form of work on Arran should get additional priority

NORTH AYRSHIRE COUNCIL

27 April 2021

Cabinet

Title:	Proposals for Community Investment Fund (CIF) Expenditure
Purpose:	To determine applications by Locality Partnerships to allocate CIF funding to proposed projects.
Recommendation:	<p>That Cabinet:</p> <ul style="list-style-type: none">a) Reviews the enclosed applications from the Irvine Locality Partnership and the Kilwinning Locality Partnership in line with CIF criteria;b) Approves the CIF application in relation to Irvine Youth Forum; andc) Approves the request to increase the previously agreed CIF application in relation to a multi-purpose youth and community hub – Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club.

1. Executive Summary

- 1.1 Within its budget for 2017-18, North Ayrshire Council provided a funding allocation for the creation of an innovative fund to enable communities to address the priorities they have identified through Locality Planning Partnerships and within the context of North Ayrshire Community Planning Partnership's Fair for All strategy.
- 1.2 Locality Partnerships have subsequently continued to work on their local action plans and are refining proposals for expenditure in line with their locally identified needs. This is a challenging process, and it is a testament to the dedication of the Locality Partnerships and their community partners that proposals are now emerging to provide creative approaches to addressing local challenges.
- 1.3 This report brings forward proposals which responds to the specific need of the local community and which has been developed based on local circumstances and opportunities.
- 1.4 These proposals have been approved to be submitted to Cabinet through a process of collaboration and consensus by the respective Locality Partnerships.

2. Background

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

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

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

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

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

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

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

2.4.1 The Irvine Locality Partnership

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

The Irvine Locality Partnership CIF allocation	£754 000
Digital Officer	£ 72 301
Vineburgh & Fullarton Community Enablers	£100 000
Irvine Newtown Men's Shed	£ 10 000
Harbourside Men's Shed	£ 10 000
Balance	£561 699

Proposal: Youth and Community Skills Hub - Irvine Youth Forum: £100,000
(Appendix 1)

The proposal to establish a one-stop Youth and Community Skills Hub in Irvine Town Centre will target young people from P7 upwards and include young people in specialised projects through which qualifications may be achieved. Working closely with North Ayrshire Council Connected Communities Team (Youth Work), leisure activities will be provided for young people to enjoy and keep them safe and out of harm. Other partners include the Ayrshire Film Company who will deliver employability programmes for young people and adults with disabilities, and long-standing partners, the Irvine Marymass Committee. The town centre location will help to attract new partnerships which will be developed with schools and voluntary sector agencies and wider council services. The CIF funding will be used for running costs, including the employment of staff, as well as the set-up costs for furnishing and equipment. Work is currently underway to secure further funding from external sources. A key output will be a "Youth Work in a Box " resource so that partners in Dreghorn, Springside and Castlepark and beyond the Irvine Locality can deliver sessions and events as well as give an opportunities for the local young people to be part of the Bridgegate events and activities.

2.4.2 Kilwinning Locality Partnership

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

The Kilwinning Locality Partnership CIF allocation	£286 000
Kilwinning McGavin Park	£35 000
Multi-Purpose Youth and Community Hub	£41,190
Balance	£209,810

Proposal: Multi-Purpose Youth and Community Hub: £15,000 (Appendix 2)

Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club, with the support of Kilwinning Rangers Football Club, would like to convert a recently donated 110ft x 40ft portacabin currently at the Club's base at Kilwinning Community Sports Club. This will form a 433 square metre flexible community space to address the capacity issues for youth and other activities in the main clubhouse building. A large, fully accessible,

multi-functional space will be created through the removal of dividing walls, with works also to include a Youth Zone and the construction of toilets. Affordable office and rental space for small local businesses will help to provide the sustainability for the organisation and this will help to provide further youth activities.

In February 2020 the Cabinet agreed to award £41,190 from Kilwinning's allocation of the CIF to this project.

The budgeted costs were based on the modular building being classed as a refurbishment, rather than a 'new build'. Unforeseen costs included enhanced insulation values of £22,000 alone. There has also been a general increase in building and materials costs caused by the Covid pandemic. Full costs have been provided for the Locality Partnership and it is estimated that the completion of Electrical/Plumbing & Security Works and Internal & External Building works will total £25,000. The Scottish Landfill Trust have provided £10,000.

3. Proposals

3.1 That Cabinet:

- a) Reviews the enclosed applications from the Irvine Locality Partnership and the Kilwinning Locality Partnership in line with CIF criteria;
- b) Approves the CIF application in relation to Irvine Youth Forum; and
- c) Approves the request to increase the previously agreed CIF application in relation to a multi-purpose youth and community hub – Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club.

4. Implications/Socio-economic Duty

Financial

4.1 CIF funding is allocated within existing resources.

Human Resources

4.2 In Irvine, 4 volunteering opportunities and 6 employment opportunities will be created and these are detailed in Appendix 1.

Legal

4.3 None.

Equality/Socio-economic

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

Environmental and Sustainability

4.5 Environmental and sustainability issues are considered in relation to each CIF application. The Young People's Participation and Citizenship Strategy includes a commitment to create a Climate Change Plan of Action and young people will be engaged and lead on the promotion of the local resources. Using the Participation and Citizenship structure, strong links will be created with Eco Committees, STEM, Pupil Councils and Youth Forums and there will be a Climate Change focus on events and activities throughout 2021, with a focus on National Youth Work Week to engage with local COP26 initiatives. This will be integrated across the work of the Irvine Youth Hub.

Key Priorities

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

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

Community Wealth Building

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

- Advancing community enterprises; and
- Advancing local ownership of underused land and buildings.

5. Consultation

5.1 The proposals contained within this report have been developed by the Locality Partnerships, through consultation with local people, including 275 young people in Irvine and over 200 young people, adults and partner organisations in Kilwinning.

Audrey Sutton
Executive Director of Communities and Education

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

Background Papers

Appendix 1: CIF Application: Youth and Community Skills Hub – Irvine Youth Forum

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

Appendix 1: Community Investment Fund: Proposal to Cabinet

Organisation name	<i>Irvine Youth Forum</i>
Brief details of organisation	<p>Irvine Youth Forum's aim is to promote activities which are of benefit to young people and the Irvine Locality Area community, (Irvine KA11 and KA12 postcodes).</p> <p>The organisation works in partnership with the local authority, voluntary organisations, and local residents in a common effort to advance education and to provide facilities in the interest of social welfare recreation, leisure and to alleviate the effects of poverty, where possible. The objective is improving the conditions of life for all.</p> <p>Irvine Youth Forum is a constituted group and currently in the process of applying for charitable status to become a Scottish Incorporated Charitable Organisation. The organisation has been in existence for 6 years since November 2014.</p> <p>Irvine Youth Forum provides activities for young people directly to Irvine's local community and works in partnership with other youth forums for the larger events, such as the Annual North Ayrshire Youth Festival. It has attracted grant funding to enable activities to be delivered free of charge.</p>
Locality	Irvine
Amount requested from CIF	£100,000
Brief overview of proposal	<p>The proposal to establish a one-stop, Youth and Community Skills Hub in Irvine Town Centre will target young people from P7 upwards and include young people, who may struggle with the school day, in specialised projects through which qualifications may be achieved.</p> <p>Working closely with North Ayrshire Council Connected Communities Team (Youth Work), leisure activities will be provided for young people to enjoy and keep young people safe and out of harm. Other partners include the Ayrshire Film Company who will deliver employability programmes for young people and adults with disabilities and long-standing partners, Irvine Marymass Committee. The town centre location will help to attract new partnerships will be developed with schools and voluntary sector agencies and wider council services. The funding will be used for the running costs, including the employment of staff, as well as the set-up costs for furnishing and equipment. The finances will be managed by 5 Trustees.</p> <p>This project is unique within this locality area and will be open to all young people and community members alike, making a huge difference when the Covid-19 pandemic subsides.</p>

A key output will be a "Youth Work in a Box " resource so that partners in Dregghorn, Springside and Castlepark can deliver sessions and events as well as give an opportunities for the local young people to be part of the Bridgegate events and activities.

The key outcomes include:

- Increasing employability and volunteering opportunities for young people in the area;
- Providing work experience opportunities to 4th, 5th and 6th year pupils;
- Targeting classes, training, and qualifications specifically for employability skills;
- Holding health and wellbeing coffee and chat groups;
- Increasing the safe spaces for young people in town; and
- Offering access to trained youth workers to support young people, especially in relation to health and wellbeing.

This proposal contributes to the delivery of the Irvine Localities priorities of Mental Health and Wellbeing, Influence and Sense of Control and Employability.

In total 275 young people have been consulted, including 110 at the Joint Cabinet live event and 165 in the course of detached work.

The CIF funding of £100,000 will provide:

Operational and Equipment Costs

Item	Amount	Subtotals
Operational costs for youth hub	£36000	
Staff costs year 1 operation		97,638.48
35-hour community youth hub worker	£26544	
30-hour youth work post	£19890	
12 hours Sessional staff x 4 per week	£6468.48	
16 hours Venue Assistant per week	£8736.00	
Equipment and additional Costs		£18,628.00
Kitchen equipment costs	£8900	
Technology equipment	£4570	
Internal Furnishings	£2550	
Licensing / planning and legal fees	£2000	
2 years Youth Scotland Membership	£488	
2 years Ayrshire Community Trust Audit fees	£120	
	Total	£116,226.48

Work is currently underway to secure further funding from external sources.

During the project, 4 volunteering opportunities and 6 employment opportunities will be created:

Volunteering opportunities

- Social Media and Administration Assistant
- Events and party planner
- Entrepreneurial champion focusing on online business opportunities

Employment opportunities Phase 1

- Recruitment of a full time Youth and Community Worker

	<ul style="list-style-type: none"> • Recruitment of part time Youth Worker. • Recruitment of sessional Youth Work staff, for group work and outreach work • Venue assistant <p>Employment opportunities Phase 2</p> <ul style="list-style-type: none"> • Cook • Catering assistant
<i>Timescales</i>	From April 2021
<i>Contact details</i>	<p>Elaine Baxter</p> <p>ebaxter@north-ayrshire.gov.uk</p>

Appendix 2: Community Investment Fund: Proposal to Cabinet

Organisation name	<i>Kilwinning Rangers Youth Club, with the support of Kilwinning Rangers Football Club</i>
Brief details of organisation	<p>Kilwinning Rangers has been in existence for 120 years, moving to Kilwinning Community Sports Club in early 2019. Kilwinning Rangers is a voluntary organisation, which manages the football delivery, within the umbrella of the registered charity, Kilwinning Community Sports Club.</p> <p>This application is from the youth sections (Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club) of Kilwinning Rangers Football Club, who will manage the finances for them.</p> <p>Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club provide pathways for young people to continue to participate in sport and to deliver their aspirations both within sport and the community.</p> <p>Although closely identified with its on-the-pitch activities, the football activities sit at the heart of a community hub. This delivers a wide range of community development, bringing together youth activities, community food provision, employability skills and health and wellbeing. Around 300-400 adults participate weekly in activities, with a further 270-330 young people taking part.</p>
Locality	Kilwinning
Amount requested from CIF	£15,000 (an increase to the previously agreed CIF application of £41,190)
Brief overview of proposal	<p>Multi-Purpose Youth and Community Hub</p> <p>Kilwinning Rangers Youth Club, with the support of Kilwinning Rangers Football, are in the process of converting a recently donated 110ft x 40ft modular building at the Club's base at Kilwinning Community Sports club. This will form a 433 square metre flexible community space to address the capacity issues for youth and other activities in the main clubhouse building.</p> <p>In February 2020 the Cabinet agreed to award £41,190 from Kilwinning's allocation of the CIF to this project.</p> <p>The budgeted costs were based on the modular building being classed as a refurbishment, rather than a 'new build'. Unforeseen costs included enhanced insulation values of £22,000 alone. There has also been a general increase in building and materials costs caused by the Covid pandemic. Full costs have been provided for the Locality Partnership and it is estimated that the completion of Electrical/Plumbing & Security Works and Internal & External Building works will total £25,000. The Scottish Landfill Trust have provided £10,000.</p>

	<p>The organisations received £41,190 from the CIF in 2020 for this project. At this point the budgeted costs were conservative but achievable for the refurbishment required to the donated modular building.</p> <p>Although planning permission had previously be secured, NAC Building Control, after reviewing the building drawings, advised that in their view there was a change of use within the building structure. This resulted in the build being designated as a “new build” and not a “refurbishment as originally costed for.</p> <p>This meant the modular building was subject to new build regulations. The biggest impact was the requirement for enhanced insulation values and disabled access the building, which required a Building Completion Warrant to allow building occupancy would be issued.</p> <p>During the building work the pandemic and Brexit have resulted in shortage of supply and significantly increased costs. The post-planning insulation requirements costs were £22,000. This increased the costs by approximately, £25000.</p> <p>There has, however, been a remarkable local effort to support the development with over 30 local firms contributing and hundreds of volunteering hours.</p> <p>The Landtrust have awarded £10,000 and the SCIO are requesting the remaining £15,000 gap funding from the Kilwinning Locality Partnership’s Community Investment Fund.</p> <p>The specific work is as follows:</p> <p>Completion of Electrical/Plumbing & Security Works £10,000 Completion of Internal & External Building works £15,000 Total £25,000</p> <p>The Club is developing further support for young person against financial disadvantage and is already active in football kit exchanges, food-programmes and after-school coaching schemes. A Homework Club is expanding its range of activities to offer more options to young people who are more engaged through creativity and tech, than sport. All participants have access to after-school snacks.</p> <p>The Club work in partnership with local and national agencies including but not limited to Kilwinning Academy, The Scottish Football Association, Active Schools and local businesses to improve the life chances, health and wellbeing.</p> <p>This initiative supports the findings of the Kilwinning charrette, Kilwinning’s Future, and the Locality Partnership’s priorities of Work and the Local Economy and improving the Local Environment through building up local facilities.</p>
Timescales	From April 2021
Contact details	Louise Riddex – Locality Partnership Coordinator 01294 475913 louiseriddex@north-ayrshire.gov.uk

NORTH AYRSHIRE COUNCIL

27 April 2021

Cabinet

Title: North Ayrshire Integration Joint Board Strategic Bridging Plan 2021-22

Purpose: To present the North Ayrshire IJB Strategic Bridging Plan 2021-22 to Cabinet for information and the approach that will be taken to deliver the longer term plan to 2030.

Recommendation: Cabinet are asked to note the one-year bridging plan.

1. Executive Summary

- 1.1 The North Ayrshire Health and Social Care Partnership Strategic Plan, 'Let's Deliver Care Together', published in April 2018 will expire on 31 March 2021. The Partnership were in the early stages of developing a new medium to long-term strategic plan that would be implemented from April 2021, however as a result of the COVID-19 pandemic, the intentions to create a longer-term plan were revised. The North Integration Joint Board (IJB) agreed that the ability to effectively review the strategy with stakeholders and undertake meaningful engagement was limited due to pandemic restrictions.
- 1.2 Following discussions with national colleagues and agreement by IJB, the decision was made for the North Ayrshire Strategic Planning Group (SPG) to produce a one-year bridging plan. This plan extends the current plan by one-year and offers a view to our future ambitions in the long term to 2030.

2. Background

- 2.1 The North Ayrshire HSCP Strategic Plan, 'Lets Deliver Care Together (2018-21)', will end on 31 March 2021. North Ayrshire IJB are obligated to have a new strategic commissioning plan in place from 1 April 2021.
- 2.2 The North Ayrshire SPG began the process of reviewing the plan in January 2020 with the view to producing a longer-term plan to 2030, as opposed to the traditional 3-year planning cycle. However, limitations caused by COVID-19 lockdown have inhibited the ability to produce an effective long-term plan beyond 2022.
- 2.3 Following discussions with national colleagues and agreement by IJB, the decision was made for the SPG to produce a one-year bridging plan. The aim of which would be to

extend the current plan by one year, but also offer a view to our future ambitions in the long term.

2.4 The Strategic Bridging Plan was approved by North IJB on 18 March 2021.

3. Proposals

3.1 Cabinet are asked to note the one year bridging plan which was published on 1st April 2021.

3.2 The implementation of the plan will be monitored through the Strategic Planning Group alongside the development of the longer term plan from April 2022.

4. Implications/Socio-economic Duty

Financial

4.1 The Strategic Bridging Plan 2021-22 will be supported through agreed financial frameworks. Aligning strategic and financial planning is a key ambition of the partnership.

Human Resources

4.2 The plan recognises the impact the pandemic has had on service delivery in North Ayrshire. It highlights the staff wellbeing hubs as an example of good practice in supporting staff during the pandemic. It also outlines the Partnership's mobilisation intentions to ensure the HSCP workforce can provide full health and care support to local people.

Considering the long-term workforce requirements, the bridging plan sets out the intention to review and publish a new local Workforce Strategy by March 2022.

Legal

4.3 The publication of the one-year bridging plan will ensure IJB is compliant with its legal obligation to produce a strategic commission plan.

Equality/Socio-economic

4.4 An Equality Impact Assessment was completed on the original plan in 2018. This impact assessment was reviewed to support the bridging plan. No adverse impacts on any groups with a protected characteristic were identified. The strategic bridging plan supports the North Partnership in fulfilling its public sector equality duty.

Through the Partnership's various services, projects and local engagement activities, we continue in our efforts to make North Ayrshire a more equal place for all. North Ayrshire HSCP is a partner with the Ayrshire Equality Partnership and the Shared Equality Outcomes Partners. More information is available in North Ayrshire's Equality Outcomes and Mainstreaming reports.

Environmental and Sustainability

- 4.5 The pandemic period has placed pressures on many organisations, particularly in the independent sector. The plan sets out ambitions to ensure service provision to local people is appropriate, accessible and sustainable.

Key Priorities

- 4.6 The Partnership's 5 Strategic Priorities will continue into 2021-22. These priorities will be subject to review before March 2022.

Community Wealth Building

- 4.7 None.

5. Consultation

- 5.1 The Strategic Bridging Plan 2021-22 has been informed by various methods of engagement and consultation that has been undertaken over the life of the last plan. It is estimated that through these various activities, the Partnership was engaged with almost 3,500 local people and staff.
- 5.2 Direct engagement on the plan is led by the North Ayrshire Well-being Conversation. Launched in October 2020, the conversation will run for 18 months and will ask local people and staff two focussed questions:
1. What do you do to keep yourself healthy and well, and
 2. Would you like to be more involved in engaging with the HSCP in future?
- 5.3 Almost 370 people have responded so far to this engagement activity, sharing their views on what they do to keep themselves well. The process has also identified around 150 local people who are keen to be more involved in shaping services in the future. This group of people will be known as the North Ayrshire Care Improvement Network. The draft summary version of this plan will be shared for their comments.
- 5.4 The North Ayrshire Wellbeing Conversation will run throughout 2021, with responses used to inform the longer-term plan from 2022.

Caroline Cameron
Director/Chief Officer, NAHSCP

For further information please contact **Caroline Cameron, Director/Chief Officer**, on **01294 317723**.

Background Papers

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BRIDGING STRATEGIC COMMISSIONING PLAN 2021-2022

We take great pride in the North Ayrshire Health and Social Care Partnership in our approach to co-producing our plans through meaningful engagement with our communities. Unfortunately, the pandemic has put barriers in place to doing that effectively.

The response to the pandemic is far from over and the longer-term effects on our communities are yet to be fully understood. This one-year strategic bridging plan reflects on our achievements, our Covid-19 experience, and the impact on our services. It outlines our approach to recovery and learning as we take stock and allow our services and communities to recover from what has been one of the most difficult years.



Over the years, there has been a significant shift towards prevention and early intervention approaches, as we recognise that continuing to react to demand in the same way is unsustainable. We face increasing demand and financial challenges in delivering the best services possible and must be creative and innovative in our approaches to fully meet the needs of our communities.

We have achieved much through the integration of health and social care, including developing new models of care through investment in modern, fit for purpose health and social care facilities, we have moved services closer to individuals own homes, in part by working with partners to provide specialist, fit for purpose housing, we have continued to maximise the use of our modern inpatient services and we have continued to integrate and join up our front line teams.

Whilst the pandemic has been immensely difficult and has stretched many of our services, our staff and our communities to the limit, we have continued to progress with our plans for integration with ongoing work underway to improve and develop services.

The response to the pandemic has led to significant opportunities, creative solutions, fleet of foot responses and a real renewed appetite and enthusiasm for partners to work together, which is what we need to truly improve people's lives.

North Ayrshire HSCP believes that our communities can flourish with access to health and social care support when they need it, and it is crucial that the services delivered reflect the needs of individuals. We are fully committed to planning and designing services in partnership with local people, our staff and our key partners across acute services, housing, community planning, independent contractors and the third and independent sectors.

I look forward to next year with optimism that we can support a positive recovery for our health and social care services through working with our partners to meet the needs of our communities.

Caroline Cameron

Caroline Cameron

*Director - North Ayrshire Health and Social Care
Partnership Chief Officer, North Ayrshire Integration
Joint Board*

Who are we and what do we do?



North Ayrshire Health and Social Care Partnership (the Partnership) provides locality-based health and social care services for people throughout their life: from birth through childhood, teenage years and adulthood. Our services include:

Children, families
& justice services,

Adult health &
community care
services

Mental health,
addictions and
learning disability
services

Our teams include: allied health professionals (dietitians, physiotherapists, occupational therapists, speech and language therapists), addictions workers, care at home, care homes, child immunisation, community alarm and digital health, community link workers, money matters, nurses (including specialist nurses), paid carers, psychologists and psychiatrists, social workers (across all age groups), residential adult & childcare staff and volunteers.

In addition, dentists, GPs, optometrists and pharmacists (primary care professionals) work together with us.

We also work closely with Ayrshire wide partners, including, the Community Justice Authority, the Third sector, the Independent sector, Housing Services, NHS acute hospitals, Alcohol and Drug Partnerships, Ayrshire wide Partnerships, Police Scotland, local councillors, and many others.




We want to ensure people in North Ayrshire can access community support in their locality and, as required, contact the right health and social care professional, at the right time. We all work together to provide high quality, safe and sustainable care, as seamlessly as possible for the person needing support.



Lead Partnership Arrangements

Each Partnership in Ayrshire has a responsibility to lead and manage a care service on behalf of NHS Ayrshire and Arran. These are agreed within each Partnership's respective delegation scheme.

Across Ayrshire, the following services are managed by a lead partnership:

-  Primary Care Services (GP practices, Dentistry, Optometry) are managed by East Ayrshire HSCP
-  Mental Health Services (Psychiatry, CAMHS, Inpatient Services) and Childhood Immunisations, Community Infant Feeding and Child Health Administration Service are managed by North Ayrshire HSCP.
-  Integrated Continence Services, Joint Equipment Store, and Family Nurse Partnership are managed by South Ayrshire HSCP

Further information in relation to Ayrshire's lead partnership arrangements can be found in our joint Lead Partnership Statement. [\[insert weblink\]](#)



Our Direction 2021/22





The Integration Joint Board (IJB) approved a continuation of our existing vision and five supporting strategic priorities to 31 March 2022:


Our vision is that all people who live in North Ayrshire are able to have a safe, healthy and active life.

Our five key strategic priorities to help us reach our vision are:



The Partnership will consult on, review and update our Vision and Strategic Priorities for our next full strategic plan by April 2022. The IJB also agreed that the Partnership would:

-  Align our five priorities to the three Scottish Government Covid-19 recovery priorities: Innovate and Integrate – Ensure Equity – Better Outcomes [\[see online link\]](#).
-  Ensure the strategic bridging plan meets our obligations in terms of working toward achieving the Nine National Health and Wellbeing Outcomes and continue to monitor the implementation and progress of our strategic plan through a robust performance framework using both national and local metrics. [\[see online link\]](#).

-  Ensure that the Partnership is an effective organisation and that during 2021, we will undertake a review of existing national & local policy, operational procedures and ensure that any implications from the Scottish Government commissioned Independent Review of Adult Social Care are included in our longer-term strategy.



Strategic Ambitions to 2030

To focus the future goals of the Health and Social Care Partnership, we engaged with our stakeholders to understand their ambitions.

Stakeholders, service areas and individual teams responded to our engagement and told us their ambitions over the short, medium and long term.

A summary of the findings can be found here [\(insert link\)](#) and will help refine this area of the bridging plan during 2021.



The pandemic has further highlighted the negative impact of deprivation and poverty on our communities and we will work collaboratively with partners to deliver shared solutions.

We recognise that the impact of child poverty, trauma, and disability can be significant and lifelong. We will work with individuals, families, carers and partner agencies - as early as possible - to reduce these impacts.



We will continue to work with local communities to improve both physical health and mental wellbeing.

We also recognise that our communities can design and implement their own local solutions and that we will commission services, where possible, which deliver local economic growth of the third, co-operative and social enterprises.

PREVENTION and EARLY INTERVENTION

Our services will continue to work with the most vulnerable in our communities, working to reduce the need for crisis interventions and unplanned hospital admissions.




This requires continued transformation across the whole health and social care system, ensuring we continue to shift the balance of care; where people receive the right support, at the right time within their community.

The Partnership are also committed to keeping people safe, ensuring people are supported by the Child and Adult Protection teams, Suicide Prevention and the Alcohol and Drug partnerships.



MOBILISING COMMUNITIES

In our earlier strategic plan, we developed the 'Partnership Pledge - working together for the future', asking North Ayrshire residents, or as a user of health and social care services, to help us manage the demand and the financial pressures we faced:

-  By taking care of your own health and wellbeing
-  By being more informed about how to best address your health concerns
-  By being mindful of the wellbeing of others in your community

In responding to the pandemic, our local communities mobilised as individuals, neighbours, friends, volunteers, community groups and local businesses. This demonstrates that we can rebalance our relationship with local communities in the delivery of care and support. Given the right tools and support, our communities can design and implement their own local solutions to improve health and wellbeing, without our long-term involvement.

Our bridging strategic plan

As a result of the worldwide Covid19 pandemic, the Partnership has developed a one-year bridging plan, to build on our strategic plan, ***Let's deliver care together***, found on our website at **NAHSCP Strategic Plan 2018-21**.

This bridging plan approach was agreed by Scottish Government, to meet our legislative requirements and aligns our strategic planning timetable, with many other IJBs across Scotland. Our new Strategic Commissioning plan, which will be our third, will be produced on the 1st April 2022.

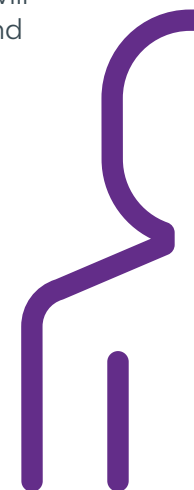
The Partnership wanted to ensure that people's voices and experiences were at the heart of our strategic planning process.

A wide range of stakeholders was essential in developing this bridging plan and these stakeholders and the public members of our Care Improvement Network will continue to provide their views and refine this plan to 31 March 2022.

Strategic Planning Group (SPG)

Our Strategic Planning Group has responsibility for producing and reviewing the Strategic Commissioning Plans. Our SPG is Chaired by the Vice-Chair of the Integration Joint Board (IJB) and the group has a wide-ranging membership, including representation from: senior management, Partnership services, Third Sector Interface, Independent Sector, partner organisations including Housing and Libraries, service users, elected members and carers.

Together, our Strategic Planning Group will agree on the strategic vision, direction and priorities for the Partnership, making recommendation for approval to the IJB for action.



Locality Planning Forums

We have six Locality Planning Forums (LPFs) across North Ayrshire, which bring together local people and staff from partnership services, partner and community organisations. Each forum chair becomes an IJB member and is supported by a Partnership Senior Manager and a local GP.

The LPFs identify priorities for action by listening to the views of local staff and community members, reviewing local health and care statistics, identifying key needs, issues and strengths (assets) in their local community. [See page 52 for further details on localities].

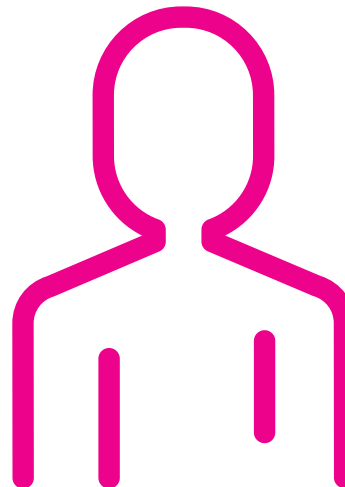
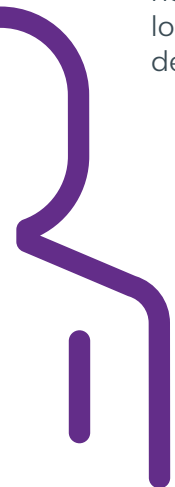
Strategic Planning sub-group

The strategic planning sub-group was established with the specific purpose of developing this Bridging Strategic Plan. The sub-group contained wide membership from Partnership services, Community Planning partners and third and independent sector representatives.

This group had been tasked with collecting and assessing all relevant information and to identify a coherent strategic vision and direction to 2030.

Engagement Oversight Group

The Engagement Oversight Group (EOG) is a multi-agency group, with a diverse mix of people who are experienced in community and/or staff engagement to ensure that our engagement is inclusive and meaningful. The North Ayrshire Wellbeing Conversation will support our 18-month engagement programme and is asking two questions of local people; **“What do you do to keep yourself well?”**, and **“Would you like to be more involved in the development of local services in the future?”**. Local people who wish to be involved will join our **Care Improvement Network**, to inform our longer-term plans. Public feedback has informed the development of the Bridging Plan 2021 and the longer-term ambitions from 2022.



New Policy Developments



In addition to the policy drivers identified in *Let's deliver care together*, found at www.nahscp.org, the following new strategic policy developments will influence our new Strategic Commissioning Plan from 1st April 2022.

Caring for Ayrshire














Caring for Ayrshire is a 10-year programme in partnership with NHS Ayrshire and Arran and the three Ayrshire HSCPs to redesign how we provide local health and care services in the future. The programme understands the many demands on health and care services nationally and the need to do things differently.

This strategic transformation programme that will build on developing an integrated health and care service model. This model will look at all aspects of health and care from birth, to end of life, with people being at the heart of the proposals ensuring our future services consider the changing population demographics (e.g. ageing population and increasing inequalities, particularly as a result of poverty).

Going forward the programme will develop clear health and care pathways for the people of Ayrshire and Arran. Greater emphasis and resources will be focussed on providing care as close to home as possible, ensuring people can access appropriate health and care support in their own communities.

This work will explore local Health and Wellbeing Hubs providing more localised alternatives to acute hospital attendances and admissions.

These could provide a wide range of services currently provided within acute hospital settings including:

- | | |
|---|--|
|  Treatment for minor injuries and illnesses |  Endoscopy |
|  Primary Care out of hours services |  Renal dialysis (day service) |
|  Rehabilitation after a stay in hospital (step-down beds) |  Blood analysis. |
|  Midwife-led maternity service |  Chemotherapy (day service) |
|  Day surgery and planned investigations |  An overnight stay in a bed if you can't be cared for at home but don't need to go into hospital (step-up beds) |
|  CT scanning | |

Where this is not possible, people will be cared for by more intensive services, such as a local health and wellbeing hub, local or regional hospital. ([Link](#))

North Ayrshire Council Plan 2019-24

The North Ayrshire Council Plan 2019-24 NAC sets out the Council's priority areas in order to achieve the vision of a "North Ayrshire that is 'Fair For All'". Community Wealth Building is a key driver behind the Council's three priorities which are:

-  Aspiring Communities – A society where everyone has the same life chances to grow, prosper and have fulfilling and healthy lives.
-  Inspiring Place – An enterprising, vibrant and sustainable environment that is appealing to investors, attractive for visitors and a place where our residents are proud to live and work.
-  A Council for the Future – Ensuring the Council is forward thinking and motivated to improve the services we provide for our communities through innovation.



Public Health Scotland Strategic Plan (2020-23)

The recently formed Public Health Scotland has launched its first strategic plan, 'A Scotland where everybody thrives'. The strategy for Scotland recognises many of the same challenges to health and wellbeing as we do in North Ayrshire, including; inequalities, poor life expectancy and COVID-19.

To help address these challenges, it recognises the need for a different approach to lay a solid foundation to support long lasting health and wellbeing, especially for the most disadvantaged in our communities.

Through its strategy, Public Health Scotland will focus on four key areas:



Action in these areas will help make progress against the 6 public health priorities for Scotland:

- | | |
|---|---|
|  Place and communities |  Alcohol, tobacco and drugs |
|  Early years |  Mental wellbeing |
|  Inclusive economy |  Health weight and physical activity |

To achieve these goals, Public Health Scotland will work collaboratively at the national, local, and community level. This will be supported by adopting an outcomes focused approach and making better use of data, intelligence and evidence to inform health and wellbeing improvement.



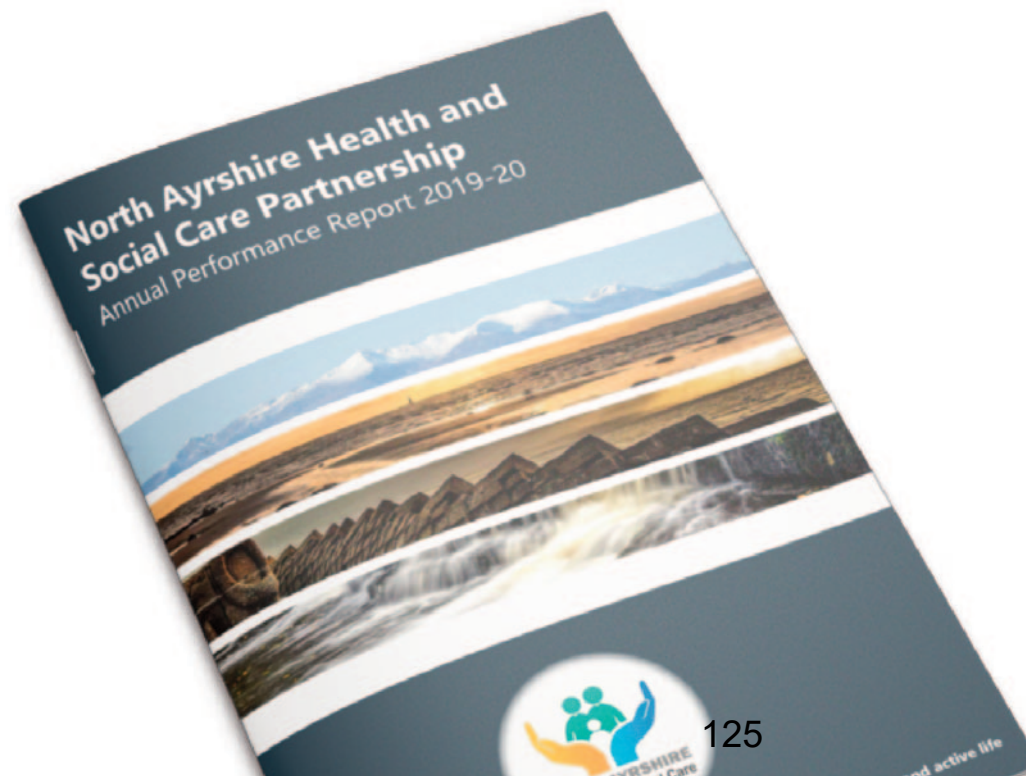
Partnership achievements



Over the last three years The Partnership has delivered positive achievements, which improve the health and wellbeing of local people.

More information can be found in our Annual Performance Reports and Chief Social Work Officer Reports which can be found here [\[link to HSCP website\]](#).

All of those working in the Partnership and our partners have learned a huge amount about effective partnership working over the last three years. The strength of our relationships and connections with the North Ayrshire community supported us to respond effectively during the pandemic. A few examples of our achievements are described on the following pages.



TACKLING INEQUALITIES



The North Ayrshire Alcohol and Drug Partnership (ADP) developed their new strategy and held a 'Drugs Death Summit' which identified key actions to prevent drug related deaths. £60,000 was also made available for a participatory budgeting process to local community groups for prevention and early intervention.

Implemented the post of Autistic Spectrum Disorder Coordinator within our Learning Disability Service to provide focussed support to those with a diagnosis of Autistic Spectrum Disorder.

Contributed to the Local Child Poverty Action Plan 2019/20 working with partners to address the inequalities which result as a direct result of poverty. This area remains a challenge. [\[Insert link\]](#)

Our Money Matters service supports local people to increase their income through benefit support. In the 2018/19 year the service generated £9.5 million for local people, and in 2019/20 the service generated a massive £15.3m million.

We finalised our Independent Advocacy Strategic Plan 'Empowering Inclusion'. We are committed to ensuring people have their voice heard, can express their needs, make informed decisions and have their rights and interests protected. [\[Insert link\]](#)

As part of the Ayrshire Equality Partnership, delivered the Shared Equality Outcomes plan. We worked closely with partners to implement actions to support and recognise people with a protected characteristic.

ENGAGING COMMUNITIES



The Partnership has engaged with over 3,450 people using a range of methods from community Chit-chats, engaging Parent Councils, Tenants Groups, 'What Matters to You?', Carers voices, Kindness Conference, Storytelling and Mental health & wellbeing conversations.

388 members of the public and health & social care students and over 2,000 members of staff took part in our 'Thinking Different, Doing Better' experience, designed in partnership with local community groups, businesses, volunteers, our Third and Independent Sector partners and staff working across the Partnership.

Young People's Citizenship and Participation Strategy - A refreshed and award winning approach has been created, ensuring our young people continue to have a voice in local and national decisions that affect them.

We reviewed our Locality Planning Forums (LPF) in 2018, to ensure they were equipped to be the 'ears and voice' of Partnership staff and local communities. [\[Insert link to terms of reference\]](#)

PREVENTION and EARLY INTERVENTION

The Community Link Worker Service was implemented across all GP practices in North Ayrshire to support people in relation to concerns over mental health and wellbeing, financial issues, or social issues (such as social isolation). From April 2019 to March 2020 the service received an increase in referrals of 58% from the previous year, totalling 3,327 people. [\[Insert link\]](#)

The Health & Well-being Service delivered by KA Leisure undertook 2,695 classes and received 773 new referrals, with a total of 42,132 attendances at supported physical activity sessions in 2019/20. The Mind and Be Active Service delivered by KA Leisure received 276 new referrals, undertook 490 supported classes and had 11,041

attendances at specific Mind and Be Active supported physical activity sessions in 2019-20. Across the year there were 885 follow-up consultations completed at 6/12 months and 114 referrals made to health care providers or external agencies. [\[Insert H&WB link\]](#)

Our Intermediate Care Team (ICT) supports people to regain their independence by helping them when they are either discharged from hospital, or in their own homes to prevent admission to hospital. This early intervention and prevention approach, providing a Single Point of contact for GP Practices, provided 10,537 days of ICT service (during 2019-20) as an alternative to hospitalisation, a continued improvement from 2018-19.

The restructured Children and Families Services, including School-based Social Workers, ensures there is greater integration between education and health and social care. We are in the process of creating three multi-disciplinary Locality Teams based in local secondary schools. A framework for locality working is also being co-produced across a number of directorates.





The Ayrshire MENTAL HEALTH Conversation

We developed a local Mental Health Strategy, following the Ayrshire Mental Health Conversation, across Ayrshire to which 777 people responded. In response National Action 15 monies funding has been targeted to employ eight mental health practitioners (MHP) in GP practices, enhancing the prison healthcare team and expanding of the role of The Crisis Resolution Team by introducing the Police Pathway 24/7 which gives Police Scotland direct access to CRT. This prevents them taking an individual they feel has a mental health problem to The Emergency Department when there is no physical cause.

In November 2020 mental health Unscheduled Care services were a key partner in the redesign of urgent care service, and are continuing to look at providing a 24 hour a day, 7 day a week mental health pathway for those with urgent mental health concerns, away from Emergency Departments.

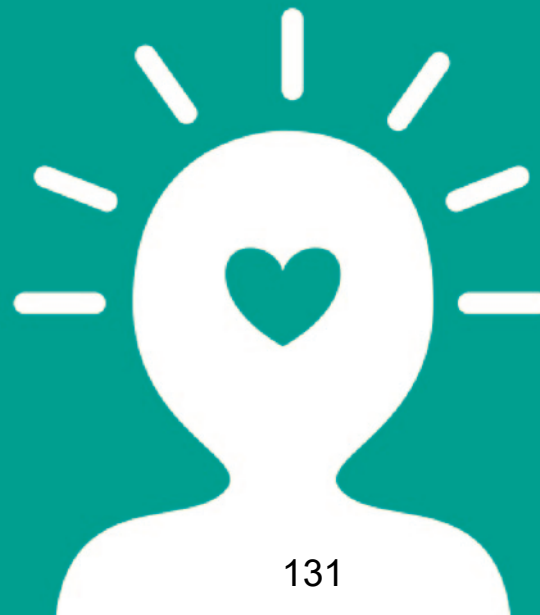
Our Community Link Worker Service was involved in the creation of a mental health and well-being group called 'Opening the Shutters'. The group is made up of health and social care and Third sector supports including CEIS, the Living Room and the Recovery College, and two Cognitive Behavioural Therapy (CBT) college students also performed a 6-week anxiety awareness course.

Within Children's Services, a key piece of work taken forward by the Young People's Suicide Taskforce has been the 13 Ways campaign. Education, Children & Adolescent Mental Health Services and Parent Councils have worked together to develop the Wellbeing model in Kilwinning and the North Coast. As result of this work a Positive Mental Health and Wellbeing pocket guide was implemented across North Ayrshire.

We implemented an adult low secure forensic unit and will now develop a new National Secure Adolescent Inpatient Service (NSAIS), with building work expected to start in late spring 2021. This will be a 12-bedded unit for children aged 12 to 17 years who have complex difficulties and need a high level of care. It will provide the first secure adolescent inpatient service for young people in Scotland.

We have developed more community based supported accommodation opportunities within Trindlemoss Court, as well as a new facility for extended assessment and support within Trindlemoss House.

The construction phase of the new Respite House and the new ASN School Campus has seen us work together and our state-of-the-art facilities due to open in summer 2021.



BRINGING SERVICES TOGETHER

We worked with the North Ayrshire Children's Services Strategic Partnership (CSSP) to develop the North Ayrshire Children's Services Plan 2020-23 which sets out our aims and priorities to safeguard, support and promote the well-being of children and to make North Ayrshire the best place in Scotland to grow up. [\[Insert link\]](#)

Summer & Education Hubs - HSCP & Education staff worked together to support our vulnerable children and young people. There are 8 hubs across North Ayrshire.

We integrated our Universal Early Years team which brought together social workers, health visitors, speech and language therapists, welfare rights advisors, mental health nurses and employability workers.

Integrated Island Services on Arran developed their initial business case for Scottish Government, to develop a new site for hospital services, primary care, social care and community health services to be delivered.

Supported the roll out of the Primary Care Implementation Plan - Primary Care continues to move its model to a multidisciplinary approach based in GP practices with the provision of practice-based pharmacists, MSK physiotherapists and mental health practitioners.

Explored the wider multidisciplinary team model with primary care, working within the Garnock valley with the Scottish Futures Trust, as commissioned by Scottish Government.

Integrated the Police Scotland community team at Brooksby Health centre in Largs, meeting the ambitions of integrated public sector.

The partnership Carers Team and Learning & Development Team supported two North Ayrshire unpaid adult carers to successfully complete their Level 2 SVQ in Social Services and Healthcare based on their caring role and expanded training options available to unpaid carers. Carers remain equal partners in care and experienced in the care they provide to their family, friends or neighbours.

Adult Community Mental Health Service and the Social Work Mental Health Team have now integrated together after a robust period of staff and stakeholder engagement and testing of the pathways to support the new model.

In Learning Disability Services the NHS Community Learning Disability Service and the Social Work Learning Disability Team are now co-located and further work is progressing to further integrate processes.




An effective organisation





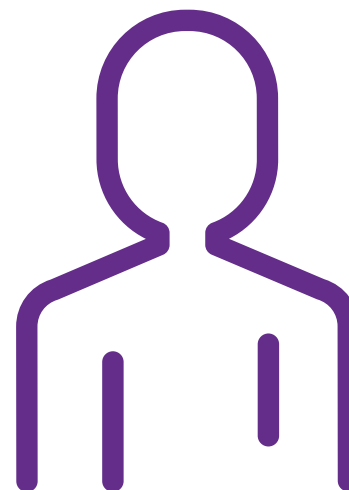
The Partnership strives to implement effective approaches to meet both the needs of its population and those of individuals, whilst ensuring delivery of personalised responses which support people to live independently in their communities.

The Partnership also seeks to be an effective and efficient organisation, delivering high quality, safe effective care and best value.

The Scottish Government Ministerial Steering Group (MSG) undertook a review, to both enable and improve the effectiveness and pace of integration. In May 2019, the Partnership submitted a self-assessment, highlighting areas of both good practice and improvement across the following key areas:

-  Collaborative leadership and relationship building
-  Integrated finance and financial planning
-  Effective strategic planning for improvement
Governance and accountability

-  Ability and willingness to share information
-  Meaningful and sustained engagement



Collaborative leadership and Relationship Building

The Partnership contributes to the Community Planning Partnership which includes North Ayrshire Council, Police Scotland, Fire & Rescue, Department of Work & Pensions, Community Justice Ayrshire, here are a few examples of successful joint work:



North Ayrshire
Community Planning Partnership

Third Sector

The Partnership has continued to work with the Third Sector Interface (TSI) to link effectively with community groups with an interest in growing community capacity to support health and social care. The third sector also hosted a room at the 'Thinking Different, Doing Better' experience to highlight their strengths and local assets.

The TSI has been supporting growth of mental health capacity by delivering the 'Mental Health Improvement: A Practical Approach' to many community groups, including: Ailn, Café Solace, CEIS Ayrshire, Coastwatch, Dalry Community Development Hub, Garnock Valley Men's Shed, KA Leisure, Key, Organic Growers of Fairlie, TACT, Tass Thistle F.C. and Unity Enterprise.

"This is a great idea to get the word out that it is okay not to be ok. It gives you better awareness of the feelings of others and the tools and services to help should it be required."

The TSI has also been supporting local befriending projects and below is feedback from a service user:

'I enjoy our chats on the phone, it's a comfort to know she will call each week. Her companionship has made a huge difference to my life and I appreciate all she does. I call her my angel.'

The TSI, in partnership with the HSCP, hosted a researcher to explore the Arran Alcohol and Drug Study on the Isle of Arran and the recommendations are being considered in 2021 by the Alcohol and Drugs Partnership. The third sector interface has been working with Connecting Scotland to ensure digital devices were provided to community groups to ensure digital access.

TSI North
Ayrshire

Independent Sector

The Partnership continued to work closely with independent care home and care at home providers, delivering shared training to support health and safety and falls prevention. In care homes the Independent Sector Lead promoted the delivery of the 'Care About Physical Activity' (CAPA) programme to improve the quality of life, mobility and increased independence for many older care home residents.

The Independent sector also created part of the 'Thinking Different, Doing Better' experience. The Partnership working with the Independent sector lead and Care Home representatives had begun to explore a new Care Home Commissioning strategy, to improve the breadth of models of care available, including dementia and challenging behaviour support, respite support for carers, palliative/end of life beds. However, this work was paused due to the pandemic.

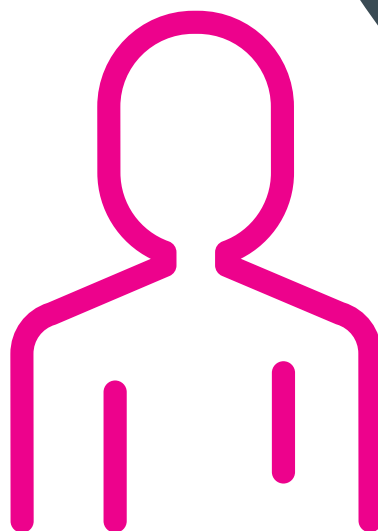


Participatory Budgeting

The Partnership worked with North Ayrshire Council Connected Communities Team to deliver Participatory Budgeting, which enables local people to make decisions about what is important to them in their local area. The Partnership has over the last three years made a contribution of £236,000 to empower communities to build locality health and wellbeing capacity, enhance mental health and wellbeing, fairer food, island issues, Alcohol and Drug Partnership prevention capacity and young people activities.

Find out more here:

<http://northayrshire.community/get-involved/participatory-budgeting-in-north-ayrshire/>



Mental Health Improvement – A Practical Approach

The Partnership and Third Sector Interface now delivers this cascade training awareness session, which provides attendees with useful tools and techniques to help them look after their mental wellbeing. The session is delivered online using MS Teams and Zoom.

The sessions have been offered to CPP Partners and Locality coordinators, staff groups, local community groups and services. The sessions have been attended by nearly 100 people and feedback has been very positive and this builds our community's ability to respond to people's needs quickly and effectively.

"Mental health wellness is not new to me as I've done WRAP but I found it really good to remind myself of some of the simple tools to share with others"

"I found the delivery method good and actually probably better than a face to face"

"Opportunities to engage, through discussion and bringing our own experiences really helped, thank you."

Fairer Food Strategy

The issue of poverty has been further heightened during the recent pandemic. To assist individuals and families access food more easily, over the last three years the Partnership and North Ayrshire Council Communities Team have jointly funded a food bank coordinator post.

The Partnership Service Access teams provide vulnerable individuals and families with support to access food bank support.



Co-Creating Libraries for Wellbeing

The Partnership has been working with the North Ayrshire Libraries Team, Alliance Scotland and the Scottish Library and Information Council (SLIC) to develop wellbeing sites within local libraries to support young people's mental health and reduce the social isolation of older people. After a Fun Day for the Transitions Group of P7/S1 on 13th August 2019, students from Kilwinning Academy, who have all completed Mental Health first aid training, volunteered to be part of the organising group.

Their ideas were used to develop the pathways from the community to HSCP services and the wellbeing space and support resources in Kilwinning library.

As a result of the positive working relationship developed with libraries staff, we developed a shared response to the pandemic with libraries offering community hub and HSCP staff wellbeing support.

Housing

The Partnership has worked closely with North Ayrshire Council Housing Services and local Registered Social Landlords to enhance the options available to people with a learning disability or complex health & social care need to remain in a suitable housing solution within their locality. The Partnership will continue to work with Housing colleagues on their Strategic Housing Investment Plans and we are delighted with the supported accommodation at Trindlemoss, Irvine and Watt Court, Dalry, which have now opened and looking forward to Flatt Road, Largs, St Michael's Wynd, Kilwinning and Caley Court, Stevenston opening soon.

In the context of "Home First", the Partnership is working with CPP Partners to deliver the Rapid Rehousing Plan reduce levels of homelessness by putting in place a multidisciplinary team.



Transformation programme and Financial sustainability

The Partnership has worked hard over the last three years to support the shift in the balance of care, towards more locality based solutions, which also ensure the financial sustainability of the partnership. In the last three years the partnership has also implemented a range of approaches to manage demand, investing in primary care and mental health services.



Partnership Awards

As the partnership culture and relationships have developed, it was acknowledged that having an annual staff awards should grow to represent the breadth and vitality of all the people who enable local health and social care. Previously the recognition process had awarded staff and volunteers from NAC, NHS, Third Sector and Independent Sector.

Now the Partnership Awards process involves members of the public and community champions. The Partnership awards event - 'Breakfast for Champions' is the highlight of the year for many and 'everyone is a winner'. It is an opportunity to see all of examples of the great work taking place and in 2019 a higher number of winners came for volunteers, community groups and individual members of the public, not only Partnership services. This recognises the continuing shift towards approaches support the whole person and community approaches.



Our Team

The Partnership has always recognised that those who work for the partnership are our greatest strength. The partnership had a clear ambition to support those that worked for us to achieve their ambitions and had early sight on the need to move staff to locality working, to close gaps in some specialist services and develop the workforce to better meet our strategic priorities, particularly around mental health support. In the last three years we have seen a growth in both staff working for the partnership with NHS staff and NAC staff.

The main development areas have been:



Intermediate care and reablement,

Mental health services,

Integrating services in the following areas;

Occupational Therapy; Universal Early Years; Mental Health; Learning Disabilities; and Children's Locality Teams working in schools.

The Partnership working with East Ayrshire, has also seen a significant increase in the Primary Care workforce delivering pharmacy, Physiotherapy and Mental Health practitioners in GP Practices.

We have also worked hard to support our people and our sickness absence working days lost have improved from 15.38 days in 2017/18 to 12.93 days (for the 12-month period to September 2020) for NAC staff and over the same period from 6.19% to 4.08% for NHS staff.

New Leader Programme

The Partnership developed and delivered a bespoke leadership programme to support the development of shared approaches, vision and culture, for new leaders - building on an asset-based approach. The Partnership has also developed a Succession planning approach, which will be reviewed again during 2021.

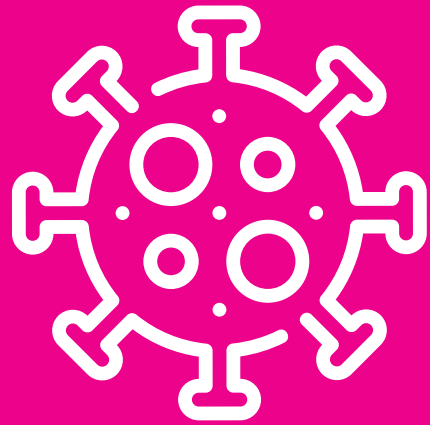
Quality - Care Inspectorate

The National care Inspectorate has continued to inspect all our registered services to ensure that we offer safe and effective support. Our Care at Home Services achieved a grade of 'Excellent' following independent inspection. Grades were awarded to Three Towns, North Coast and Arran Care at Home services and Irvine, Garnock Valley and Community Alarm for leadership.

Staff Engagement

Teams in the partnership normally take part in the iMatter team-based engagement process each year. Teams look at how to enhance staff engagement and agree action plans with the aim of improving outcomes for clients, service users and patients. In 2020 the iMatter process was paused nationally due to the pandemic. However, a national pulse survey replaced the team-based process. The Partnership had a high response rate to the pulse survey.

Whilst the pandemic had clearly impacted on some staff (such as concern for patients/service users, working remotely and Covid safety) overall staff felt positive about working in the Partnership and noted the support they received from managers, their immediate team and other colleagues.



Our Pandemic experience





The Partnership offers its deepest condolences to the families of those affected directly by Covid19 and we recognise that managing the pandemic will continue well into 2021.

The Pandemic – Our experience

The Partnership – and our partner organisations – faced and continue to face considerable challenges due to the Covid-19 pandemic. Near the start of the Pandemic, the Partnership leadership team asked the core question: **‘How do we keep our service users, carers, staff and communities safe during this pandemic?’** This question was also asked by all our partners, communities and individuals.

We are thankful for the kindness, collaboration, flexibility and speed of the response of our staff, partners and communities, which ensures that support continues to the most vulnerable in our communities.

Responding to the needs of our Communities

The Partnership, working with North Ayrshire Council Connected Communities team, redeployed Service Access Social Care and Community Link Worker staff to support the new Community Hubs which provided food and prescriptions to people self-isolating. As the restrictions continued those teams also provided signposting to financial, housing, social isolation, wellbeing and mental health support, including a direct pathway to Crisis Services.

The Partnership is in awe of the community response – volunteers, community group, local businesses all played a vital role in supporting people, neighbours and friends – we continue to salute you!

Our Pandemic Experience

Responding to the needs of People Shielding

During the first lockdown 5,695 people were asked to shield as a result of underlying health conditions. Working with North Ayrshire Council and its contact centre, the Partnership developed information response sheets for callers to be signposted to Community Hubs, financial, housing, social isolation, wellbeing and mental health support. Locality Social Work Teams and Allied Health professionals supported shielding people with weekly welfare calls and calls to those most at risk continue.

Mobilising our services

The partnership updated its pandemic response plan, business continuity plans and developed detailed mobilisation plans which highlighted the governance, decision making and escalation points to respond effectively to demand pressures.

Our new approaches enable flexible remote working, reduce the need for some buildings, enhance information sharing across partner organisations, and support people in managing their own conditions safely at home. Mobilisation plan information to end March 2022 are detailed in the actions section of this plan and will be subject to constant change and review to ensure an effective response.

Health and Community Care

Delivery of home visiting services (e.g. Care at home and District Nursing Services) and Community hospital services on the mainland and to our islands have continued during the pandemic. Staff have been very flexible to ensure that support continued to be delivered to those most in need e.g. working in other service areas and delaying leave. The locality social work team continued visits in people's homes and responded to Adult Support and Protection work effectively. Hospital social work teams worked with acute hospital colleagues to support safe hospital discharges. To ensure the safety of staff, service users, care home providers, carers and unpaid carers a Personal Protective Equipment (PPE) hub was developed.

The teams also made contact on a weekly basis with individuals receiving partnership support and where Day Services were closed outreach was put in place, including working with with Alzheimer Scotland for people affected by dementia. GP practices redesigned their services to ensure safe access for patients and greater access for patients through technology. The practices continue to be supported by Mental Health Practitioners and Community link workers. Working with Connecting Scotland to ensure that digital devices and access was provided to support older people in our supported accommodation.

Mental Health Services

Inpatient services at Woodland View continued, but have faced significant pressures due to covid community prevalence and the high acuity of patients. People identified as being at highest risk receive care in their homes or at day centres. Risk stratification helps teams make contact on a weekly basis with individuals receiving partnership support. Where Day Services for Learning Disability are closed, outreach has used redeployed HSCP staff and digital technology to continue supporting service users.

The most vulnerable individuals have continued to receive weekly support, as a minimum, via telephone, near me technology and face to face, in person support.

Acute Service

The partnership supports acute teams with safe hospital discharges and their Covid response by the redeployment of nursing and allied health professionals to acute services. We have enhanced our hospital based social work team who work alongside acute colleagues on a daily basis to safely discharge individuals ready to go home or to a longer term care placement.

The Partnership also facilitates supported hospital discharges and has been supporting unscheduled care responses to reduce attendance at A&E and hospital admissions. Significant progress has been made to reduce delays, supported by additional resources to fund care and also by using interim placements in the community for those awaiting longer term care.

Our Pandemic Experience






Children, Families and Justice Services

We maintained the delivery of family contact visits, putting in place remote play areas to ensure child development was supported during visits. We continued to undertake home visits for the purpose of child protection, and supported those young people living in children's houses to stay well. We worked with Education colleagues to support the creation of Child Care Hubs for vulnerable children and those of key workers.

We worked with Connecting Scotland to ensure digital devices were provided for ongoing support of vulnerable children and those who are looked after. A range of work was also undertaken by Justice Social Work and Community Justice Ayrshire to support offenders and their families.

Commissioning Support

The Partnership works on a daily basis with care homes, care at home and other support providers during the pandemic:

-  Working closely with key partners, particularly Public health colleagues to ensure appropriate support, guidance, advice and governance,
-  Sourcing and supplying Personal Protective Equipment,
-  Providing support through Quality Assurance visits,
-  Helping with staffing where needed,
-  Supporting the financial sustainability of the sector through nationally agreed principles of financial support

Wellbeing of staff, carer providers and carers

A key component during the pandemic was to ensure the continued health and wellbeing of staff, care providers and carers. Staff wellbeing hubs were established at the Ayrshire Central hospital site and four community sites, using library buildings. Our thanks to NAC library and Allied health professionals for their support.

The psychology service also provided support to the Listening Service which continues to provide support to staff across all sectors and carers. The Partnership created and maintains a website with information on, and links to, mental health and wellbeing resources for staff, carers and volunteers. Visitors to the site can leave suggestions for the PSMT on how to support mental health and wellbeing of individuals and teams in the Partnership.

Organisational learning from the pandemic

A summary of our achievements during this period include:

-  We recognised, developed and utilised the strengths of local communities,
-  We collaborated with our local partners, establishing strong mutual support,
-  We recognised that the HSCPs strategic priorities remained relevant during the crisis,
-  Our staff, partners, volunteers and members of the public demonstrated their flexibility to working in the 'new normal',
-  Partners exhibited enabling and flexible leadership with an enabling approach to responding very quickly and
-  We have managed the financial impact of the pandemic well

Throughout the period, the issue of poor mental health was underpinned as a key and growing priority for the HSCP and local partners. From feedback received, it is expected this need for Mental Health support will grow. Further information on our system wide learning during the pandemic period can be found here

[\[Link to pandemic reflections report\]](#)









Sharing our Learning

thinking
different
doing better



The Partnership welcomed the opportunity to hear about and be involved in sharing learning.

There have been a range of issues where the Partnership has raised awareness of new models, approaches and solutions.

-  **Best Value** – providing examples of best practice in partnership with North Ayrshire Council <https://www.audit-scotland.gov.uk/report/best-value-assurance-report-north-ayrshire-council>
-  **Health & Social Care Scotland Conferences 'Creativity, Culture and Courage' 2018 and 'Collaboration, Compassion and Ambition' 2019 contributing to Scotland Voices** – telling the stories of health & social care and delivering workshops on 'Islands of innovation: embracing new ways and new roles (Arran)' and our 'Wellbeing & Recovery College' supporting people with mental health issues. <https://hscscotland.scot/events/>
-  **Locality Planning Forums approach** – sharing our learning with The Alliance Scotland the with the Scottish Commissioning and Improvement network,
-  **Adult Support and Protection approaches** – the partnership has shared our learning extensively with Agencies across North Ayrshire and with key colleagues in East and South Ayrshires. As we have also Chaired the Social Work Scotland National ASP Leads Practice Network since 2018, we have used this opportunity to share learning across Scotland.
-  **Mental Health Improvement** – A Practical Approach – we continue to deliver this preventative community-based programme to Community Planning Partners to improve mental health capacity at locality level,
-  **Directions** – working with NHS Ayrshire & Arran, East Ayrshire HSCP, South Ayrshire HSCP and the Scottish Government a review of the Directions approach to support service commissioning was shared with the Scottish Chief Finance Officers,
-  **Thinking Different, Doing Better** – experience shared with national partners, local and national groups and Scottish Government representatives.
-  **Strategic Planning Group** – working with Inverclyde HSCP to review existing arrangements in each area to support improvements.
-  **Trindlemoss Day Opportunities** – have been involved with a learning collaborative along with seven other service across Scotland, organised by Healthcare Improvement Scotland and aimed at sharing experiences and planning for developing learning disability day services.



North Ayrshire – Needs Assessment

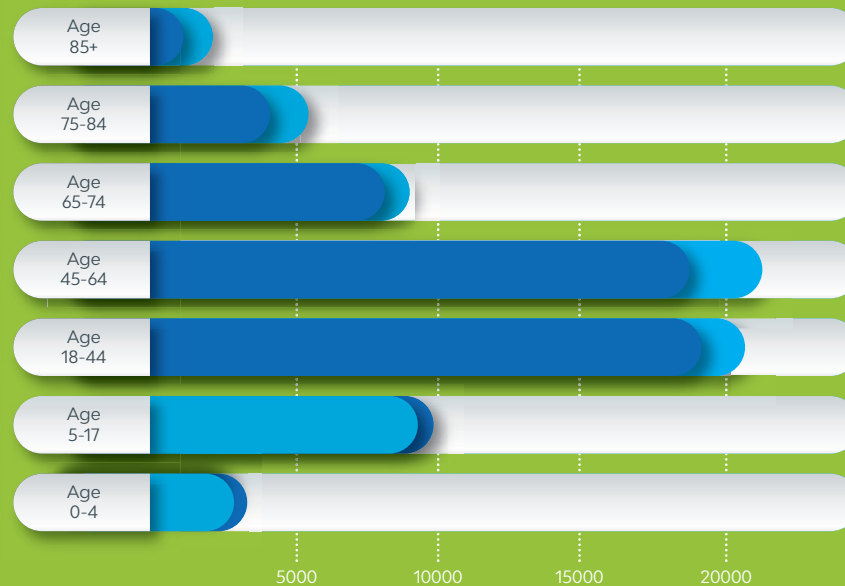


To better understand the health and care needs of North Ayrshire, we produced a Strategic Needs Assessment. The following summary provides some of the key areas for action.

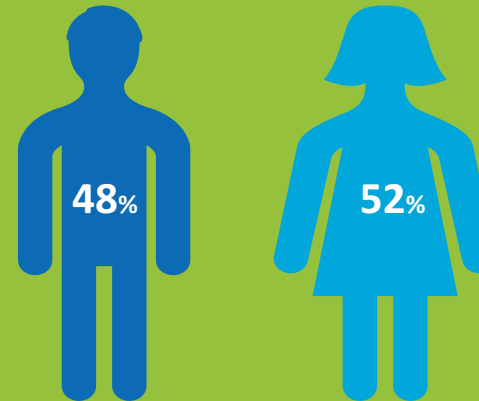
More information can be found in our full strategic needs' assessment [\[link xxx\]](#)



North Ayrshire - Needs Assessment



Total population (2018 based) –
135,280



Deprivation

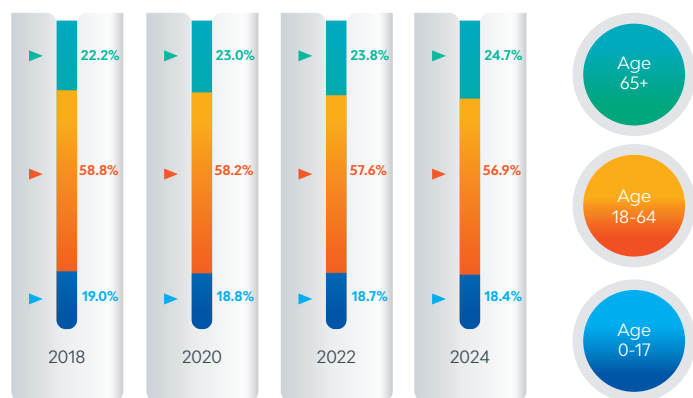


According to the Scottish Index of Multiple Deprivation, 41% of local people live in areas that are considered among the most deprived 20% in Scotland (55,951 people)

Levels of Deprivation

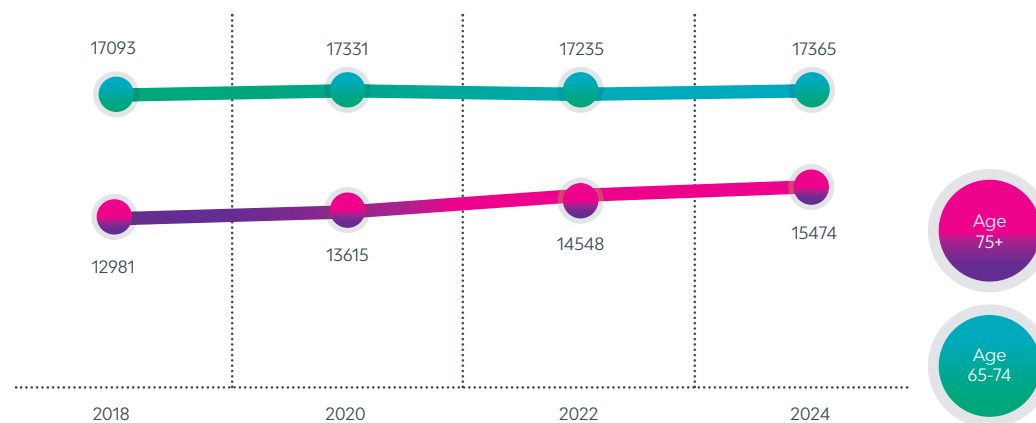


Population structure change (2018-2024)



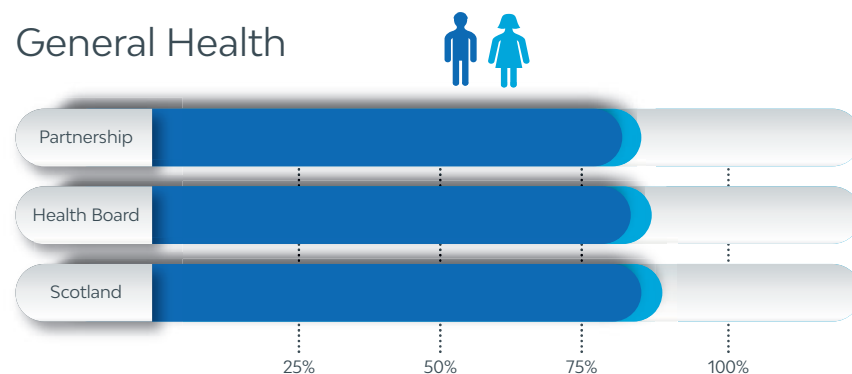
By 2024, those 65 plus will account for 24.7% of the North Ayrshire population.

Population change 65+

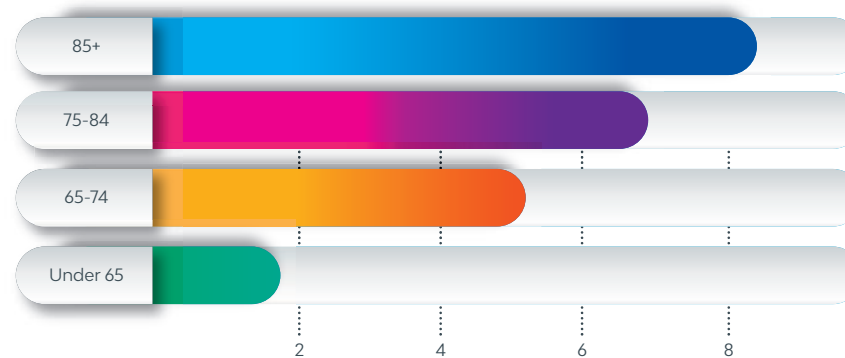


Of this over 65, those 75-plus are the fastest growing group.

General Health



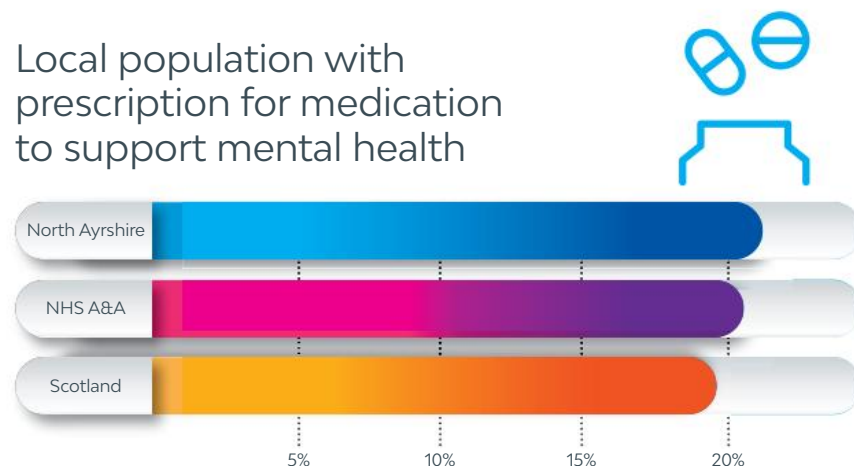
Life expectancy by gender.



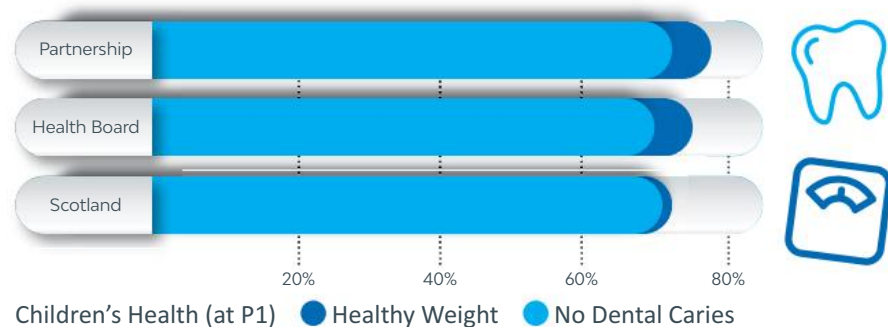
Number of people (in 10) with a Long Term Condition, by age

Behaviours

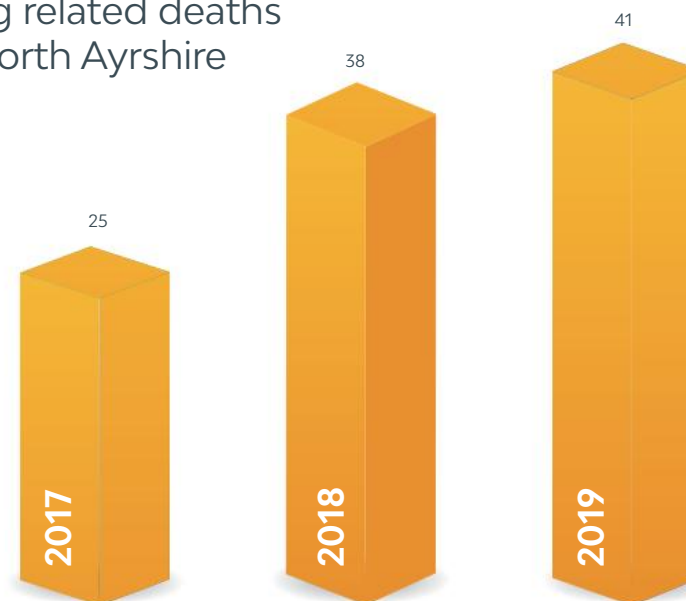
Local population with prescription for medication to support mental health



General Health of Young people

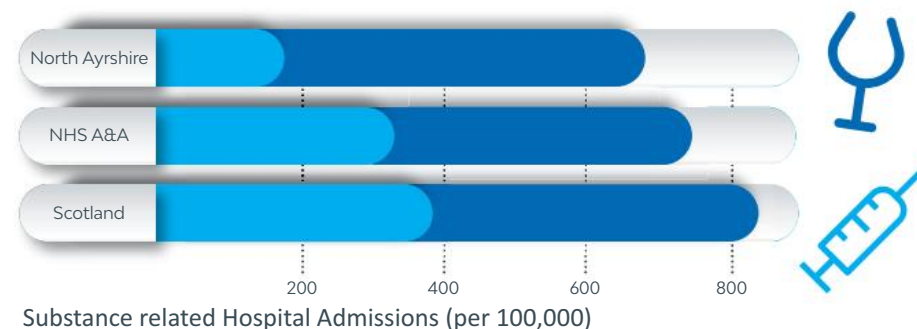


Drug related deaths in North Ayrshire



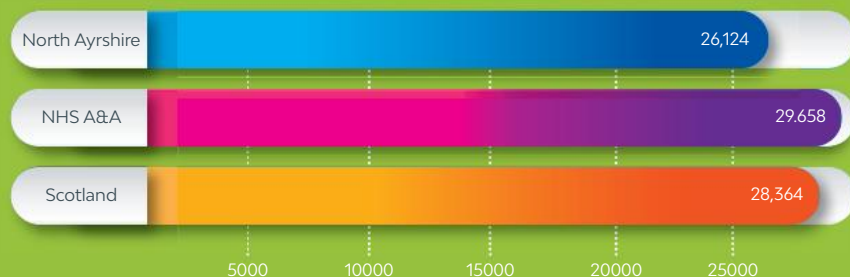
Recent rise in drug related deaths in North Ayrshire.

Substance Related Admissions to Hospital

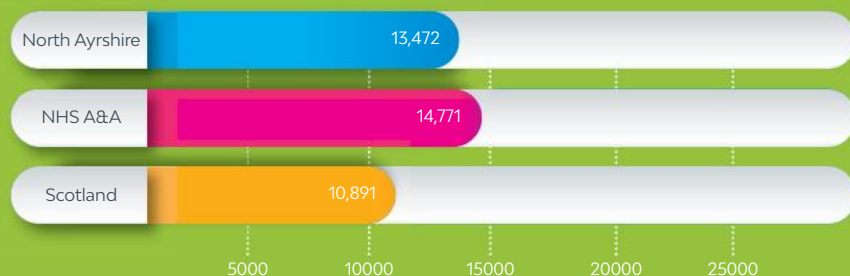


Substance related Hospital Admissions (per 100,000)

Hospital Care (per 100,000)



Number of Emergency Department attendances

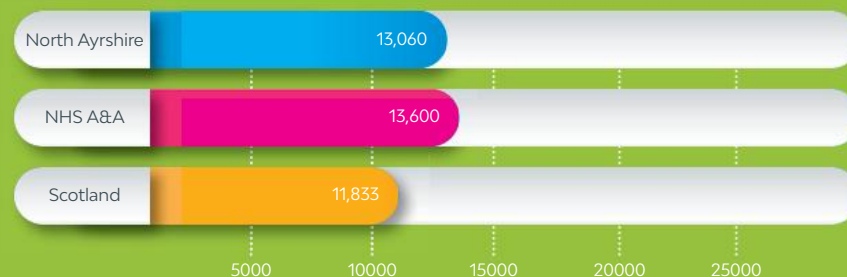


Emergency Admissions to Hospital

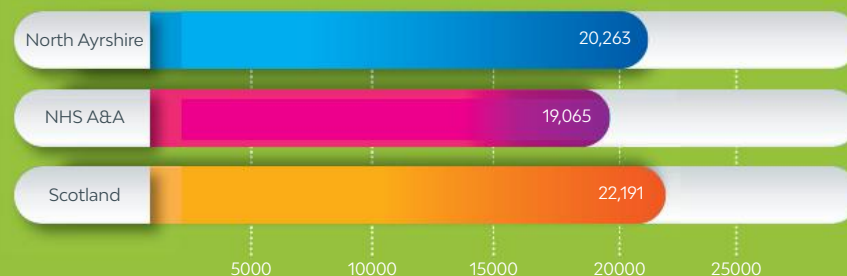


Number of potentially preventable Admissions

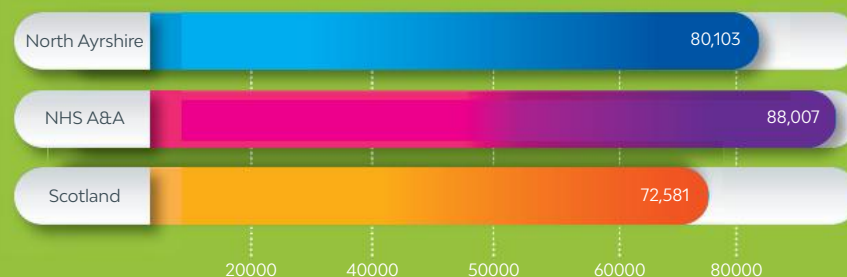
Hospital bed days (per 100,000)



Number of people experiencing Delayed Discharge



Bed days used for Unscheduled Care (Mental Health)



Bed days used for Unscheduled Care (Acute)

What our needs assessment tells us

1

Population projections continue to suggest two population changes which will have an impact on health and social care in the future:

- a) The North Ayrshire population continues to decrease and is expected to shrink by 2% between 2018 and 2025.
- b) Within this falling population, we will continue to see a growing older people population, with those 65+ accounting for over 25% of the population by 2025. This also implies a shrinking younger (0-15) and working age (16-64) population.

Between 2018 and 2025, those between 65 and 74 will increase by 0.7% to account for 13.3% of the population. However, those 75 plus will increase by 2.3% over the same period and will account for 11.9% of the population in 2025 (or 15,757 people).

2

North Ayrshire continues to be an area of high deprivation resulting in both social and health inequalities across the population. The most recently published Scottish Index of Multiple Deprivation figures suggest as much as 42% of North Ayrshire's population live with areas that are considered among the most deprived areas in Scotland. Information published by the charity EndPovertyNow, suggests that 28.3% of children in North Ayrshire live in poverty, greater than 1 in 4 children.

3

27% of local people are living with a long-term condition (LTC) (which could include; Arthritis, Asthma, Diabetes, Chronic obstructive pulmonary disease (COPD). Long-term conditions are more common in older age groups, with the proportion of people living with one or more LTC increasing with age.

Only 1.7 people in 10 under 65 have a long-term condition, unlike those 85+ where 9.2 people in every 10 live with a LTC. Those living with more than one long-term condition (multi-morbidity) increases with age, with approximately 15% of over 65s with multi-morbidities, compared with less than 5% of under 65s.

4

Across most acute hospital measures (including, Emergency Admissions, Unscheduled Bed days, Delayed Discharges and preventable admissions), we see higher proportions of people from older age groups, and as highlighted before, those proportions increase with age. As such, those aged 75 or over account for the greatest volume of emergency admissions, unscheduled bed days, delayed discharges. When taking this in context with the population projections (as outlined at point 1 above), a growing population of those 75+ is likely to place additional demands on local health and care services.

However, those 75+ also account for the greatest volume of potentially preventable admissions, which suggests more community-based services could help reduce demand on acute hospitals.

5

Mental Health concerns continue to rise, with the percentage of the local population receiving medication for some form of mental health condition increasing each year. In 2018, 21.7% of local people were receiving some form of Mental Health medication. North Ayrshire is continually higher than the overall percentage for the health board area and Scotland. This suggests a greater demand for local Mental Health support.

When looking at hospital admissions, North Ayrshire's rates are below that of Scotland as a whole, and mostly in line with the NHS Ayrshire and Arran health board area. However, unlike general acute admissions, the highest proportion of Mental Health admissions are among adults aged 18-44, suggesting a demand within this age group for mental health services.

6

In 2018, 73% of primary 1 children in North Ayrshire were reported as being of a healthy weight and as having no dental caries. While this is a positive figure, it suggests that 27% of local children are not of a healthy weight and have concerns over their dental health. For healthy weight, North Ayrshire compares unfavourably with the health board area (75%) and with Scotland as a whole (77%). For dental caries, North Ayrshire compared favourably with the health board area (70%) and with Scotland as a whole (72%).

7

A further priority for action is in relation to substance misuse. While alcohol related admissions to hospital appear to decrease year on year (2016-2018), North Ayrshire reports higher volume of admissions compared to the Health Board Area and Scotland as a whole. In addition, alcohol related deaths were reported as increasing (at the latest reported data) with North Ayrshire experiencing a higher proportion of deaths when compared to the health board area and Scotland as a whole.

Like alcohol related hospital admissions, admissions related to drugs are also continually higher in North Ayrshire when compared with the health board and Scotland. Drug related admissions are increasing year on year in North Ayrshire, the health board and across Scotland. Drug related deaths across Scotland have steadily increased year on year. In both North Ayrshire and the health board area, the proportion of drugs deaths has fluctuated each year. However, despite fluctuations, in most years North Ayrshire has reported a higher number of drug related deaths against both the Health Board area and Scottish average.



Our Locality Priorities

Our Locality Planning forums will be revisiting their priorities in 2021 to ensure that they still reflect the views of people living and working in that locality and the local health and wellbeing data.

The updated priorities will inform the partnerships local actions and will be shared with our Community Planning Partners for their locality priority setting in June 2021.



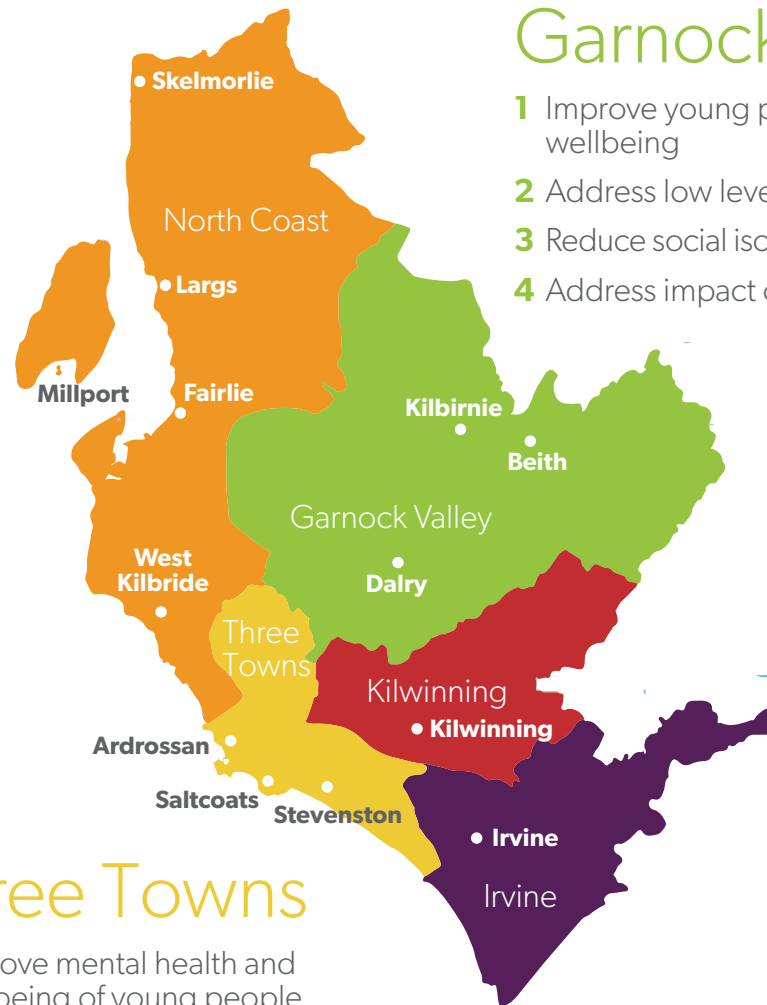
Arran

- 1 Develop transport solutions
- 2 Reduce social isolation
- 3 Improve support to those with complex needs



North Coast & Cumbrae

- 1 Reduce social isolation for older people
- 2 Improve support for stress/anxiety
- 3 Address impact of musculoskeletal issues
- 4 Promote financial inclusion



Garnock Valley

- 1 Improve young people's mental health and wellbeing
- 2 Address low level mental health (all ages)
- 3 Reduce social isolation across all age groups
- 4 Address impact of musculoskeletal issues

Kilwinning

- 1 Engage with Early Years Centres
- 2 Provide GP visiting sessions to nursing homes
- 3 Provide occupational therapy in local pharmacy

Three Towns

- 1 Improve mental health and wellbeing of young people
- 2 Reduce social isolation
- 3 Improve support to those with complex needs
- 4 Promote financial inclusion

Irvine

- 1 Reduce social isolation
- 2 Improve low level mental health issues
- 3 Provide access to physiotherapy

Enabling our Strategic Ambitions



To help achieve our Strategic Ambitions, we will have the following enablers in place:

Transformation, Service Improvement and Financial Sustainability

The Partnership will develop a detailed Transformation Plan which will support both service improvement and financial sustainability by shifting care and support, to early intervention and prevention locality-based models. To enable this, a Medium-term financial plan, strategic and operational risk management plan and the use of Directions with NHS Ayrshire & Arran and North Ayrshire Council will be developed.











Enabling our Strategic Ambitions



Effective Partnership

To enable the effectiveness of the partnership we will:

-  Undertake a full Brexit impact assessment and put in place mitigation approaches to limit the impact on services which may be negatively affected,
-  Consider the findings of the Scottish Government Review of Adult Social Care and respond as required.
-  Build on the digital solutions adopted during Covid and enhance digital access for people in our communities who do not have easy access to technology e.g. smart phones, laptops or computers and internet access working with Connecting Scotland,
-  Develop a new Older Peoples Strategy, building on the momentum to keep people as safe as possible in their own home or a homely setting using the 'Home First' model,
-  Update the Carers Strategy in partnership with the Carers Advisory Group, ensuring effective personalised approaches are enabled by the growth of our Self-Directed Support approach,

-  Update our Integrated workforce Strategy, highlighting the workforce planning and development priorities across health & social care, including the third and independent sectors, to the end of March 2025,
-  Updated Organisational Development Plan, highlighting the required shifts in leadership approaches and positive behaviours,
-  Refine the partnership Communication and Engagement Strategy, to ensure ongoing transparency, building on the existing strong relationships with partners and our contribution to the Consultation Centre of Excellence.

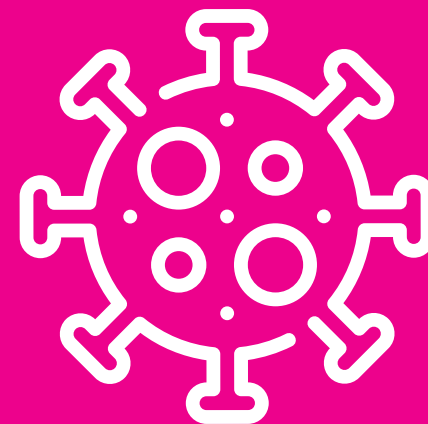
Commissioning

The Partnership will support Community Wealth Building and develop a three-year commissioning cycle to 2025 that maximises mental health and wellbeing benefit and local economic growth of the Third Sector, co-operative and social enterprises.

Covid-19 Pandemic Impact

Although the Partnership has in place pandemic mobilisation, testing and vaccination plans to 31 March 2022, which support the management of the response to Covid19, the pandemic will continue to have an impact in the year ahead and as a result this plan will continually change.

The longer-term impact on both individuals and services remains unclear. The full strategic commissioning plan will explore these issues in more detail, and our analysts are currently undertaking projections of the effect of Covid19 on people with longer-term health conditions who may have received their care in a different way during the pandemic.



Key Actions 2021/22



We asked our partnership teams to identify what their key strategic aims are in the short, medium and longer term and a range of actions. The full report with ambition descriptions, full responses and summary can be found here [\[insert link\]](#).

The key remobilisation actions to support our pandemic response in the coming year are:

Mental Health, Learning Disability and Addiction Service

In order to support the remobilisation of Mental Health, Learning Disability and Addiction Services, the following priorities have been identified.

-  Collaborative leadership and relationship building
-  Prioritisation of children and young people receiving support from Child and Adolescent Mental Health Services;
-  Community mental health services supporting people within their communities;
-  North Ayrshire Drug and Alcohol Recovery service to support people with complex addiction issues;
-  Review of unscheduled care mental health services, supporting individuals within their own communities, or as close to home as possible;
-  Provision of a community based Brief Intervention Service;
-  Lead Partnership Allied Health Professionals providing rehabilitation support;
-  Psychological support for staff wellbeing across our whole system including third and independent sectors and carers;
-  Work closely with colleagues in Acute Services and Police Scotland to address the levels of unscheduled care in mental health;
-  Expanding access to the increased range of supported digital options for Mental Health as part of a tiered model for service delivery.

Key Actions 2021/22

Children, Families and Justice Service

In order to support the remobilisation of Children, Families and Justice Services, the following priorities have been identified.

-  Protect and invest in Early Intervention and Prevention work (e.g. scoping extended families/family group conferencing and signs of safety approaches and wrap-around interventions at an earlier stage);
-  The Promise - continue plans to reduce external placements and support young people back to North Ayrshire;
-  Grow fostering and kinship placements;
-  Build on partnership working with a wide range of services to support young people and families;
-  Transitions of care to be planned and improved;
-  Refocus the role of school nursing to ensure timely, effective and joined up responses to support young people.

Health and Community Care

In order to support the remobilisation of Health and Community Care services, the following priorities have been identified.

-  Unscheduled Care – Investment & Improve Delays;
-  Re-design of Older Peoples Services – ‘Home First’ Approach;
-  Grow Care at Home Capacity;
-  Care Home Commissioning Strategy;
-  Day Services Model and Support for Carers;
-  Step up and step-down beds;
-  Integrated Island services, including unscheduled care;
-  Rehabilitation;
-  Sustainability of Services (including providers) and Workforce;
-  Caring for Ayrshire – including Primary Care Improvement Plan;
-  Locality Multidisciplinary Teams

Transformation Focus for 2021-22

Continue to progress our integration ambitions, including shifting the balance of care, alongside meeting increased demand and need in our communities. During remobilisation period 2021/22 the key Transformation and Service Improvement actions, which support our response to our needs assessment, have been prioritised for action:

-  Older people services: including review of care homes, step up/down beds, day services and locality MDT teams to support early intervention and prevention, and care at home services including reablement,
-  Digital solutions to enhance independent living, reducing invasive in-home supports and enhance the delivery of extra care housing sites,
-  Closer integration of social work and NHS partners within Community Learning Disability Team, and similarly within Community Mental Health Team.
-  Carers and self-directed supports – implementing locality and needs led solutions to support people at home, reducing the need for residential support,
-  Administration review to improve efficiency and build on digital approaches,
-  Implement strategic plan feedback from engagement process – enhancing KA Leisure walking groups and service outreach models to people's homes.

We have also begun to explore the key improvement actions across services and with partners. To date, a number of actions have been identified for delivery during the 2021 service year, however we recognise that as we respond to the pandemic some may not be taken forward. These actions have been mapped to both our five strategic priorities and the three Pandemic Recovery priorities and can be found here [\[insert link\]](#).

Getting Involved



To support the development of our strategic plan the North Ayrshire Wellbeing Conversation was launched on the Friday 23rd October 2020. To date the Partnership has heard from 368 people. The Partnership will continue to target specific groups and individuals who are often marginalised and ensure their voices are listened to and acted upon.

There will be further conversations and different ways to get involved, and the Wellbeing Conversation will run until 31 March 2022. As a result, we expect the content of this bridging plan to continue to be updated.

At the moment, 75% say that the most important things they do to keep well are 'spending time with friends and family' and 69% have said 'walking'. Just 6% (one of the lowest responses) have said 'see a health and social care professional'.

When asking if people would like to be more involved in shaping health and social care services, 37% said 'yes', 26% said 'maybe in the future' and 36% said 'no'. Those who have answered 'yes' (152 people at the time of writing) will be invited to join our Care Improvement Network, which is a virtual network of people who are keen to help us shape and design the future of health and social care in North Ayrshire.

If you would like to get involved, please direct all enquiries to:
whatmatterstoyou@north-ayrshire.gov.uk

Comments or questions about this document, including request for support information or documentation should be made to:

**North Ayrshire Health
and Social Care Partnership,**

Cunningham House, Friars Croft,
Irvine KA12 8EE

Follow us on Twitter @NAHSCP
For more information go to www.NAHSCP.org

You can get this pack in other formats such as Braille,
audio tape or large type, and in community languages if you ask us.

ਜੇ ਤੁਸੀਂ ਇਸ ਪੈਕਟ ਨੂੰ ਹੋਰ ਫਾਰਮੈਟਾਂ ਜਿਵੇਂ ਕਿ ਬਰੈਲ, ਆਡੀo ਟੇਪ ਜਾਂ ਵੱਡੇ ਟਾਈਪ, ਅਤੇ ਸਮੁਦਾਇਕ ਭਾਸ਼ਾਵਾਂ ਵਿੱਚ ਚਾਹੁੰਦੇ ਹੋ, ਤਾਂ ਸਾਨੂੰ ਦੱਸੋ। ਇਸ ਸੇਵਾਵਾਂ ਦੇ ਮੰਗ ਕਰਨ ਤੇ ਪੈਰਾਮੀ ਵਿੱਚ ਅਨੁਵਾਦ ਕੀਤਾ ਜਾ ਸਕਦਾ ਹੈ। ਕਿਰਪਾ ਕਰਕੇ 0141 578 8152 'ਤੇ ਕਾਲ ਕਰੋ।
درخواست برای این بسته در فرمت‌های دیگر، از جمله نوار صوتی، تایپ بزرگ، و زبانهای محلی، اگر بخواهید، می‌توانید از ما بخواهید.
Na życzenie klienta, informacje te mogą być udostępnione w innych językach oraz formatach



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath



Ayrshire
Area Support Team





BRIDGING STRATEGIC COMMISSIONING PLAN SUMMARY 2021-2022

We take great pride in the North Ayrshire Health and Social Care Partnership in our approach to co-producing our plans through meaningful engagement with our communities. Unfortunately, the pandemic has put barriers in place to doing that effectively.

The response to the pandemic is far from over and the longer-term effects on our communities are yet to be fully understood. This one-year strategic bridging plan reflects on our achievements, our Covid-19 experience, and the impact on our services. It outlines our approach to recovery and learning as we take stock and allow our services and communities to recover from what has been one of the most difficult years.



Over the years, there has been a significant shift towards prevention and early intervention approaches, as we recognise that continuing to react to demand in the same way is unsustainable. We face increasing demand and financial challenges in delivering the best services possible and must be creative and innovative in our approaches to fully meet the needs of our communities.

We have achieved much through the integration of health and social care, including developing new models of care through investment in modern, fit for purpose health and social care facilities, we have moved services closer to individuals own homes, in part by working with partners to provide specialist, fit for purpose housing, we have continued to maximise the use of our modern inpatient services and we have continued to integrate and join up our front line teams.

Whilst the pandemic has been immensely difficult and has stretched many of our services, our staff and our communities to the limit, we have continued to progress with our plans for integration with ongoing work underway to improve and develop services.

The response to the pandemic has led to significant opportunities, creative solutions, fleet of foot responses and a real renewed appetite and enthusiasm for partners to work together, which is what we need to truly improve people's lives.

North Ayrshire HSCP believes that our communities can flourish with access to health and social care support when they need it, and it is crucial that the services delivered reflect the needs of individuals. We are fully committed to planning and designing services in partnership with local people, our staff and our key partners across acute services, housing, community planning, independent contractors and the third and independent sectors.

I look forward to next year with optimism that we can support a positive recovery for our health and social care services through working with our partners to meet the needs of our communities.

Caroline Cameron

Caroline Cameron

*Director - North Ayrshire Health and Social Care
Partnership Chief Officer, North Ayrshire Integration
Joint Board*

Who are we and what do we do?



North Ayrshire Health and Social Care Partnership (the Partnership) provides locality-based health and social care services for people throughout their life: from birth through childhood, teenage years and adulthood. Our services include:

Children, families
& justice services,

Adult health &
community care
services

Mental health,
addictions and
learning disability
services

We want to ensure people in North Ayrshire can access community support in their locality and, as required, contact the right health and social care professional, at the right time. We all work together to provide high quality, safe and sustainable care, as seamlessly as possible for the person needing support.

-More detailed information on our services and achievements is available in our full Strategic Bridging Plan 2021/22 that can be found [here](#).

Our bridging strategic plan

As a result of the worldwide Covid19 pandemic, the Partnership has developed a one-year bridging plan, to build on our strategic plan, ***Let's deliver care together***, found on our website at **NAHSCP Strategic Plan 2018-21**.

This bridging plan approach was agreed by Scottish Government, to meet our legislative requirements and aligns our strategic planning timetable, with many other IJBs across Scotland. Our new Strategic Commissioning plan, which will be our third, will be produced on the 1st April 2022.

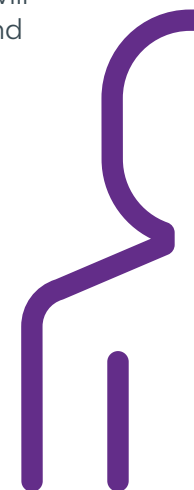
The Partnership wanted to ensure that people's voices and experiences were at the heart of our strategic planning process.

A wide range of stakeholders was essential in developing this bridging plan and these stakeholders and the public members of our Care Improvement Network will continue to provide their views and refine this plan to 31 March 2022.

Strategic Planning Group (SPG)

Our Strategic Planning Group has responsibility for producing and reviewing the Strategic Commissioning Plans. Our SPG is Chaired by the Vice-Chair of the Integration Joint Board (IJB) and the group has a wide-ranging membership, including representation from: senior management, Partnership services, Third Sector Interface, Independent Sector, partner organisations including Housing and Libraries, service users, elected members and carers.

Together, our Strategic Planning Group will agree on the strategic vision, direction and priorities for the Partnership, making recommendation for approval to the IJB for action.



Locality Planning Forums

We have six Locality Planning Forums (LPFs) across North Ayrshire, which bring together local people and staff from partnership services, partner and community organisations. Each forum chair becomes an IJB member and is supported by a Partnership Senior Manager and a local GP.

The LPFs identify priorities for action by listening to the views of local staff and community members, reviewing local health and care statistics, identifying key needs, issues and strengths (assets) in their local community. [See page 16 for further details on localities].

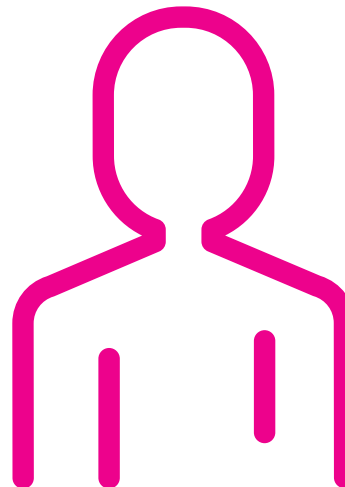
Strategic Planning sub-group

The strategic planning sub-group was established with the specific purpose of developing this Bridging Strategic Plan. The sub-group contained wide membership from Partnership services, Community Planning partners and third and independent sector representatives.

This group had been tasked with collecting and assessing all relevant information and to identify a coherent strategic vision and direction to 2030.

Engagement Oversight Group

The Engagement Oversight Group (EOG) is a multi-agency group, with a diverse mix of people who are experienced in community and/or staff engagement to ensure that our engagement is inclusive and meaningful. The North Ayrshire Wellbeing Conversation will support our 18-month engagement programme and is asking two questions of local people; **“What do you do to keep yourself well?”**, and **“Would you like to be more involved in the development of local services in the future?”**. Local people who wish to be involved will join our **Care Improvement Network**, to inform our longer-term plans. Public feedback has informed the development of the Bridging Plan 2021 and the longer-term ambitions from 2022.



Our Direction 2021/22




The Integration Joint Board (IJB) approved a continuation of our existing vision and five supporting strategic priorities to 31 March 2022:


Our vision is that all people who live in North Ayrshire are able to have a safe, healthy and active lifestyle.


Our five key strategic priorities to help us reach our vision are:



The Partnership will consult on, review and update our Vision and Strategic Priorities for our next full strategic plan by April 2022. The IJB also agreed that the Partnership would:

 Align our five priorities to the three Scottish Government Covid-19 recovery priorities: Innovate and Integrate – Ensure Equity – Better Outcomes [\[see online link\]](#).

 Ensure the strategic bridging plan meets our obligations in terms of working toward achieving the Nine National Health and Wellbeing Outcomes and continue to monitor the implementation and progress of our strategic plan through a robust performance framework using both national and local metrics. [\[see online link\]](#).

 Ensure that the Partnership is an effective organisation and that during 2021, we will undertake a review of existing national & local policy, operational procedures and ensure that any implications from the Scottish Government commissioned Independent Review of Adult Social Care are included in our longer-term strategy.



Strategic Ambitions to 2030

To focus the future goals of the Health and Social Care Partnership, we engaged with our stakeholders to understand their ambitions.

Stakeholders, service areas and individual teams responded to our engagement and told us their ambitions over the short, medium and long term.

A summary of the findings can be found here ([insert link](#)) and will help refine this area of the bridging plan during 2021.



The pandemic has further highlighted the negative impact of deprivation and poverty on our communities and we will work collaboratively with partners to deliver shared solutions.

We recognise that the impact of child poverty, trauma, and disability can be significant and lifelong. We will work with individuals, families, carers and partner agencies - as early as possible - to reduce these impacts.



We will continue to work with local communities to improve both physical health and mental wellbeing.

We also recognise that our communities can design and implement their own local solutions and that we will commission services, where possible, which deliver local economic growth of the third, co-operative and social enterprises.

PREVENTION and EARLY INTERVENTION

Our services will continue to work with the most vulnerable in our communities, working to reduce the need for crisis interventions and unplanned hospital admissions.




This requires continued transformation across the whole health & social care system, ensuring we continue to shift the balance of care; where people receive the right support, at the right time within their community.

The Partnership are also committed to keeping people safe, ensuring people are supported by the Child and Adult Protection teams, Suicide Prevention and the Alcohol and Drug partnerships.



MOBILISING COMMUNITIES

In our earlier strategic plan, we developed the 'Partnership Pledge - working together for the future', asking North Ayrshire residents, or as a user of health and social care services, to help us manage the demand and the financial pressures we faced:

-  By taking care of your own health and wellbeing
-  By being more informed about how to best address your health concerns
-  By being mindful of the wellbeing of others in your community

In responding to the pandemic, our local communities mobilised as individuals, neighbours, friends, volunteers, community groups and local businesses. This demonstrates that we can rebalance our relationship with local communities in the delivery of care and support. Given the right tools and support, our communities can design and implement their own local solutions to improve health and wellbeing, without our long-term involvement.



North Ayrshire – Needs Assessment



To better understand the health and care needs of North Ayrshire, we produced a Strategic Needs Assessment. The following summary provides some of the key areas for action.

More information can be found in our full strategic needs' assessment [\[link xxx\]](#)



What our needs assessment tells us

1

Population projections continue to suggest two population changes which will have an impact on health and social care in the future:

- a) The North Ayrshire population continues to decrease and is expected to shrink by 2% between 2018 and 2025.
- b) Within this falling population, we will continue to see a growing older people population, with those 65+ accounting for over 25% of the population by 2025. This also implies a shrinking younger (0-15) and working age (16-64) population.

Between 2018 and 2025, those between 65 and 74 will increase by 0.7% to account for 13.3% of the population. However, those 75 plus will increase by 2.3% over the same period and will account for 11.9% of the population in 2025 (or 15,757 people).

2

North Ayrshire continues to be an area of high deprivation resulting in both social and health inequalities across the population. The most recently published Scottish Index of Multiple Deprivation figures suggest as much as 42% of North Ayrshire's population live with areas that are considered among the most deprived areas in Scotland. Information published by the charity EndPovertyNow, suggests that 28.3% of children in North Ayrshire live in poverty, greater than 1 in 4 children.

3

27% of local people are living with a long-term condition (LTC) (which could include; Arthritis, Asthma, Diabetes, Chronic obstructive pulmonary disease (COPD). Long-term conditions are more common in older age groups, with the proportion of people living with one or more LTC increasing with age.

Only 1.7 people in 10 under 65 have a long-term condition, unlike those 85+ where 9.2 people in every 10 live with a LTC. Those living with more than one long-term condition (multi-morbidity) increases with age, with approximately 15% of over 65s with multi-morbidities, compared with less than 5% of under 65s.

4

Across most acute hospital measures (including, Emergency Admissions, Unscheduled Bed days, Delayed Discharges and preventable admissions), we see higher proportions of people from older age groups, and as highlighted before, those proportions increase with age. As such, those aged 75 or over account for the greatest volume of emergency admissions, unscheduled bed days, delayed discharges. When taking this in context with the population projections (as outlined at point 1 above), a growing population of those 75+ is likely to place additional demands on local health and care services.

However, those 75+ also account for the greatest volume of potentially preventable admissions, which suggests more community-based services could help reduce demand on acute hospitals.

5

Mental Health concerns continue to rise, with the percentage of the local population receiving medication for some form of mental health condition increasing each year. In 2018, 21.7% of local people were receiving some form of Mental Health medication. North Ayrshire is continually higher than the overall percentage for the health board area and Scotland. This suggests a greater demand for local Mental Health support.

When looking at hospital admissions, North Ayrshire's rates are below that of Scotland as a whole, and mostly in line with the NHS Ayrshire and Arran health board area. However, unlike general acute admissions, the highest proportion of Mental Health admissions are among adults aged 18-44, suggesting a demand within this age group for mental health services.

6

In 2018, 73% of primary 1 children in North Ayrshire were reported as being of a healthy weight and as having no dental caries. While this is a positive figure, it suggests that 27% of local children are not of a healthy weight and have concerns over their dental health. For healthy weight, North Ayrshire compares unfavourably with the health board area (75%) and with Scotland as a whole (77%). For dental caries, North Ayrshire compared favourably with the health board area (70%) and with Scotland as a whole (72%).

7

A further priority for action is in relation to substance misuse. While alcohol related admissions to hospital appear to decrease year on year (2016-2018), North Ayrshire reports higher volume of admissions compared to NHS A&A and Scotland as a whole. In addition, alcohol related deaths were reported as increasing (at the latest reported data) with North Ayrshire experiencing a higher proportion of deaths when compared to the health board area and Scotland as a whole.

Like alcohol related hospital admissions, admissions related to drugs are also continually higher in North Ayrshire when compared with the health board and Scotland. Drug related admissions are increasing year on year in North Ayrshire, the health board and across Scotland. Drug related deaths across Scotland have steadily increased year on year. In both North Ayrshire and the health board area, the proportion of drugs deaths has fluctuated each year. However, despite fluctuations, in most years North Ayrshire has reported a higher number of drug related deaths against both the Health Board area and Scottish average.



Our Locality Priorities

Our Locality Planning forums will be revisiting their priorities in 2021 to ensure that they still reflect the views of people living and working in that locality and the local health and wellbeing data.

The updated priorities will inform the partnerships local actions and will be shared with our Community Planning Partners for their locality priority setting in June 2021.

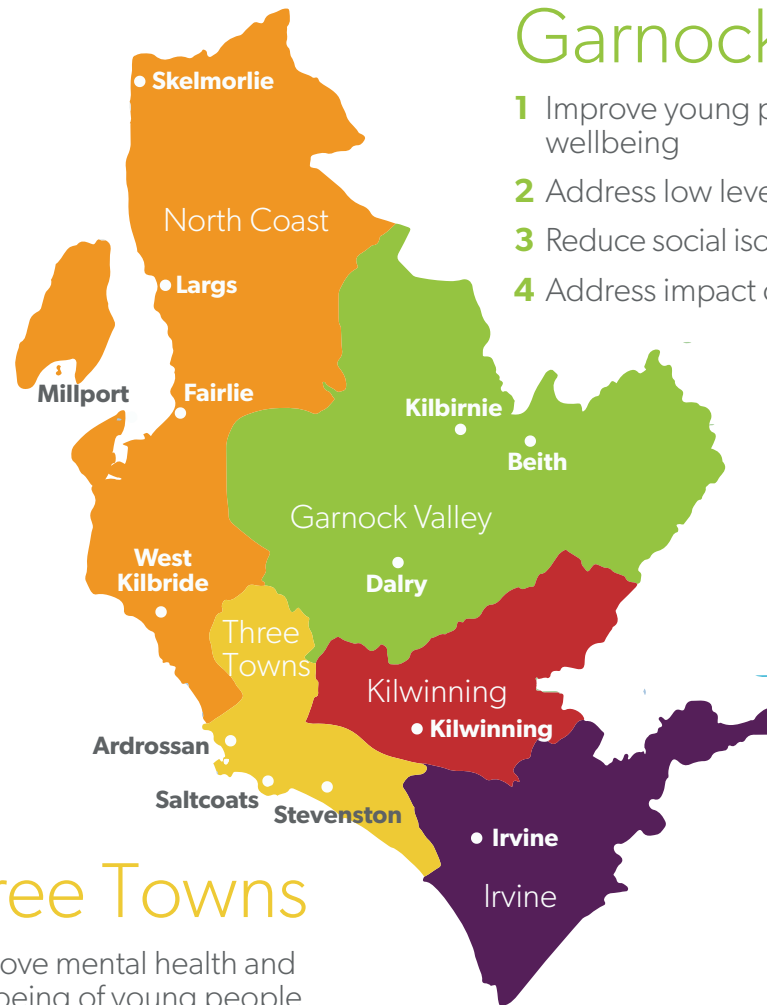
Arran

- 1 Develop transport solutions
- 2 Reduce social isolation
- 3 Improve support to those with complex needs



North Coast & Cumbrae

- 1 Reduce social isolation for older people
- 2 Improve support for stress/anxiety
- 3 Address impact of musculoskeletal issues
- 4 Promote financial inclusion



Garnock Valley

- 1 Improve young people's mental health and wellbeing
- 2 Address low level mental health (all ages)
- 3 Reduce social isolation across all age groups
- 4 Address impact of musculoskeletal issues

Kilwinning

- 1 Engage with Early Years Centres
- 2 Provide GP visiting sessions to nursing homes
- 3 Provide occupational therapy in local pharmacy

Three Towns

- 1 Improve mental health and wellbeing of young people
- 2 Reduce social isolation
- 3 Improve support to those with complex needs
- 4 Promote financial inclusion

Irvine

- 1 Reduce social isolation
- 2 Improve low level mental health issues
- 3 Provide access to physiotherapy

Key Actions 2021/22



We asked our partnership teams to identify what their key strategic aims are in the short, medium and longer term and a range of actions. The full report with ambition descriptions, full responses and summary can be found here [\[insert link\]](#).

The key remobilisation actions to support our pandemic response in the coming year are:

Mental Health, Learning Disability and Addiction Service





In order to support the remobilisation of Mental Health, Learning Disability and Addiction Services, the following priorities have been identified.

-  Collaborative leadership and relationship building
-  Prioritisation of children and young people receiving support from Child and Adolescent Mental Health Services;
-  Community mental health services supporting people within their communities;
-  North Ayrshire Drug and Alcohol Recovery service to support people with complex addiction issues;
-  Review of unscheduled care mental health services, supporting individuals within their own communities, or as close to home as possible;
-  Provision of a community based Brief Intervention Service;
-  Lead Partnership Allied Health Professionals providing rehabilitation support;
-  Psychological support for staff wellbeing across our whole system including third and independent sectors and carers;
-  Work closely with colleagues in Acute Services and Police Scotland to address the levels of unscheduled care in mental health;
-  Expanding access to the increased range of supported digital options for Mental Health as part of a tiered model for service delivery.

Key Actions 2021/22

Children, Families and Justice Service

In order to support the remobilisation of Children, Families and Justice Services, the following priorities have been identified.

-  Protect and invest in Early Intervention and Prevention work (e.g. scoping extended families/family group conferencing and signs of safety approaches and wrap-around interventions at an earlier stage);
-  The Promise - continue plans to reduce external placements and support young people back to North Ayrshire;
-  Grow fostering and kinship placements;
-  Build on partnership working with a wide range of services to support young people and families;
-  Transitions of care to be planned and improved;
-  Refocus the role of school nursing to ensure timely, effective and joined up responses to support young people.

Health and Community Care

In order to support the remobilisation of Health and Community Care services, the following priorities have been identified.

- | | |
|--|---|
|  Unscheduled Care – Investment & Improve Delays; |  Integrated Island services, including unscheduled care; |
|  Re-design of Older Peoples Services – ‘Home First’ Approach; |  Rehabilitation; |
|  Grow Care at Home Capacity; |  Sustainability of Services (including providers) and Workforce; |
|  Care Home Commissioning Strategy; |  Caring for Ayrshire – including Primary Care Improvement Plan; |
|  Day Services Model and Support for Carers; |  Locality Multidisciplinary Teams |
|  Step up and step-down beds; | |

Transformation Focus for 2021-22

Continue to progress our integration ambitions, including shifting the balance of care, alongside meeting increased demand and need in our communities. During remobilisation period 2021/22 the key Transformation and Service Improvement actions, which support our response to our needs assessment, have been prioritised for action:

-  Older people services: including review of care homes, step up/down beds, day services and locality MDT teams to support early intervention and prevention, and care at home services including reablement,
-  Digital solutions to enhance independent living, reducing invasive in-home supports and enhance the delivery of extra care housing sites,
-  Closer integration of social work and NHS partners within Community Learning Disability Team, and similarly within Community Mental Health Team.
-  Carers and self-directed supports – implementing locality and needs led solutions to support people at home, reducing the need for residential support,
-  Administration review to improve efficiency and build on digital approaches,
-  Implement strategic plan feedback from engagement process – enhancing KA Leisure walking groups and service outreach models to people's homes.

We have also begun to explore the key improvement actions across services and with partners. To date, sixty actions have been identified for delivery during the 2021 service year, however we recognise that as we respond to the pandemic some may not be taken forward. These actions have been mapped to both our five strategic priorities and the three Pandemic Recovery priorities and can be found here [\[insert link\]](#).

Getting Involved



To support the development of our strategic plan the North Ayrshire Wellbeing Conversation was launched on the Friday 23rd October 2020. To date the Partnership has heard from 368 people. The Partnership will continue to target specific groups and individuals who are often marginalised and ensure their voices are listened to and acted upon.

There will be further conversations and different ways to get involved, and the Wellbeing Conversation will run until 31 March 2022. As a result, we expect the content of this bridging plan to continue to be updated.

At the moment, 75% say that the most important things they do to keep well are 'spending time with friends and family' and 69% have said 'walking'. Just 6% (one of the lowest responses) have said 'see a health and social care professional'.

When asking if people would like to be more involved in shaping health and social care services, 37% said 'yes', 26% said 'maybe in the future' and 36% said 'no'. Those who have answered 'yes' (152 people at the time of writing) will be invited to join our Care Improvement Network, which is a virtual network of people who are keen to help us shape and design the future of health and social care in North Ayrshire. The Partnership has shared this bridging plan with them for comment.

If you would like to get involved, please direct all enquiries to:
whatmatterstoyou@north-ayrshire.gov.uk

Comments or questions about this document, including request for support information or documentation should be made to:

**North Ayrshire Health
and Social Care Partnership,**

Cunningham House, Friars Croft,
Irvine KA12 8EE

Follow us on Twitter @NAHSCP
For more information go to www.NAHSCP.org

You can get this pack in other formats such as Braille,
audio tape or large type, and in community languages if you ask us.

ਜੇ ਤੁਸੀਂ ਹੋਰ ਫਾਰਮੈਟਾਂ ਜਿਵੇਂ ਕਿ ਬਰੈਲ, ਆਡੀo ਟੇਪ ਜਾਂ ਵੱਡੇ ਟਾਈਪ, ਅਤੇ ਸਮੁਦਾਇਕ ਭਾਸ਼ਾਵਾਂ ਵਿੱਚ ਇਹ ਪੈਕਟ ਪ੍ਰਾਪਤ ਕਰਨਾ ਚਾਹੁੰਦੇ ਹੋ ਤਾਂ ਸਾਨੂੰ ਦੱਸੋ। ਇਹ ਸਹਾਇਤਾ ਦਾ ਮੰਗ ਕਰਨ ਤੋਂ ਪਹਿਲਾਂ ਇਹ ਅਨੁਵਾਦ ਕੀਤਾ ਜਾ ਸਕਦਾ ਹੈ। ਕਿਰਪਾ ਕਰਕੇ 0141 578 8152 'ਤੇ ਕਾਲ ਕਰੋ।
درخواست برای این بسته در فرمت‌های دیگر، از جمله نوار صوتی یا تایپ بزرگ، و در زبان‌های محلی، اگر بخواهید، می‌توانید از ما بخواهید.
Na życzenie klienta, informacje te mogą być udostępnione w innych językach oraz formatach



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath



Ayrshire
Area Support Team



NORTH AYRSHIRE COUNCIL

27 April 2021

Cabinet

Title: Community Payback Order Annual Report

Purpose: To present to Cabinet the Community Payback Order Annual Report 2019/20 which provides information about the work undertaken in the last year through Community Payback Orders with a particular focus on Unpaid Work Requirements

Recommendation: That Cabinet note the Community Payback Order Annual Report

1. Executive Summary

- 1.1 Legislation imposes a duty on local authorities to submit an annual report on the operation of Community Payback Orders (CPO) to Community Justice Scotland. Community Justice Scotland then lays before the Scottish Parliament a collation and summary of the data contained in these reports and this report requires to be published as soon as reasonably practicable after the 31st March.
- 1.2 Community Payback Orders (CPOs) were introduced in 2011 to replace Community Service, Probation and Supervised Attendance Orders for all offences committed from February 2011 onwards. This is now the eighth annual report submitted by North Ayrshire.
- 1.3 It is policy to promote community sentencing and build public and judicial confidence in this. The Community Payback Order (CPO) is designed to provide a viable alternative to custody and ensure that people who offend payback to society and their communities. This is done in two ways. Firstly, by requiring the person to make reparation, often in the form of an Unpaid Work Requirement, and secondly, by requiring them to address and change their offending behaviours, thereby improving the safety of local communities and providing opportunities for their reintegration as law abiding citizens.
- 1.4 Due to the Covid Pandemic, and taking into account the additional demands that this has placed on Justice Services, it was decided that the template for this annual report should be truncated. The period covered by this report is from 1st April 2019 to the 31st March 2020 so therefore does not cover the period of Covid restrictions. However, it would be important to highlight briefly the effect that Covid-19 has had on Justice Services.
- 1.5 Justice Social Work Services has faced enormous challenges since the first Lockdown in March 2020, as it continues to deliver community based interventions while supporting the safety and wellbeing of some of the most vulnerable people in

our communities. Justice Social Work Services have continued to provide services to those requiring reports or who are subject to community orders. Most contacts with service users have been via phone or social media platforms. However, where necessary and due to the level of risk or vulnerability, contact has continued to be face to face. On the advice of Scotland's Chief Medical Officer, Unpaid Work has been suspended since the 18th January 2021 and it is expected that this will not recommence until the 19th April. Other Justice Services, such as groupwork for women and sex offenders has had to be suspended and work in these areas is being done on a one to one basis.

- 1.6 The Community Orders (Coronavirus) (Scotland) Regulations 2021, introduced on the 11th March 2021, has allowed us to reduce outstanding Unpaid Work Orders by 35% (except for those convicted of domestic violence, sex offences or stalking). This has helped with our backlog which is steadily building again due to the suspension of face to face work.
- 1.7 As a result of the pandemic and related public health restrictions, there is now a significant backlog of cases before the courts which could not be brought to trial in 2020-21. It is anticipated that a return to "normal" operating levels will not be possible for some time due to the public health measures required, and that the number of cases in the system will continue to grow until additional court capacity is introduced (likely from September 2021), disposals from which will then need to be effectively resourced across community and custodial options. The immediate priority in 2021 is recovery and addressing the growing backlog of cases.
- 1.8 A range of CPO initiatives have been developed and progressed in 2019/2020 that have benefitted services users and the communities of North Ayrshire. This past year we have made considerable progress in developing our Employability Project which seeks to support service users into work or further education/training. We have also continued to develop our service user engagement group Making a Difference (MAD) as well as our desistance approach with service users and our work with the Mutual Aid Group (MAG). Similar to last year's report, we have included some case studies which demonstrate the effectiveness of Justice Social Work Intervention in helping service users desist from further offending and engage in a pro-social lifestyle.

2. Background

- 2.1 Justice Social Work Services in North Ayrshire engage with approximately 450 service users at any given time. National statistics on CPO's for 2019/20 showed that North Ayrshire had the third highest number of CPO's imposed per 10,000 population in Scotland at 64 per 10,000 population. Clackmannanshire had the highest at 69 followed by West Dunbartonshire at 68. The Scottish average was 43 CPO's per 10,000 population. These figures have clear implications for the workloads of Justice Services' staff. In addition, North Ayrshire's Justice Social Work Services has seen a reduction in its funding year on year since 2016.
- 2.2 In 2019/20 we received 366 Unpaid Work Requirements from the courts with a total of 49,698 hours being imposed. North Ayrshire has a diverse range of unpaid work projects and the following are examples of some of our current projects.

- 2.3 As alluded to above, we need to build public confidence in community sentencing and the setting of tighter statutory timescales for the completion of the CPO Unpaid Work Requirements was one way of doing this. Level 1 Requirements (under 100 hours) have to be completed within three months and Level 2 Requirements (between 101 and 300 hours) have to be completed within six months. Our performance continues to improve year on year. In the last year 99% (95/96) of Level 1 Requirements were completed within three months (up from 95%) and 98% (161/165) of Level 2 Requirements, the same as last year, were completed within six months.

3. Proposals

- 3.1 It is proposed that Cabinet notes the varied and worthwhile work that takes place with people subject to a CPO. This work benefits the service users but also the people and communities of North Ayrshire.
- 3.1.1 The ongoing larger scale projects provide most of the Unpaid Work placements. Smithstone House is an established long-term project. It is run like a market garden producing vegetables, fruit and flowers. Produce can be sold at Sale of Work days which are open to the public and this generates income to help sustain the project and any excess is donated to charity. Likewise, in our workshop we build garden furniture which again is sold to the general public. At Christmas 2018 and 2019 we held Christmas Fayres which showcased our work and helped raise money for charity. The main beneficiaries of this income generation in 2019/20 were Children 1st, Headstart and the George Steven Community Hub. Each received a cheque for £1,000.
- 3.1.2 The teams frequently deliver large furniture items to residents who could not ordinarily afford delivery costs. We continue to provide support to the North Ayrshire Foodbank and undertake weekly collections from local supermarkets and offices across North Ayrshire Council and deliver these to the Foodbank for sorting. The teams then deliver the packs to community centres across North Ayrshire for distribution. Vegetables grown at Smithstone House also go to the Foodbank.

3.2 Anticipated Outcomes

That the Council and the people of North Ayrshire are made aware of the positive benefits of CPO's and the contribution they make in helping to transform lives and in allowing service users to give something back to their communities.

3.3 Measuring Impact

Impact can be gauged by reading the case studies in the annual report as well as the statements from service users and beneficiaries.

4. Implications/Socio-economic Duty

Financial

- 4.1 The CPO Income Generation Fund is used to provide donations to local charities and good causes.

Human Resources

4.2 None.

Legal

4.3 None.

Equality/Socio-economic

4.4 Many service users embarking on CPOs are unemployed with few employment skills. While completing their CPO with an Unpaid Work Requirement, service users are given the opportunity to learn new skills such as gardening and joinery, which better equips them to find employment opportunities when they complete their orders. We have two Employability Mentors in Unpaid Work who support service users into employment, training and further education.

Environmental and Sustainability

4.5 Many of the CPO Unpaid Work projects enhance communities, schools, nurseries and green spaces.

Key Priorities

4.6 This report covers matters which contribute to the Community Planning Partnership's Local Outcome Improvement Plan, namely a Safer North Ayrshire and a Working North Ayrshire. It also contributes to the priorities of the HSCP, such as Tackling Inequalities and Engaging Communities.

Community Wealth Building

4.7 Anticipated greater knowledge and understanding of CPO's and the positive impact they can make to the lives of service users and the wider community.

5. Consultation

5.1 Promotion and consultation regarding CPO's has been, and will continue to be, an ongoing process and priority.

Caroline Cameron
Director North Ayrshire Health and Social Care Partnership

For further information please contact **David MacRitchie, Chief Social Work Officer and Senior Manager, Public Protection**, on **01294 317781**.

Background Papers

0

COMMUNITY PAYBACK ORDER ANNUAL REPORT

FINANCIAL YEAR: **2019/20**

LOCAL AUTHORITY: **North Ayrshire**



Types of unpaid work projects and activities which have been carried out (list of bulletpoints will suffice); the total number of unpaid work hours completed during the year; and one example that helps to demonstrate how communities benefit from unpaid work (max 300 words).

This is the ninth Community Payback Order Annual Report prepared by North Ayrshire. Previous reports have identified that North Ayrshire has provided a wide range of projects and services that have had tangible benefits for the residents of North Ayrshire, whilst providing service users with opportunities to desist from further offending as well as opportunities to provide payback and learn new skills. We have several long-term Unpaid Work projects that provide positive placements that have been noted in previous annual reports and we will once again provide a summary of these as they reflect the good work undertaken.

What's new in this year's Report? During this past year we have continued to make progress in developing our service user group, MAD (Making a Difference). We have expanded the services provided by our Employability Project which seeks to support service users into work or further education/training. We continue to make progress with our desistance approach with service users and our work with the Mutual Aid Group (MAG). Similar to last year's report, we have included some case studies which demonstrate the effectiveness of Justice Social Work Intervention in helping service users desist from further offending and engage in a pro-social lifestyle.

This year there has been 366 Unpaid Work Orders with a total of 49,698 hours imposed overall. We continue to respond to a range of referrals for work to be undertaken in the community from individuals, Councillors, Social Workers and Community Organisations.

The Unpaid Work teams undertake a variety of tasks for the benefit of local communities;

Foodbank

We have a dedicated team to aid the foodbank in undertaking collections and distribution of goods.

Schools

Many schools across North Ayrshire continue to request outdoor furniture, planters, mud kitchens and wig wams for their premises. The feedback received on these items continues to be very positive.



Auchenharvie Academy Benches

Community Councils

Community Councils ask us to undertake work within their areas ranging from renovating pathways, clearing overgrown areas and litter picking. We were involved placing a boat planter, stones and bark as a feature to visually improve the area. Teams cleared bedded areas in Saltcoats shore front in preparation for planters to be removed and undertook painting of benches along the sea front in Irvine.



Saltcoats Community Council



Towerlands Sports Club

Maritime

We continue to support important community resources such as the Maritime Museum and undertake painting tasks and grounds maintenance.

Removals

We support local Charity shops by collecting donated furniture and delivering purchased items. This is a valuable resource for those who might find it difficult to pay for uplift and delivery of large items.

The team also receives a number of requests from individuals and social work colleagues for removals to new accommodation. This would tend to be when a family has received a new tenancy but would have difficulty meeting the cost of a removal company. There are also instances where a person has no family to support them with a move.

Grit Bins

The teams undertake filling of approximately 500 grit bins throughout North Ayrshire to allow residents to grit their own pathways throughout winter months. We also took part in filling sandbags for Millport flood defence.

Workshops

Our three workshops are equipped to undertake training in woodwork skills and creative art. Service users who have disabilities or health issues may be unable to undertake heavier work and have an opportunity to make items which are sold with the funds going to the Income Generation Fund.

Income Generation Fund

The funds raised from the sale of items above enabled us to make three donations of £1,000 to Children 1st, Heartstart, and the George Steven Community hub.



Children 1st Cheque

Art Work

Once again we submitted to the Koestler Trust for the 2019 competition. Several commended award certificates were received for the work submitted..

Sales Days

At Smithstone house we have our horticultural base and are fortunate to have a polytunnel within a large garden where we are able to produce a range of vegetables and herbs. We make up hanging baskets for our sales day which we sell alongside a range of plants and garden furniture.

The 2019 Christmas Fayre

We sold a variety of crafts, baking and winter planters. Entry included a cup of tea or coffee and a freshly baked shortbread biscuit. Santa found time to pop in and see the local children and gave out selection boxes.



Painting and Decorating

Referrals are received from other services requesting assistance in decorating the homes of elderly or disabled people within the community.

Arran

Our team on Arran continue to be productive in painting community halls and refurbishing of multiple benches around the island.

Types of "other activity" carried out as part of the unpaid work or other activity requirement (max 300 words).

Please provide details only in circumstances where there have been changes to the information submitted last year. If there are no changes please insert N/A below.

N/A

Please provide an example of how consultation with prescribed persons and organisations, pursuant to section 227ZL of the 1995 Act, and wider communities on the nature of unpaid work and other activities, helped determine which projects were undertaken (max 300 words).

North Ayrshire Council Social Services and Ayrshire and Arran Health Board entered into the North Ayrshire Health and Social Care Partnership (NA-HSCP) on the 1st April 2015. Justice Social Work Services sit within this partnership. A presentation on this CPO Annual Report will be given to the NA-HSCP Integration Joint Board, which has Elected Member representation. A report will also be presented to North Ayrshire Council Cabinet, which is the main decision making body of the Council.

Health and Social Care locality planning is part of the new locality approach being adopted across Scotland. North Ayrshire has six localities. Justice Services use locality planning forums as opportunities to engage with local people, including the Third and Independent Sectors, to inform of the work of Justice Services and showcase our work.

We continue to use every opportunity to communicate the value of Unpaid Work both to Elected Members and through the media to the public.

Any issues affecting access to services which are provided by other partners (e.g. drug and alcohol services) and, where such issues have been identified, what work is underway to resolve them (max 300 words).

Please provide details only in circumstances where there have been changes to the information submitted last year. If there are no changes please insert N/A below.

N/A

Any other relevant information, which may include:

- An example of any work carried out with people on CPOs to address their offending behaviour but which does not fall into the category of a specific requirement.
- An example of work carried out in partnership with the third sector
- Any areas identified for improvement and planned next steps

Please provide details only in circumstances where there have been changes to the information submitted last year. If there are no changes please insert N/A below.

MAD (“Making A Difference”) Service User Engagement Group

The the last financial year, members worked on the second edition of the MAD magazine which was completed March 2020. This was due to be printed and shared with partners. However, this was unfortunately postponed due to COVID-19. One of our MAD members attended a justice meeting to publicise MAD and share his experience in October 2019 – this was in partnership with Turning Point Scotland Addiction Services:

“I was at a social work team meeting today on invite to talk about the M.A.D project and share my own experience of justice services, I have never felt so valued and respected in my life. Wow! To have a voice for others today and have it heard was amazing. Thanks for having me.”

Feedback from staff members was as follows:

“As practitioners we must learn from people, like Paul who have been through this journey and are now a positive role model to others in recovery.”

“By Paul attending the meeting it gave the overall team a realistic insight into how far he has come in his recovery journey and the obstacles that he encountered along the way”

“He was very inspiring, and it would be great if he could be more exposed to a vulnerable client group as he clearly will occupy the mentor/role model role with complete success!”

MAD cooking

Over the past year, MAD group have facilitated 3 cooking groups and make the following recipes:

- MAD lentil soup (25 pence a portion)
- MAD loaded mac and cheese (79 pence a portion)
- MAD chicken chow mein (£1.26 a portion)



Our most recent cooking group (chicken chow mein) was very popular with 7 service users attending in total, alongside family members.

Pictures:



Feedback:

"Its not just about cooking, its about sitting with each other and connecting"

"This is so easy to cook and healthy too. It tasted brilliant"

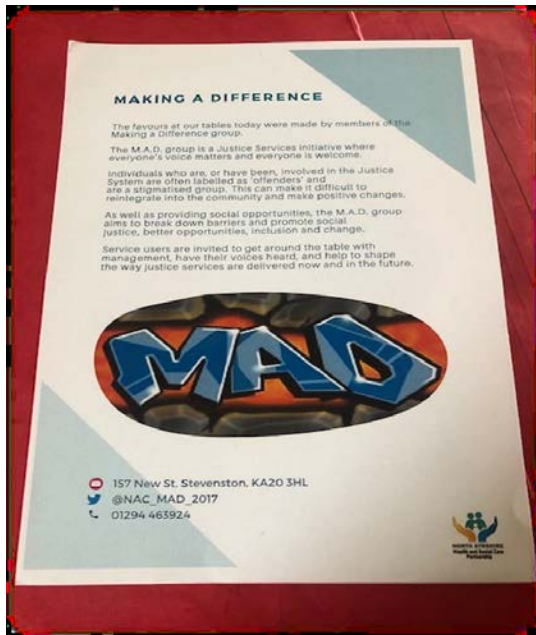
"The food was amazing, so cheap & easy to make. However, the most positive factor was the pride felt by those who had contributed to making it. True community spirit!"

"I'm never making a packet sauce again"



Partnership Awards

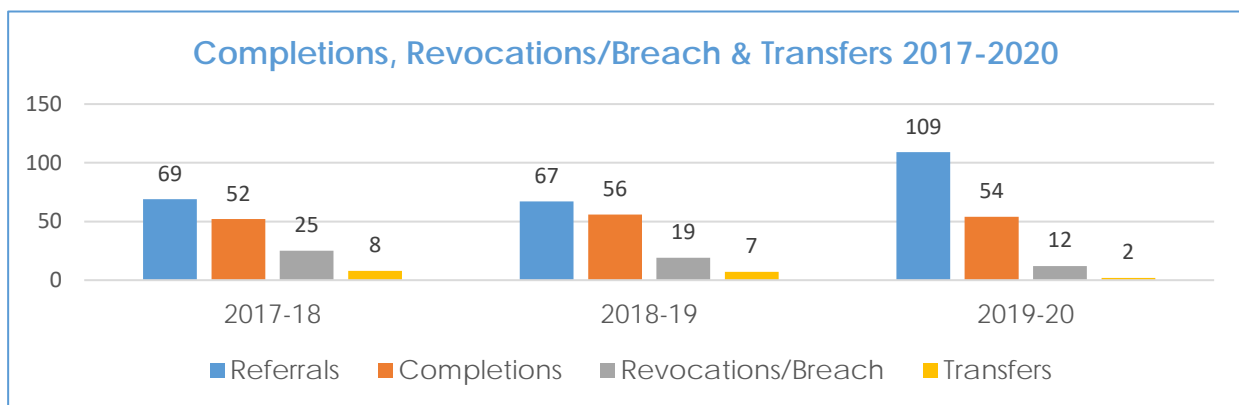
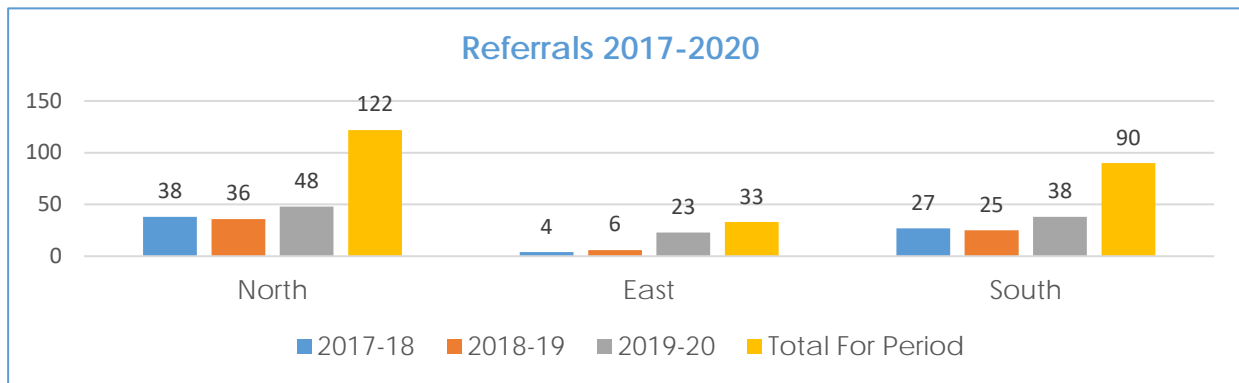
The M.A.D. magazine members made the favours for the North Ayrshire Partnership Awards in January 2020. All finalists for the award categories received a retro sweetie bag filled with lollies, love hearts and haribos!



Programme Delivery Team: Women's Service

Women's Service staff are part of our Partnership Delivery Team and provide Pan-Ayrshire supervision and case management of Community Payback Orders (CPOs) imposed by The Court for women who have more complex risk and needs as referred by Justice Services locality teams. This involves - statutory supervision and monitoring requirements of CPOs; providing reports to the Court as required; liaising with and making referrals to other services and departments; offering support and guidance to encourage desistance; advocacy; and completing offence focussed work in accordance with risk principles. In addition, the service incorporates group work programmes for both women and men across all localities; the Court Screening service for women and the Bail Supervision service.

COMMUNITY PAYBACK ORDERS



Positive Outcomes

Positive outcomes include a reduction in the number of revocations. Completions show a reduction however this is due to Orders being 18 months and two years. Reduction in offending behaviour whilst subject to a CPO; excellent advocacy provided by case managers regarding mental health issues; and improved pathways to Health Services in North and South Ayrshire due to collective work with the Justice Services Occupational Therapist. There has been collaborative work in all localities with services such as Money Matters and the Financial Inclusion Team, resulting in maximised income for service users and numerous women receiving significant amounts of backdated benefits. It is also recognised that, for some women who display persistent offending behaviour, there has been an increase in multiple Orders and extensions placed on the duration of Orders.

CPO Example:

T G, chaotic substance use and very negative traumatic lifestyle . Completed Womens Group, supported by Justice Officer to engage with the North Ayrshire Drugs and Alcohol Service, and counselling service, managed to achieve stability and has maintained this, no further offending behaviour. Then re-established relationship with family and is now invited to family gatherings etc (hadn't happened for some years). Her brother informed staff that he and the family are so proud of her and that she has inspired him to engage with services to reduce his own drug use.

Feedback: "I couldn't have done it without the support from Tina and the Womens Group".

Third Sector example:

Service user, L, had no previous involvement with Justice Services and no prior convictions until she was made subject to a CPO: Supervision Requirement. Her offence was identified as directly linked to her alcohol use and mental health issues. Alcohol use was not a dependency issue but an unhealthy coping mechanism. A referral was made to Ayrshire Council on Alcohol (ACA) for one to one counselling support and provision of tools to address and reduce alcohol use. L was provided weekly counselling sessions with ACA for 1 year before it was reduced to every third week. During this time she has been given the safe space to talk about previous trauma, mental health difficulties and the issues contributing to alcohol use. She was provided with techniques and alternative coping mechanisms and as a result has been abstinent from alcohol use for around four months. She is able to manage this on her own with phone contact with ACA staff now reduced to every three weeks due to progress made. It is likely that this will significantly reduce the likelihood of reoffending.

Womens Group: Example

There was a joint effort with NAC Unpaid Work Team and the Womens Group to make the table decorations for NAC Partnership Awards in 2019.

The Unpaid Work Team supplied the wood and the women decorated and named each decoration as an inspiration for others (courage, hope, trust, respect, change, belief and future). Two of the women attended the awards ceremony and were overjoyed at contributing and being a part of such a day. These women have experienced trauma and abuse the most of their lives and it was a significant boost to their self-esteem and self-worth leading to their participation in other community based groups.

The table decorations were raffled after the awards and money raised went to local charities.



COMPLETED BY: David MacRitchie, Senior Manager, Public Protection

DATE: 04th December 2020

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