



**North Ayrshire Council**  
Comhairle Siorrachd Àir a Tuath

## **Cabinet**

A Meeting of the **Cabinet** of North Ayrshire Council will be held in the **Council Chambers, Ground Floor, Cunninghame House, Irvine, KA12 8EE** on **Tuesday, 03 June 2025 at 14:30** to consider the undernoted business.

### **Meeting Arrangements - Hybrid Meetings**

This meeting will be held on a predominantly physical basis but with provision, by prior notification, for remote attendance by Elected Members 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>.

#### **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 meeting of the Cabinet held on 6 May 2025 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**

#### **Reports by the Executive Director (Education)**

#### **3 Attainment and Achievement Summary 2023/24**

Submit a report by the Executive Director (Education) providing an update on (i) Local early learning milestones data for Literacy and Numeracy for 2023-24; (ii) Curriculum for Excellence attainment levels in literacy and numeracy for 2023-24; and (iii) the overall performance of the 2023-24 North Ayrshire Council school leavers as highlighted in the INSIGHT benchmarking tool (copy enclosed).

**4      Attainment and Achievement Summary - Care Experienced Learners - 2023/24**

Submit a report by the Executive Director (Education) providing an update on (i) Curriculum for Excellence Broad General Education (BGE) attainment levels of care experienced learners in 2023-24; (ii) Senior Phase attainment of care experienced school leavers in 2024; (iii) post-school participation of care experienced learners (copy enclosed).

**5      Review of ELC Sustainable Rates for Funded Providers**

Submit a report by the Executive Director (Education) seeking approval to increase the sustainable rate of payment to funded providers of early learning and childcare (ELC) in North Ayrshire who are contracted by the Council to deliver funded ELC to eligible 2–5-year-olds (copy enclosed).

**6      HMle National Thematic Inspection 2025 – Local Authority Approaches to Supporting School improvement**

Submit a report by the Executive Director (Education) to inform of the outcome of the HMle National Thematic Inspection of local authority approaches to school improvement, and to provide information about the performance of North Ayrshire Council Education Service in this context (copy enclosed).

**7      Proposal to Reserve Spaces for Catchment Children at Three Primary Schools**

Submit a report by the Executive Director (Education) to provide information on the rolls at Fairlie, Mayfield and Montgomerie Park Primary Schools and to seek approval to reserve up to 2 places at each year group stage of these primary schools for incoming catchment pupils from academic session 2025-26 (copy enclosed).

**GENERAL BUSINESS FOR DECISION**

**Reports by the Chief Executive**

**8      Equality Mainstreaming Report 2025 and Equality Outcomes 2025 to 2029**

Submit a report by the Head of Democratic Services to present the Equality Mainstreaming Report 2023 to 2025 and Equality Outcomes 2021-2025 Report (encompassing the Education Authority) Report and proposed Equality Outcomes for 2025 to 2029 (copy enclosed).

**9      Revenue Budget 2024/25 - Financial Performance to 31 March 2025**

Submit a report by the Head of Finance to advise of the financial performance for the Council for 2024/25 (copy enclosed).

**10      Capital Programme Performance to 31 March 2025**

Submit a report by the Head of Finance to advise of progress in delivering the Capital Investment Programme 2024/25 (copy enclosed).

### **Reports by the Director (Health and Social Care Partnership)**

- 11 Children's Services Performance Report 2024-25**  
Submit a report by the Director (Health and Social Care Partnership) seeking approval for the North Ayrshire Children's Services Performance Report 2024-25 (copy enclosed).

### **Reports by the Executive Director (Communities and Housing)**

- 12 Review of Gypsy/Traveller Site Provision in North Ayrshire**  
Submit a report by the Executive Director (Communities and Housing) to provide a progress update regarding the review of Gypsy/Traveller site provision in North Ayrshire (copy enclosed).

### **Reports by the Executive Director (Place)**

- 13 Scottish Government Consultation: Changes to waste management services and the Call for Evidence (CfE) on the potential extension of the upcoming ban on landfilling biodegradable municipal waste**  
Submit a report by the Executive Director (Place) to advise of the Scottish Government Consultation on possible changes to household recycling collection services and the Call for Evidence on the potential extension of the upcoming landfill ban, and to seek Cabinet approval for the submission of the proposed response (copy enclosed).
- 14 Bulky Waste Collection Service - Requirement to Separately Collect and Manage Waste Upholstered Domestic Seating**  
Submit a report by the Executive Director (Place) to advise of the requirement to separately collect and manage Waste Upholstered Domestic Seating items for disposal, the proposed fee structure for Waste Upholstered Domestic Seating items and the proposed review of commercial waste charges at the Arran Waste Transfer Station (copy enclosed).
- 15 Implementation of the National 20mph Speed Limit Strategy**  
Submit a report by the Executive Director (Place) to advise on the proposed implementation of the National 20mph Speed Limit Strategy within North Ayrshire (copy enclosed).
- 16 Regeneration Delivery Plan Action Programme and Funding Proposals Update 2025-26**  
Submit a report by the Executive Director (Place) to provide an update on progress on the action programme and seek approval for proposed funding allocations for the Regeneration Delivery Plan (copy enclosed).

**17 Modern Apprentices and Workforce Planning Employability Programmes Update**

Submit a report by the Executive Director (Place) to provide an update on the continuing Modern Apprentice and Workforce Planning Employability programmes and seek approval for the expansion of the Environmental Skills and Training Academy, providing paid work placements to support unemployed individuals' progression to future sustainable employment (copy enclosed).

**18 Strathclyde Partnership for Transport - Consultation on Draft Strathclyde Regional Bus Strategy**

Submit a report by the Executive Director (Place) to seek approval for the proposed North Ayrshire Council submission to Strathclyde Partnership for Transport's consultation on the Draft Strathclyde Regional Bus Strategy (copy enclosed).

**19 Urgent Items**

Any other items which the Chair considers to be urgent.

**Exclusion of the Public - Para 9**

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

**Non Disclosure of Information**

In terms of Standing Order 21 (Disclosure of Information), the information contained within the following report is confidential information within the meaning of Section 50A of the 1973 Act and shall not be disclosed to any person by any Member or Officer.

**20 Arran Development Trust - Affordable Housing Account Funding Request**

Submit a report by the Executive Director (Communities and Housing) seeking approval to allocate grant funding to Arran Development Trust from the Affordable Housing Account (copy enclosed).

**21 Irvine – Montgomerie Park: Proposed Sale of Sites E, F & G**

Submit a report by the Executive Director (Place) to update on the Heads of Terms which have been negotiated for the sale of Sites E, F & G at Montgomerie Park prior to entering missives for the sale of the site (copy enclosed).



## **Webcasting**

Please note: this meeting may be filmed/recorded/live-streamed to the Council's internet site and available to view at <https://north-ayrshire.public-i.tv/core/portal/home>, where it will be capable of repeated viewing. At the start of the meeting, the Provost/Chair will confirm if all or part of the meeting is being filmed/recorded/live-streamed.

You should be aware that the Council is a Data Controller under the Data Protection Act 2018. Data collected during the webcast will be retained in accordance with the Council's published policy, including, but not limited to, for the purpose of keeping historical records and making those records available via the Council's internet site.

Generally, the press and public will not be filmed. However, by entering the Council Chambers and using the press or public seating area, you acknowledge that you may be filmed and that any information pertaining to you contained in the video and oral recording of the meeting will be used for webcasting or training purposes and for the purpose of keeping historical records and making those records available to the public. In making this use of your information the Council is processing data which is necessary for the performance of a task carried out in the public interest.

If you have any queries regarding this and, in particular, if you believe that use and/or storage of any particular information would cause, or be likely to cause, substantial damage or distress to any individual, please contact [dataprotectionofficer@north-ayrshire.gov.uk](mailto:dataprotectionofficer@north-ayrshire.gov.uk)

---

## Cabinet Sederunt

---

### **Elected Members**

Marie Burns (Chair)  
Shaun Macaulay (Vice-Chair)  
Tony Gurney  
Alan Hill  
Margaret Johnson  
Christina Larsen

### **Church Representatives**

Mr Andrew Bruce  
Ms Elizabeth Turbet  
Vacancy

### **Teaching Representative**

Ms Jacqui MacKenzie

### **Youth Council Representatives**

Chair:

Apologies:

Attending:

**IRVINE**, 6 May 2025 - At a Meeting of the Cabinet of North Ayrshire Council at 2.30 p.m.

**Present (Physical Participation)**

Marie Burns, Tony Gurney, Alan Hill, Margaret Johnson, Christina Larsen and Shaun Macaulay.

**In Attendance**

C. Hatton, Chief Executive; S. Anson, Executive Director (Education); D. Hammond, Executive Director; R. Leith, Head of Communities; and S. McKenzie, Senior Manager (Protective Services) (Communities and Housing); R. McCutcheon, Executive Director; L. Kirk, Head of Economic Development, Growth and Regeneration; and M. Ritchie, Senior Manager (Hunterston, Great Harbour and Tourism); L. Cree, Head of Sustainability, Transport and Corporate Property; and E. Mulholland, Team Manager (Estates) (Place); C. Cameron, Director (Health and Social Care Partnership); M. Boyd, Head of Finance (Finance); F. Walker, Head of People and ICT (People Services); R. Lynch, Senior Manager (Legal); J. Hutcheson, Senior Communications Officer (Media and Internal Communications); and S. Wilson, Committee Services Officer (Democratic Services) (Corporate Services).

**Chair**

Marie Burns in the Chair.

**1. Declarations of Interest**

There were no declarations of interest by Members in terms of Standing Order 11 and Section 5 of the Code of Conduct for Councillors.

**2. Minutes**

The Minutes of the Meeting of the Cabinet held on 18 March 2025 were confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973.

**3. Firework Control Zones**

Submitted a report by the Executive Director (Communities and Housing) providing an update on Firework Control Zone (FCZ) implementation in North Ayrshire. The Firework Control Zone Applications Draft Policy and Stakeholders Review Group terms of reference were attached at Appendices 1 and 2, respectively, to the report.

Cabinet agreed to approve (a) the Firework Control Zone Applications Draft Policy attached at Appendix 1 to the report and (b) the proposal for the establishment of a Firework Control Zone Stakeholder Group to administer the process.

#### **4. Locality Planning 2.0**

Submitted a report by the Executive Director (Communities and Housing) seeking approval of the proposed next steps in relation to North Ayrshire's locality planning approach. The North Ayrshire Locality Partnership Development Timeline 2014-24, North Ayrshire Locality Planning Review Activity Timeline 2024-25 and Locality Partnership Role Structure were attached at Appendices 1 – 3, respectively, to the report.

Officers responded to Members' questions and Cabinet agreed to (a) note (i) the review work undertaken in relation to locality planning in North Ayrshire; and (ii) the national context and ongoing developments regarding community and locality planning and local democracy; and (b) approve implementation of the proposals arising from the locality planning review as detailed within the report.

#### **5. Proposals for Community Investment Fund (CIF) Expenditure**

Submitted a report by the Executive Director (Communities and Housing) to determine applications by Locality Partnerships to allocate CIF funding to proposed projects. Applications from Garnock Valley Locality Partnership on behalf of Radio City (£65,000), North Coast and Cumbraes Locality Partnership on behalf of Clyde Coast and Cumbrae Men's Shed (£47,500) and Three Towns Locality Partnership on behalf of the Three Towns Growers (£49,420).

Officers responded to Member's questions and having reviewed the applications in line with the CIF criteria, Cabinet agreed to approve the applications attached at Appendices 1 - 3, respectively, to the report.

#### **6. North Ayrshire Visitor Management Plan**

Submitted a report by the Executive Director (Place) seeking approval of the updated annual Visitor Management Plan designed to support ongoing actions to manage domestic tourism in North Ayrshire during 2025. The Visitor Management Plan 2025 was attached at Appendix 1 to the report.

Officers responded to Members' questions and Cabinet agreed to (a) note the update on progress of the North Ayrshire Visitor Management Plan 2024; and (b) approve the North Ayrshire Visitor Management Plan for 2025 attached at Appendix 1 to the report.

#### **Exclusion of the Public - Para 9**

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

#### **Non Disclosure of Information**

In terms of Standing Order 21 (Disclosure of Information), the information contained within the following report is confidential information within the meaning of Section 50A of the 1973 Act and shall not be disclosed to any person by any Member or Officer.

## **7. Disposal of i3 Strategic Investment Campus Site, Riverside Avenue, Irvine KA11 5AR**

Submitted a report by the Executive Director (Place) providing an update on the marketing campaign and offers received in relation to the disposal of the i3 Strategic Investment Campus site in Irvine and seeking approval for disposal subject to suspensive conditions.

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

## **8. Lease to a Nominated Party: Lease of Rooftop Area of Cunninghame House**

Submitted a report by the Executive Director (Place) seeking approval to lease an area at roof level at Cunninghame House to enable the relocation of telecommunications equipment from Bridgegate House.

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

## **9. Urgent Items**

There were no urgent items.

The meeting ended at 3:10 p.m.

The full meeting proceedings can be viewed at  
<https://north-ayrshire.public-i.tv/core/portal/home>



## NORTH AYRSHIRE COUNCIL

3 June 2025

### Cabinet (Education)

<b>Title:</b>	<b>Attainment and Achievement Summary 2023 / 2024</b>
<b>Purpose:</b>	To update Cabinet on: (i) Local early learning milestones data for Literacy and Numeracy for 2023-24; (ii) Curriculum for Excellence attainment levels in literacy and numeracy for 2023-24; and (iii) the overall performance of the 2023-24 North Ayrshire Council school leavers as highlighted in the INSIGHT benchmarking tool.
<b>Recommendation:</b>	That Cabinet: <ol style="list-style-type: none"> <li>Notes the content of the report, including the progress being made by learners, specifically in literacy and numeracy.</li> <li>Notes the achievements of school leavers in SQA examinations in 2024; and</li> <li>Note the measures being taken to make further improvements to attainment and achievement levels across all educational establishments.</li> </ol>

## 1. Executive Summary

1.1 North Ayrshire Council has high aspirations for all and is committed to securing improved educational outcomes for all children and young people. Two of the current five strategic priorities for the Education Directorate are directly linked to raising attainment:

- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children and young people

This report provides an update on local early learning milestones data 2023-24, ACEL data (published in December 2024) for 2023-24, and Insight School Leavers data (published in February 2025) for 2023-24.

1.2 Highlights include:

- The overall achievement of a level of S3 learners has increased for Third and Fourth levels in Literacy and Numeracy. The achievement figures for all learners in Third level Numeracy are 7 percentage points higher than in 2021-22 and by almost 5 % points higher than 2021-22 for Literacy. For Fourth level Literacy and Numeracy, the achievement figures are the highest since 2019, by 2 percentage points for Numeracy and by 12 percentage points for Literacy.

- Comparing the attainment of S3 learners from SIMD Q1 with Q2-5, the poverty-related attainment gap has reduced by 10 percentage points in Third level Literacy and by 9 percentage points for Third Level Numeracy.
- The most deprived (SIMD Quintile 1) lowest 20% and middle 60% attaining of all leavers' complementary tariff points are both above the virtual, SWEIC and national comparators.
- North Ayrshire school leavers continue to show high levels of positive destination figures over the past 5 years with 96% achieving an initial positive destination.
- At 60%, the percentage of S5 leavers achieving Level 5 Numeracy is the highest in the last 5 years.
- The lowest 20% of S4 school leavers have achieved the highest number of tariff points in the last 5 years and is above the Virtual Comparator.
- NAC School leavers from almost every SIMD decile are exceeding the performance of school leavers from similar backgrounds nationally.

## 2. Background

- 2.1 The current cost of living crisis and other post-covid factors may have impacted young people's decisions of when to leave school and their subsequent destinations and may continue to do so for a number of years.
- 2.2 All key benchmarking data is now available for schools and local authorities as they move into the improvement planning cycle and look ahead to session 2025-26. Improvement plans for next session will take full account of the messages found from analysing and reflecting upon ACEL and Insight data, with a view to seeking improvements in outcomes for children and young people annually until they leave school.
- 2.3 **Attainment in Broad General Education – Attainment of Curriculum for Excellence Level (ACEL) in P1, P4, P7 and S3**

(These highlights are supported by charts in Appendices 1, 2 2a and 2b)

- 2.3.1 In 2016, the Scottish Government began to collect statistics on the Curriculum for Excellence level achieved in Literacy (Listening and Talking, Reading, Writing) and Numeracy by learners in the Broad General Education stages P1, P4, P7 and S3. This is based on teacher judgement about each pupil's achievement of expected level made at the end of June each session. This data collection by the Scottish Government was suspended in 2020 for all schools due to the impact of the pandemic. Data collection was resumed in 2021 for stages P1, P4 and P7 though not S3. In 2022 all stages were once again collected.

Schools submit data for the following learner stages:

- Primary 1
- Primary 4
- Primary 7
- Secondary 3



The submitted school level data is aggregated by the Scottish Government to produce a Local Authority aggregate, and it is this dataset that forms the basis for this report.

2.3.2 For the purposes of this paper, \*Primary data combines Primary 1, 4 and 7 CfE attainment.

Expected levels, relevant to stage: -

<b><u>CfE Level</u></b>	<b><u>Stage</u></b>	<b><u>Description</u></b>
Early	P1	The final two years of early learning and childcare before a child goes to school and P1, or later for some.
First	P4	To the end of P4, but earlier or later for some.
Second	P7	To the end of P7, but earlier or later for some.
Third/Fourth	S3	To the end of S3, but earlier or later for some.

\*Learners who have been entered as 'Not Assessed' are not included in the percentage calculations. Pupils recorded as 'Pupils following Individual Milestones' are included in the percentage calculations.

2.3.3 Achievement of CfE levels is based on a judgement of the holistic view of a child's achievements by their teacher across a range of evidence throughout their journey through the level. As part of a school's quality assurance process, teacher judgement levels are moderated internally and, in some cases, externally across school clusters, for example.

2.3.4 Raising attainment is an ongoing priority for the Education Directorate with a number of initiatives already in place to support schools. During session 2023-24, schools were supported through the offer of professional learning in key areas to support raising attainment in literacy and numeracy. Improvement projects included:

- The Education Service is committed to improving attainment for all and narrowing the poverty-related attainment gap. This session the strategic leadership team has shared consistent messages with all senior leaders across the authority during headteacher meetings, in order to reinforce this continued commitment.
- Following a review of the Professional Learning Academy (PLA) last session, a refreshed delivery model was designed and implemented for session 2023-24. The new model includes PLA teachers becoming embedded within partner schools for a term and working alongside school staff on an agreed aspect of learning, teaching and assessment identified from their school improvement plans to improve practice and have a positive impact on learning outcomes. In 2023/24, the PLA worked in this way with 25 primary schools and 3 secondary schools for at least one term on targeted interventions across a range of curricular areas, including literacy, numeracy, play pedagogy and digital learning.
- In a number of Primary schools, additional Raising Attainment class teachers were deployed to support identified learners and groups of learners with targeted interventions. By providing appropriate pace and challenge, the Raising Attainment teachers could support the work of the class teachers and enhance the learning experiences further for identified children.
- Working collaboratively across Primary and Secondary sectors with teaching representatives, a new tracking and monitoring tool for the Broad General Education (P1-S3) was launched which allows schools to track attainment in literacy and

numeracy and provide a level of consistency of approaches to data usage across the authority.

- A focus on stretch aims across all sectors at establishment and local authority levels provided opportunity for regular data analysis and professional dialogue around attainment of learners in North Ayrshire schools and Early Years establishments.
- A focus on improving data literacy skills in teachers with regular professional dialogue opportunities and training
- Working in partnership across the local authority, SWEIC and national networks to support sharing of highly effective practice that reduces the poverty related attainment gap.
- The new Power BI Progress and Achievement Analysis tool for Broad General Education (BGE) for literacy and numeracy supports robust and regular analysis of attainment of Literacy organisers and Numeracy at school and central levels
- Support provided to targeted schools by the Attainment Advisor on data for improvement
- A learner pathways tool has been developed around the Ayrshire Growth Deal to support curriculum planning and the development of employability skills
- The NAC Education Directorate's 2-18 Digital Learning Strategy was launched which aims to support the effective use of digital technology to raise attainment

### 2.3.5 Summary of results

The following paragraphs provide an overview of attainment at each stage in each of the Literacy components and in Numeracy (and Health & Wellbeing for Early Years), for the past 5 years minus 2020 which was not recorded.

### 2.3.6 Early Years Literacy, Numeracy and Health and Wellbeing

- Based on local early learning milestones, which have been used consistently across the service for a number of years, in 2024, overall 78.5% of all children achieved their early learning milestones in literacy, numeracy and health and wellbeing, which is in line with the previous 2 years. The levels of achievement can be broken down into their constituent parts as follows:
- Literacy: 75.5% have achieved their literacy milestones which is down 3 percentage points since 2023.
- Numeracy: 75.9% have achieved their Numeracy milestones which is broadly in line with the previous two years.
- Health and Wellbeing: 87.6% have achieved their H&WB milestones this year which is down less than 3 percentage points on 2023

### 2.3.7 Primary Literacy (see Appendices 1-3)

- In 2024, 69% of children in North Ayrshire Council achieved the appropriate attainment level in Literacy. This is 1 percentage point higher than in 2023 and 10 percentage points higher than in 2021.
- At national level, 74% of children achieved the appropriate level of Literacy in 2024, which is an increase of 1 percentage point since 2023 and 7 percentage points since 2021.
- Overall attainment data over time shows that local authorities with the highest levels of poverty / deprivation generally experienced a steeper drop in primary school

attainment during Covid and a slower rate of recovery to pre-pandemic levels compared to the rest of the country.

- The poverty related attainment gap (between the most and least deprived) in primary literacy in North Ayrshire remains at 19 percentage points in 2024, which is 3 percentage points smaller than in 2021.
- The poverty related attainment gap in literacy across Scotland is 20 percentage points in 2024, which is 4 percentage points smaller than in 2021.

### **2.3.8 Primary Numeracy**

- In 2024, 76% of children in North Ayrshire Council achieved the appropriate attainment level in Numeracy, which is in line with the performance in 2023 and is 9 percentage points higher than in 2021.
- At national level, 80% of children achieved the appropriate attainment level in Numeracy in 2024, which is in line with the performance in 2023 and 5 percentage points higher than in 2021.
- The poverty related attainment gap (between the most and least deprived) in primary numeracy in North Ayrshire remains at 16 percentage points in 2024, which is 8 percentage points smaller than in 2021.
- The poverty related attainment gap in numeracy across Scotland is 17 percentage points in 2024, which is 5 percentage points smaller than in 2021.

### **2.3.9 Secondary Literacy (by S3) (Appendices 4-6)**

- In 2024, 90% of young people in North Ayrshire Council secondary schools achieved third level in literacy or better, which is 5 percentage points higher than in 2023 and is the highest since 2019.
- At national level, 88% of young people achieved third level literacy or better in 2024, which is in line with 2023 and pre-pandemic levels.
- The poverty related attainment gap (between the most and least deprived) in S3 third level literacy in North Ayrshire is 7 percentage points in 2024, which is 11 percentage points smaller than in 2023.
- The poverty related attainment gap in third level literacy across Scotland is 13 percentage points in 2024, which is 1 percentage point smaller than in 2023.
- In 2024, 62% of young people in North Ayrshire Council secondary schools achieved fourth level in literacy which is the highest percentage recorded and is 14 percentage points higher than in 2023.
- At national level, 58% of young people achieved fourth level in literacy, which is the highest percentage recorded and is an increase of 2 percentage points since 2023.
- The poverty related attainment gap (between the most and least deprived) in S3 fourth level literacy in North Ayrshire is 31 percentage points in 2024, which is the same as in 2023.
- The poverty related attainment gap in fourth level literacy across Scotland is 31 percentage points in 2024, which is the same as in 2023.

### **2.3.10 Secondary Numeracy (by S3)**

- In 2024, 88% of young people in North Ayrshire Council secondary schools achieved third level in numeracy or better, which is 4 percentage points higher than in 2023 and is the highest since 2019.

- At national level, 90% of young people achieved third level in numeracy or better in 2024, which is in line with 2023 and pre-pandemic levels.
- The poverty related attainment gap (between the most and least deprived) in S3 third level numeracy in North Ayrshire is 7 percentage points in 2024, which is 13 percentage points smaller than in 2023.
- The poverty related attainment gap in third level numeracy across Scotland is 12 percentage points in 2024, which is 2 percentage points smaller than in 2023.
- In 2024, 65% of young people in North Ayrshire Council secondary schools achieved fourth level in numeracy, which is the highest percentage recorded, and is 7 percentage points higher than in 2023.
- At national level, 65% of young people achieved fourth level in numeracy, which is the highest percentage recorded and is 2 percentage points higher than in 2023.
- The poverty related attainment gap (between the most and least deprived) in S3 fourth level numeracy in North Ayrshire is 19 percentage points in 2024, which is 19 percentage points smaller than in 2023.
- The poverty related attainment gap in fourth level numeracy across Scotland is 33 percentage points in 2024, which is 2 percentage points smaller than in 2023.

## 2.4 School Leavers – Insight – 2023-24

North Ayrshire Council Education Directorate Data Team sends all 9 secondary schools their Insight Analytical Data set each year which empowers schools to inspect their leavers' data at a learner level. The contextual and circumstantial understanding that schools possess regarding their learners coupled with this dataset can allow patterns and trends for groups of learners to be identified that is not possible by solely using Insight. Consequently, schools can utilise this information for future improvement planning. The most recent update of Insight affords the opportunity to explore how well young people leaving school have attained, in the five years to 2024.

- 2.4.1 The time period covered by these statistics means that the results will be affected by the coronavirus (COVID-19) pandemic. In particular, the cancellation of exams and external assessment of coursework in 2020, and the use of the Alternative Certification Model in 2021, will have affected the attainment of many 2020-21 school leavers. It is also likely that the pandemic will have continued to affect the destination choices made by, and opportunities available to, some school leavers in 2023-24.
- 2.4.2 The impact of these different approaches to certification upon school leaver attainment means that care should be taken when making comparisons over time, particularly when comparing 2019/20 and 2020/21 with previous or subsequent years. Any comparison between the attainment levels of these two cohorts with other session cohorts should not be seen as an indication that performance has improved or worsened, without further evidence.

## 2.5 National Benchmarking Measures

One of the functions of Insight is to provide an analysis of four national benchmarking measures showing the performance of pupils at the point of exit from school. This provides a consistent benchmark and emphasises that attainment and achievement in S4 to S6 are cumulative. These measures are connected and should be looked at

together when considering the performance of a school or local authority and the next steps to be taken in seeking further improvements.

#### 2.5.1 The four National Benchmarking Measures are:

- **Improving attainment in literacy and numeracy**

Our aim is for all our school leavers to be highly literate and numerate, increasing their life chances greatly.

Curriculum for Excellence stresses the responsibility of all teachers for developing literacy and numeracy skills. This reflects the importance placed on these crucial skills which unlock learning in all other areas of the curriculum and are vital for success in learning, life and work in the modern world and workplace.

- **Improving attainment for all**

The overall aim for this measure, along with tackling disadvantage, is to have our pupils attain as highly as possible 'across the board'.

Attainment is an individual's passport to personal, social, cultural and economic opportunities. Raising attainment means improving life chances. This does not mean just focusing on exam results but instead looking at attainment in its widest sense. It is this rich attainment which enables all of our children and young people to make good progress and develop the skills, ambition, and know-how they need to improve life chances.

- **Attainment versus Deprivation: tackling disadvantage – improving equity of outcome irrespective of SIMD**

The overall aim for this measure, together with improving attainment for all, is to have our pupils attain as highly as possible 'across the board'.

This measure is aimed at reducing the gap in attainment associated with the incidence of higher and lower deprivation and has the same aspirations for our learners as improving attainment for all.

- **Increasing post-school participation**

Considering the destinations of our leavers is a vital part of ensuring that Curriculum for Excellence is a success in our schools. The measure focuses on initial destinations and is linked with Skills Development Scotland's information.

2.5.2 This briefing considers the position of North Ayrshire Council over time and, where possible, in relation to a 'virtual' comparator authority and the national position for each of the measures. Additionally, where available, data relating to performance in the South West Educational Improvement Collaborative has been included for comparison.

2.5.3 Virtual comparator (VC) data is constructed from the performance of individual pupils with similar characteristics from schools in other local authorities. For every pupil in a North Ayrshire school, 10 similar pupils are identified from across all schools in other local authorities to be part of the virtual comparator's data. This allows a comparison

based on some key pupil characteristics (gender, deprivation (SIMD decile), additional support needs and stage of leaving) that are linked to educational outcomes.

2.5.4 The following terms of quantity are used in this report:

All	100%
Almost all	91%-99%
Most	75%-90%
Majority	50%-74%
Minority/less than half	15%-49%
A few	less than 15%

Other quantitative terms used in this report are to be understood as in common English usage.

## 2.6 **Summary of School Leavers' results 2023-24: Improving attainment in literacy and numeracy**

All Leavers Achieving Literacy (see Appendix 7)

### Level 4

- 93%% of NAC school leavers achieved Level 4 literacy, the lowest percentage since 2019 but still above the VC
- Almost all school leavers achieved Level 4 literacy

### Level 5

- At 81%, NAC is above the VC by nearly 3 percentage points
- NAC remains above the VC for the 5<sup>th</sup> year since 2019
- Most leavers achieved Level 5 Literacy.

### 2.6.1 **Percentage of S4 Leavers Achieving Literacy**

#### Level 3

- 92% of S4 leavers achieved Level 3 Literacy – this is the second highest percentage in the last 5 years
- Almost all S4 leavers achieved Level 3 Literacy

#### Level 4

- At 75%, North Ayrshire Council is above the VC and is the second lowest percentage since 2021.
- Most S4 leavers achieved Level 4 Literacy

#### Level 5

- At 44 %, North Ayrshire Council is above the virtual comparator which has been the case since 2019 and is the third highest percentage in the last 5 years
- Less than half of S4 leavers achieved Level 5 Literacy

## 2.6.2 **Percentage of S5 Leavers Achieving Literacy**

### Level 5

- At 72%, North Ayrshire Council is above the virtual comparator which has been the case since 2019
- This is in line with performance in 2022-23
- The majority of S5 leavers achieve Level 5 Literacy

## 2.6.3 **Percentage of S6 Leavers Achieving Literacy**

### Level 5

- At 96%, North Ayrshire Council is above the virtual comparator which has been the case since 2019
- This is in line with performance over the past 5 years
- Almost all S6 leavers achieve Level 5 Literacy

## 2.6.4 **Percentage of All Leavers Achieving Numeracy** (see Appendix 7)

### Level 4

- 90% of all leavers achieved Level 4 Numeracy and this is broadly in line with the past 4 years' attainment
- North Ayrshire Council has been above the VC for the past 3 years
- Almost all leavers achieved Level 4 Numeracy

### Level 5

- 71% of all leavers achieved Level 5 Numeracy, which is above the VC, and is 1 percentage point higher than in 2022-23
- North Ayrshire Council has been above the VC for the past 5 years
- The majority of leavers achieved Level 5 Numeracy

## 2.6.5 **Percentage of S4 Leavers Achieving Numeracy**

### Level 3

- At 95%, the percentage of S4 leavers achieving Level 3 Numeracy is the second highest in the last 5 years and has been consistently above the VC
- This represents a 3-year trend of improvement since 2020-21
- Almost all S4 leavers achieved Level 3 Numeracy

### Level 4

- 71% of S4 leavers achieved Level 4 Numeracy which is the second highest percentage in the past 5 years
- With the exception of 2020-21, NAC has been above the VC
- The majority of S4 leavers achieved Level 4 Numeracy

### Level 5

- At 35%, the percentage of S4 leavers achieving Numeracy at Level 5 is the second highest percentage in the last 5 years

- This figure is almost 10 percentage points above the VC
- Less than half of S4 leavers achieved Level 5 Numeracy

#### 2.6.6 **Percentage of S5 Leavers Achieving Numeracy**

##### Level 5

- 60% of S5 leavers achieved Level 5 Numeracy which is almost 7 percentage points above the VC
- This is the highest percentage in the past 5 years
- The majority of S5 leavers achieved Level 5 Numeracy

#### 2.6.7 **Percentage of S6 Leavers Achieving Numeracy**

##### Level 5

- 86% of S6 leavers achieved Level 5 Numeracy
- This is broadly in line with attainment over the last 5 years
- Most S6 leavers achieved Level 5 Numeracy

### 2.7 **Improving attainment for all** (see Appendices 8-9)

This measure provides information on the both the average total tariff score and the average complementary tariff score of school leavers in three groups: the lowest 20%, middle 60% and highest 20% based on attainment.

The average total tariff score gives a sense of the total value of all qualifications gained, with all tariff points added together for the highest level of each qualification gained. However, local authorities and individual schools sometimes have different approaches to the number of qualifications undertaken at each stage of the senior phase, and this variation in presentation policy can make it difficult to make meaningful comparisons across the country.

The complementary tariff score sums tariff points awarded to a candidate across their 5 best performances (courses). This measure allows for improved benchmarking and comparison across schools at local and national level.

There follows an analysis of the average complementary tariff scores for each stage-based leaver cohort subdivided into the three attainment groups based on complementary tariff points awarded.

#### 2.7.1 **Improving attainment for all – All leavers summary**

##### Lowest 20%

- At 113 tariff points, this is the lowest figure in the past 5 years but is above the VC by 20 tariff points

##### Middle 60%

- At 545 tariff points, this is the lowest figure in the past 5 years and is below the VC by 6 tariff points

##### Highest 20%

- At 1195 tariff points, this is the lowest figure in the past 5 years and is below the VC



## 2.7.2 Improving attainment for all – S4 Leavers Summary

### Lowest 20%

- At 48 tariff points NAC is above the VC by 28 tariff points
- NAC has been above the VC and national in this measure every year
- This is the second highest number of tariff points achieved over the last 5 years

### Middle 60%

- At 158 tariff points NAC is above the VC
- This is the first time above the VC since 2020
- This is the second lowest number of tariff points for this group since 2020

### Highest 20%

- At 342 tariff points NAC is above the VC
- This is the second highest number of tariff points since 2021

## 2.7.3 Improving attainment for all – S5 Leavers Summary

### Lowest 20%

- At 85 tariff points NAC is above the VC by 28 tariff points
- NAC has been above the VC in this measure for the last 5 years
- This figure represents a decrease of 18 tariff points since 2022-23

### Middle 60%

- At 332 tariff points, NAC is above the VC by 26 tariff points
- NAC has been consistently above the VC in this measure in the last 5 years

### Highest 20%

- At 764 tariff points, NAC is above the VC
- NAC has been consistently above the VC in this measure in the last 5 years

## 2.7.4 Improving attainment for all – S6 Leavers Summary

### Lowest 20%

- At 313 tariff points, NAC is below the VC
- NAC has been below the VC in this measure since 2021
- This is the lowest number of tariff points for this group in the last 5 years

### Middle 60%

- At 812 tariff points, NAC is below the VC
- NAC has been below the VC in this measure since 2020
- This is the lowest number of tariff points for this group in the last 5 years

### Highest 20%

- At 1326 tariff points, NAC is broadly in line with the VC
- This is the lowest number of tariff points for this group in the last 5 years

## 2.8 Attainment versus Deprivation: tackling disadvantage – improving equity of outcome irrespective of SIMD (see Appendix 10)

In total, 48% of our school leavers in 2024 live in SIMD deciles 1 and 2. This is an increase of 5 percentage points since 2023. In contrast, only 0.6% of North Ayrshire's

leavers in 2024 live in SIMD decile 10 (this equates to 9 learners). This extreme imbalance in distribution across SIMD deciles necessitates sensitive analysis.

The average total tariff score (ATTS) for all leavers remains higher in 2024 than pre-pandemic levels. Across almost all SIMD deciles, North Ayrshire leavers have gained on average a greater number of tariff points from their qualifications than national averages.

Of particular note are North Ayrshire leavers in SIMD Decile 4, who achieved on average 974 tariff points, compared to the national average of 797 for that group. The small number of leavers in SIMD decile 10 achieved less well when compared to their national counterparts. Careful school level analysis has taken place to explain this anomaly and to consider next steps for further improvement.

## 2.9 **Increasing post-school participation** (see Appendix 11)

### All Leavers

In North Ayrshire Council in 2023-24, the percentage of all school leavers in a positive destination is 96% which:

- Continues to be above the virtual comparator, and is in line with the South West Educational Improvement Collaborative and national level
- Demonstrates sustained improvements over the past 5 consecutive years
- is above the VC for the most deprived 20% of young people
- NAC is above the VC for Further Education (36%), in line with the VC for Training (5%) and below the VC for Higher Education (36%) and Employed (21%).

### S4 Leavers

At 93%, the percentage of S4 school leavers in a positive destination:

- is at the third highest level recorded in the last 5 years
- is above the virtual comparator, South West Educational Improvement Collaborative and national level.
- is above the VC and national for the most deprived 20% of young people for the fifth year in a row.
- NAC is above the VC for Further Education (58%) and below the VC for Training (10%) and for Employed (25%).

### S5 Leavers

At 94%, the percentage of S5 school leavers in a positive destination:

- is at the highest level recorded in the last 5 years
- is above all comparators
- is above all comparators for the most deprived 20% of young people and has been for the last 5 years
- NAC is above the VC for Further Education (49%), in line with the VC for Training (8%) and Higher Education (12%) and below the VC for Employed (25%).

### S6 Leavers

At 97%, the percentage of S6 school leavers in a positive destination:

- is in line with the last 5 years
- is broadly in line with all comparators (around 1 percentage point lower)

- is broadly in line with figures over the last 4 years for the most deprived 20% of young people
- NAC is above the VC for Further Education (23%) and Training (2%), in line with the VC for Employed (18%) and below the VC for Higher Education (54%).

## 2.10 Core Stretch Aims

As part of raising attainment and closing the poverty-related attainment gap, the Scottish Government has asked all 32 Local Authorities to set stretch aims for August 2026 (see appendix 12).

The core stretch aims linked to ACEL and Insight February update data are:

- The proportion of learners in North Ayrshire who achieve the expected levels of attainment in literacy at P1, P4 and P7 will increase.
- The proportion of learners in North Ayrshire who achieve the expected levels of attainment in numeracy at P1, P4 and P7 will increase.
- The proportion of school leavers who achieve 1 or more awards at SCQF level 5 or better will increase.
- The proportion of school leavers who achieve 1 or more passes at SCQF level 6 (grades A-C) or better will increase

Progress towards our existing stretch aims is outlined, both within this paper and at Appendix 12.

## 2.11 Closing the Poverty Related Attainment Gap

Raising attainment cannot simply mean a focus on excellence but must also focus on equity. Schools will therefore continue to be supported through our Service Improvement Plan actions and the use of the training and professional learning by the PLA.

The Education Service and all schools will continue to focus on and interrogate data to increase the pace of change in closing the poverty related attainment gap.

As a local authority we will continue to set ambitious locally identified stretch aims based on a three-year trajectory. These aims will be set for both excellence and equity.

## 2.12 Proposed Improvement Actions

The following improvement actions are proposed in respect of the key performance measures in learner attainment:

Improving attainment in Literacy & Numeracy: the service improvement plan includes specific actions to improve attainment in literacy and numeracy, including: the revision of our existing literacy and numeracy frameworks; the design and implementation of a 3-year raising attainment strategy; a more systematic and robust approach to the use of data for improving outcomes for all; and a further focus on effective moderation across and within schools. In parallel to this, schools and Early Years Centres will continue to be supported through establishment improvement planning processes,

quality assurance processes, training opportunities and the work of the Professional Learning Academy.

Improving Attainment for All: There will be a continuation of the focus on the middle and highest achieving learners to ensure that our performance continues to reduce the gap between North Ayrshire and the National performance. Part of our work will include a further exploration of the development of learner pathways to raise attainment further and expand pathways to appropriate initial leaver destinations for our young people. The re-designed senior phase curriculum offer in many schools will also enable further targeted programmes to be developed for the lowest achieving learners, particularly in S4.

Attainment versus Deprivation: North Ayrshire's Attainment Challenge and Pupil Equity Fund will continue to implement interventions for pupils living in the most deprived areas to improve their levels of attainment and achievement. A robust focus on the use of data for improving outcomes also underpins approaches to closing the poverty-related attainment gap.

Increasing Post-School Participation: To continue and enhance partnership working with Skills Development Scotland, DYW Ayrshire, Ayrshire College, and the Local Employability Partnership.

### **3. Proposals**

3.1 It is proposed that Cabinet:

- a) Notes the content of the report, including the progress being made by learners, specifically in literacy and numeracy;
- b) Notes the achievements of school leavers in attainment in 2024; and
- c) Notes the measures being taken to make further improvements to attainment and achievement levels across all schools.

### **4. Implications/Socio-economic Duty**

#### **Financial**

4.1 None.

#### **Human Resources**

4.2 None.

#### **Legal**

4.3 None.

#### **Equality/Socio-economic**

4.4 None.

## **Climate Change and Carbon**

4.5 None.

## **Key Priorities**

4.6 NAC Council Plan 2023-28: Wellbeing: To transition to a wellbeing economy, delivering prosperity, wellbeing and resilience for local people:

- Improving educational attainment and achievement and closing the attainment gap
- Developing the Young Workforce and ensuring positive destinations for school leavers

This work relates to the following priorities in the Education Service Plan 2023-26:

- Improvement in attainment and achievement, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children and young people.

## **Community Wealth Building**

4.7 None.

## **5. Consultation**

5.1 There is a robust Quality Improvement Framework in place to support schools to evaluate and analyse their performance and plan future improvements. This quality improvement process features regular evaluative visits to schools by Senior Officers. These visits feature evidence-based, challenging discussions to explore how schools are using the analysis of their attainment as a mechanism to inform targets for improvement. Furthermore, as part of our annual review process, we have consulted staff across the service on the improvement priorities for the coming session, and schools have in turn engaged with their school communities on their own priorities for improvement.

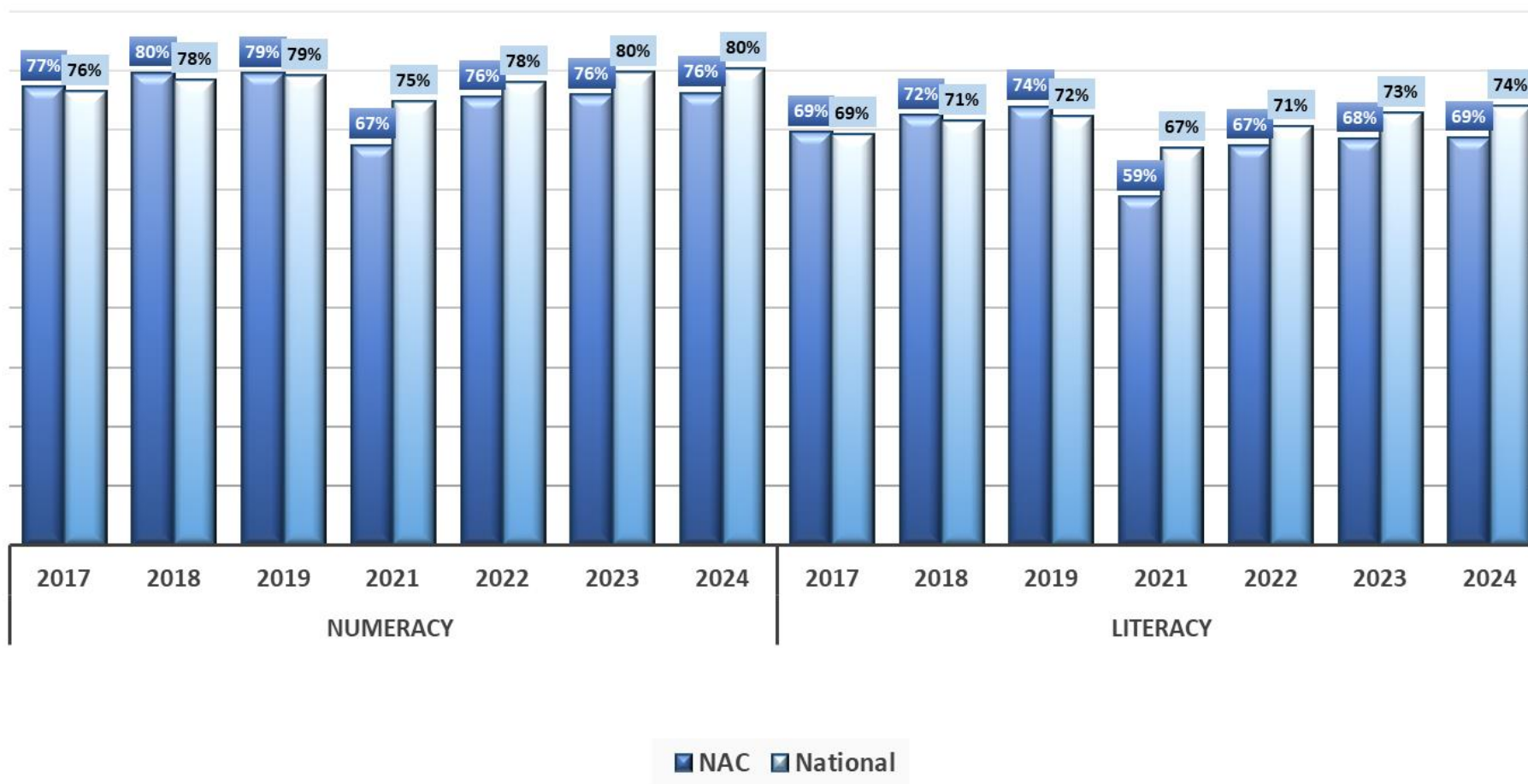
Andrew McClelland  
Chief Education Officer, Head of Service (Education)

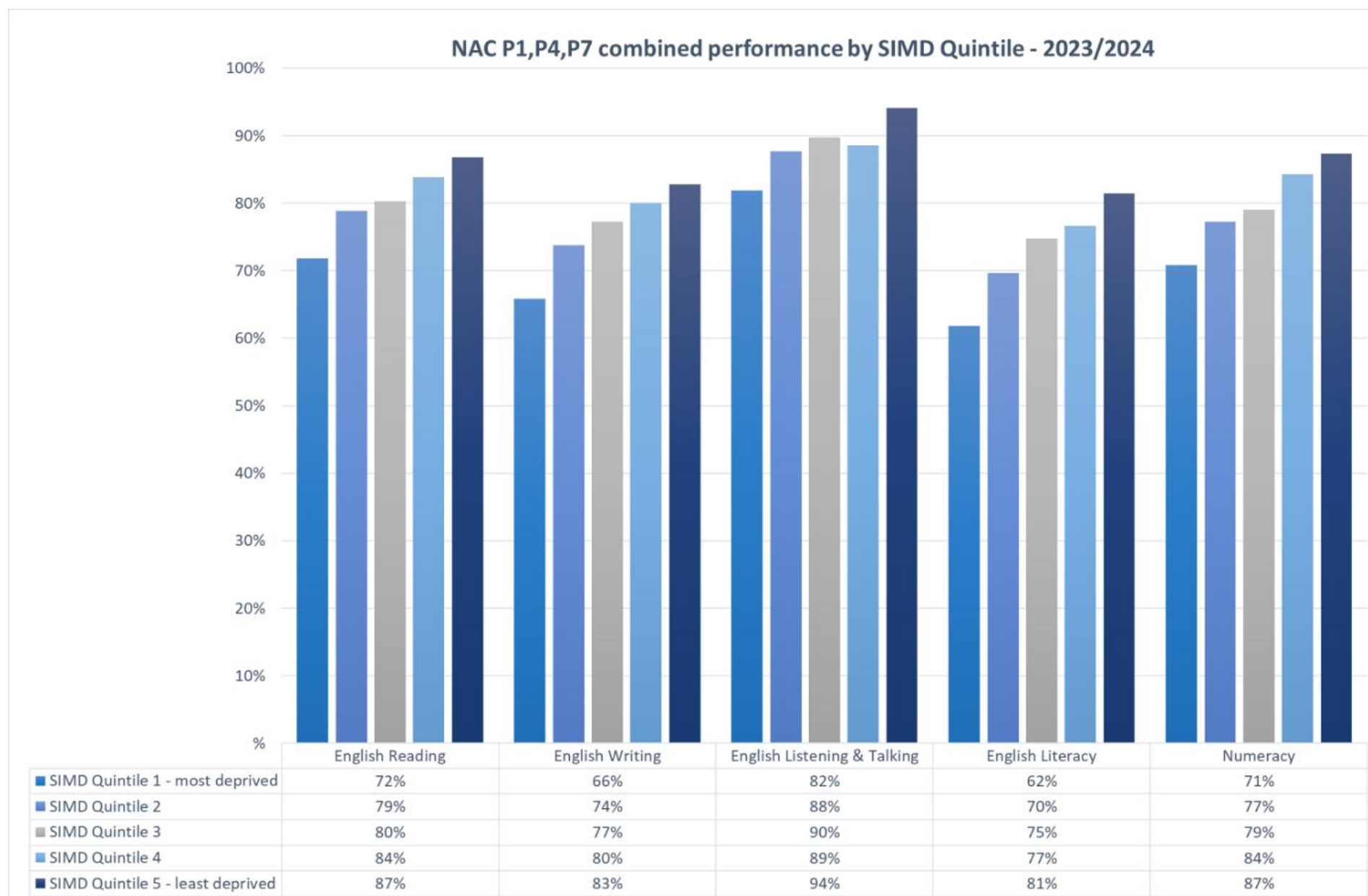
For further information please contact **Kathleen McCormick, Executive Manager**, on **01294 324443**.

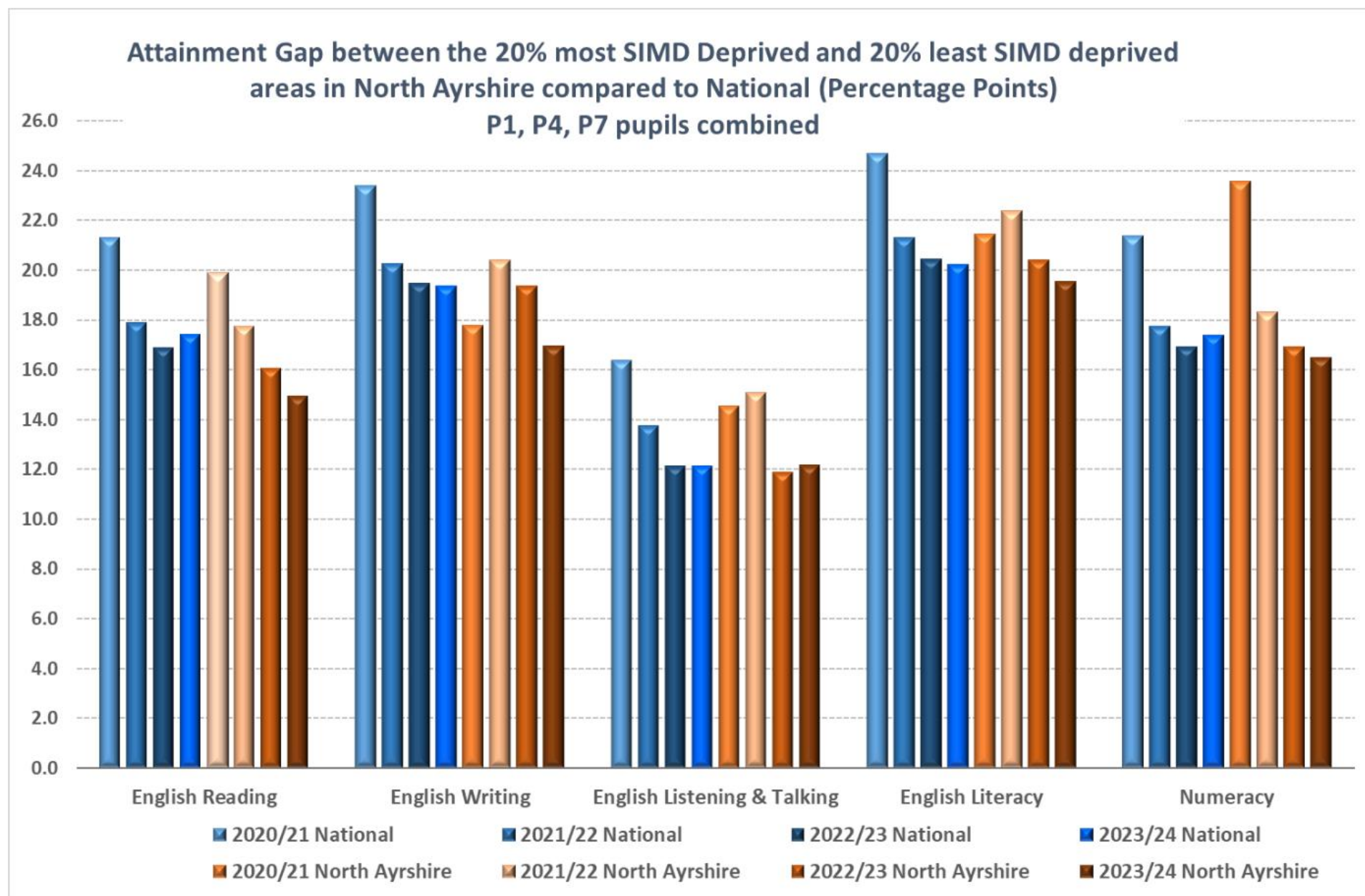
## **Background Papers**

0

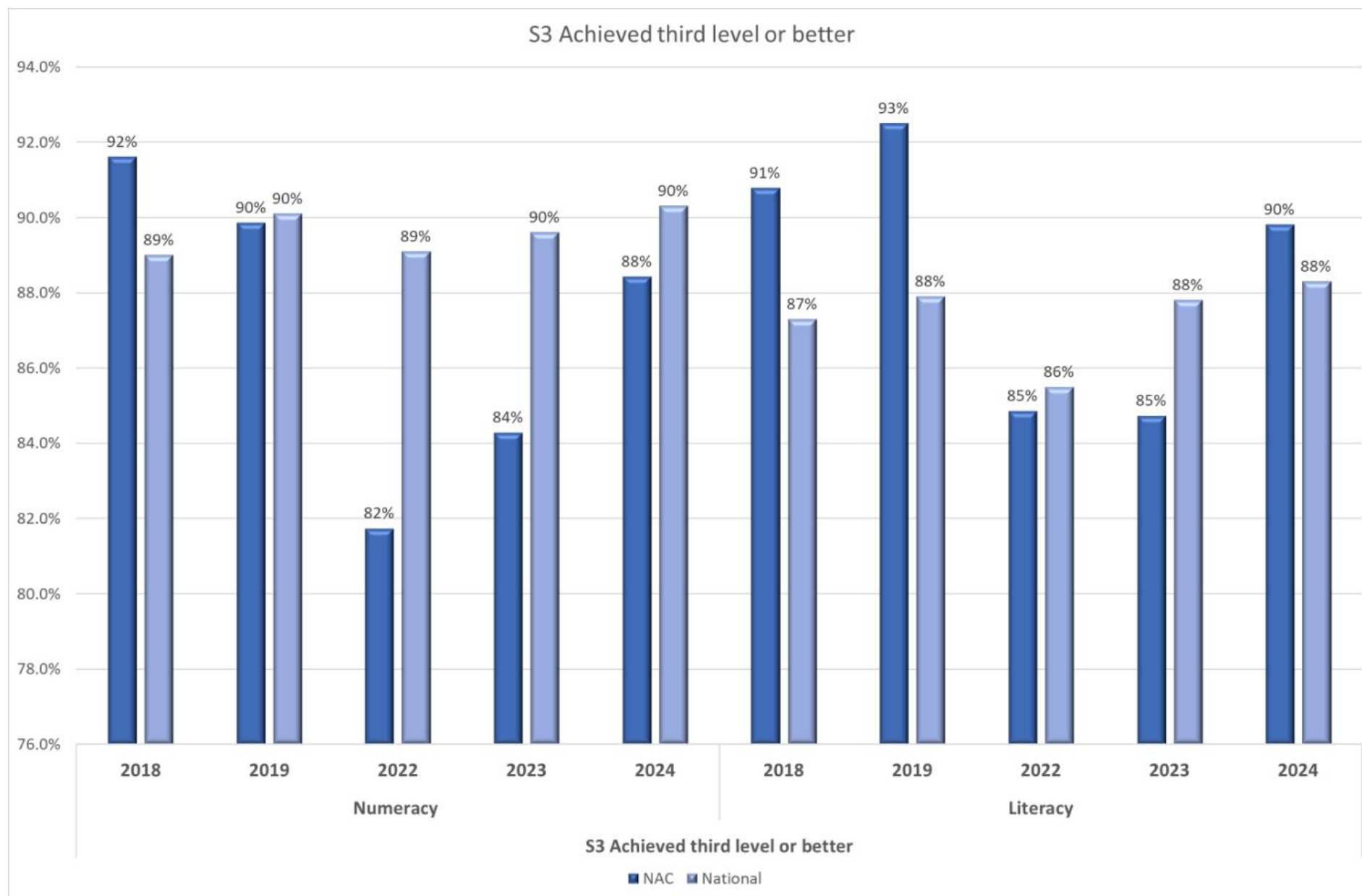
## Curriculum for Excellence Attainment in Literacy and Numeracy - P1, P4, P7 - combined

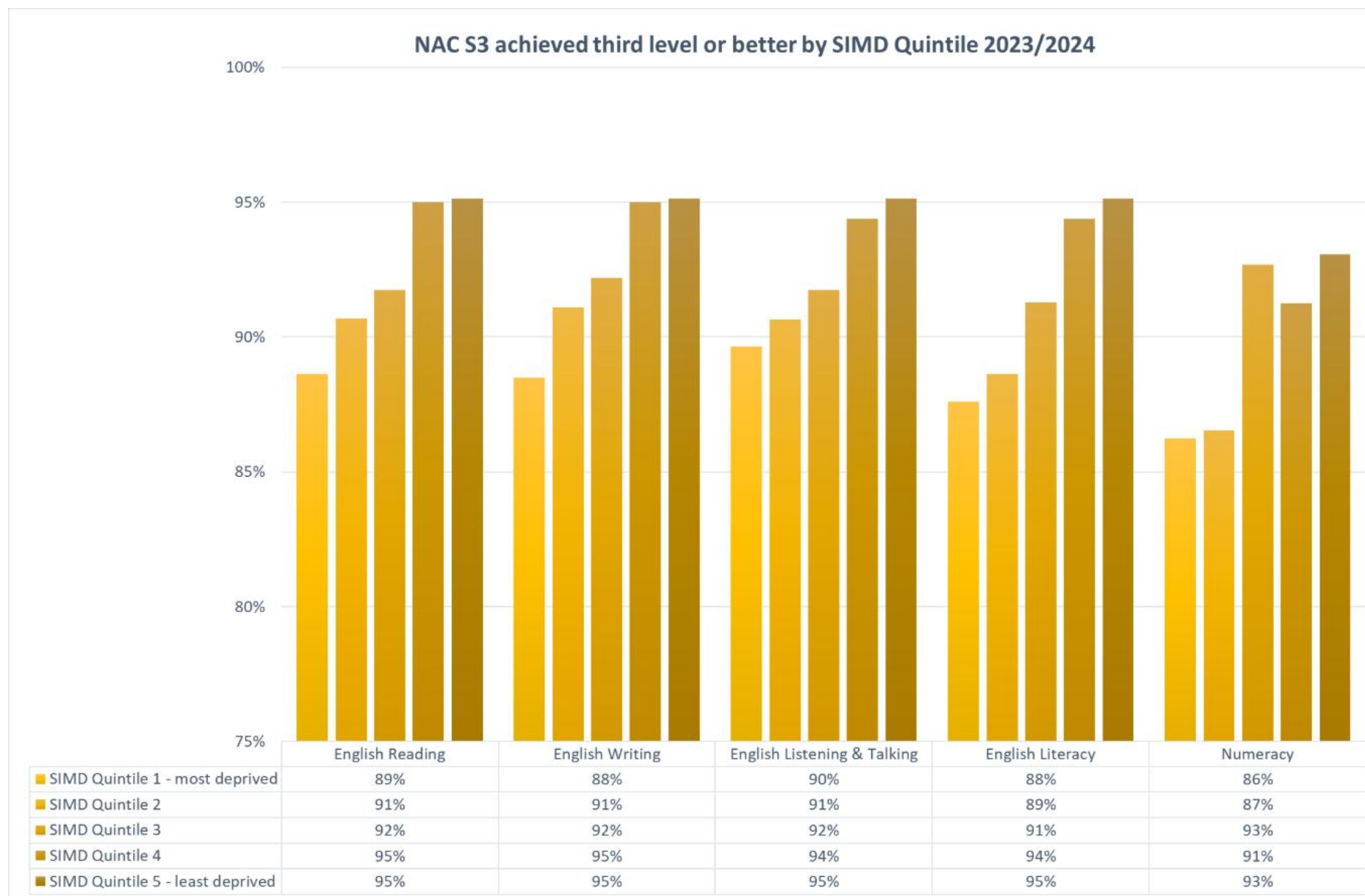


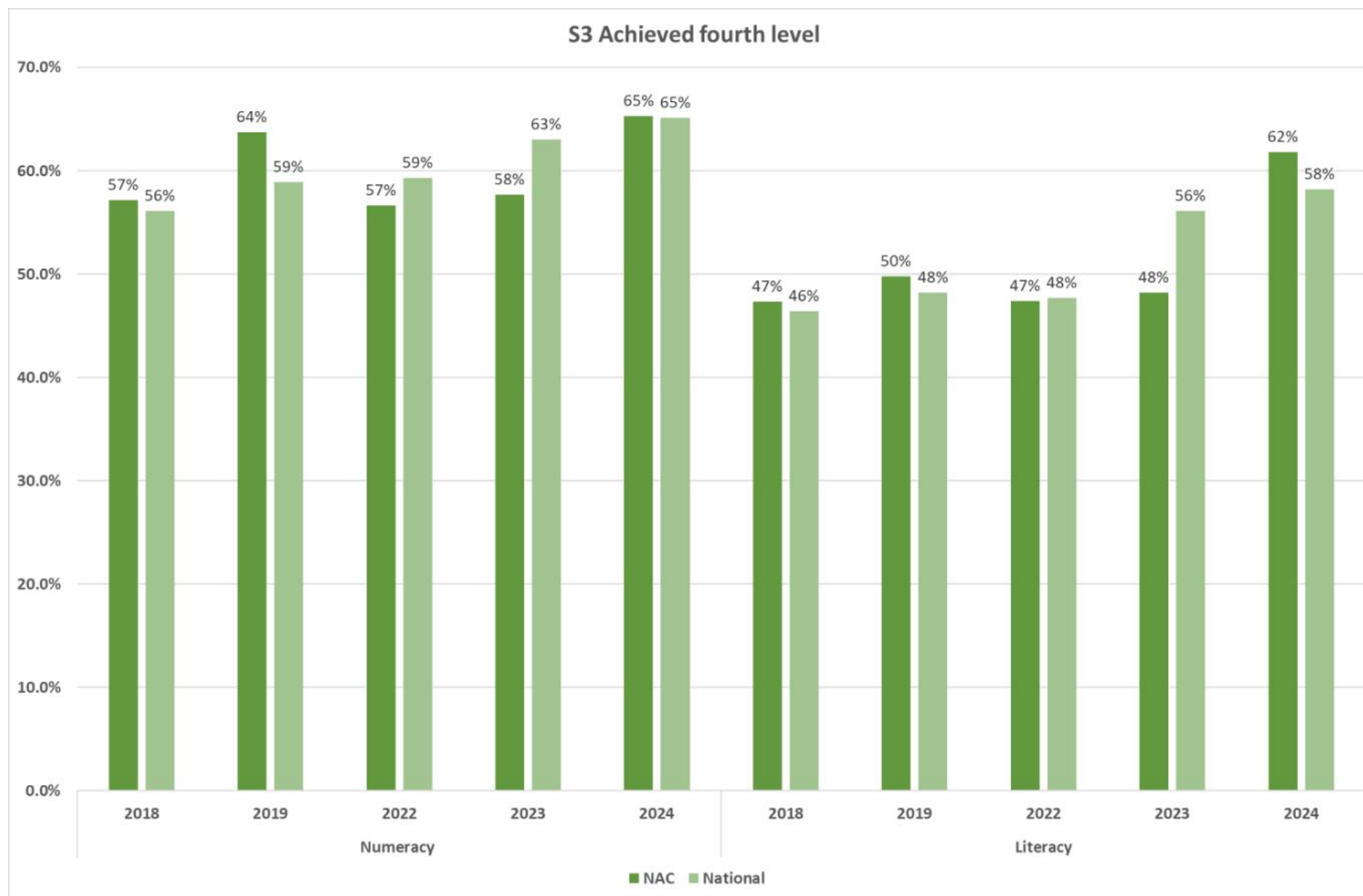




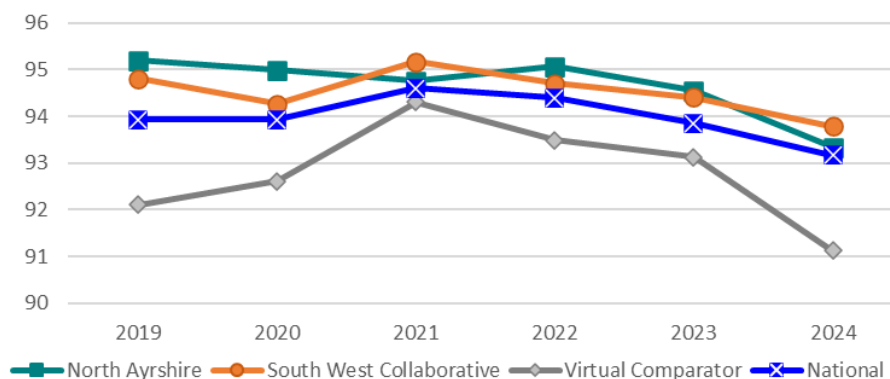




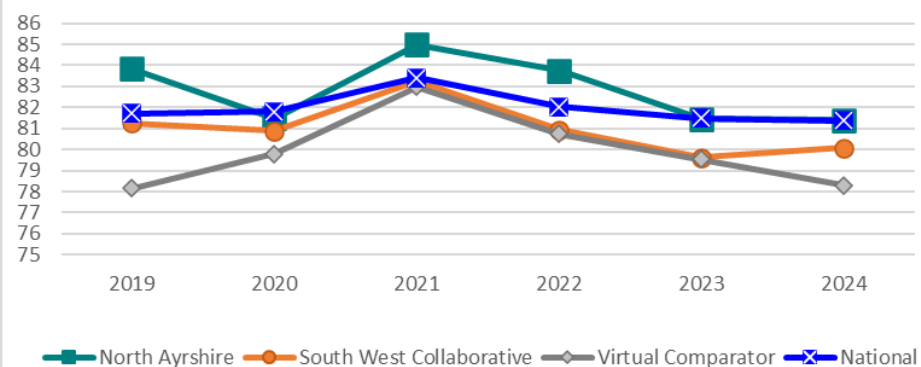




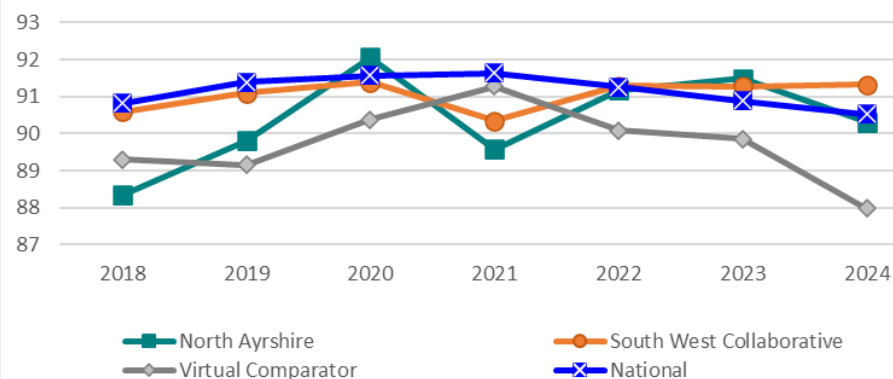
Percentage of school leavers attaining SCQF level 4 or better in Literacy



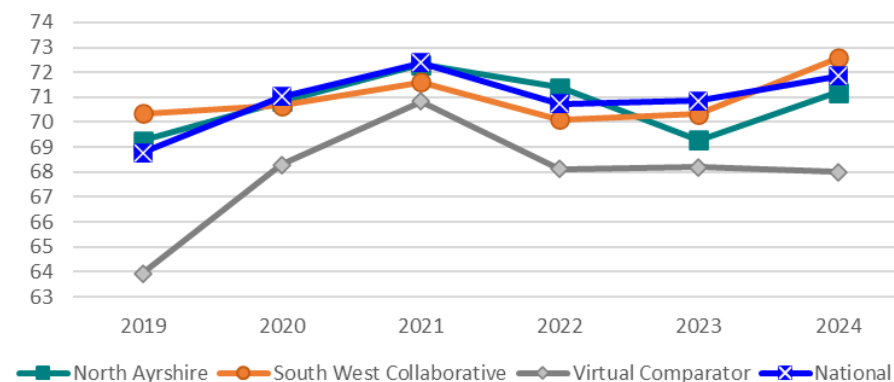
Percentage of school leavers attaining SCQF level 5 or better in Literacy



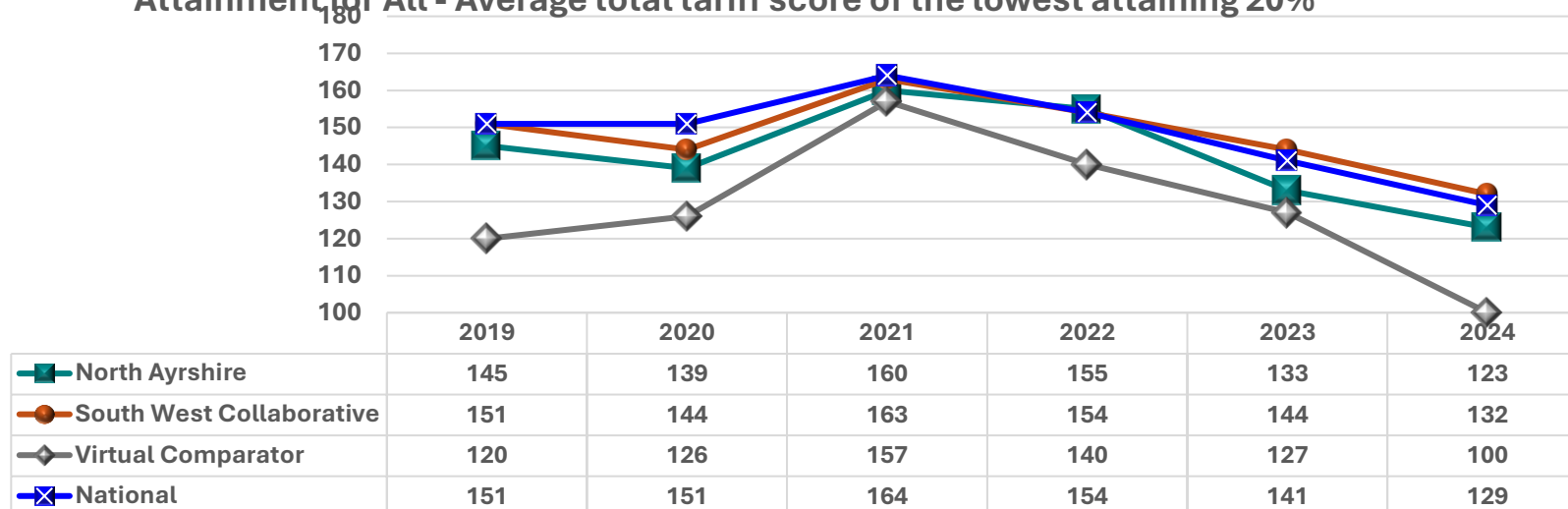
Percentage of school leavers attaining SCQF level 4 or better in Numeracy



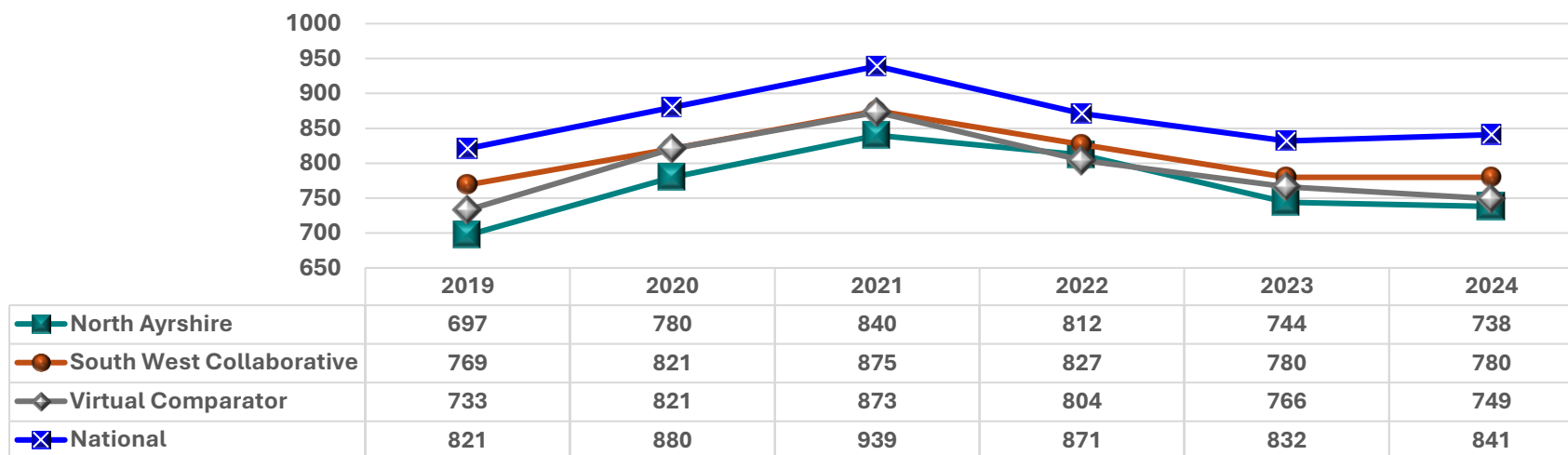
Percentage of school leavers attaining SCQF level 5 or better in Numeracy



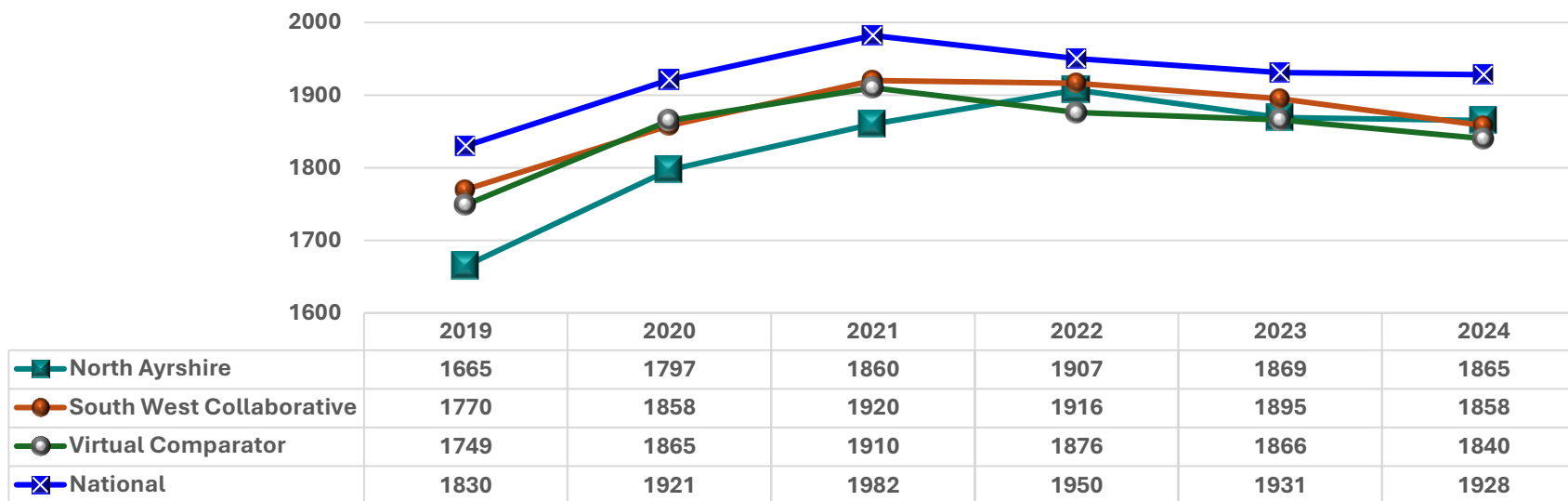
**Attainment for All - Average total tariff score of the lowest attaining 20%**



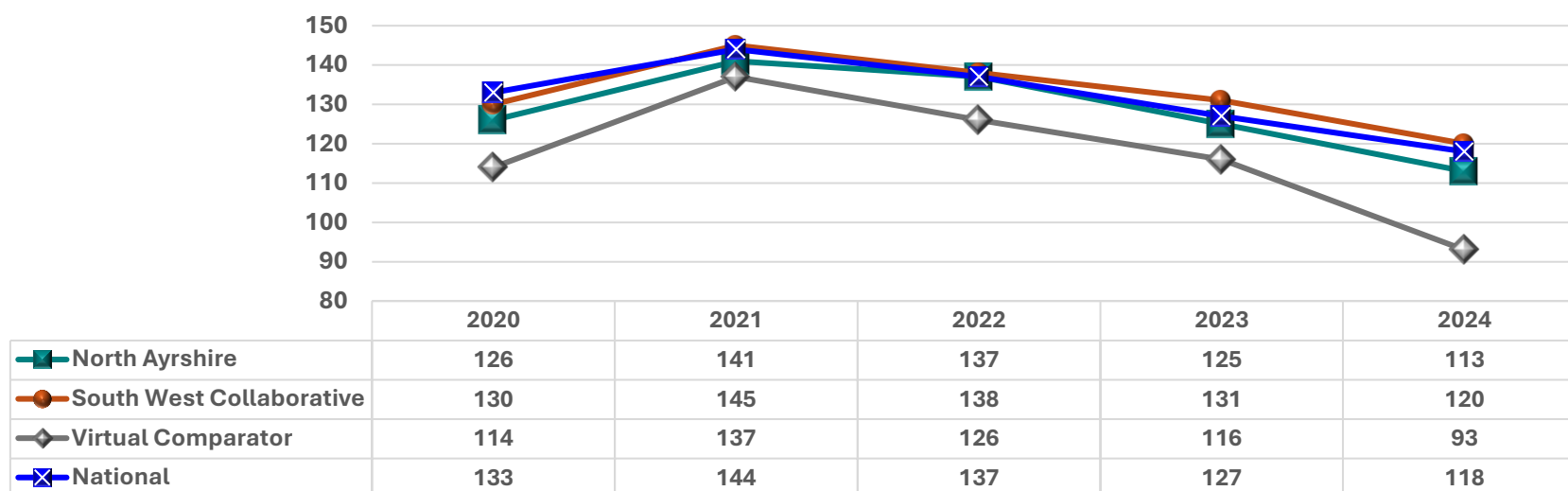
**Attainment for All - Average total tariff score of the middle attaining 60%**



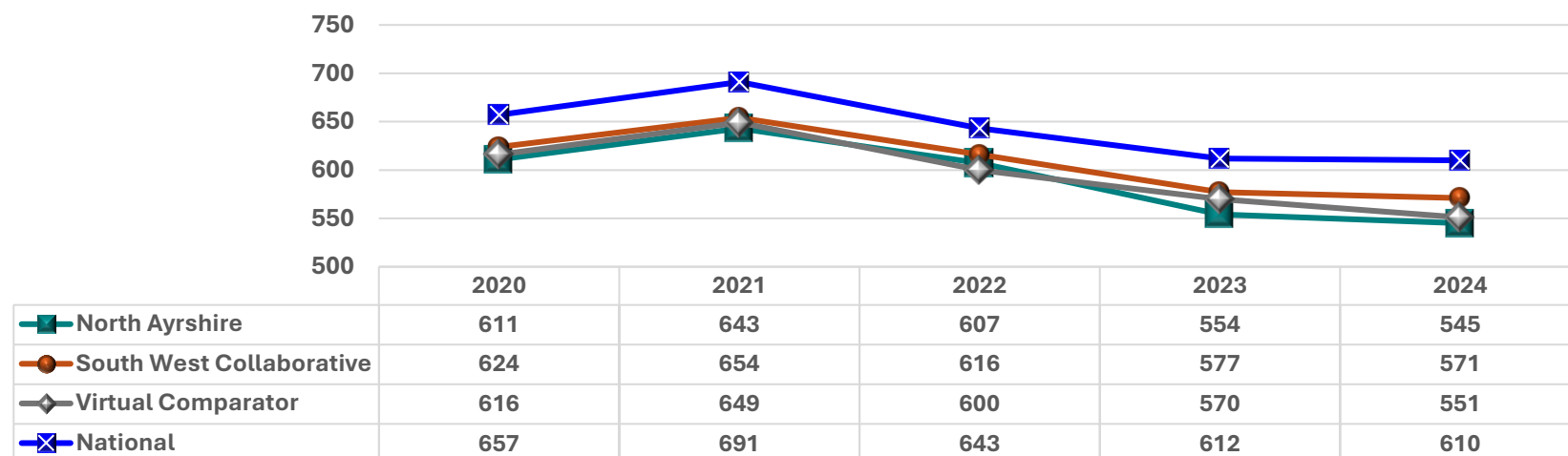
**Attainment for All - Average total tariff score of the highest attaining 20%**



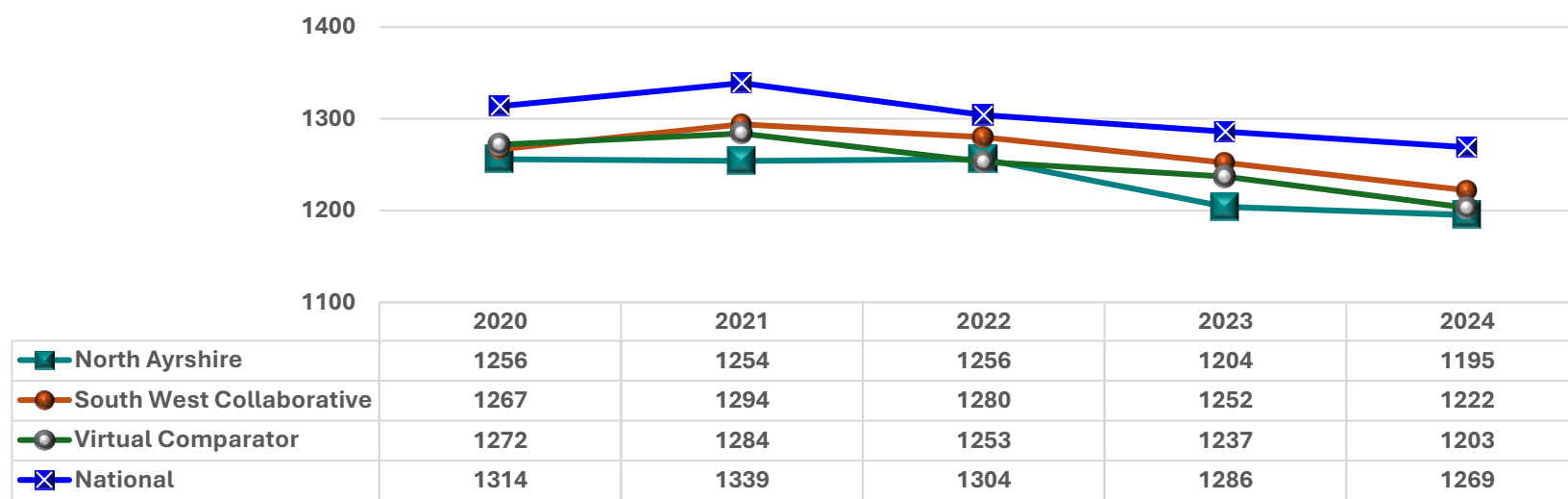
**Attainment for All - Average complementary tariff score of the lowest attaining 20%**



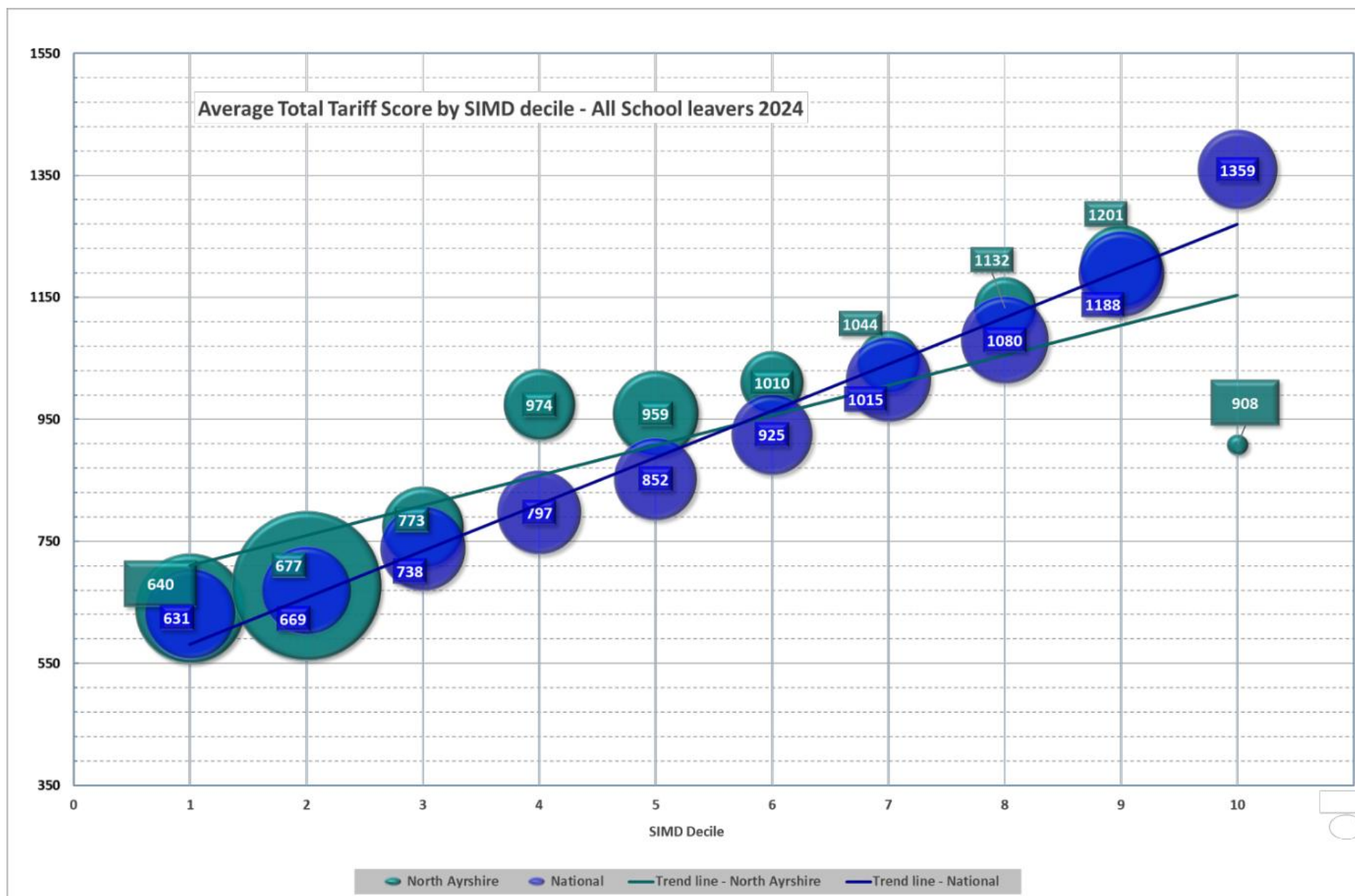
**Attainment for All - Average complementary tariff score of the middle attaining 60%**

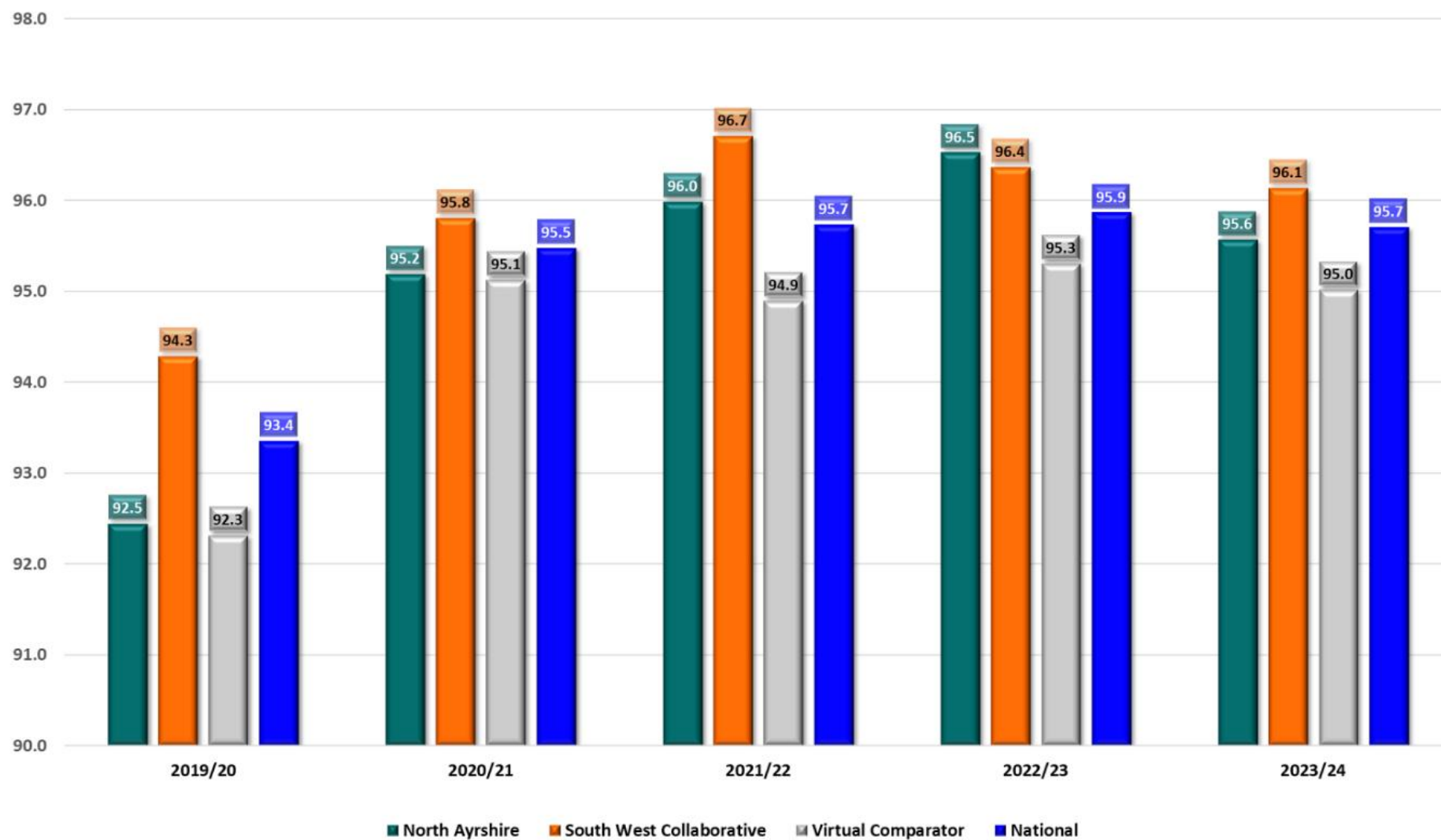


### Attainment for All - Average complementary tariff score of the highest attaining 20%







**Comparative Performance on % of School Leavers Moving into Positive Destinations**

**Stretch Aims Summary:**

The stretch aims are listed in summary format here. Further details are included for each stretch aim later in this document.

Key: ● = Improving picture / ● = Limited or no improvement / ● = declining position

CORE OUTCOMES FOR IMPROVEMENT		Performance up to 2023					Stretch Aim (by August 2026)	Actual Progress Summary (updated annually)				
Description of improvement	Performance Measure	2019	2020	2021	2022	2023		2024		2025		2026
<b>Core Stretch Aim 1</b> The proportion of learners in North Ayrshire who achieve the expected levels of attainment in literacy at P1, P4 and P7 will increase.	All learners	74%	n/a	59%	67%	68%	75%	69%	●	Dec 25		
	Q1	67%	n/a	49%	60%	63%	72%	62%	●	Dec 25		
	Q2-5	79%	n/a	67%	74%	74%	80%	74%	●	Dec 25		
	Q5	89%	n/a	70%	83%	82%	88%	81%	●	Dec 25		
	Gap 1 (Q1 vv Q2-5)	-12pp	n/a	-18pp	-14pp	-11pp	-8pp	-12pp	●	Dec 25		
	Gap 2 (Q1 vv Q5)	-22pp	n/a	-21pp	-23pp	-19pp	-16pp	-19pp	●	Dec 25		
<b>Core Stretch Aim 2</b> The proportion of learners in North Ayrshire who achieve the expected levels of attainment in numeracy at P1, P4 and P7 will increase.	All learners	79%	n/a	67%	75%	76%	81%	76%	●	Dec 25		
	Q1	74%	n/a	58%	69%	71%	78%	71%	●	Dec 25		
	Q2-5	84%	n/a	75%	81%	80%	86%	81%	●	Dec 25		
	Q5	91%	n/a	82%	87%	87%	91%	87%	●	Dec 25		
	Gap 1 (Q1 vv Q2-5)	-10pp	n/a	-17pp	-12pp	-9pp	-8pp	-10pp	●	Dec 25		
	Gap 2 (Q1 vv Q5)	-17pp	n/a	-24pp	-18pp	-16pp	-13pp	-16pp	●	Dec 25		
<b>Core Stretch Aim 3</b> The proportion of school leavers who achieve 1 or more awards at SCQF level 5 or better will increase.	All learners	87%	86%	90%	89%	n/a	92%	89%	●	87%	●	
	Q1	80%	79%	83%	82%	n/a	89%	84%	●	82%	●	
	Q2-5	93%	92%	95%	93%	n/a	95%	92%	●	93%	●	
	Q5	98%	97%	99%	96%	n/a	98%	96%	●	99%	●	
	Gap 1 (Q1 vv Q2-5)	-13pp	-13pp	-12pp	-11pp	n/a	-6pp	-8pp	●	-11pp	●	
	Gap 2 (Q1 vv Q5)	-18pp	-18pp	-16pp	-14pp	n/a	-9pp	-12pp	●	-17pp	●	

CORE OUTCOMES FOR IMPROVEMENT		Performance up to 2023					Stretch Aim (by August 2026)	Actual Progress Summary (updated annually)				
Description of improvement	Performance Measure	2019	2020	2021	2022	2023		2024		2025		2026
<b>Core Stretch Aim 4</b> The proportion of school leavers who achieve 1 or more passes at SCQF level 6 (grades A-C) or better will increase.	All learners	65%	67%	71%	68%	n/a	74%	66%	●	68%	●	
	Q1	52%	55%	61%	56%	n/a	62%	57%	●	58%	●	
	Q2-5	75%	76%	78%	77%	n/a	80%	73%	●	77%	●	
	Q5	89%	87%	87%	86%	n/a	90%	82%	●	88%	●	
	Gap 1 (Q1 vv Q2-5)	-23pp	-21pp	-17pp	-21pp	n/a	-18pp	-16pp	●	-19pp	●	
	Gap 2 (Q1 vv Q5)	-37pp	-32pp	-26pp	-30pp	n/a	-28pp	-25pp	●	-30pp	●	
<b>Core Stretch Aim 5</b> The proportion of 16-19 year-olds who are participating in education, employment or training will increase.	All learners	90.5%	90.6%	90.1%	90.8%	92.0%	95%	91.7%	●	Aug 25		
	Q1	87.8%	86.9%	85.3%	88.0%	88.4%	92.5%	88.4%	●	Aug 25		
	Q2-5	92.4%	93.5%	93.9%	93.0%	94.7%	97.5%	94.1%	●	Aug 25		
	Q5	94.7%	96.7%	96.1%	96.4%	97.1%	99%	96.2%	●	Aug 25		
	Gap 1 (Q1 vv Q2-5)	-4.6pp	-6.6pp	-8.6pp	-5pp	-6.3pp	-5pp	-5.7pp	●	Aug 25		
	Gap 2 (Q1 vv Q5)	-6.9pp	-9.8pp	-10.8pp	-8.4pp	-8.7pp	-6.5pp	-7.7pp	●	Aug 25		
<b>Core Stretch Aim 6</b> School attendance levels will increase.	All learners	92.1%	91.6%	91.4%	89.4%	88.8%	93%	89.2%	●	Dec 25		
	Q1	90.7%	90.1%	89.9%	87.7%	86.7%	92%	87.2%	●	Dec 25		
	Q2-5	93.2%	92.8%	92.8%	90.8%	90.5%	94%	90.8%	●	Dec 25		
	Q5	94.6%	94.1%	94.0%	91.7%	91.6%	95.5%	92.2%	●	Dec 25		
	Gap 1 (Q1 vv Q2-5)	-2.5pp	-2.7pp	-2.9pp	-3.1pp	-3.8pp	-2pp	-3.6pp	●	Dec 25		
	Gap 2 (Q1 vv Q5)	-3.9pp	-4pp	-4.1pp	-4pp	-4.9pp	-3.5pp	-5pp	●	Dec 25		

## NORTH AYRSHIRE COUNCIL

3 June 2025

### Cabinet (Education)

<b>Title:</b>	<b>Attainment and Achievement Summary - Care Experienced Learners 2023 / 2024</b>
<b>Purpose:</b>	To update Cabinet on: (i) Curriculum for Excellence Broad General Education (BGE) attainment levels of care experienced learners in 2023-24; (ii) Senior Phase attainment of care experienced school leavers in 2024; (iii) post-school participation of care experienced learners
<b>Recommendation:</b>	<p>That Cabinet:</p> <ul style="list-style-type: none"> <li>a) Notes the content of the report, including the progress being made by care experienced learners, specifically in literacy and numeracy.</li> <li>b) Notes the achievements of care experienced school leavers in SQA examinations in 2024.</li> <li>c) Notes the progress in post-school participation of care experienced school leavers; and</li> <li>d) Notes the continued focus on improving outcomes for care experienced learners in North Ayrshire</li> </ul>

## 1. Executive Summary

- 1.1 The Scottish Government has released new leavers' data for session 2023/24 through the benchmarking tool for the Senior Phase: 'Insight'. Insight provides schools with a school level statistical summary of attainment. It anonymises data for individual learners or groups of learners which prevents them from being identified.

Our Care Experienced learners are among our most disadvantaged learners, whilst there remains a gap between them and our non-care experienced learners, we can see a modest narrowing of the gap at Primary stages, particularly in numeracy and some elements of literacy. (Appendix 2).

There is a sustained focus on attainment, particularly in literacy and numeracy, with North-Ayrshire's Care Experienced learners almost always performing better than both national and regional care experienced learners across both Level 4 and Level 5.(Appendix 3).

- 1.2 Despite a dip in the last two years, average total tariff scores remain broadly in line with pre-pandemic levels.

- 1.3 Although the trend is 'lumpy' due to relatively small numbers, the proportion of care experienced learners entering a positive destination has broadly trended upwards for the last 8 years.

## **2. Background**

- 2.1 North Ayrshire Council has high expectations for all learners and is committed to improving educational outcomes for all children and young people. Two of the current five strategic priorities for the Education Directorate are directly linked to raising attainment:

- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children and young people

- 2.2 Care experienced young people are categorised for the purposes of our management information system SEEMIS as: Looked After at Home, Looked After Away from Home and Previously Looked After. The total number of Care experienced young people in North Ayrshire at the annual census date in September each year is shown in the charts in Appendix 1. In 2024 there were 755 care experienced young people enrolled in North Ayrshire schools, with 55 leavers in 2024.

### **2.3 National Benchmarking Measures**

One of the functions of Insight is to provide an analysis of four national benchmarking measures showing the performance of pupils at the point of exit from school. This provides a consistent benchmark and emphasises that attainment and achievement in S4 to S6 are cumulative. These measures are connected and should be looked at together when considering the performance of a school or local authority and the next steps to be taken in seeking further improvements.

- 2.4 The four National Benchmarking Measures are:

#### **- Improving attainment in literacy and numeracy**

Our aim is for all our school leavers to be highly literate and numerate, increasing their life chances greatly.

Curriculum for Excellence stresses the responsibility of all teachers for developing literacy and numeracy skills. This reflects the importance placed on these crucial skills which unlock learning in all other areas of the curriculum and are vital for success in learning, life and work in the modern world and workplace.

#### **- Improving attainment for all**

The overall aim of this measure, along with tackling disadvantage, is to have our pupils attain as high as possible 'across the board'.

Attainment is an individual's passport to personal, social, cultural and economic opportunities. Raising attainment means improving life chances. This does not mean just focusing on exam results but instead looking at attainment in its widest sense. It is this rich attainment which enables all of our children and young people to make good

progress and develop the skills, ambition, and know-how they need to improve life chances.

- **Attainment versus Deprivation: tackling disadvantage – improving equity of outcome irrespective of SIMD**

The overall aim of this measure, together with improving attainment for all, is to have our pupils attain as high as possible 'across the board'.

This measure is aimed at reducing the gap in attainment associated with the incidence of higher and lower deprivation and has the same aspirations for our learners as improving attainment for all.

- **Increasing post-school participation**

Considering the destinations of our leavers is a vital part of ensuring that the Curriculum for Excellence is a success in our schools. The measure focuses on initial destinations and is linked with Skills Development Scotland's information.

## 2.4 **This report focuses on the following key measures:**

1. Attainment in Literacy and Numeracy across the Broad General Education for care experienced learners for 2024.
2. Attainment in Literacy and Numeracy and overall attainment in all qualifications at Senior Phase level for care experienced school leavers in 2024.
3. Average Total Tariff Score of school leavers.
4. Post-school participation of care experienced school leavers for 2023.

## 2.5 **Attainment in Literacy and Numeracy in Broad General Education for care experienced learners** (These highlights are supported by charts in Appendix 2)

The charts at Appendix 2 indicate that the attainment of care experienced learners at BGE stages P1, P4 and P7 as 39% for Literacy and 56% for Numeracy. At all stages, achievement of Literacy and Numeracy levels have increased for care experienced learners from 2021 figures. The gap between the attainment of all learners and care experienced learners remains, however it is closing, most significantly in levels of literacy.

## 2.6 **Attainment in Literacy and Numeracy and overall attainment in all qualifications at Senior Phase level for care experienced school leavers**

(These highlights are supported by charts in Appendices 3-5)

- 2.6.1 It should be noted that the cohort size for care experienced school leavers varies from year to year and is generally around 50 young people. Therefore, care must be taken when analysing variations in performance for this group. For example, one care experienced learner attaining/not attaining a specific qualification may account for more than 2 percentage points of a difference in the overall attainment measures for care

experienced learners (whereas in the general population, one pupil would make less than 0.07 percentage points of a difference in the same attainment measure).

- 2.6.2 Performance in Literacy and Numeracy at SCQF levels 4 and 5 is consistently lower for care experienced leavers than for the overall school leaver cohort in North Ayrshire. However, North Ayrshire care experienced school leavers almost always perform better than their counterparts nationally and in the SWEIC authorities (see Appendix 3).
- 2.6.3 For Level 4 Literacy (73%) and Numeracy (73%) in 2024, care experienced leavers in North Ayrshire are attaining above the national and SWEIC performance. For Level 5 Literacy (38%) in 2024, North Ayrshire care experienced leavers' performance was above the SWEIC figure of 36% but below the national figure of 41%. Similarly, in Level 5 Numeracy (31%), North Ayrshire care experienced leavers attained above the SWEIC figure of 30%, but marginally below the national performance of 33%. Over the last 6 years, NAC care experienced performance at Level 5 has been above the national figures in 4 of those years for literacy and 5 years for numeracy.
- 2.6.4 In 2024, 85% of North Ayrshire's care experienced leavers attained at least 1 qualification at SCQF Level 4 or better, this is slightly lower than the 2023 figure of 87%. For Level 5, 63% of care experienced leavers achieved at least 1 qualification at SCQF Level 5, , which is marginally higher than the previous year (61%). The proportion of care experienced school leavers achieving at least 1 Level 6 award was 34%, slightly above the 2023 figure of 33%. Whilst some variation is to be expected from year to year with such a small cohort of leavers, the trend for the last 5 years is that North Ayrshire care experienced leavers (and those who were recorded as looked after at the point of leaving) generally perform better than the national comparator against these benchmarks.
- 2.6.5 The average total tariff score (ATTS) achieved by North Ayrshire care experienced leavers was lower in 2024, at 355 tariff points, than the general trend over the last 5 years. A slightly higher proportion than average of care experienced learners left before the end of S6 in 2024, which has contributed in part to the lower average total tariff score. Schools have analysed the data locally, and have a clear narrative for individual circumstances. The service will continue to focus on improving this benchmark of achievement for care experienced learners.

## **2.7 Post-school participation of care experienced school leavers**

(These highlights are supported by charts in Appendix 6)

The overall percentage of North Ayrshire care experienced school leavers entering a positive destination has declined in 2024 to 85%. This is a drop of 9 percentage points from the previous high of 94%. Whilst the NAC performance has been in line with or above the national figure in 5 out of the last 6 years, this is an area for further focused attention in future years..

## **2.8 Proposed Improvement Actions**



The Education service continues to prioritise on improving outcomes for all learners including our most disadvantaged. Attainment of care experienced learners is specifically referenced within the education service plan. Quality Improvement visits and attainment discussions with senior school leaders will include a focus on the attainment and achievement of this group of learners to ensure consistency of delivery of interventions with a positive impact. During this coming session all staff will be provided with the opportunity to improve their knowledge of the role of education in keeping The Promise. In addition, the focused work of all schools in raising attainment outcomes for care experienced learners will be supported and monitored through the newly developed role of a service-wide virtual Head Teacher. Mindful that education alone cannot improve outcomes for care experienced children and young people, we will continue to collaborate with both local and external partners to provide care experienced children and young people with positive learning experiences.

### **3. Proposals**

3.1 It is proposed that Cabinet:

- a) Notes the content of the report, including the progress being made by learners, specifically in literacy and numeracy; and
- b) Notes the achievements of school leavers in SQA examinations in 2023.
- c) Notes the progress in post-school participation of care experienced school leavers; and
- d) Notes the continued focus on improving outcomes for care experienced learners in North Ayrshire.

### **4. Implications/Socio-economic Duty**

#### **Financial**

4.1 None.

#### **Human Resources**

4.2 None.

#### **Legal**

4.3 None.

#### **Equality/Socio-economic**

4.4 Tackling inequality is a key aspect of this report. The Council is committed to a continued focussed approach to improve outcomes for care experienced leavers.

## **Climate Change and Carbon**

4.5 None.

## **Key Priorities**

4.6 NAC Council Plan 2023-28: Wellbeing: To transition to a wellbeing economy, delivering prosperity, wellbeing and resilience for local people:

- Improving educational attainment and achievement and closing the attainment gap
- Developing the Young Workforce and ensuring positive destinations for school leavers

This work relates to the following priorities in the Education Service Plan 2023-26:

- Improvement in attainment and achievement, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children and young people.

## **Community Wealth Building**

4.7 The Council will continue to consider the pillars of community wealth building in any future developments in this area.

## **5. Consultation**

5.1 None specifically related to this report.

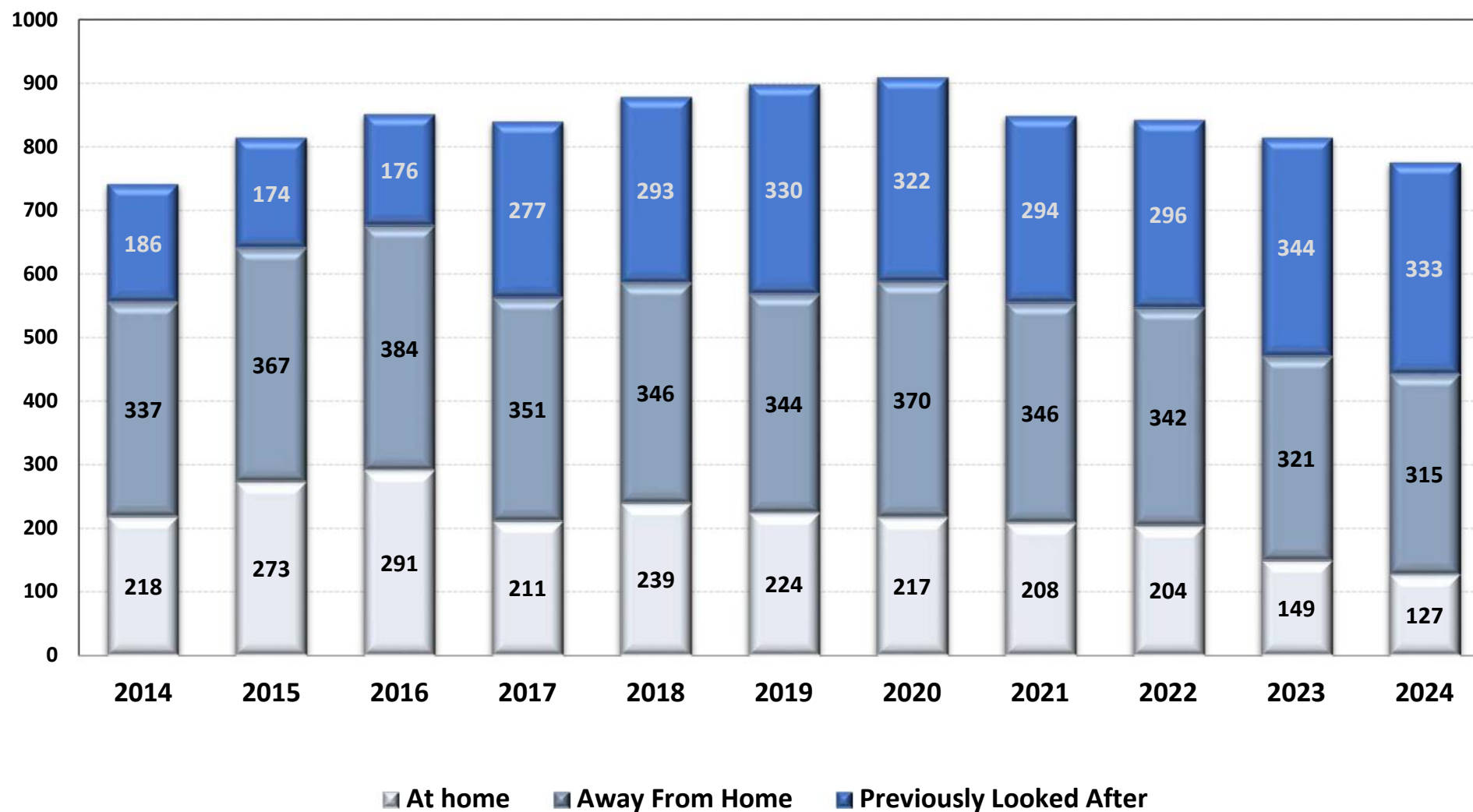
Andrew McClelland  
Chief Education Officer, Head of Service (Education)

For further information please contact **Eilidh James, Quality Improvement Officer**, on **01294 324443**.

## **Background Papers**

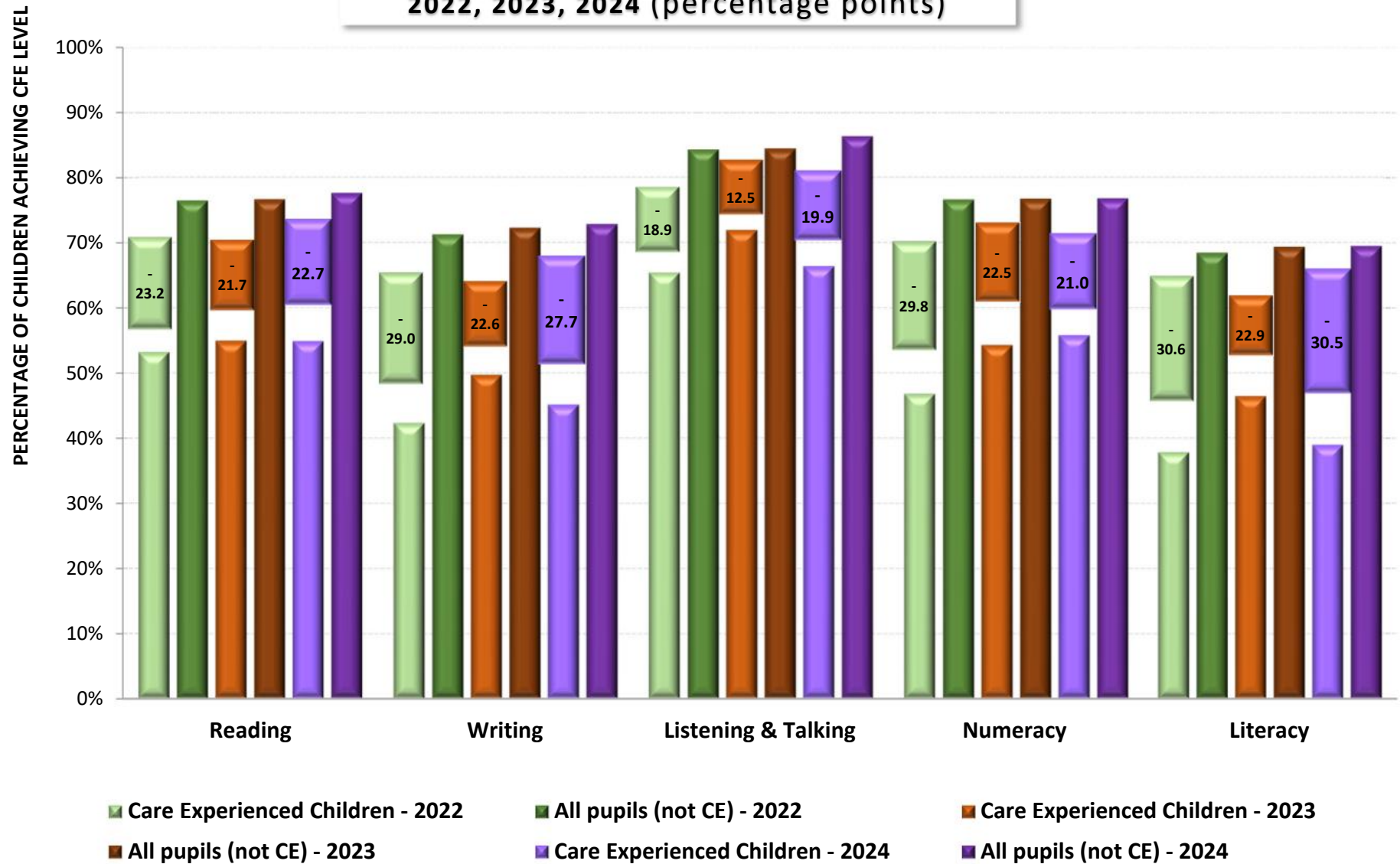
None.

## Care Experienced Pupils - All Schools



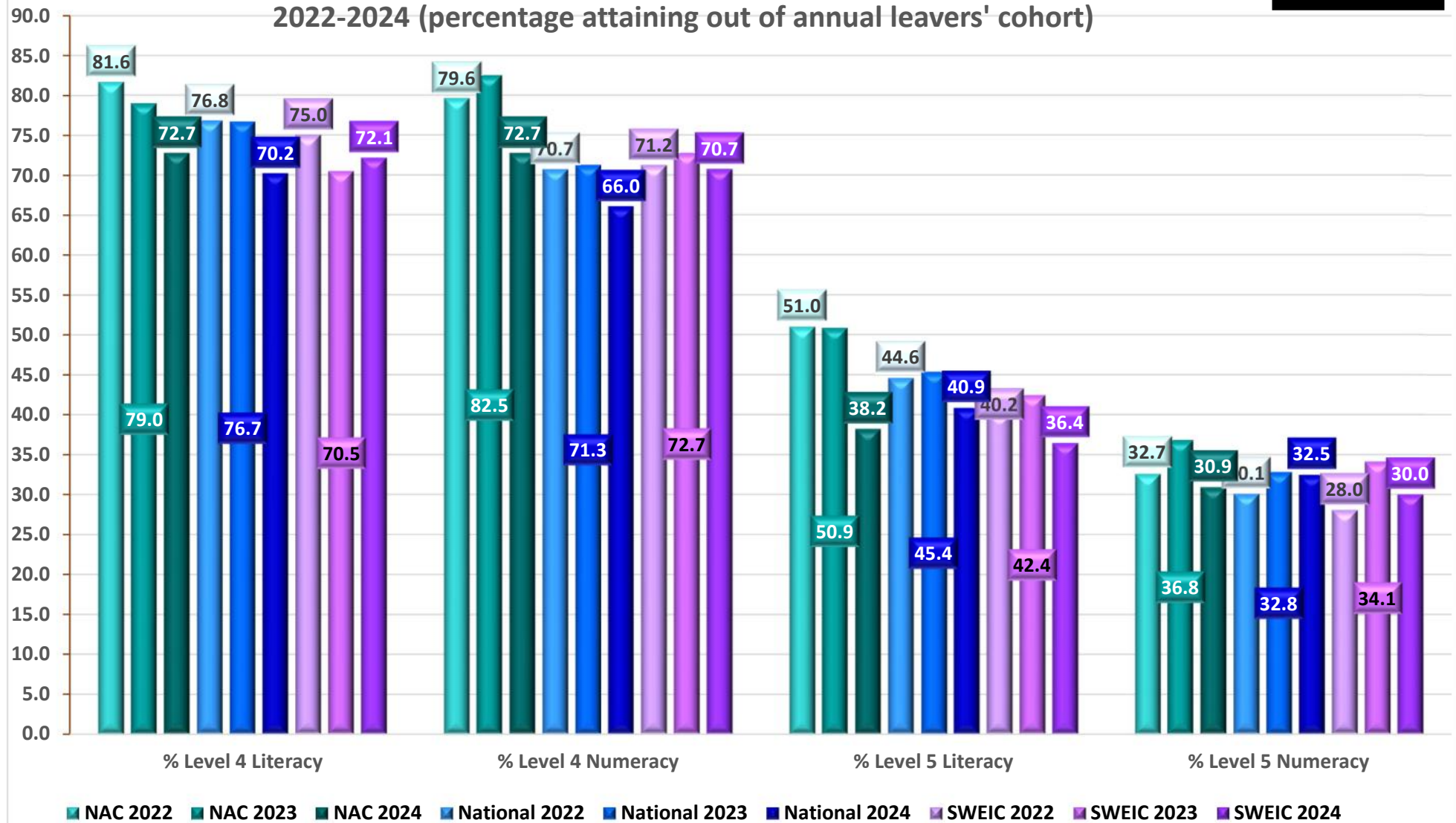
# **North Ayrshire CE attainment gap P1,P4,P7 2022, 2023, 2024 (percentage points)**

**Appendix 2**

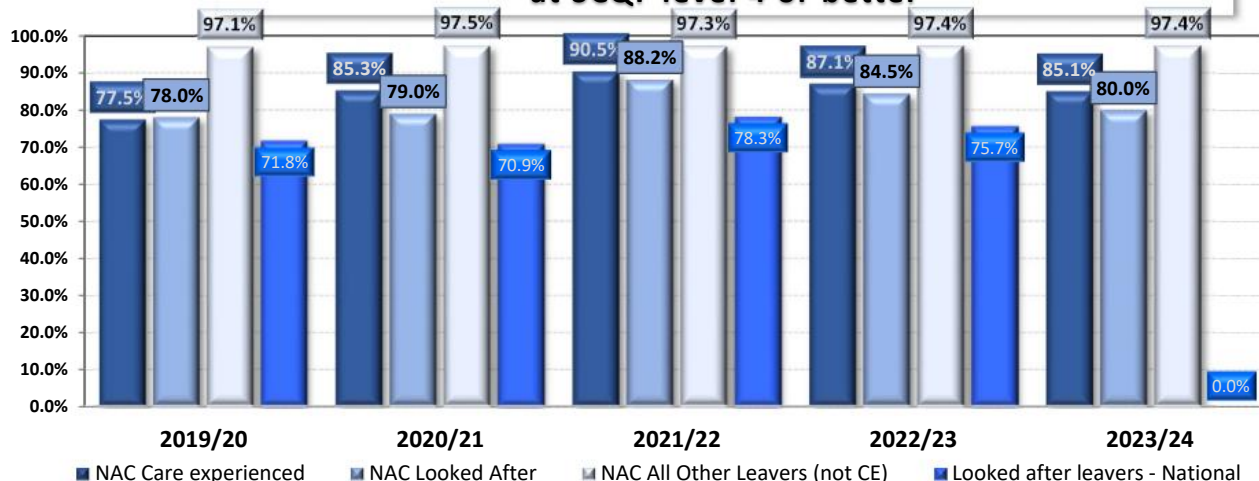


**LAC attainment in Literacy and Numeracy - North Ayrshire vs. National and SWEIC - 2022-2024 (percentage attaining out of annual leavers' cohort)**

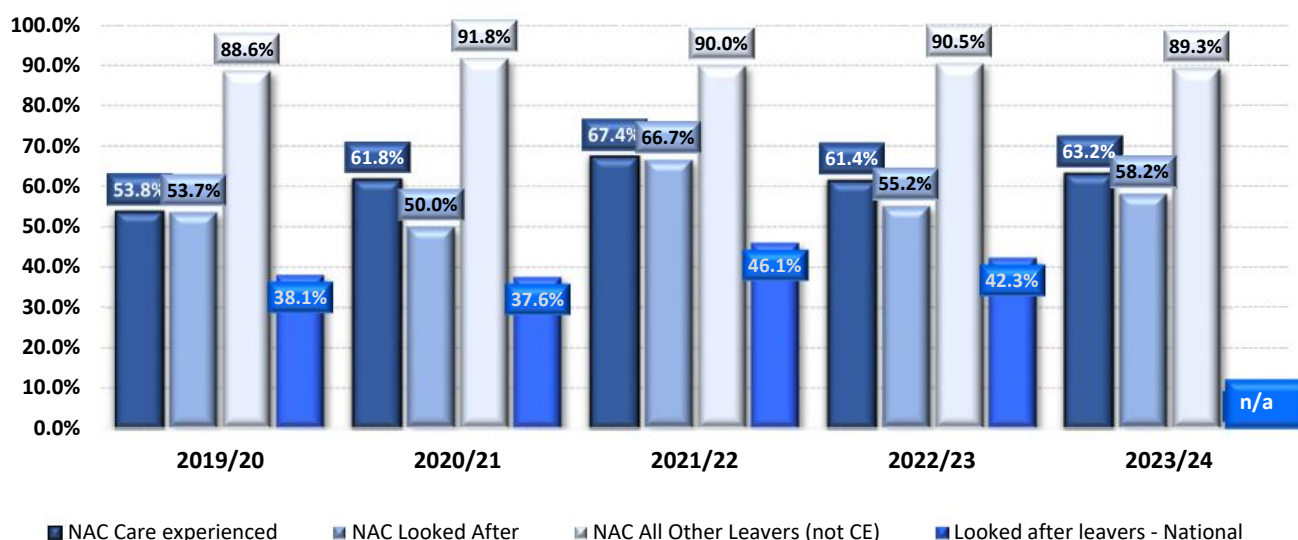
**Appendix 3**



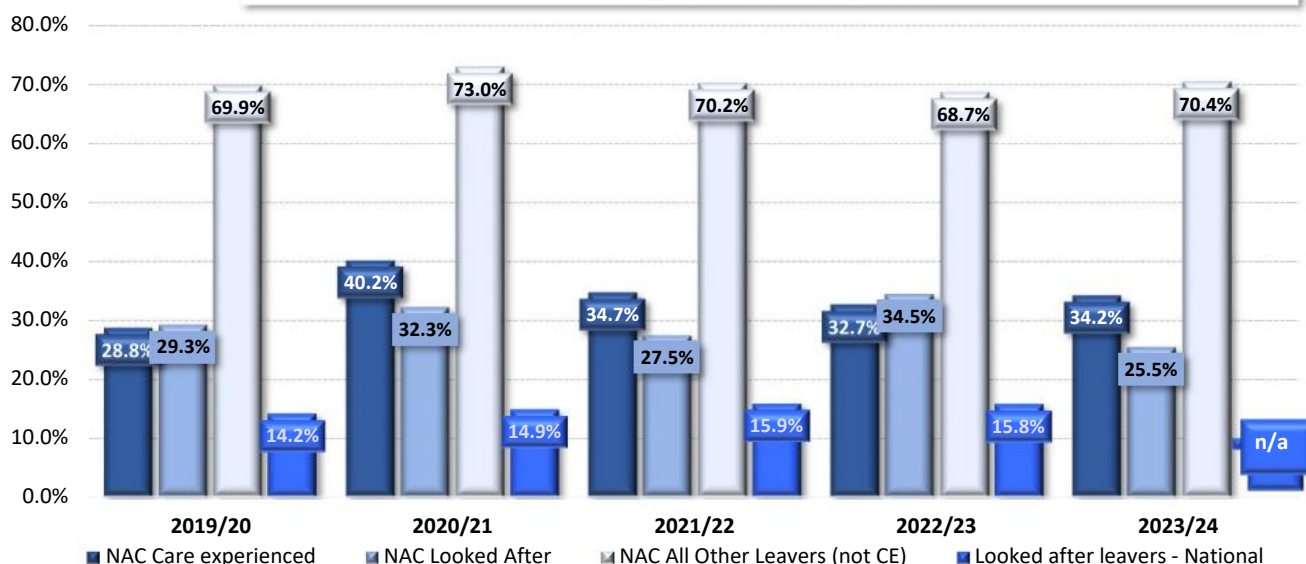
### Percentage of School Leavers achieving 1 or more qualification at SCQF level 4 or better



### Percentage of School Leavers achieving 1 or more qualification at SCQF level 5 or better

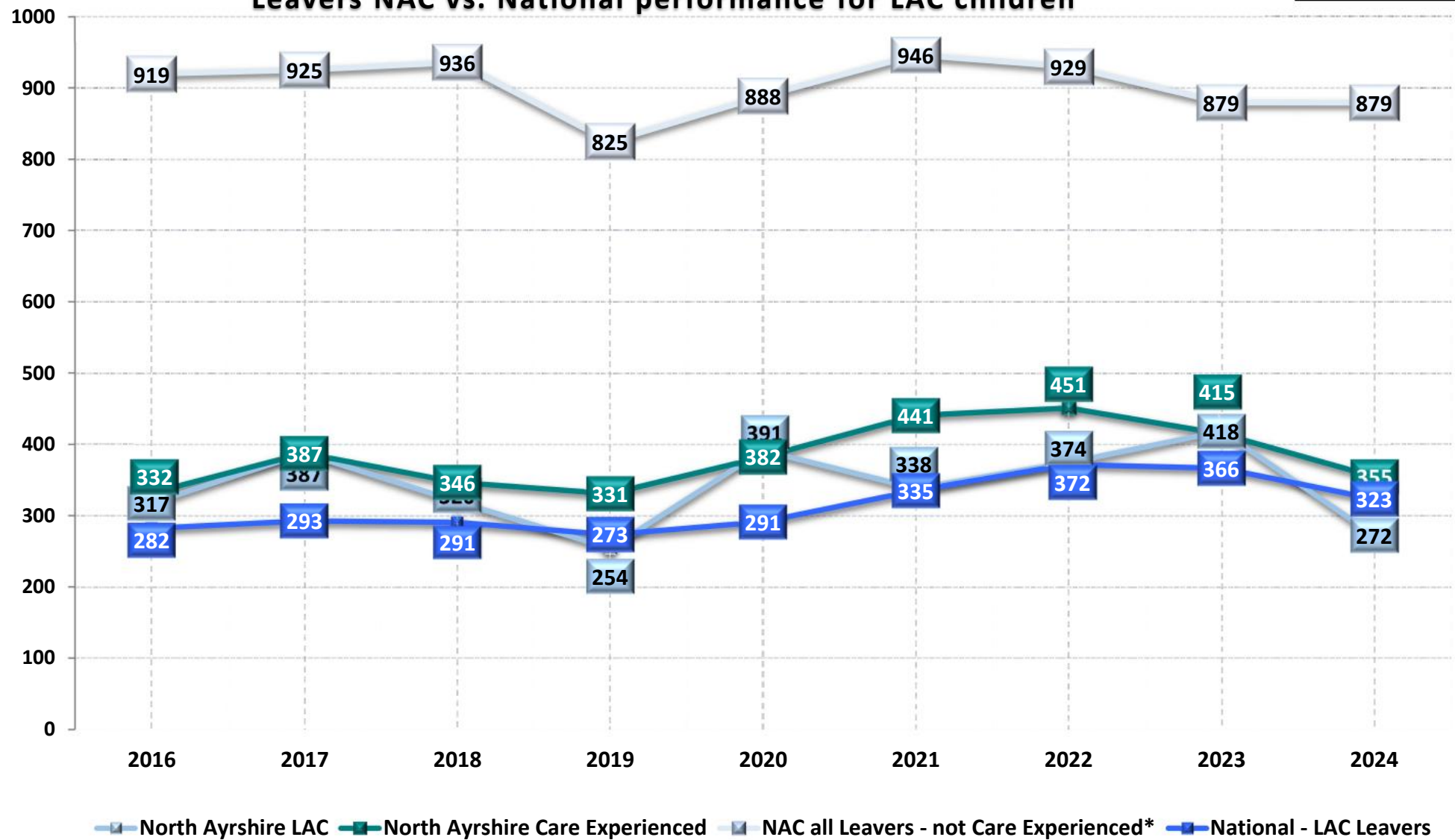


### Percentage of School Leavers achieving 1 or more qualification at SCQF level 6 or better



## Average Total Tariff Score for LAC, Care Experienced and all non-LAC School Leavers NAC vs. National performance for LAC children

Appendix 5

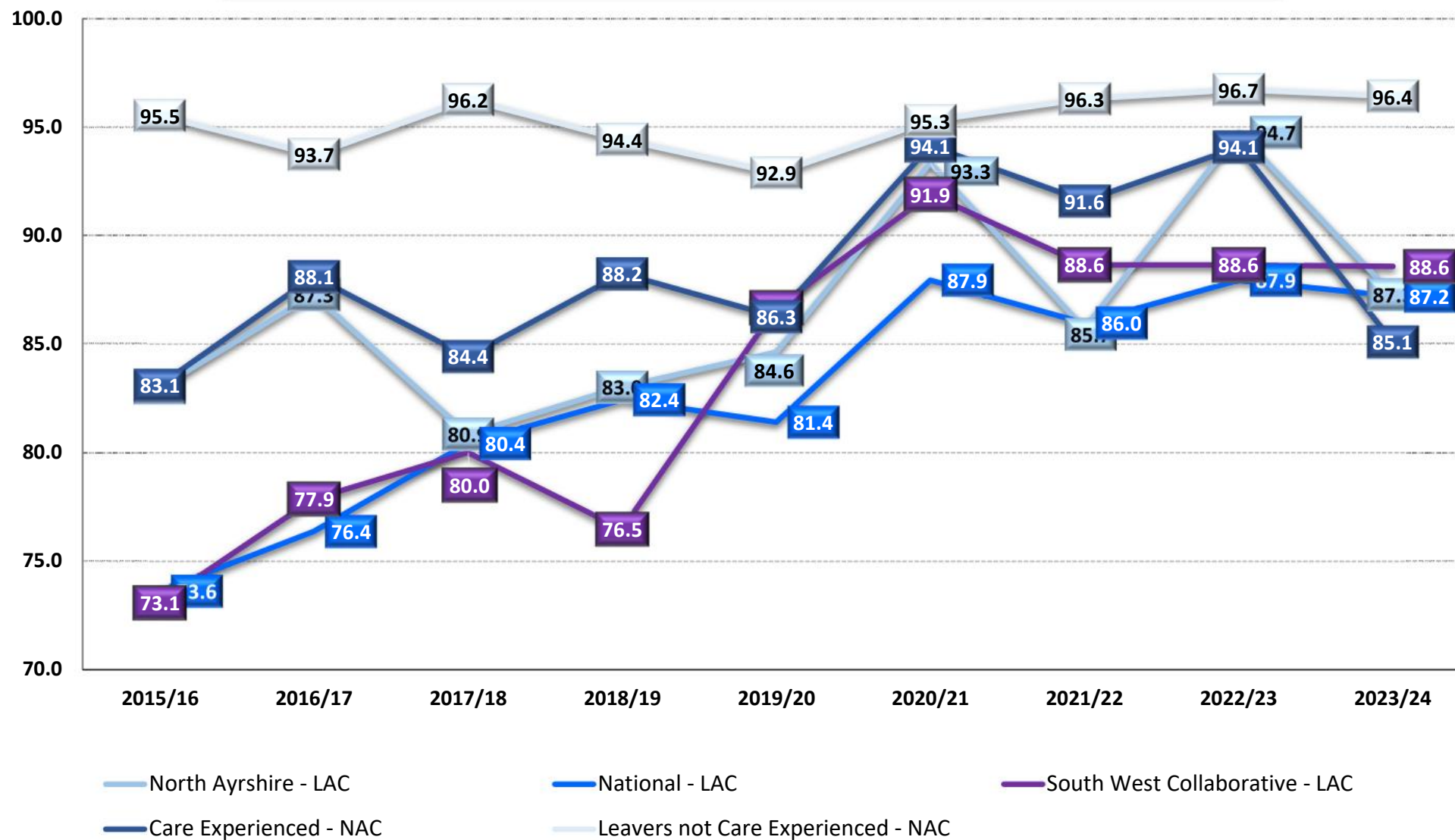


\*not looked after and not previously looked after - and unable to determine status for 2016 only



## Percentage of Care Experienced and Looked After Leavers entering a Positive Destination

Appendix 6





## NORTH AYRSHIRE COUNCIL

3 June 2025

### Cabinet

<b>Title:</b>	<b>Review of ELC Sustainable Rates for Funded Providers</b>
<b>Purpose:</b>	To seek approval from Cabinet to increase the sustainable rate of payment to funded providers of early learning and childcare (ELC) in North Ayrshire who are contracted by the Council to deliver funded ELC to eligible 2–5-year-olds.
<b>Recommendation:</b>	<p>It is recommended Cabinet:</p> <ul style="list-style-type: none"> <li>a) Agrees an increase of 4% in the current hourly rate paid by the Council to funded providers from 1 April 2025.</li> <li>b) Agrees to an increase to all funded providers (including childminders) in the amount paid per meal to £3.09, and for this to be backdated to 1 April 2025.</li> <li>c) Agrees to receive a further report at the time of the next annual review of the sustainable rate for funded providers.</li> </ul>

### 1. Executive Summary

- 1.1 Cabinet approved in April 2024 an increase in the hourly rate paid to funded providers in the financial year 2024-25. This increased the rate from £5.76 in 2023-24 for all eligible 2-5 year olds to £6.51 for eligible 3–5-year-olds and £6.81 for eligible 2-year-olds, and included a commitment to enable funded providers to pay at least the Real Living Wage of £12 per hour in 2024-25.
- 1.2 The Real Living Wage for 2025 has been set at £12.60. National Guidance requires local authorities to uplift sustainable rates by a minimum of 3.75%. It is proposed that North Ayrshire Council applies a slightly greater uplift of 4% to the sustainable rate, in recognition of the above and the variations in cost circumstances across our partner funded providers. This will lead to rates of £6.77 per hour for 3-5-year-olds and £7.08 for eligible 2-year-olds.
- 1.3 North Ayrshire Council will receive an additional £256k from Scottish Government to fund this uplift. It is proposed that this is fully allocated to the partner providers budget to ensure the revised uplift is funded for children registered to access their ELC entitlement via a funded provider.
- 1.4 In addition to the hourly rate, it is proposed that the payments for meal costs are also increased. Taking account of food inflation and to consolidate payments for meals into a single figure across all providers in North Ayrshire, it is proposed that payments per meal should increase by 3% from £3.00 to £3.09 and that this rate should apply to all funded providers, including childminders from 1 April 2025 onwards.

1.5 It is proposed that all rate increases be backdated to 1 April 2025.

## 2. Background

2.1 Since August 2021, all 3 and 4-year-old children and eligible 2-year-old children have been entitled to 1140 hours of funded early learning and childcare per annum. To deliver this across Scotland, Councils work with both Council-run services and local partner providers in the private and not-for-profit sectors, including childminders, to ensure there is sufficient capacity to deliver 1140 hours to all eligible families in their local areas. In addition to the 44 Council establishments, North Ayrshire Council currently contracts with 15 funded provider nurseries and 74 childminders to deliver ELC entitlement to families across the authority. Funded providers enter a contract with North Ayrshire Council which requires them to meet the National Standard for Early Learning and Childcare Providers and in return NAC pay an hourly (sustainable) rate for up to a maximum of 1140 hours per annum for each child in their care.

2.2 In February 2025, Scottish Government published updated [Guidance for setting sustainable rates for the delivery of funded early learning and childcare \(ELC\) in 2025-26](#) which outlines key principles for setting sustainable rates. In addition to the key principles, the document sets out the characteristics of a sustainable rate, which include:

- The rate will support delivery of a high quality ELC experience for all children.
- It will be a rate that reflects the cost of delivery, including the delivery of national policy objectives.
- The rate will allow for investment in the setting – staff, resources and physical environment; and
- It will enable payment of the real Living Wage for those childcare workers delivering the funded entitlement.

2.3 The guidance also highlights that, from a local authority perspective, the following points should also be considered:

- The rate should not have a detrimental effect on the local authority's ability to continue to pay for the service in the long-term.
- The wider package of 'in-kind benefits,' which are separate to the sustainable rate, available to the funded provider as part of their contract with the local authority; and
- The rate does not need to be cross subsidised by parents and carers through charges for non-funded hours.

2.4 Cabinet approved an increase in the sustainable rate in April 2024. An increase was agreed for the financial year 2024-25 from £5.76 per hour to £6.51 per hour for all eligible 3–5-year-olds. Similarly, the rate for eligible 2-year-olds was increased from £5.76 per hour to £6.81 per hour. The increased rates in North Ayrshire represented an overall uplift in 2024-25 of 13% for 3-5-year-olds and 18% for eligible 2-year-olds compared to the 2023-24 rate. On a national level, the average increase was 8.4% for 3-5 years-olds and 8.5% for eligible 2-year-olds.

2.5 National guidance for the setting of sustainable rates in 2025-26 contains a commitment that will enable funded providers to pay at least the new Real Living Wage rate of £12.60 per hour from April 2025. Local authorities are asked to apply a minimum uplift of 3.75% to 2024-25 sustainable rates to enable this to be achieved. North Ayrshire Council will

receive additional funding of £256k in 2025-26 from Scottish Government to support this.

2.6 In line with national guidance, North Ayrshire Council has applied an assumption that staff costs account for, on average, 75% of total costs. The change in the Real Living Wage in 2025 from £12.00 to £12.60 represents a 5% increase. Uprating the total staff cost element (75%) of the sustainable rate by 5% would result in an increase in the overall rate of 3.75%.

2.6 Following review, it is proposed that an uplift of 4% be applied to the sustainable rate in North Ayrshire for financial year 2025-26, going beyond the minimum required increase. This recognises individual variations in cost circumstances across our local partners and continues our commitment to ensuring that funded providers are able to pay a minimum of the Real Living Wage to their employees. Based on our current projections, the funding received from Scottish Government will be sufficient to cover this increase. The proposed rates for 2025-26 are set out in the table below:

	2024-25 (until March 2025)	2025-26 (from April 2025)	Uplift rate (%)
3-5-year-olds	£6.51	£6.77	4%
Eligible 2-year-olds	£6.81	£7.08	4%

2.7 In addition to the hourly rate paid to providers, funded providers receive an additional payment per meal (or the provision of a meal through the North Ayrshire Council School Meals Service). In 2024-25, funded providers received £3.00 per meal and childminders received £2.50 per meal. In addition to this, all registered childcare providers have access to funding through the Scottish Milk and Healthy Snack Scheme to provide milk and a portion of fruit or vegetables for every child each day at the current national rate of 58.2p per day.

2.8 Taking account of food inflation and to consolidate payments for meals into a single figure across all providers in North Ayrshire, it is proposed that payments per meal should increase by 3% from £3.00 to £3.09 and that this rate should apply to all funded providers, including childminders from 1 April 2025 onwards. The existing option to have meals provided by North Ayrshire Council Facilities Management Team will continue to apply as at present to funded providers (excluding childminders). The proposed rates are set out in the table below:

Payments per meal	2024-25 (until March 2025)	2025-26 (from April 2025)	Uplift rate (%)
Funded providers (nursery settings)	£3.00	£3.09	3%
Childminders	£2.50	£3.09	24%

2.9 In addition to the sustainable rate, North Ayrshire Council provides a range of non-financial benefits and supports to funded providers, including professional learning/training, targeted support, quality improvement support visits, advice from our Early Years team, pre- and post-inspection support and workforce support.

2.10 North Ayrshire Council is in the process of reviewing, refreshing and confirming all contracts for funded providers. These reviews have included consideration of funding requirements. Delivery on the commitment for funded providers to pay at least the Real Living Wage is included as part of North Ayrshire Council's ongoing engagement and contract monitoring processes with funded providers.

2.11 It is proposed that the proposed increase in rates be backdated to 1 April 2025.

### **3. Proposals**

3.1 It is recommended Cabinet:

- a) Agrees an increase of 4% in the current hourly rate paid by the Council to funded providers from 1 April 2025.
- b) Agrees to an increase to all funded providers (including childminders) in the amount paid per meal to £3.09, and for this to be backdated to 1 April 2025.
- c) Agrees to receive a further report at the time of the next annual review of the sustainable rate for funded providers.

### **4. Implications/Socio-economic Duty**

#### **Financial**

4.1 North Ayrshire Council will receive £256k as part of the £9.7m allocated by Scottish Government to add a minimum of 3.75% uplift to 2024-25 sustainable rates. It is proposed this is fully allocated to the partner providers budget to ensure the revised uplift is funded for children registered to access their ELC entitlement via a funded provider.

#### **Human Resources**

4.2 None.

#### **Legal**

4.3 None.

#### **Equality/Socio-economic**

4.4 In supporting a sustainable ELC provision within the private, not for profit and childminding sectors, we aim to reduce any inequalities of provision and quality of ELC services. We aim to ensure all children experience the best start in life, and families are supported into work, thus reducing poverty.

#### **Climate Change and Carbon**

4.5 Ensuring sustainable access to ELC provision within the private, voluntary and independent sector ensures that parents / carers are able to access a range of ELC services within their local community. Consequently, this encourages the use of active travel to access provision and will encourage reduction in greenhouse gas emissions in North Ayrshire.

## **Key Priorities**

- 4.6 Proposals outlined in this report support the Council Plan 2023-28 strategic aim to “transition to a wellbeing economy, delivering prosperity, wellbeing and resilience for local people” and more specifically “improving educational attainment and achievement and closing the attainment gap” activities.

## **Community Wealth Building**

- 4.7 The proposals support the following pillars of community wealth building:
- Advancing community enterprises
  - Supporting local business activities and increasing the variety of ownership models.

## **5. Consultation**

- 5.1 North Ayrshire Council’s ELC leadership team meet regularly with funded providers, including private and partner nurseries as well as childminders, and have considered views expressed in relation to the need for enhanced rates in light of the current financial challenges faced by funded providers associated with the cost of living.

Andrew McClelland  
Chief Education Officer, Head of Service (Education)

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

## **Background Papers**

None



## NORTH AYRSHIRE COUNCIL

3 June 2025

### Cabinet

<b>Title:</b>	<b>HMle National Thematic Inspection 2025 – Local Authority Approaches to Supporting School improvement</b>
<b>Purpose:</b>	To inform Cabinet of the outcome of the HMle National Thematic Inspection of local authority approaches to school improvement, and to provide information about the performance of North Ayrshire Council Education Service in this context.
<b>Recommendation:</b>	<p>It is recommended Cabinet:</p> <ul style="list-style-type: none"> <li>a) Considers the content of the national report published by Education Scotland, including its key recommendations;</li> <li>b) Considers the specific feedback on approaches to school improvement in North Ayrshire and notes that local recommendations will be incorporated into future service improvement planning; and</li> <li>c) Commends the contributions of staff at all levels across the service to this work.</li> </ul>

### 1. Executive Summary

- 1.1 In June 2024, a national thematic inspection was carried out across all 32 Scottish local authorities to evaluate how effectively they support school improvement. The review focused on four themes: improvement planning/reporting, self-evaluation, professional learning, and school support.
- 1.2 The inspection identified strong national practice in collaborative planning, professional learning, and school-level support. Locally, the authority's Professional Learning Academy and Quality Improvement Framework were highlighted as examples of effective practice. Positive relationships, data-informed planning, and tailored interventions were also noted as key strengths in North Ayrshire.
- 1.3 Local recommendations included further strengthening learner involvement in school evaluation and planning, expanding cross-sector collaboration, and enhancing the evaluation of professional learning. These will be taken forward in the next Education Service Improvement Plan.

### 2. Background

- 2.1 In June 2024, His Majesty's Chief Inspector of Education launched a national thematic inspection of Scotland's local authorities. This inspection focused on how effectively local authorities support school improvement. It offered an opportunity to evaluate strengths, identify challenges, and explore opportunities to ensure high-quality

education for all learners across the country, and to highlight the important and distinct role of education authorities in that regard.

- 2.2 All 32 local authorities were inspected between September and October 2024. There was a focus on learning about what is working well and hearing about challenges encountered as well as proposed improvements.
- 2.3 The national thematic inspection set out to gather evidence around the following four themes:
- How local authorities support schools to improve the quality of education through implementing effective improvement planning and standards and quality reporting;
  - How local authorities support schools to improve the quality of education through self-evaluation and quality assurance;
  - How local authorities support schools to improve the quality of education through professional learning; and
  - How local authorities deliver universal support and challenge for all schools, and targeted support for specific schools to improve the quality of education.
- 2.4 A team of inspectors, including a local authority Associate Assessor, visited North Ayrshire Council in September 2024. Pre-inspection questionnaires were issued to head teachers and members of the quality improvement team. A range of documentation was submitted in advance of the inspection along with a self-evaluation summary of the work and impact of the Education Service in pursuit of the four themes above.
- 2.5 At the start of the visit, inspectors met with the Executive Director and the Chief Education Officer for an initial discussion about the local authority context and a strategic overview of our approaches to supporting school improvement under each of the four themes. Inspectors then met with a range of key stakeholders across the service to explore the themes in greater depth and gather further evidence. This model was applied across all local authorities to ensure consistency. Focus group meetings were held with:
- The education service leadership team
  - Members of the central quality improvement team
  - Head teachers
  - Class teachers
  - Trade union representatives
  - Elected members
  - Parent representatives
- 2.6 **Findings of the national report**

In the [national report](#), it was acknowledged that local authorities play a pivotal role in supporting schools to improve the quality of education. The report is generally positive, with a number of strengths identified. Across Scotland, inspectors saw strong examples of strategic leadership, robust data-driven self-evaluation, and collaborative cultures where schools and local authorities work together to improve outcomes for children and young people. Positive relationships, grounded in professional trust and respect, underpin many of these successes. In particular, effective leadership at all levels – central officers, school leaders, and middle leaders – has emerged as a powerful driver for sustainable improvement.



## 2.7 Recommendations of the national report

The report made 7 recommendations as detailed below:

- Ensure that all schools receive high-quality, consistent support through robust universal provision. This should reduce variability within and across local authorities and secure equitable outcomes for learners.
- For schools requiring targeted support, implement robust action planning, monitoring and accountability. This is essential to ensure that necessary improvements for learners are secured at pace.
- Prioritise leadership development for middle leaders, particularly in secondary schools, where improvement outcomes are less consistent, with a focus on the principles of self-evaluation for self-improvement.
- Establish a national professional learning programme for local authority central officers. This will help to build capacity and professional knowledge in school improvement and effective support and challenge practices.
- Develop flexible models of support that address the specific needs of rural, remote, and island schools.
- Embed local authority collaborative approaches to foster collective accountability for school improvement, ensuring these are consistently grounded in robust self-evaluation, and lead to accurate understanding of individual and collective improvement priorities.
- Improve the strategic use of data at both local authority and school levels. This includes developing staff capacity to interpret data effectively and use data-driven insights to inform self-evaluation, improvement planning, and resource allocation.

## 2.8 Feedback to North Ayrshire Council following inspection

The document of summarised findings specific to North Ayrshire is included at Appendix 1. The feedback was very positive and validated the content of our self-evaluation, both in terms of key strengths and areas for further development. A summary is included below:

<b>1. Supporting Effective Improvement Planning and Standards and Quality Reporting</b>
<ul style="list-style-type: none"><li>• The Quality Improvement Framework (QIF) provides clear guidance on self-evaluation, planning, and reporting, ensuring consistency.</li><li>• Strong leadership and collaboration foster trust, enabling honest discussions and tailored support for schools.</li><li>• Schools use data-driven decision-making, incorporating attainment, attendance, and stakeholder feedback.</li><li>• A structured stakeholder engagement process, including parents and learners, supports improvement planning.</li></ul>
<b>2. Supporting Schools to Improve the Quality of Education Through Self-Evaluation and Quality Assurance</b>
<ul style="list-style-type: none"><li>• A rigorous quality improvement cycle includes school visits, data analysis, and peer collaboration.</li><li>• Improvement Trios and cross-sector work enhance self-evaluation and best practice sharing.</li></ul>

<ul style="list-style-type: none"> <li>• Frequent moderation of data and reviews ensure targeted support and accountability.</li> <li>• The authority has refined its school visit model to allow more flexible, needs-based engagement.</li> </ul>
<b>3. Supporting Schools to Improve the Quality of Education Through Professional Learning</b>
<ul style="list-style-type: none"> <li>• The Professional Learning Academy (PLA) offers structured, in-school support, including “in residence” training.</li> <li>• Peer networks and mentoring provide collaboration opportunities for school leaders and staff.</li> <li>• The council is expanding subject networks and leadership development across primary and secondary schools.</li> <li>• Increased focus on evaluating the impact of professional learning ensures sustainable school improvement.</li> </ul>
<b>4. Delivering Universal Support and Challenge for All Schools, and/or Targeted Support for Specific Schools to Improve the Quality of Education</b>
<ul style="list-style-type: none"> <li>• A structured universal support system provides clear expectations and ongoing engagement.</li> <li>• Schools receive tailored interventions based on data analysis to address specific challenges.</li> <li>• Targeted action plans and peer mentoring help schools improve learning experiences and attainment.</li> <li>• A strong culture of professional challenge and support ensures accountability while fostering positive relationships.</li> </ul>
<b>Local recommendations</b>
<ul style="list-style-type: none"> <li>• Further strengthen learner involvement in school evaluation and planning.</li> <li>• Enhance cross-sector collaboration – expand peer evaluation, subject networks, and transition links between primary and secondary schools.</li> <li>• Enhance systematic evaluation of impact of professional learning to support long-term effectiveness.</li> </ul>

2.9 North Ayrshire’s Professional Learning Academy was included as a national practice example in the final published report, reflecting the strength of this in-house delivery model as part of our overall approach to supporting the professional learning needs of our education workforce. In addition, our well-established Quality Improvement Framework was identified in our local report as an example of effective practice worth sharing, given its pivotal role in underpinning our work to support school improvement across the service.

2.10 The local recommendations for future consideration will be incorporated into the Education Service Improvement Plan from session 2025-26 onwards.

### 3. Proposals

3.1 It is recommended Cabinet:

- Considers the content of the national report published by Education Scotland, including its key recommendations;
- Considers the specific feedback on approaches to school improvement in North Ayrshire and notes that local recommendations will be incorporated into future service improvement planning; and
- Commends the contributions of staff at all levels across the service to this work.

### 4. Implications/Socio-economic Duty

## **Financial**

4.1 None.

## **Human Resources**

4.2 None.

## **Legal**

4.3 None.

## **Equality/Socio-economic**

4.4 In supporting our schools to improve outcomes for all learners, we aim to reduce the impact of poverty and other inequalities. We aim to ensure all children experience the best start in life.

## **Climate Change and Carbon**

4.5 None.

## **Key Priorities**

4.6 Proposals outlined in this report support the Council Plan 2023-28 strategic aim to “transition to a wellbeing economy, delivering prosperity, wellbeing and resilience for local people” and more specifically “improving educational attainment and achievement and closing the attainment gap” activities.

## **Community Wealth Building**

4.7 None.

## **5. Consultation**

5.1 A wide range of stakeholders were involved in the inspection activity in North Ayrshire. This has ensured that a broad representation of views have been taken into account by inspectors when they produced the local summarised findings following the inspection. There will be ongoing engagement going forward as next steps are planned as part of service improvement planning processes.

Andrew McClelland  
Chief Education Officer, Head of Service (Education)

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

## **Background Papers**

[Local authority approaches to supporting school improvement](#) | [National thematic inspections](#) | [HM Chief Inspector reports and guidance](#) | [Inspection and review](#) | [Education Scotland](#)

## National Thematic Inspection: Local authority approaches to supporting school improvement

### Summarised Findings

<b>Local Authority</b>	<b>North Ayrshire Council</b>
<b>HM Lead inspector</b>	<b>Graeme Brown</b>

In September/ October 2024, a team of inspectors from Education Scotland visited North Ayrshire Council. During our visit, we talked to senior leaders, local authority officers, parents/carers, headteachers, teachers, representatives from professional associations and elected members.

#### **Purpose and themes**

The purpose of the visit was to gather evidence about how North Ayrshire Council supports school improvement, with a focus on how they support schools to improve the quality of education through:

- the implementation of effective improvement planning and standards and quality reporting
- self- evaluation and quality assurance
- professional learning
- universal and targeted support and challenge

#### **Context of the local authority**

North Ayrshire is the fifteenth most populous local authority out of the thirty-two in Scotland and the seventeenth largest, by area. The geography and demography of the local authority is varied and includes small towns, rural and island communities.

Forty-six percent of children and young people in primary and secondary schools live within deciles 1-2 of the Scottish Index of Multiple Deprivation (SIMD).

Approximately 34% of children in primary and 40% of young people in secondary have been assessed as requiring additional support with their learning.

Attendance in 2022/2023 was 88%. The national average is 90.2%.

There are 48 primary schools, 8 secondary schools, 1 specialist Additional Support needs (ASN) campus and 1 all-through school, across North Ayrshire. Five schools have a specialist provision and 1 school provides Gaelic Medium Education (GME).

The education service is led by the Education Service Leadership Team (SLT), which includes a Quality Improvement Team (QIT). The Quality Improvement Team consists of executive managers, senior managers, Quality Improvement

Officers, the Principal Educational Psychologist and they also work with Education Scotland's Attainment Advisor. Members of the QIT hold a range of strategic, cluster and sectoral responsibilities. Members of the QIT also work in the context of two strategic teams – one leading on Supporting Needs and one on Raising Attainment.

**Theme 1 - How do local authorities support schools to improve the quality of education through implementing effective improvement planning and standards and quality reporting?**

- *How clear and effective is the local authority's arrangements and advice to schools on self-evaluation, improvement planning and standards and quality reporting?*
- *How does the local authority ensure that schools' self-evaluation is accurate, rigorous and robust, based on reliable and comprehensive data and information?*
- *In what ways does the local authority promote collaboration with all stakeholders, especially learners, as essential to effective self-evaluation and identification of priorities?*
- *What is the role of central teams in providing critical feedback to school leaders on the quality/robustness of their self-evaluation and school improvement planning processes?*
- *To what extent does the local authority use the data from individual school or cluster improvement plans and standards and quality reports, to direct their officers' work?*

North Ayrshire's Quality Improvement Framework (QIF) has been in place since 2015. Establishments have clear, comprehensive, well-structured advice on a range of areas related to school improvement. These areas include self-evaluation, school improvement planning, standards and quality reporting and quality assurance. Stakeholders regard the QIF as the key document underpinning their approach to school improvement. It sets clear expectations about the role of school leaders and staff, including their engagement with learners and parents. The QIF is reviewed and updated each year based on stakeholder evaluations and other information. The QIF is a clear and useful document which is used effectively to support the consistent application of policy guidance in North Ayrshire's schools.

The Education Service has a commitment to improvement through effective planning and robust quality assurance and reporting. The provision of clear structures and templates to support the planning and reporting process are included within the QIF. These are continually reviewed and refined. For example, the school improvement planning format has been streamlined and includes a clear rationale for change. At the request of headteachers, a standard template for Standards and Quality Reporting has been introduced, providing clarity about expected content.

The Head of Service and senior managers demonstrate very strong knowledge and understanding of their schools. They are visible to staff in schools. A high level of professional trust and mutual respect is evident between this central team and headteachers. This ethos supports robust, honest professional dialogue about school improvement. Throughout the session, authority officers consider and discuss information from their school visits and reviews. These visits and reviews include moderation of Curriculum for Excellence (CfE) judgements and classroom visits, Achievement of Curriculum for Excellence Level (ACEL) and Insight data, moderation processes, attendance data, self-evaluation evidence

and views of learners and school staff. The ongoing dialogue and evaluation based on this data supports local authority staff well in ensuring the robustness of schools' self-evaluations. The extent to which local authority staff know and engage with their schools is an important strength in North Ayrshire's strategy for school improvement.

Senior managers design the level of annual engagement with headteachers, informed by each school's improvement plan at the start of each session. This bespoke approach ensures that the level of senior manager engagement is tailored to meet the needs of each school.

School leaders agree that there are high but realistic expectations placed on them. The blend of timely written ongoing feedback throughout the session and resultant discussion from improvement processes is a very useful practice. This practice is providing more useful and specific information to improve the quality of triangulation of evidence. This allows staff to better report on outcomes and plan further improvement priorities.

A culture of collaboration has been successfully nurtured and developed across the service. There is a strong sense that the Quality Improvement Team (QIT) and school staff are working side by side for the benefit of North Ayrshire's children and young people. The strength and effectiveness of the QIF is enhanced through collaborative working. Leaders in schools and at the authority work together to consider policy and actions. This collaborative ethos is a strong feature of North Ayrshire Council's approach to school improvement.

Staff use a wide range of data effectively throughout the session to inform planning and report on outcomes. Authority senior managers use this data to inform the actions they take to support improvement, such as increased engagement or the sharing of effective practice. Headteachers welcome the advice and support provided by the Attainment Advisor and previous data coach in relation to the effective use of data. The Head of Service shares high level data messages with headteachers on a regular basis at headteacher meetings.

Senior managers ensure consistency in the quality of advice and support to schools by engaging in a range of moderation activities, in line with the QIT. They review school improvement plans and standards and quality reports together, undertake joint school visits and share effective practice. School leaders report an increased rigour evident in discussions regarding CfE and Insight data. This is supporting the development at the early stages of a wider 3-18 view of improvement across the authority. As the authority moves forward with this approach, it will be important to further build upon existing arrangements for collegiality, planning and activities between staff at all levels between sectors.

There is a clear expectation that headteachers engage with members of the school community as part of their planning and review processes. This stakeholder engagement includes headteachers issuing annual surveys to members of the school community, to consider how stakeholder views influence their evaluations and next stages of planning. Headteachers and local authority officers then discuss the views gathered about the quality of education in the

school. This approach supports regular involvement of a wider group of stakeholders in considering school improvement. The quality of this discussion is enhanced by senior managers' own engagement with stakeholders in individual schools during school visits and reviews. This includes lesson observations and focus groups with staff and learners which inform further, authority staff's understanding of the needs and context of each school.

Secondary school learners in a few secondary schools are in the early stages of becoming Young Leaders of Learning as part of a pilot scheme. These learners are involved in the evaluation and planning of work in their own schools. School and authority staff should continue to support increased and systematic input from children and young people into improvement and review processes. Similar evaluation work could be expanded to support work between schools.

The initial intention of the QIF was to ensure that local authority officers had better assurance about the strengths and areas for improvement in their link schools and that self-evaluations were accurate and robust. Senior managers use the QIF well to structure their regular and frequent visits to schools and meetings with school leaders. As a result, the QIT plays an integral role in providing feedback and challenge to school leaders on the quality of their self-evaluation and school planning procedures. The QIT moderates this feedback regularly between themselves and other school leaders, to ensure that it is constructive for the school involved.

Local authority officers share information regularly with each other about individual school improvement plans and standards and quality reports. Local authority staff have been able to use this information to direct improvement activities across the service. For example, they identified concerns around writing in primary 4 across a range of schools and have then worked with school staff, accordingly. Authority staff have also used information gathered from schools to share approaches between schools around improving attendance,

Officers' moderation work also contributes to wider priorities, such as the need to continue to raise attainment, particularly addressing the poverty-related attainment gap. Another priority this work directly influences is the ongoing need to improve and sustain attendance, across the authority.

## **Theme 2: How do local authorities support schools to improve the quality of education through self-evaluation and quality assurance?**

- *What methods does the local authority use to evaluate school performance (review the quality of education) for example, gathering evidence from stakeholders, review/validated self-evaluation visits, attainment analysis)? How effective are these methods? How often does this take place?*
- *To what extent do officers carry out regular and rigorous evaluation of the quality of school provision? How is this work quality assured?*
- *How does the local authority evaluate the quality of learning, teaching and assessment?*
- *How clear and effective is the advice and support for schools on approaches to self-evaluation and their quality assurance? How effectively does the local authority moderate this at strategic and school levels?*
- *How does the local authority identify and share effective practice through quality assurance? Is this making a difference across the authority?*

North Ayrshire Council uses a thorough and rigorous quality improvement cycle to support schools to improve the quality of education through self-evaluation and quality assurance. This cycle is supported and exemplified very clearly in the QIF. Evidence is gathered from classroom visits, focus groups, ACEL and Insight data, moderation processes, attendance data, self-evaluation evidence and views of learners and school staff. Since its introduction there have been improvements in the quality of school self-evaluations and quality assurance processes. This forms part of a continuous cycle of improvement and supports a clearer focus on tackling improvement areas, such as attainment and attendance.

Local authority officers, school leaders and school staff report that their use of the QIF is underpinned by key principles relating to self-evaluation and quality assurance. This includes the decision to commit to building capacity further within and between schools for effective self-improvement by schools. There is evidence that this strategy is increasingly successful. School leaders are beginning to visit each other's establishments more often and building a wider perspective on approaches to evaluation, as a result. Elements of the QIF relating to self-evaluation and quality assurance change, as required, each year. This flexibility helps it to be a more responsive and effective framework.

Authority staff highlight that this close relationship with schools and detailed understanding of self-evaluation and improvement priorities has helped them to understand their link schools' strengths and development areas more effectively. Senior managers are therefore able to offer more constructive and targeted support for their link schools.

Each school is linked to a senior manager from the QIT. In addition to on-going meetings across the year, the senior manager undertakes a number of day-long visits. Different visits focus on different How Good Is Our School? 4<sup>th</sup> Edition (HGIOS4) quality indicators or focus areas for improvement. Taking account of each school's circumstances, the link senior manager may be accompanied by colleagues from the QIT or other headteachers or staff from different schools. Headteachers report this individualised approach, underpinned by common principles and processes, is helpful and responsive to their needs. Each school has a maximum of 4 of these visits each year. This visibility and ongoing presence enhances the quality of the specific and informed support local authority officers can offer schools. The outcomes of these visits are considered on an ongoing basis and as part of the individualised planning of priorities and associated support and engagement for the next school year.

Previously, each school had a minimum number of formal visit days each year. Local authority officers have opted to remove this minimum for 2024/25. The intention of this is to allow even more individualised approaches for each school. The effectiveness of this new approach on outcomes for children and young people will be evaluated with headteachers and the QIT. Moving forward it will be important to ensure that this approach is evaluated rigorously over a period of time.



Senior managers and school leaders also collaborate on other evaluation and review processes. Every school is a part of a 4-year cycle of more detailed Establishment Reviews, staffed by authority staff and staff from other establishments. Reviews are generally 2 or 3 days long and focus on specific quality indicators as agreed between the headteacher and their link senior manager in advance. The purpose of the reviews is to support establishments to focus in-depth on specific aspects of school improvement.

Authority leaders have recognised the importance of cross-sector work to ensure a 3-18 approach is taken to tackle key priorities such as raising attainment. School leaders report that they are benefiting from undertaking quality assurance and review activities in other sectors. They also report that senior managers are also upskilling themselves beyond their traditional sectors.

Improvement trios of schools have been introduced, following initial pilots and evaluations. A trio is composed of 3 schools, which school leaders and other staff use to review each other's work, data and processes as part of the cycle of evaluation. Following the pilot, this approach has now been extended to include all schools. Staff involved are not limited to school leaders. Headteachers drove the establishment of trios to promote collaboration and peer learning. There is evidence that the use of these trios adds an effective further layer to the self-evaluation process by emphasising detailed, context-driven peer collaboration and evaluation. School leaders particularly appreciate opportunities to validate findings by triangulating evidence, including direct observations with senior manager visits and Establishment Reviews. School staff also appreciate the strategic input of members of the Quality Improvement Team into the trio process. As planned, local authority staff should continue to explore how to involve a wider range of staff from smaller primary schools in trio activities. Authority staff should also continue to work with school leaders to identify ways in which actions which arise from trio work lead to improved outcomes for children and young people.

There is a strong focus from local authority staff and school leaders on evaluating the quality of learning, teaching and assessment. For example, improvement trios are currently focused on Quality Indicator 2.3 on learning, teaching and assessment. Senior manager visits include time spent in classrooms and with teacher and learner focus groups. Visitors from the authority QIT or other establishments are a visible feature in North Ayrshire classrooms. As part of these processes, visitors engage in lesson observations and follow-up dialogue. Visitors also engage in focus group discussions with teachers and learners on the quality of learning, teaching and assessment. Key messages and findings are then shared with school staff. There is evidence that this ongoing focus on learning, teaching and assessment helps to ensure its central role as a driver for improvement and underpins almost all priorities.

A few staff engage with approaches to learning, teaching and assessment out with North Ayrshire. For example, in connection with Gaelic Medium Education (GME). The authority should consider how the quality and reliability of evaluations of learning, teaching and assessment can be improved by more engagement with other authorities and their approaches.

Senior managers take care to moderate evidence and outcomes so that examples of effective practice can be highlighted and shared. For example, this occurs regularly in headteacher meetings and also in response to a specific school's requirements or improvement priorities. This helps promote more effective discussions and reflection. There is an ongoing focus on triangulation and moderation by senior managers, to support a better understanding of a school's needs and context at all levels.

Overall, the frequent and detailed programme of authority visits and increasingly collaborative review process is further improving school leaders' own skills in self-evaluation and improvement. It is helping to identify key areas for improvement in schools and plan support as required. For example, improving processes in monitoring and tracking in specific schools. There is also evidence that a strong approach to ongoing self-evaluation is beginning to support middle leaders to be more actively involved, although this can vary significantly across the authority.

### **Theme 3: How do local authorities support schools to improve the quality of education through professional learning?**

- *What professional learning does the local authority currently provide to support school improvement?*
- *What is the impact of this on developing the skills and knowledge of school leaders and staff on school improvement?*
- *What support systems (e.g., mentoring, networks of practice, peer support groups, cluster support) are available for school leaders and staff? How are these approaches improving school performance and outcomes for learners?*
- *To what extent do senior leaders have opportunities to support improvement beyond their own establishment? What difference is this making?*
- *How effectively does the local authority utilise Associate Assessors (if applicable) to support school improvement across establishments.*
- *Does the local authority's professional learning strategy draw on support from national organisations?*

North Ayrshire Council primarily uses their Professional Learning Academy (PLA) to focus professional learning on improvement. The PLA is a team who offer a range of supports such as courses, targeted visits and "in residence" programmes to staff and schools within North Ayrshire. The work of the PLA links to schools' improvement plans.

The PLA is an important part of the authority's strategy to upskill existing school staff and enable them to support and develop each other. A significant investment of time and resources to support this is the PLA "in residence" training. This training embeds a PLA teacher in a school for around 9 weeks, working alongside teachers in classes to team teach, observe and plan learning experiences and create resources.

The PLA was initially established using Scottish Attainment Challenge (SAC) funding. As a result, the main focus of "in residence" training is to help close the poverty-related attainment gap and targets learners who primarily reside within SIMD deciles 1 or 2. However, other targeted establishments are now also in

receipt of PLA support. There is evidence that the use of “in residence” PLA staff has helped teachers to improve outcomes for learners. For example, in a primary school play pedagogy project and a literacy and numeracy project in a secondary school.

The PLA “in residence” programme is supported well by the processes and principles of the QIF. The role of the PLA and aims of their programme are planned well by headteachers working with senior managers. A “contract” is drawn up which defines the nature of the support, its aims and how success and impact will be evaluated. This is called the Professional Learning Objective (PLO). Before starting, PLA staff conduct assessments of the school’s specific needs and run an ongoing programme of informal conversations, coaching, targeted interventions and bespoke training. PLA staff typically spend one day a week out of school over the 9 weeks to devote to planning and research. Both PLA and school staff report that this blended approach of research and working directly with school staff and learners is successful. It is clear that this blended approach makes the support of PLA staff helpful in supporting school staff to transform theory into reality in the classroom.

Local authority staff and school leaders have correctly identified the need for a deeper evaluation of the PLA ‘in residence’ programme. Therefore, in 2024/25 the final term of the school year will be used to enable PLA staff to revisit “in residence” schools to evaluate the impact and sustainability of the work. Authority staff should consider how this principle of rigorously evaluating the impact of professional learning interventions can be applied to other work with schools by the PLA. Local authority staff should continue to ensure that aims remain measurable and ambitious.

There is a range of further offers available to school staff through the PLA. These include twilight professional learning, a professional learning lending library and a range of bespoke training sessions. The flexibility of approaches taken on the professional learning offer is particularly helpful for staff working in island schools.

North Ayrshire Council has recognised the importance of professional learning for a range of staff. Their Pupil Support Assistants (PSAs) also benefit from a specialised professional learning programme through the PLA. This programme has been increased and improved in line with the authority’s regrading of PSAs from grades 4 to 5. As a result, there is evidence that specific young people are benefiting from an improved level of support.

North Ayrshire Council’s overall strategy on professional learning is one that is mindful of sustainability in developing the skills of their existing workforce. In addition, however, local authority officers are keen for education staff to “look outwards”. This happens, for example, through the South West Educational Improvement Collaborative (SWEIC).

There is an increasing range of wider support systems and networks in place for practitioners. These include networks such as the Scottish Qualification Authority (SQA) Co-ordinators Network and groups such as the Reporting to Parents Working Group. Some of these networks and groups are necessarily

sector-specific, however authority staff are in the early stages of trying to establish more cross-sector groups. A deputy head teacher network has been created for secondary school staff. This network is already proving to be a successful forum for collaboration, for example shared work is underway on best approaches to timetabling. Authority staff should now continue with plans to establish equivalent groups for primary deputy headteachers. Senior managers should also continue with plans to expand their Subject Networks beyond the English and Maths networks. As planned, they should consider how these can be 3-18 networks rather than limiting involvement to secondary principal teachers. This will be an important priority for the local authority, especially as they have identified the importance of a 3-18 approach to raise and sustain attainment.

A range of school staff have become involved in approaches such as “donate a day”, where they work collaboratively at the local authority headquarters on specific issues. Helpfully, this has generated some useful materials to support schools. For example, summaries of useful literature to support learners with an additional support need (ASN). This has been successful in continuing the theme of collaboration between practitioners to support wider improvement. These collaborative activities are currently open to all staff. As a next step, authority officers should work with school leaders to identify more specifically targeted school staff who may benefit from these collaborative activities.

Headteachers welcome the regular, structured and constructive time spent in headteacher meetings. They also welcome the carefully designed, collaborative improvement “Heads Together” days which happen 4 times per school year. A well-structured calendar linked to the QIF supports meetings and days throughout the school year. This is an important support network between peers in addition to being a decision-making forum. Headteachers appreciate that their voices are listened to and acted upon. They report that these meetings are genuinely collegiate. This genuinely collaborative culture has led to headteachers leading the inception of a range of strategic improvements, such as the establishment of the trios and a greater involvement of staff from other schools on school visits.

New headteachers are supported through peer mentoring. Paired with a more experienced headteacher, they are sensitively supported to establish trusting relationships, working “shoulder to shoulder” and establishing key connections through visits and support. Headteachers comment positively on the impact of this and its contribution towards positive working relationships.

There is increased focus on headteachers having greater input to support improvement beyond their own establishment. Some of this greater input is through well-structured approaches such as the “Heads Together” collaborative days. Headteachers are increasingly present in each other schools in trios work and in reviews and visits. School leaders are able to support each other with context-specific and practical suggestions. These views are valued and acted on by local authority senior managers. There is evidence that this is supporting improvement to local authority processes, and also in schools where specific action plans of support have been put in place.

The authority uses associate assessors and headteachers who have recently been through the inspection process effectively. They regularly have opportunities to share their experiences at headteacher meetings to share key learning from the inspection processes, from other local authorities and priorities to support development. This is well planned and sits within the wider context of learning from each other, as established by the QIF. This is helping to share and widen school leaders' perspectives on school improvement.

**Theme 4: How do local authorities deliver universal support and challenge for all schools, and/or targeted support for specific schools to improve the quality of education?**

- *What is the universal offer of support and challenge for all schools?*
- *How does the local authority use the data from individual school or cluster improvement plans and standards and quality reports, to provide targeted support?*
- *What measures are used to identify the need for targeted support?*
- *Is there targeted support for specific schools? What might that look like? (examples?) What action is taken if a review of a school concludes that a school is not performing satisfactorily and requires targeted support?*
- *What support systems (for example: mentoring, networks of practice, peer support groups) are available for school leaders and staff?*
- *What is the role of central staff in facilitating/contributing to collaborative approaches, which improve school performance and outcomes for learners?*

The QIF very clearly outlines and exemplifies the universal support available to schools from local authorities. This is welcomed by school leaders. There is a shared understanding of expectations for both school staff and local authority officers.

School leaders benefit from regular support and challenge from members of the QIT throughout the year. This includes regular meetings which involve analysis of school improvement planning priorities, attainment, attendance, internal school quality assurance procedures and a range of other actions. This programme is supported further by 4 day-long visits, at most, which consider different HGIOS4 quality indicators and include observations of learning, teaching and assessment. School leaders and other staff are increasingly involved in trio arrangements with other schools and all schools benefit from a 4-year cycle of Establishment Reviews. These processes support improvement planning, quality assurance and self-evaluation, but also offer an ongoing process of support and challenge. School leaders welcome the robust yet supportive nature of these interventions. These effective processes identify areas for improvement and resulting actions.

The ongoing programme of well-planned universal support is increasingly flexible to allow bespoke interventions for schools. Senior managers are able to use their detailed knowledge of their linked schools to plan this support effectively with school leaders. This planned support allows local authority officers and school leaders to focus improvement and support activities efficiently.

Senior managers engage in robust sharing and moderation of data about their linked schools with each other. The QIT analyses and discusses school information during protected time. Senior managers have established an

environment of professional trust where they can challenge each other on the quality and effectiveness of evidence and improvement actions. This professional culture around moderation and triangulation of evidence is promoted throughout the education service.

Senior managers' analysis and moderation of school data includes information from reviews, visits, ACEL and Insight data, attendance data, self-evaluation evidence and views of learners and school staff. The moderation process between senior managers means they are better able to identify schools which may require this support.

Local authority officers intervene with different forms of targeted support, depending on schools' needs. Action plans with clear priorities are created, and there is ongoing support from Senior managers and other QIT members to implement these priorities. These effective action plans are clear, prioritised, time-limited and explicitly evaluated.

School leaders requiring targeted support may be paired up with peer mentor support, and other school leaders may also be involved in action plans. Local authority officers emphasise that this is conducted sensitively and balances professional dignity for senior leaders with the need to ensure that improvements for learners are enacted. This consistent commitment to a constructive working relationship is an important strength of the authority's approaches to working with schools. There is evidence that individual schools have been able to improve, for example the quality of learning experiences, due to this structured and targeted support.

Overall, the role of authority staff in working under the principles and practice of the QIF is having a positive impact on actions taken to support school improvement in North Ayrshire. School leaders are clear that authority staff foster a collaborative culture very effectively. Senior managers are approachable, available and supportively challenging. This well-planned work is contributing effectively to the development of a culture rooted in self-improvement. The authority has used its improvement framework to help identify specific areas of improvement such as improving the quality of monitoring progress in learning, and the effective use of targeted interventions to support this.

Local authority staff, working with school leaders, have identified raising attainment as a key priority. School leaders are now encouraged to look at raising attainment from the perspective of attainment across the whole authority and at all levels.

## **5. Any other relevant information**

Local authority officers, school leaders and professional association representatives reported positively on authority attitudes to staff wellbeing. Authority staff are keen to do this meaningfully by ensuring school staff are

listened to and their voice and views are an important part in shaping actions and agendas. Headteachers reported how much they valued the authority's awareness of the importance of their wellbeing. Headteachers felt that this was balanced well with professional challenge and high expectations.

## **6. Effective practice worth sharing**

The Quality Improvement Framework provides clear and comprehensive guidance and principles for school improvement. It is underlined by key principles of building capacity, developing positive working relationships and ensuring that local authority staff genuinely know their linked schools very well. The QIF has become successfully embedded and it allows culture and systems to be knitted together with principles, guidance and exemplars.

The QIF provides key messages and information from a range of sources to support school leaders in planning, evaluation and improvement activities. It provides establishments with background information; an overview of what staff need to know and what they need to do. It includes information on planning and reporting procedures, agreed templates and exemplars. It also makes explicit links to national documentation such as How Good Is Our School? 4<sup>th</sup> edition and the General Teaching Council for Scotland (GTCS) Standard for Headship. The inclusion of calendars ensure a shared understanding of the expected timing and frequency of planning and review actions.

The clear strategic aim to ensure that the capacity of schools to self-improve is evident as a thread running through school improvement approaches. This is enhanced by highly individualised support from authority officers, from whom it is clear that genuinely knowing schools well to best support them is their "core business". The PLA has been designed with sustainability in mind, and all levels benefit from professional learning – including pupil support assistants.

Developing positive relationships and a culture of professional trust is also an important part of North Ayrshire's approach to school improvement. This allows for robust yet supportive discussions and actions to take place. There is an understanding that supporting "operational" issues for school leaders is also an important part of furthering school improvement.





## NORTH AYRSHIRE COUNCIL

3 June 2025

### Cabinet

**Title:** **Proposal to Reserve Spaces for Catchment Children at Three Primary Schools**

**Purpose:**

- To provide information to Cabinet on the rolls at Fairlie, Mayfield and Montgomerie Park Primary Schools
- To seek approval to reserve up to 2 places at each year group stage of these primary schools for incoming catchment pupils from academic session 2025-26

**Recommendation:** That Cabinet agrees to:

- The creation of up to 2 reserved places at each year group stage at Fairlie, Mayfield and Montgomerie Park Primary Schools for incoming catchment pupils.

### 1. Executive Summary

1.1 This report provides information on the pupil rolls at Fairlie, Mayfield and Montgomerie Park Primary Schools and sets out a proposal to reserve up to 2 places at each year group stage for pupils who live within the catchment areas of these schools in order to maximise the efficient management of pupil numbers at these schools in particular, in light of the current and projected pressures on catchment places, for example as a result of house building.

### 2. Background

2.1 The Education (Scotland) Act 1996 Placing Requests Part IV: Section 33, allows Education authorities to reserve places for incoming pupils to school catchment areas. This supports education authorities to better manage available school places, enabling pupils to be accommodated at their catchment school where possible.

2.2 Section 28A (3A) of the Education (Scotland) Act 1980 (as amended) provides a general principle that, 'so far as is compatible with the provision of suitable instruction and training and the avoidance of unreasonable public expenditure, pupils are to be educated in accordance with the wishes of their parents'. The Education Service is committed to ensuring that parents who submit a "placing request" to have their child educated at a school other than their catchment school are accommodated where possible, however it is also important to take measures to ensure that new incoming pupils can be accommodated within their catchment schools.

- 2.3 Acceptance of placing request applications up to the capacity of a school year stage can result in there being no places left at that stage for new incoming catchment pupils. This is particularly relevant for schools located in areas with a significant number of new homes being built and can result in catchment pupils being redirected to the nearest school outwith their catchment area with places available. If the alternative primary school is over 2 miles away from their home address, then the pupil will be entitled to school transport funded by the Council. Based on this, there are currently 3 impacted primary schools where pre-emptive action is recommended:
- a. Fairlie Primary
  - b. Mayfield Primary
  - c. Montgomerie Park Primary
- 2.4 Fairlie Primary pupil roll has risen from 73 in 2018 to 108 (5 classes) in August 2024. The roll is projected to be 120 (6 classes) from August 2025. This increasing roll can be partially attributed to incoming children from the 86 new homes being built adjacent to the school, as well as a decline in the number of families living in the village registering for a denominational school. Of the current 108 children, 16 are placing requests into Fairlie Primary School.
- 2.5 Mayfield Primary has a current pupil roll of 192 pupils (8 classes). 42% of pupils on the school roll live within the catchment area, with 58% attending as a result of a successful placing request. Adjacent to the school, there is a new housing development of 49 homes, with a further 231 homes due to become occupied over the next 9 years. In October 2024, Cabinet agreed to limit the Primary 1 intake number at Mayfield Primary School to 25, to leave space for the roll to expand in future years to accommodate catchment children from the new homes. This proposal to reserve places at each year group stage further supports Cabinet's previous decision.
- 2.6 Montgomerie Park Primary opened in August 2024 with 79 pupils (5 classes). The pupil roll is now over 100, with a projected roll of 154 (8 classes) planned from August 2025. 33% of the current roll are placing requests accommodating pupils from outwith the school catchment area and there are a further 21 placing requests into Primary 1 from August 2025. The total Primary 1 intake from August 2025 is 55 pupils. The Education Service will submit an additional report to Cabinet (prior to registration for the 26/27 academic session) with a specific proposal for the future management of the Primary 1 intake numbers at Montgomerie Park Primary. With further significant house building due to continue within the school's catchment area, it would be prudent to reserve places throughout the school for children moving into this catchment area.
- 2.7 This proposal aims to manage capacity effectively at all three schools and attempts to ensure that spaces remain for pupils to attend their catchment school. In determining the number of places to reserve, the following factors were taken into account:
- a) The school's current capacity and roll
  - b) The predicted demand for catchment places at the school in future years
  - c) The current and predicted number of placing requests at the school
- 2.8 The number of reserved places required for a school can be affected by pupils moving into and out of the area, as well as late and withdrawn placing request applications. This means that demand for places in a school can change before the new academic year begins. The required number of reserved places outlined in this report reflects our planning assumptions for academic session 2025-26.

- 2.9 Pupil numbers for session 2025-26 at the three most affected schools as outlined above are already tight. If this proposal is approved, it may not be possible to reserve places at every year stage immediately, based on current numbers. In such cases, the service would introduce the reserved places following any pupil movement at that year stage.
- 2.10 The service will monitor pupil numbers closely to ensure this proposal remains appropriate and fit for purpose.

### **3. Proposals**

#### **3.1 That Cabinet agrees to:**

- Allow the Education Service to reserve up to 2 places at each year stage at Fairlie, Mayfield and Montgomerie Park Primary Schools for incoming catchment pupils

### **4. Implications/Socio-economic Duty**

#### **Financial**

- 4.1 The proposal aims to ensure that there are sufficient places for incoming children to attend their catchment school, therefore reducing the potential transport and staffing costs of them being educated elsewhere.

#### **Human Resources**

- 4.2 None arising directly from this report.

#### **Legal**

- 4.3 The Education Authority is under a statutory duty to manage its education estate effectively to ensure that there is adequate capacity to meet demand, and the Education Authority is under a duty to provide adequate and efficient education in terms of the Education (Scotland) Act. Relevant legislation has been considered in formulating the proposal, as has the Scottish Government guidance in respect of determining Primary School capacity.

The proposal reflects Council policy in as far as it promotes the opportunity for children to attend their local school. Council policy will be adhered to in respect of admissions, with catchment children being given priority.

#### **Equality/Socio-economic**

- 4.4 The key aim of this proposal is to provide children with a place at the primary school nearest their home, where they can be educated alongside other children within their local community.

#### **Climate Change and Carbon**

4.5 The proposal supports walking to school, therefore reduces any impact to the environment from transport emissions.

### **Key Priorities**

4.6

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

### **Community Wealth Building**

4.7 None.

## **5. Consultation**

5.1 Consultation has taken place with the Education Portfolio Holder. At this time, there is ongoing engagement with the Head Teachers of the 3 primary schools specifically affected by this paper.

Andrew McClelland  
Chief Education Officer, Head of Service (Education)

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

### **Background Papers**

[http://north-ayrshire.cmis.uk.com/north-ayrshire/CommitteesMeetings/Decisions/tabid/67/ctl/ViewCMIS\\_DecisionDetails/mid/391/Id/11f4c491-2465-4b4d-bc17-c34285b9fb08/Default.aspx](http://north-ayrshire.cmis.uk.com/north-ayrshire/CommitteesMeetings/Decisions/tabid/67/ctl/ViewCMIS_DecisionDetails/mid/391/Id/11f4c491-2465-4b4d-bc17-c34285b9fb08/Default.aspx)

## NORTH AYRSHIRE COUNCIL

3 June 2025

### Cabinet

<b>Title:</b>	<b>Equality Mainstreaming Report 2025 and Equality Outcomes 2025 to 2029</b>
<b>Purpose:</b>	<b>To present the Equality Mainstreaming Report 2023 to 2025 and Equality Outcomes 2021-2025 Report (encompassing the Education Authority) Report and proposed Equality Outcomes for 2025 to 2029</b>
<b>Recommendation:</b>	<b>Cabinet is asked to: a) Approve the content of Equality Mainstreaming Report 2025 and the proposed Equality Outcomes 2025 to 2029; and b) Approve publication of the report on the Council's website as required under the Equality Act 2010</b>

### 1. Executive Summary

- 1.1 Under the Equality Act, from April 2013, public sector organisations are required to publish equality information once every two years and consult on and develop Equality Outcomes once every four years. Our previous report published in 2023, was our mid-term report covering 2021 and 2022 as part of our four year Equality Outcomes 2021 to 2025. The report attached at Appendix 1 is our final Equality Mainstreaming Report (2025) and Equality Outcomes for 2021 to 2025. The report at Appendix 2 contains our proposed Equality Outcomes from 2025 to 2029.
- 1.2 The report highlights key areas of equality work that have been mainstreamed through Council processes and an update on the actions supporting specific equality outcomes for the years 2023 and 2024. Our Education Service is also required to produce a report as per the legislation and this has been embedded within the mainstreaming report.
- 1.3 The Equality Act also requires the Council to produce statistics on the protected characteristics of our employees and a summary of the key points is included in our mainstreaming report, with further data analysis available on request from the Policy and Performance Team.

## **2. Background**

- 2.1 The Equality Act 2010 sets out a general duty for every public authority, often referred to as the three needs, which requires organisations to:
- Eliminate unlawful discrimination, harassment, and victimisation.
  - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
  - Foster good relations between people who share protected characteristics and those who do not.
- 2.2 The public sector duty covers a number of protected characteristics under the Equality Act. These are: Age; Sex; Gender Reassignment; Pregnancy and Maternity; Race; Religion or Belief; Sexual Orientation; Marriage and Civil Partnerships (although Marriage and Civil Partnerships only applies to eliminating discrimination). In addition, in December 2023 a decision was taken by Council to treat 'care-experienced' as a local protected characteristic.
- 2.3 Additional 'Specific Duties' were added in 2012 (in Scotland) to help authorities meet the three needs outlined in the general duty. These include:
- Reporting on mainstreaming equality duty.
  - Publishing equality outcomes and report progress.
  - Assessing and reviewing policies and practices.
  - Gathering and using employee information.
  - Publishing pay gap information on Gender, Race (ethnicity) and Disability.
- 2.4 Education bodies are listed as separate authorities within the equality legislation, however for simplicity and to reflect our collaborative working approaches, the Education Mainstreaming and Outcomes reports are contained within the Council report.
- 2.5 The Licensing Board is also included in the list of organisations required to publish equality reports and we have included a link to the report within the main body of our mainstreaming report.

### **Mainstreaming Equality Key highlights**

- 2.6 Listed below are some of the key highlights from our mainstreaming and outcomes report (Appendix) 2:
- We developed, in partnership with our British Sign Language (BSL) community, our new BSL plan 2024 to 2029.
  - We carried out a Council-wide review and update on our Menopause in the Workplace Guidance, with the addition of a new category in our sickness absence reporting procedure.
  - We reviewed and updated our Equality and Children's Rights Impact Assessment process with the addition of the Consumer Duty and 'care-experienced' which is to be treated as a local protected characteristic.

- Our schools continued to progress the Rights Respecting Schools awards, with Gold accreditations increasing from 10 to 17 schools.
- We continued the successful implementation and delivery of the Equal Supported Employment programme, supporting young people with learning disabilities with work experience in horticultural skills, cycle maintenance and Scottish Qualifications Authority qualifications.
- We successfully developed our Council website, following extensive engagement around disability related issues, helping to create a more accessible website.
- Our Web Team is actively continuing to ensure our website and all documents contained within it are accessible. This includes significant support to services such as training, one to one support and the creation of 'How To' guides.
- We increased the number of employees completing our Equality and Diversity course from 2,897 in 2023 to 3,119 in 2024.
- 241 of our New Scots adults engaged in learning opportunities during 2024.
- We supported 166 employed individuals to manage their health and stay in employment and 272 unemployed individuals were supported to progress into employment.
- 5,962 children and young people and 814 families have benefitted from Community Mental Health support.

## **Equality Outcomes Overview**

- 2.7 Our equality outcomes for 2021-2025 were developed with partners across Ayrshire, including the three Ayrshire councils, the three Health and Social Care Partnerships, NHS Ayrshire and Arran, Ayrshire College, Ayrshire Valuation Joint Board and the Community Justice Authority. The partners were able to pool resources to support engagement around the development of equality outcomes and actions.
- 2.8 It was agreed that the four original overarching Equality Outcomes developed in 2016 would be carried forward to the 2021 to 2025 reporting cycle. In addition, following advice from the Equality and Human Rights Commission, specific sub-outcomes were included to sit beneath the overarching outcomes, the four outcomes are:
- In Ayrshire, people experience safe and inclusive communities.
  - In Ayrshire, people have equal opportunity to access and shape our public services.
  - In Ayrshire, people have opportunities to fulfil their potential throughout life.
  - In Ayrshire, public bodies will be inclusive and diverse employers.
- 2.9 The Sub-outcomes and supporting actions can be found in the Equality Outcome section of the Mainstreaming Report (Appendix 1).

## Equality Outcomes 2025 to 2029

2.10 Public sector organisations are required to develop Equality Outcomes and actions every four years. Our next four-year cycle runs from 2025 to 2029. National guidance on setting equality outcomes states that they should be proportionate and relevant to the functions and strategic priorities of the organisations setting them, and that they may include both short and long-term benefits for people with protected characteristics.

2.11 In developing the outcomes, services within the Council were approached to explore various options, taking into account both local and national research the outcomes below were identified for engagement with our local communities. A survey was issued and distributed across North Ayrshire, receiving 350 responses.

2.12 The following is a breakdown of responses by protected characteristic:

- 73% female/24% male
- Collectively 24% of respondents were aged 46 to 52 years and 24% aged 53 to 59 years.
- 20% of respondents stated they had a disability.
- 0.9% of respondents identified as having an ethnicity other than white; and the total percentage of ethnic minority responses was 14%.
- 7% of respondents identified as lesbian, gay or bisexual for sexual orientation.
- 53% identified as having no religion, followed by Church of Scotland (23%) and Roman Catholic (14%).

2.13 The proposed outcomes for 2025 to 2029 (Appendix 2) are:

- Equality Outcome 1 - Improve access to Council services by ensuring our information and communication methods are inclusive and accessible for everyone.  
(91% of respondents agreed or strongly agreed with this outcome).
- Equality Outcome 2 - Raise awareness and improve understanding of discrimination and hate crime across our workplaces and local communities.  
(85% of respondents agreed or strongly agreed with this outcome).
- Equality Outcome 3 - In North Ayrshire, new places, spaces, and buildings will be inclusive and designed to take account of the needs of disabled persons\*  
(92% of respondents agreed or strongly agreed with this outcome)
- Equality Outcome 4 - There is increased awareness of LGBT housing issues, and the LGBT community are represented and supported to access the housing services they need.  
(68% of respondents agreed or strongly agreed with this outcome)
- Equality Outcome 5 - In North Ayrshire, people with a disability, including people with neurological conditions, young people and parents will be supported to access employment opportunities.  
(89% of respondents agreed or strongly agreed with this outcome)
- Equality Outcome 6 - North Ayrshire Council will aim to enhance its workforce from under-represented and diverse groups and foster good relations to support



an inclusive workplace environment, where employees are able to thrive and develop their careers.  
(82% of respondents agreed or strongly agreed with this outcome)

2.14 \*Following both the recent Supreme Court ruling on the definition of a woman in terms of the Equality Act 2010, the implications for single sex spaces and the subsequent motion agreed at Council on 14<sup>th</sup> May 2025, Equality Outcome 3 has been amended. The agreed Council motion states:

*“Council acknowledges the recent ruling by the Supreme Court of the United Kingdom, issued on the 16th of April 2025, and will ensure that all its policies, guidance, and practices are in full compliance with the law including taking into account the EHRC guidance on the Court’s decision which is due to be issued in the coming Summer.”*

As a result, Outcome 3 has been modified to read:

“In North Ayrshire, new places, spaces, and buildings will be inclusive and designed to take account of the needs of people with disabilities and other protected characteristics.”

The additional wording (“and other protected characteristics”) will allow us to expand the scope of activities beyond disability to include issues such as single sex spaces as well as other issues that may arise and provide a mechanism for monitoring and reporting on this.

2.15 The Education Service has identified three Equality Outcomes, these are:

- Education Equality Outcome 1 - The United Nations Convention on the Rights of the Child (UNCRC) is embedded across North Ayrshire Council with children’s rights recognised, respected, and promoted.  
(80% of respondents agreed or strongly with this outcome)
- Education Equality Outcome 2 - Children and young people will have planned opportunities to shape their learning experiences and local policy developments.  
(80% of respondents agreed or strongly agreed with this outcome)
- Education Equality Outcome 3 - Children and young people with additional support needs and protected characteristics are supported to achieve their full potential.  
(90% of respondents agreed or strongly agreed with this outcome)

### **3. Proposals**

3.1 Cabinet is asked to: a) Approve the content of Equality Mainstreaming Report, incorporating the Equality Outcomes Report 2021 to 2025 and the proposed Equality Outcomes for 2025 to 2029 b) Approve publication of the report on the Council’s website as required under the Equality Act 2010.

#### **4. Implications/Socio-economic Duty**

##### **Financial**

4.1 None

##### **Human Resources**

4.2 None

##### **Legal**

4.3 The Council has a legal obligation to publish an Equality Mainstreaming and Outcomes report as part of the Equality Act (2010) and subsequent legislation.

##### **Equality/Socio-economic**

4.4 The report highlights key areas of work across the Council that support and promote equality and diversity in support of the Equality Act (2010) and subsequent legislation.

##### **Climate Change and Carbon**

4.5 None

##### **Key Priorities**

4.6 Our aim is to create a North Ayrshire that is 'fair for all' and this report directly supports all four Council Plan priorities.

##### **Community Wealth Building**

4.7 None

#### **5. Consultation**

5.1 Services were engaged in supporting input into the content of the report.

5.2 A survey was distributed across North Ayrshire to enable our communities to contribute their views on proposed outcomes for 2025 to 2029.

Aileen Craig  
Head of Service (Democratic)

For further information please contact **Andrew Hale, Team Manager, Policy and Performance**, on [andrewhale@north-ayrshire.gov.uk](mailto:andrewhale@north-ayrshire.gov.uk).

##### **Background Papers**

None



## Appendix 1

# Equality Mainstreaming and Outcomes Report (Incorporating Education) (2025)



North Ayrshire Council  
Comhairle Siorrachd Air a Tuath

## Contents

Welcome .....	2
Mainstreaming Equality and Equality Outcomes.....	4
Key Highlights 2023 to 2024 .....	4
The Equality Act .....	4
Key Strategies.....	5
Mainstreaming the Equality Duty .....	6
Equality Groups.....	8
Human Resources (HR).....	8
Engagement with our Communities .....	11
Case Study .....	13
Licensing Board Overview .....	14
Education Authority Report .....	15
Employee Statistics Overview .....	24
Key Points arising from the statistics overview .....	25
Disability.....	26
Ethnicity .....	27
Age .....	28
Sex .....	29
Sexual Orientation.....	30
Religion or Belief (including no belief) .....	31
Employee Pay Gap Information.....	32
Occupational Segregation Information .....	33
Employee Statistics – Next Steps.....	36
Equality Outcomes .....	37
Equality Outcome 1 .....	38
Equality Outcome 2.....	40
Equality Outcome 3.....	43
Equality Outcome 4A.....	52
Equality Outcome 4B.....	53
Equality Outcome 4C.....	53

# Welcome

Fairness and tackling inequality sit at the heart of our Council Plan 2023 to 2028. Our vision is “A North Ayrshire that is ‘Fair for All’”.

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

It shows how we are meeting the requirements of the Equality Act 2010 and subsequent amendments to this legislation. Since 2013, all public bodies have been required to produce a report every two years covering a number of Equality related activities, which are referred to under the Public Sector Equality Duty. This report is our Equality Mainstreaming Report and Equality Outcomes for the period 2021 to 2025 and covers calendar years 2023 to 2024 (our previous mid-term report covers the period 2021 to 2022). This includes:

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

The [Public Sector Equality Duty](#) ‘specific duties’ stipulate the requirements of reporting. The key elements are mainstreaming the equality duty, publishing and reporting on equality outcomes and gathering and publishing employee statistics.

It is recognised that people with certain protected characteristics as identified within the Equality Act are more likely to experience inequality. The protected characteristic groups are age, race, disability, sex, sexual orientation, religion and belief, gender reassignment, pregnancy and maternity and marriage and civil partnership. During 2023, North Ayrshire Council took the decision to treat ‘Care-Experienced’ as a protected characteristic.

## About North Ayrshire

North Ayrshire is on the southwest coast of Scotland and one of 32 local authority areas in Scotland. It covers 885 square kilometers, encompasses the Islands of Arran and the Cumbraes and has a population of just over 134,000 people (ONS June 2021). Demographically, North Ayrshire continues to be faced with a number of challenges. The Scottish Index of Multiple Deprivation (SIMD) measures relative deprivation across Scotland against several domains which are broken down into small areas or data zones. 52 of North Ayrshire’s 186 data zones are in the 15% most deprived in Scotland. As was the case in 2016, North Ayrshire has the fifth highest deprivation in Scotland (SIMD 2020). The percentage of children living in poverty after housing costs is estimated at 29%.

## Accessibility and Further Information

We are constantly striving to make our Council and our reports as accessible as possible. We welcome opportunities to discuss how this can be achieved. This report has been access checked using the ‘Assist’ accessibility checker.

## Alternative Formats

If you require this report in an alternative format, please contact the team on the details outlined below. We can provide:

- Large Print
- Easy Read Version
- Audio Format
- Braille
- Other Formats on Request

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

The Corporate Policy, Performance and Democracy Team

Telephone: 01294 310000

Email: [NorthAyrshirePerforms@north-ayrshire.gov.uk](mailto:NorthAyrshirePerforms@north-ayrshire.gov.uk)

# Mainstreaming Equality and Equality Outcomes

## Key Highlights 2023 to 2024

- We developed, in partnership with our British Sign Language (BSL) community, our new BSL plan 2024 to 2029.
- We carried out a council-wide review and update on our Menopause in the Workplace Guidance, with the addition of a new category in our sickness absence reporting procedure.
- We reviewed and updated our Equality and Children's Rights Impact Assessment process with the addition of the Consumer Duty and treated 'care-experienced' as a local protected characteristic.
- Our schools continued to progress the Rights Respecting Schools awards, with Gold accreditations increasing from 10 to 17 schools.
- We continued the successful implementation and delivery of the Equal Supported Employment programme, supporting young people with learning disabilities with work experience in horticultural skills, cycle maintenance and Scottish Qualifications Authority qualifications.
- We successfully developed our North Ayrshire Council website, following extensive engagement around disability related issues, helping to create a more accessible website.
- Our Web Team is actively continuing to ensure our website and all documents contained within it are accessible. This includes significant support to services such as training, one to one support and the creation of 'How To' guides.
- We increased the number of employees completing our Equality and Diversity course from 2,897 in 2023 to 3,119 in 2024.
- 241 of our New Scots adults engaged in learning opportunities during 2024.
- We supported 166 employed individuals to manage their health and stay in employment and 272 unemployed individuals were supported to progress into employment.
- 5,962 children and young people and 814 families have benefitted from Community Mental Health support.

## The Equality Act

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

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

These elements of the Act are also referred to as the three key needs of the Act. Additional information in relation to equalities issues in North Ayrshire is available on our website: This includes Equality and Children's Rights Impact Assessments and the Equality Outcomes for 2025 – 2029.

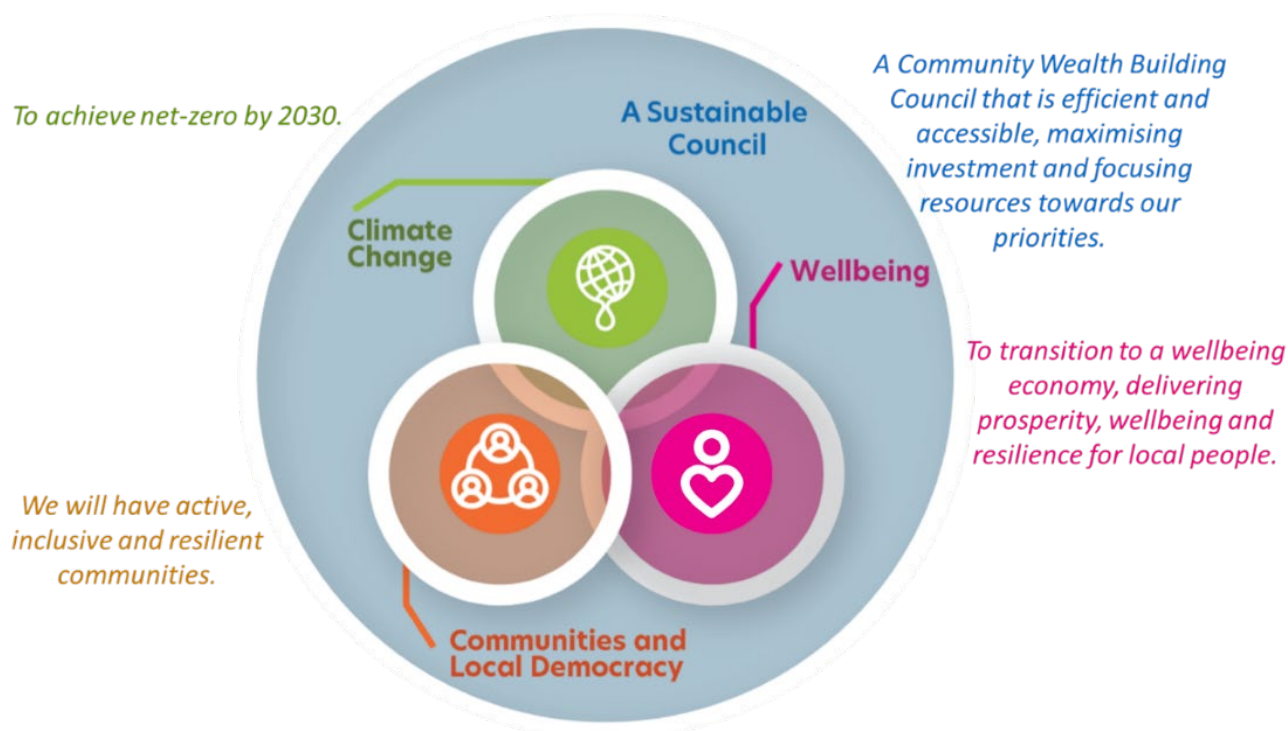


## Key Strategies

### Our Council Plan

Our Council Plan for 2023 to 2028 is the main strategic plan for our Council. It is a high level document that has tackling inequality at its core with our vision being “A North Ayrshire that is Fair for All”. All of our plans must align to the Council Plan, meaning tackling the causes of inequality are embedded throughout our services.

Our Priorities:



### British Sign Language Plan

Our Ayrshire Shared British Sign Language (BSL) Plan 2024 to 2030, was published in June 2024 and along with our previous 2018 to 2024 plan can be found in our British Sign Language page on the Council's website. Since the new plan was introduced, the Ayrshire partners have been engaging with the local BSL and deaf community to support the implementation of an operational plan and have established a local implementation group that has representatives from the deaf community. The group will continue to meet to take forward the actions throughout the duration of the plan.





# Mainstreaming the Equality Duty

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

## Equality and Children's Rights Impact Assessments

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

Assessments are completed each year against various strategies, plans, processes and budget proposals, a screening is carried out to determine if a full impact assessment is required.

Our impact assessment process contains several areas:

### Protected Characteristics

The impact on any of the nine protected characteristics of age, sex, race, disability, sexual orientation, religion and belief, gender reassignment, pregnancy and maternity and marriage and civil partnership. In North Ayrshire we treat care experienced as a protected characteristic.

### Children's Rights and Human Rights

The Children and Young People (Scotland) Act 2014 (Duties of public authorities in relation to the UNCRC) requires public authorities (including all local authorities and health boards) to report on the steps they have taken to secure or further implement the requirements of the United Nations Convention on the Rights of the Child (UNCRC). As a result, Children's Rights are included as an integral part of the Equality Impact Assessment process and aligned to the eight indicators from the Getting It Right for Every Child (GIRFEC) programme. This has been further strengthened by the implementation of the UNCRC (Incorporation) (Scotland) Act 2024.

### Fairer Scotland Duty

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

### Island Proofing

Section 8 of the Islands (Scotland) Act 2018 requires relevant public authorities (which includes local authorities) to carry out impact assessments on island communities when creating a strategy, policy or a service to determine if it is significantly different from its effect on other communities (including other island communities).

## Consumer Duty

The Consumer Duty was introduced under section 21 of the Consumer Scotland Act 2021 and added to our assessment tool during 2024, it is made up of four statutory requirements:

1. When making decisions of a strategic nature, a relevant public authority must have regard to the impact those decisions have on consumers.
2. When making decisions of a strategic nature, a relevant public authority must have regard to the desirability of reducing harm to consumers.
3. A relevant public authority must publicise information about the steps it has taken to meet the duty.
4. A relevant public authority must have regard to the guidance issued by Consumer Scotland.

For the purposes of the Act, a consumer is an individual or business (no larger than a small business) that purchases, uses or receives goods or services in Scotland, where those goods or services are supplied in the course of business (including where they are supplied by local authorities and other public bodies). The term “consumer” also refers to potential or future consumers.

## Care Experienced

North Ayrshire Council made the decision to treat “care experienced” as a protected characteristic in North Ayrshire Council’s Equality Impact Assessment process to ensure all decisions made by Council give specific focus on how the Council could improve the lives of care experienced young people.

A [report](#) on treating care-experience as a local protected characteristic was taken to Council on 13 December 2023.

Legal advice was sought from King’s Counsel which confirmed that in principle it would be competent to treat “care experienced” as though it was a protected characteristic for the purpose of the Equality Impact Assessment (EIA) part of the process. An Equality and Children’s Rights Impact Assessment (ECRIA), incorporating an EIA was completed to assess the impact of adopting “care experienced” to be treated as a protected characteristic in North Ayrshire Council in future EIAs. The ECRIA concluded that the implications of treating “care experienced” as a protected characteristic in future EIAs are broadly positive.

The definition adopted by the Council is “Anyone who is currently in care or has been for any length of time regardless of their age.” This care may have been provided in many different settings, such as:

- Kinship Care (living with a relative who is not your mum or dad)
- Looked After At Home (with the help of Social Work)
- Residential Care (Living in a residential home or school)
- Foster Care (living with foster carers)
- Secure Care (living in a secure accommodation)
- Adoption (living with adoptive parents).

The final decision can be accessed via the [Council minutes](#) of 14 February 2024.

We continue to engage with our communities around impact assessments as well as accessing information on the [Scottish Government Equality Evidence Finder](#). This tool makes it easier for people to locate and access equalities information and provides a wealth of data and other evidence with accompanying commentary, background papers and links to further information. Our Equality and Children's Rights Impact Assessments are published on our Council Performance page in the [Equality Policy and Performance](#) section.

## Equality Groups

### Corporate Equality Group

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

### Employee Disability Forum

Established in 2019 to consider employee disability related issues in the organisation, the forum includes employees who have a particular interest in disability issues, whether direct experience of a disability or whose role relates to this area. Representatives attend from Human Resources (HR), Trade Unions, the Equal Supported Employment Team, and the Sensory Impairment Team. Some of the groups' key successes include:

- Providing a safe space for employees to raise issues relating to disability at work.
- Supporting and providing input into HR related policies and procedures, including workplace disability guide (Disability Confident Employer).
- Influencing ICT related issues and helping to improve accessibility, both physical access and digital access.

## Human Resources (HR)

### Menopause in the Workplace

Our in-house HR Guide: 'Menopause in the Workplace' to support employees and raise awareness about the menopause was reviewed and updated during 2024.

The guide was updated following engagement with the Trade Unions and 1,100 female employees - 20% of our female workforce. Following an employee survey, the Menopause Guidance was updated in October 2024.

In addition to discussions with our trade unions, the survey highlighted that our female manual employees and teaching employees did not have the same awareness or access to the menopause guide and supporting resources as corporate based employees. The revised guidance was issued to all female colleagues to increase awareness. In addition to this, a briefing session was delivered to

the Health, Safety and Wellbeing Group within Education to raise awareness on the feedback received from employees and how this could be factored into Health, Safety and Wellbeing Action Plans within the Service.

To continuously review the impact of menopause within the workplace, the Council has recently introduced a specific sickness absence category covering menopause to assist in identifying areas where targeted support may be required or increase awareness of the supports available.

In 2023 we ran two Menopause Awareness Sessions in August and November, with supporting information on Menopause and Hormonal Changes on the body provided on our internal intranet. The intranet's dedicated page to Menopause provides a range of information to support the above guidance and signposts to relevant internal/external supports.

### Employer with Heart Charter

In April 2024, our Council launched the Employer with Heart Charter as a commitment to support our pregnant employees who experience a premature birth. Where a baby is born prematurely before 37 weeks' gestation, the Council will provide additional leave at full pay for the number of days in which the baby was born prior to their original due date. (Employer with Heart is not available for babies born after 37 weeks.)

This support was introduced to provide employees with additional leave to utilise following their period of maternity leave/pay which would commence from the date of the baby's birth. This additional leave with full pay is to support employees in recognition of the significant impact a premature birth can have upon a family, both financially and emotionally, and additional time to care for and support their baby.

We understand that returning to work can be a difficult time for parents of premature babies and that babies born too soon can have ongoing medical needs, requiring regular hospital appointments and check-ups. We will consider formal and informal flexible working patterns and offer additional paid or unpaid leave. In addition, the Council will also provide additional leave to partners using the same principles as above.

### Wellbeing Support

Promoting employee wellbeing continues to be a priority with an extensive range of supports and guidance available. These supports include:

- HR Guide: Disability in the Workplace
- Supporting Employees with Cancer
- HR Guide: Mental Health in the Workplace
- Supporting Employees who suffer from Endometriosis.
- HR Guide: Pregnancy Loss

The Human Resources Team provides a wide range of information to support diversity within our workforce. By ensuring this information is easily accessible it continues to promote and encourage fair and inclusive practices across the Council.

## Equality Related Training

Our Council provides a range of Equality and Diversity related training, most of which is delivered via online platforms. Our Equality and Diversity online course forms part of the mandatory suite of courses as we continue to promote awareness. All employees can now access our iLearn online learning platform.

In addition, we continue to provide a range of training modules, including British Sign Language, Deaf Awareness and Deafblind Awareness.

### Number of E-learning Completions 2023

Course Title	Number Completed
Equalities E-Learning	2,897
Equalities and Children's Rights Impact Assessment E-Learning	32
British Sign Language	117
Deaf Awareness E-Learning	56
Deafblind Awareness E-Learning	41

### Number of E-learning Completions 2024

Course Title	Number Completed
Equalities E-Learning	3,119
Equalities and Children's Rights Impact Assessment E-Learning	74
British Sign Language	63
Deaf Awareness E-Learning	34
Deafblind Awareness E-Learning	36

The continued promotion of our mandatory Equality and Diversity course has seen an increase of 222 completions during 2024. A full review and update of this training will take place during 2025 and launch in January 2026.

## Engagement with our Communities

Our Council continues to engage with our communities using a variety of methods. During our budget consultation process a high level of engagement took place across North Ayrshire with our local communities, this involved the distribution of a survey and face to face engagement around the key budget proposals. The survey received 4,461 responses across six themes and asked demographic information in relation to Equality and Diversity. In addition, 39 groups were engaged with directly around the proposals, many of them representing equality related communities, such as youth and older people forums, disability, the Gypsy/Travelers Community, men and women's groups, groups representing New Scots such as Syrians, Ukrainian and Afghan communities along with the equality forum, Equal - Heads up.

Responses from the survey highlighted the following responses for people with protected characteristics:

- Female (47%), Male (40%)
- The 55 to 64 age group provided the highest percentage of responses at 28.6%, followed closely by the 65 to 74 age group at 28%.
- Just over 9% of respondents considered themselves to have a disability.
- 6.5% considered themselves to be care-experienced

Our services, including Connected Communities, Housing and Education engage regularly and support a range of groups across North Ayrshire. Other Council services engage and consult as required regarding changes to or new services being put in place.

## Developing our new Website

During 2023 our Council's IT Service embarked on the redesign of our external website. The Council is committed to making its public website accessible, in accordance with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 and the Equality Act 2010.

Throughout the redesign project, a key driver was to deliver an engaging website, considering accessibility first while meeting the needs of as many residents as possible. Community engagement was actioned from design, delivery and development stages testing throughout all our localities.

Needs were identified from various stakeholders, and testing of the various aspects of the website took place with residents and various groups across North Ayrshire. These included but were not limited to: Discovery groups for over 65's; Parent and toddler groups; North Ayrshire Employee Disability Forum; Resident volunteers as part of an online testing group; and Arran Repair Café Volunteers.

Engagement through various internal and external communication efforts yielded significant reach and interaction:

- 1,387 responses from surveys, prototype testing, and user testing sessions.
- A social media campaign, with a total of 64 posts, generated 1,034 engagements (likes, comments, shares and link clicks).
- Videos shared throughout the campaign received 3,457 views.

This was an important area of work that supported the Council to create an accessible website and further engagement will continue into the next phase of its development.

## Procurement

Our Procurement Strategy has 'Create an Inclusive North Ayrshire with access to fair jobs' as one of its key objectives and has seven specific actions to support this including encouraging fair work practices and payment of the real living wage in all relevant contracts, creating employment through community benefit clauses and ensuring the supply chain is paid promptly. Equality is also included in procurement terms and conditions and 'Fair Work Practices' are scored or included as pass/fail in all procurements. Tenderers are also asked to agree with the North Ayrshire Council Modern Slavery and Human Trafficking Code of Conduct and sign a declaration that states they have taken the relevant measure to make sure their supply chains are slavery proof. Equality considerations are embedded into our Terms and Conditions:

"The Supplier undertakes that it has and shall comply with all statutory requirements in respect of ensuring equal opportunity in employment and has not and shall not unlawfully discriminate either directly or indirectly on such grounds as race, ethnic or national origin, disability, gender, sex or sexual orientation, religion or belief, or age and without prejudice to the generality of the foregoing the Supplier shall not unlawfully discriminate within the meaning and scope of the Equality Acts 2006 and 2010, the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, the Human Rights Act 1998 or other relevant or equivalent legislation, and any statutory modification or re-enactment thereof."

The 'Modern Slavery and Human Trafficking Code of Conduct' covers several key themes including forced or involuntary labour, humane treatment, workplace equality, contracts of employment and Freedom of movement. More information can be found on our [website](#).

## Case Study

### Equality in Procurement – Equality Act Compliant Ramps to Residential Properties

North Ayrshire Council required a contractor to carry out the design, supply, and installation of galvanised steel ramps to residential properties throughout North Ayrshire, as and when required. The work was also inclusive of any associated down takings and preparatory works and any siteworks associated with construction of ramps. The installation of ramps is part of a wider adaptations service offered by our Council; by installing adaptations to residents' homes who require additional support, our Council can enable residents to live in a community setting who may otherwise have had to stay in a hospital, care home or required more intensive care packages to support them.

It was mandated within the specification that all installations must fully comply with current standards of The Building (Scotland) Regulations 2013, the Housing (Scotland) Act 2006 and The Equality Act 2010.

Furthermore, bidders were required to submit two examples of experience and two supporting references to demonstrate capability to deliver the requirement of supply, designing and installing ramps that comply with The Equality Act 2010. It was mandatory that this section of the evaluation was passed in order for their bid to pass to the next stage of the evaluation process. This approach ensured a reputable contractor was appointed that had experience and the skills to deliver the requirements in line with the equality legislation.



## Licensing Board Overview

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

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

# Education Authority Report

## Overview

North Ayrshire Council seeks to create a society where everyone has the same life chances to grow, prosper and have fulfilling and healthy lives. Education in North Ayrshire recognises and celebrates its role in the delivery of positive outcomes for all children and young people. We undertake positive interventions to support equalities education for the benefit of our children and young people and for our employees across our educational establishments. Our Education Service is responsible for the education of 17,133 pupils across our authority's primary, secondary, and additional support needs schools. A further 2,044 children attend early learning and childcare settings.

- Over 45% of our children and young people live in postcodes in the most deprived areas of Scotland according to the Scottish Index of Multiple Deprivation (SIMD).
- 29% of our children and young people live in poverty (after housing costs), which is the second highest in Scotland.
- Over 5,500 of our children and young people are registered for school footwear and clothing grants.
- Education in North Ayrshire is delivered through:
  - 48 primary schools.
  - Eight secondary schools.
  - One through school (Garnock Campus).
  - One specialist campus for children and young people with additional support needs.
  - 15 centres where early learning and childcare is provided in partnership.
  - 41 council managed early learning and childcare settings.

The Education Service has a significant role in delivering the Council Plan 2023-28 vision to create a North Ayrshire that is fair for all and our mission "To work together to improve the lives of our people in North Ayrshire".

At a national level, the vision for education in Scotland set out in the National Improvement Framework is for Scottish education to be ambitious, inclusive, and supportive in order to deliver:

- Excellence through raising achievement and improving outcomes: ensuring that every child and young person achieves the highest standards they can.
- Achieving equity: ensuring every child and young person has the same opportunity to succeed.

Key priorities of the National Improvement Framework are:

- 1) Placing the human rights and needs of every child and young person at the centre of education.
- 2) Improvement in children and young people's health and wellbeing.
- 3) Closing the attainment gap between the most and least disadvantaged children and young people.
- 4) Improvement in skills and sustained, positive school-leaver destinations for all young people; and
- 5) Improvement in achievement, particularly in literacy and numeracy.

Our Education Service Improvement Plan 2023-26 is a three-year plan which was approved in 2023. The priorities in the plan mirror the National Improvement Framework priorities with a strong focus on realising our Council Plan priorities.

Our schools use the Curriculum for Excellence framework to create, devise and deliver education suited to the local context for all learners in their communities. Effective planning, tracking, monitoring, and moderation of assessments are essential to ensure the progress of all learners. The framework provides a coherent, flexible, and enriched curriculum for all children and young people from 3-18 years. Children and young people are at the centre of learning provision to become:

- Successful Learners
- Confident Individuals
- Responsible Citizens
- Effective Contributors

Specific Education Service actions related to the mainstreaming of the Public Sector Equality Duty, under the Equality Act 2010, have been grouped under the three key duties in the sections below. However, it should be noted that whilst key activities below are provided under one of the three key duties these are frequently interconnected with an activity listed under one key duty also impacting positively on other key duties.

## **Eliminate discrimination, harassment, and victimisation.**

### **Embedding United Nations Conventions on the Rights of the Child (UNCRC)**

The United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 came into effect in July 2024. The Act provides protection for the human rights of children and young people in Scotland. The articles contained within include a focus on eliminating discrimination and protecting all children from harm. The Act places a legal duty on public authorities not to act incompatibly with the UNCRC articles included in the Act.

Prior to implementation of the Act, a proactive approach was taken across the Council to embed children's rights through the rights respecting schools programme, as outlined in the next section, and the work led by North Ayrshire Council's Youth Services in this area.

In response to the Act, the Education Service is leading a cross-service working group that will seek to further enhance and strengthen local practices to embed children's rights. Key areas of focus identified include:

1. Further enhancing mechanisms to enable the views of children and young people to be heard and considered when decisions are made that affect them.
2. Strengthening approaches to child friendly reporting across Council services.
3. Establishing a local process for children to report any potential breaches of their rights before these are escalated to the Children's Commissioner.
4. Raise awareness of UNCRC duties across our Council's workforce and communities through training and promotional materials.
5. Building on current approaches to educating children and young people on their rights.

## Rights Respecting Schools

A key initiative embedded across North Ayrshire's education establishments is the Rights Respecting Schools programme, which embeds children's rights and UNCRC more broadly. This relates directly to eliminating discrimination and protecting children and young people from harm, which could include harassment and victimisation. The Rights Respecting Schools programme provides establishments with a framework for educating children and young people about their rights and ensuring these are put into practice each day. As Duty Bearers, adults have clear responsibilities in ensuring children's rights are upheld and children are educated on their rights.

As of November 2024, 17 Schools across North Ayrshire have their gold award, three of these, Beith Primary and Early Years Class, Dykesmains Primary, and Dalry Primary and Early Years Class are reaccreditations in recognition of the ongoing commitment to embedding Children's Rights across the whole community. 30 schools have been awarded the silver award, and 11 schools have the bronze award. We also have six schools and Early Years Centres who have registered with UNICEF and are working towards the bronze award.

## Young Leaders of Learning pilot programme

Within the 2024-25 academic year, there is an on-going pilot of Education Scotland's Young Leaders of Learning programme across eight secondary schools, 10 primaries within a single cluster and an early years establishment. This programme seeks to strengthen learner participation and support improvement through pupil led improvement activities, which ensures pupil voices are heard and views are respected. While the focus of the programme varies, initial engagement suggests this may have a focus on tackling this area of the equality duty in some establishments through an emphasised focus on protecting children's rights.

## Mentors in Violence Prevention (MVP)

Mentors in Violence Prevention is delivered as part of the Scottish Government's Equally Safe strategy and supports early prevention of gender-based violence. In North Ayrshire, all nine secondary schools take part in the programme and have teams of staff trained to lead and support senior school mentors. Lessons are being delivered by peer mentors to S1 and S2 classes in our schools. We have a local authority lead and three in-house staff trainers, annual employee training takes place in May.

There are regular communications and network meetings with school leads to ensure national messages and updates are shared and provide an opportunity to share good practice. Governance of the programme is provided by North Ayrshire's Violence Against Women Partnership (VAWP) with quarterly reporting.

Partners in youth services, and active schools have been trained in the MVP programme to support schools. In our secondaries MVP mentors have been leading 16 days of activism, working alongside partners from Women's Aid and Police Scotland. Staff in three of our Primary schools have taken part in the Education Scotland Pilot programme Gender Based Violence – Early Intervention. Our local authority lead is trained to further roll out and deliver this programme to staff across our primary schools to upskill staff and promote the 'Everyone's Included' learning resource within our primary schools.

### Tackling incidents of violence and aggression

The Behaviour in Scottish Schools Research (2023) and the publication of the subsequent Scottish Government Action Plan (November 2024) informed a review of the Corporate Violence and Aggression Policy as it applies within educational settings. This work was undertaken collaboratively with colleagues from Corporate Health and Safety as well as trade unions and includes specific instruction around prevention, reporting and support for employees.

Linked to this work, the policy on Promoting Positive Relationships is being updated to ensure specific guidance is given around behaviour and consequences including the creation of Positive Behaviour Plans that include an assessment of risk.

### Anti-bullying in North Ayrshire education establishments

North Ayrshire's anti-bullying policy aims to prevent and deal with bullying by improving resilience and skills in children and young people and adults who play a role in young lives. This policy utilises nurture and restorative practices to respond to those who are bullied and perpetrating bullying. The policy seeks to make it difficult for bullying behaviours to emerge, or be tolerated, by promoting a culture that values opinions; celebrates difference and promotes positive relationships.

Work undertaken in relation to this policy continues to raise awareness of bullying behaviour; creates and supports a culture of respect, care, and consideration of others; ensures staff, pupils, parents and carers are aware of how to deal with bullying; and monitors and evaluates procedures.





## Update of North Ayrshire Child Protection Procedures

Provision	Presenting Need	Current roll (approx.)
<b>Lockhart Campus</b>	Complex learning and communication needs (including learning disability), medical, physical, communication needs	209
<b>Elderbank ESR</b>	Complex learning and communication needs (including learning disability)	54
<b>Dreghorn ESR</b>	Language and Communication needs – some access to mainstream	24
<b>Ardrossan Astra</b>	Language and Communication needs – some access to mainstream	18
<b>Irvine Royal ESR</b>	Moderate learning and communication needs, Social, emotional and behavioural needs	12
<b>Greenwood ESR</b>	Moderate learning and communication needs, physical and medical needs	12
<b>St. Bridget's ESR</b>	Social, emotional and behavioural needs (including some communication needs)	12
<b>Hayocks ESR</b>	Social, emotional, and behavioural needs (including communication needs)	12
<b>Outreach Support Services</b>	Early Years Inclusion Support Team Dreghorn Language and Communication Team Deaf Education (Pan Ayrshire) Visual Impairment New Scots (includes English for Speakers of Other Languages) Home and Hospital Tuition Services	Flexible capacity – currently supporting just under 600 learners

As noted in equality legislation, age is a protected characteristic and consequently recent activity to improve Child Protection procedures are relevant to this aspect of equality mainstreaming duty. Child protection procedures have been updated this academic session to ensure more streamlined processes are in place for all establishments. The updated policy has been launched with all staff and has been received positively. New monthly monitoring within the service allows for patterns and trends to be easily identified and professional learning targeted at establishments, clusters, or localities. We have also introduced a monthly check-in with Service Access colleagues in the HSCP, where concerns can be shared, discussed and resolved.

## Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.

### Specialist Additional Support Needs provisions

North Ayrshire Council's Education Service offers a range of supports and provisions for learners with additional support needs (ASN) who can be identified within the disability protected characteristic represented in the Equality Duty. The provisions listed below provide specialist support for ASN learners with a key focus on advancing equality of opportunity for this group through an enhanced offer from mainstream education establishments that is more tailored to learner needs.

Significant investment is also undertaken on an annual basis to provide increased capacity within mainstream establishments to support ASN learners. This aligns with the Education (Additional Support for Learning) (Scotland) Act 2004 and the Presumption to Provide Education in a Mainstream Setting: Guidance (2019) that emphasises presumption of mainstreaming through inclusive practices. Recent activity in this area, which is led by the Education Service's supporting needs team, has included training and upskilling of the education workforce.

### Review of education inclusion group and staged intervention processes

Work to review the Service's approach to Staged Intervention and the placement process to support inclusion has been completed with a focus on ensuring the views of children, young people and families are sought, captured, and used to inform decision making. These processes directly impact ASN learners, who require enhanced support from the provisions outlined in the table above.

Our revised processes ensure a proactive collaboration on assessment, information, and referrals. It is also a requirement that final copies of referrals are shared with parents and carers. The proactive and supportive approach adopted by North Ayrshire Council in working with parents and carers to support needs has been nationally recognised with a recent mention in Scottish Parliament, where our approach to supporting diets of neurodivergent learners in schools was highlighted as an example of positive collaborative practice.

### Young Inclusion Ambassadors

Work has progressed to establish a Young Inclusion Ambassadors Network which will bring young people with Additional Support Needs together to share their views and experiences of education. We hope that through activities, our young people can identify how well they feel their schools and the local authority are doing in our provision of inclusive education and where improvements can be made. Our pilot group of Young Inclusion Ambassadors are in Lockhart Campus and Ardrossan Academy and planning is underway to expand this programme to all establishments in the next academic session.

### Mental health supports in schools

As outlined in the Equality Duty, a long-term mental health condition can be considered a disability and as a result a relevant protected characteristic linked to the Equality Duty. As reported in the Education Service Annual Standards and Quality Report for 2023-24 academic year, our school counsellors continue to provide support to those children (aged 10 and over) who require support. The total number of children and young people accessing counsellors in session 2023-24 was 379. S1 pupils used the service most frequently, followed by S3 pupils. The most common reasons for counselling referrals included anxiety and depression/low mood.

Established tracking and evaluation tools demonstrate that school counselling continues to have a

positive impact on the wellbeing of children and young people in North Ayrshire. The counselling team has established practices that have allowed them to work more closely with children and young people for whom one-to-one talking can be a barrier, including developing approaches such as psychodrama, sand trays and the use of Lego therapy.

There has also been a focus on internal trauma training to promote more systemic trauma informed practice. We also continue to provide access to Crisis Counselling as a support for children and young people who do not fall under the remit of the school counselling team, with 20 Primary School children accessing this support in the last year.

Community Mental Health and Wellbeing Supports continue to have a significant impact on children and young people's wellbeing, with initiatives supporting early intervention and promoting positive mental health and wellbeing. Overall, 5,962 children and young people have accessed these supports with an additional 814 families benefiting. Managing anxiety is a key area of focus, with 806 children and young people receiving support for this concern. Our education professional learning programme has ensured employees have the skills and knowledge to deliver interventions, for example an additional 35 staff members have been trained this year to deliver Let's Introduce Anxiety Management (LIAM), with 148 young people benefitting in 2023-24. Impacts included improved attendance at school and some young people being able to engage in community activities. Other interventions have played a key role in supporting our children and young people, for example:

- 93 learners have accessed play therapy for care experienced children, a support for learners who have experienced significant trauma. North Ayrshire Health and Social Care Partnership (HSCP) has now invested in a full-time permanent play therapist due to the positive impact of this programme.
- 147 children have accessed the Family Centred Wellbeing Support Service, with many referrals being made for our children and young people where there is a neurodevelopmental diagnosis or concern. This service too has been expanded in 2024-25 academic session.
- Our two mental health and wellbeing project delivery officers continue to have a positive impact in their communities, and in particular among the 16-24 age bracket. Access is through self-referral and referral reasons include loneliness, social isolation and self-esteem or confidence issues. As well as creating a young parents' group, the project delivery officers have delivered the 'Bounce Back' programme in Primary schools and 'Your Resilience' in Secondary schools. Our young people involved in this programme identified Suicide Prevention as an area they wished to investigate and have created kindness murals in public places with the aim of supporting positive messaging. These have been created in Kilwinning and the Garnock valley.
- Our Area Inclusion Workers have a key role in supporting our children and young people with a range of themes, including: Managing anxiety; supporting attendance; supporting with change and loss; visiting the family home; and providing social and emotional support.



## Foster good relations between people who share a relevant protected characteristic and those who do not.

### Getting it Right for Every Child

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

Through GIRFEC, we can determine proportionate, timely and appropriate help for young people, improving each child's situation and reducing risk. The approach supports the achievement and attainment of best outcomes for all our young people, demonstrated through the review and impact of personalised targets in Children's Plans. All our young people have the entitlement to support which is appropriately developed through our Staged Intervention Programme, which is aligned to Additional Supports Needs legislation and monitored and evaluated using the National GIRFEC Practice Model.

### LGBT+ Education

LGBT+ education forms part of the learning (primary and secondary schools) focusing on social and emotional resilience, including mental health in relationships, sexuality and sexual behaviour. The use of curriculum benchmarks ensures that progress of young people is measured throughout this key area of education.

Partnership working with Youth Work has continued with equalities groups now set up in a number of secondary schools. The following resources were utilised to support this approach:

- Relationships Sexual Health and Parenthood resource ([Home - RSHP](#)) is utilised in most of our establishments, with Lesbian, Gay and Bisexual equality lessons being introduced at Level 3 and 4.
- 'See Me, See Change', - Scotland's programme with the goal to end all stigma and discrimination around mental health.
- Equalities and Children's Rights Impact Assessment.

North Ayrshire Council's Equalities and Children's Rights Impact Assessment (ECRIA) has provided a useful tool during this reporting period in relation to this aspect of the Equality Duty. More specifically, the requirement to consider the impact on fostering good relationships with those with protected characteristics and those who do not informed a recent policy development taken to full council in March 2025. This recent example was an ECRIA undertaken by the education service to explore a potential change in the school exclusion policy to provide an exemption for care experienced children and young people. The focus on this aspect of the equality duty highlighted both positive and negative impacts related to the policy change and ultimately informed the Council's decision on this matter.

## The Promise

Within the Education Service, establishments are encouraged to engage with the Education Scotland, “Keeping the Promise Award”. To date two secondary schools have taken part and raised awareness of our duties to Care Experienced Learners. Participation in this award programme helps to address one of the key priorities of The Promise - to reduce the stigma that many care experienced people feel by promoting consistency of messaging around The Promise and the use of non-stigmatising language. Providing support to undertake the award will be a key focus in Term Four this session. Each establishment has an identified Keeping the Promise champion who attends networking events to share good practice and hear latest updates in this area of work.



# Employee Statistics Overview

The Public Sector Equality Duty under the Equality Act 2010 requires local authorities to gather and publish employee statistics by protected characteristic. This section of the report includes an overview of employee information by disability, ethnicity, age, sex, sexual orientation and religion or belief (including no belief). It also includes the Employee Pay Gap information by sex, disability, and ethnicity. Full information on our employee statistics can be accessed by emailing [Equalities@north-ayrshire.gov.uk](mailto:Equalities@north-ayrshire.gov.uk).

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

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

The table below contains the total headcount of North Ayrshire Council employees as at December each year:

2021	2022	2023	2024
7,391	7,544	7,680	7,626

The analysis of our employees encompasses not only our current staff but also those who have left the organisation during the year, ensuring we maintain a comprehensive and accurate understanding of our workforce.

## Key Points arising from the statistics overview

There are a few key areas arising from the statistics overview, these include:

- The percentage of employees declaring a disability has improved, however the rate of not disclosed is still high at 20.6% (this is similar for Education) and requires further investigation.
- Turnover for employees with a disability is higher and this requires further investigation.
- Our Ethnic Minority population is relatively small at 2.1% and this is reflected in our workforce (1.21%), our disclosure rates for ethnicity are low and this requires further work to improve these figures. Our figures also indicate a higher percentage turnover for our ethnic minority workforce, and this also requires further investigation.
- We continue to have an ageing workforce, and employee turnover is higher in both younger and older age groups.
- There continues to be a higher percentage of males in senior roles (Grades 11 to 17) than females - despite females making up 75% of the workforce - and further work is required to consider this in more detail.
- Over 48% of employees have not disclosed their sexual orientation; figures indicate a higher employee turnover for our LGBT employees and this requires further investigation.
- Over 49% of employees have not disclosed their religion, there is a higher percentage of employee turnover from some of the minority religion and beliefs, however the number of employees is low and there is not thought to be any employment related issues for people with the protected characteristic.

The issues identified in our statistical overview will be reviewed in more depth and actions established as appropriate to improve these figures. This includes regular encouragement for our employees to update their records

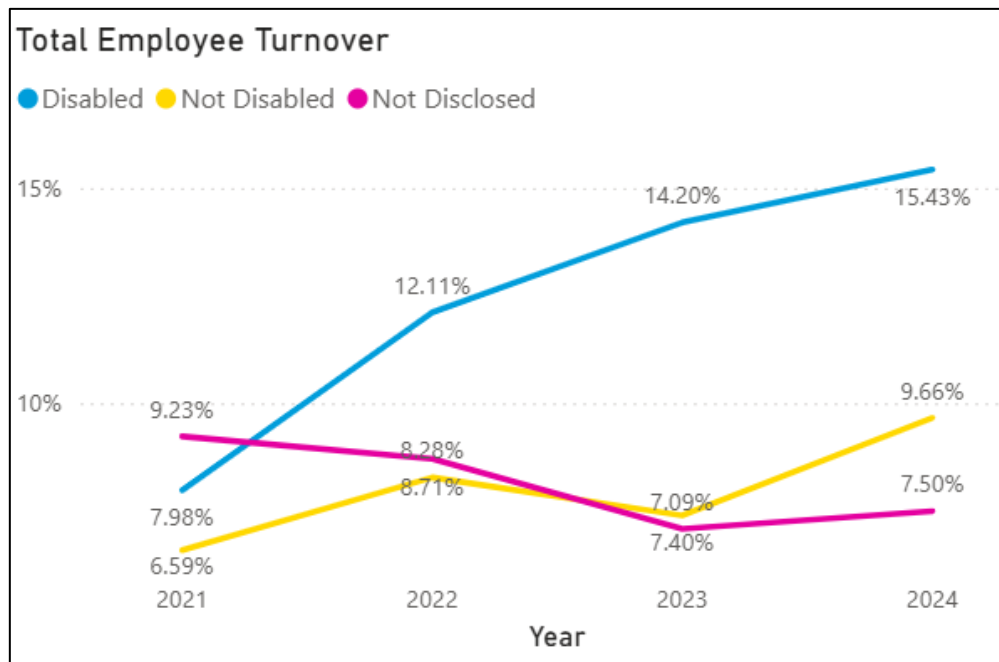




## Disability

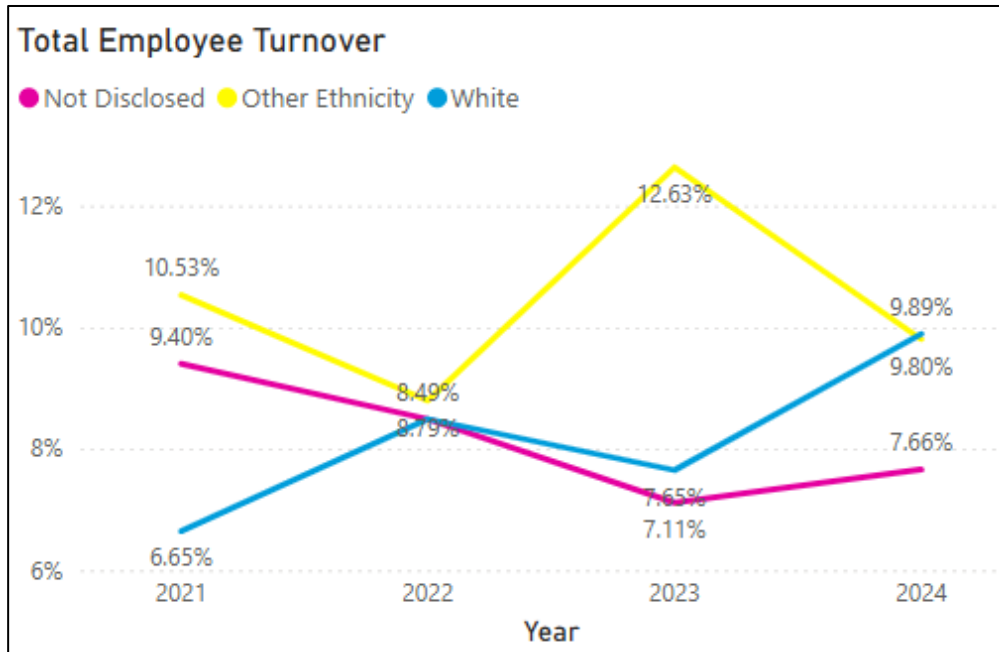
In 2024:

- 4.25% (358) of our employees had a declared disability and 20.56% (1,730) did not disclose this information. The percentage of employees declaring a disability has steadily increased year on year since 2021.
- 45.53% of employees with a disability work in Grades 4 to 7, and 12.85% are in teaching posts. Similarly, 46.90% of employees with No Disability work in Grades 4 to 7, and 18.41% are in teaching posts.



- The chart above shows turnover for people with a disability was higher (15.43%) than those without a disability (9.66%).
- A slightly higher percentage of people with no disability received or attended training (57.99%) compared with those who disclosed they have a disability (55.14%). Since 2021, these figures have remained relatively stable however 2023 and 2024 showed a slightly higher percentage of those with a disability attending training.
- Within Education, 3.40% of employees declared a disability and 19.33% did not disclose this information.

## Ethnicity



Scotland's Census 2011 showed North Ayrshire to have a small Black and minority ethnic population at 1.1% of our population - this increased slightly to 2.08% in [Scotland's Census 2022](#). The relatively low percentage of people from a Black or minority ethnic background living in North Ayrshire is reflected in our employee statistics with 1.21% of employees declaring an ethnicity other than White, and 19.4% not disclosing their ethnicity in 2024. Our 2022 statistics showed 1.13% from people with an ethnicity other than White, and 16.23% not disclosed.

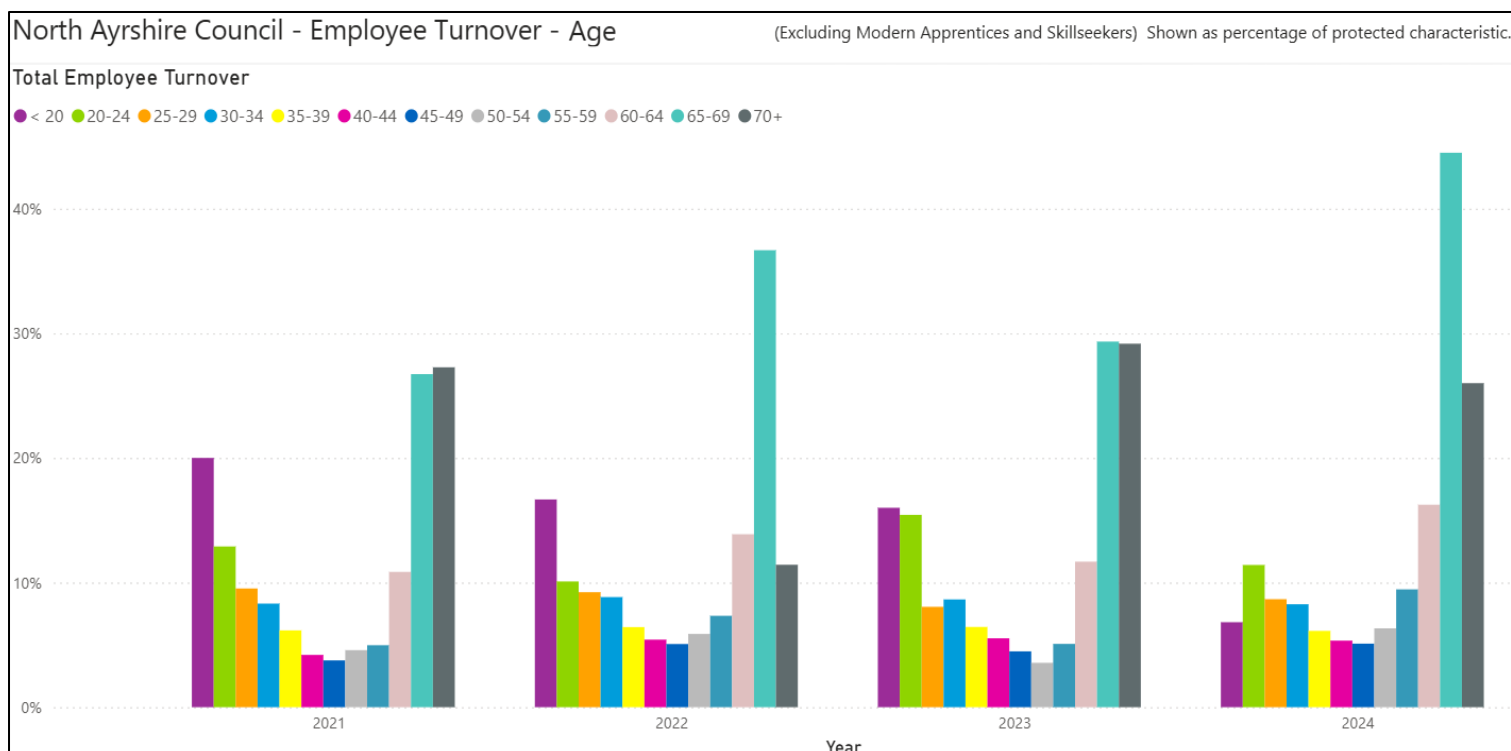
The chart above shows the Total Employee Turnover (permanent and temporary employees) from 2021 through to 2024. The percentage of people from Other Ethnicity leaving our Council was significantly higher than White or those not disclosing ethnicity in 2023 (12.63%) however has reduced in 2024 to 9.89% (9.80% White leavers 2024) – this figure could be impacted by the lower number of people employed who define their ethnicity as Other.

Within Education in 2024, 43 employees (1.07%) stated they were of an Other Ethnicity including 17 teachers and two promoted teachers. Turnover in Education was slightly higher for White employees at 9.68% compared to 2.33% for Other Ethnicity, and 7.15% for Not Disclosed.

## Age

In 2024:

- The ageing workforce trend has continued with 41.54% of employees aged 50 and over, and 53.20% of employees aged 45 and over. Similarly, Scotland's Census 2022 for North Ayrshire shows 47.31% of people are aged 50 and over, and 53.33% are 45 and over. The 2022 Census also shows that there are more people aged 65 and over (20.73%) than under 15 years (15.93%).

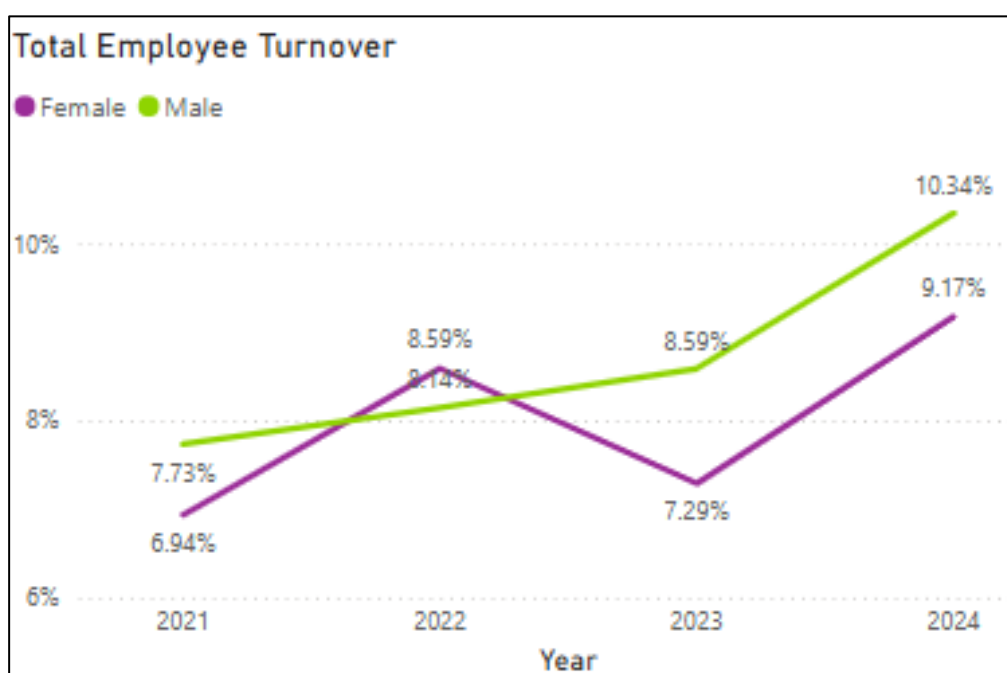


- Employee turnover is highest in the 65-69 age category at 44.49%, with 16.25% in the 60-64 age category, and 26.00% in the 70 and over age category.
- For those employees Grades 4 to 7 or below (National Minimum Wage and Living Wage), 44.96% are aged 50 and over, therefore 55.04% are under 50 years of age.
- Within Education, 26.33% of Teaching employees (Teachers and Promoted Teachers) are aged 50 and over, therefore 73.67% are under 50 years of age.

## Sex

In 2024:

- 24.37% of our Council employees were male and 75.63% female.
- 3.90% (248) of our female employees are in senior posts of Grade 11 to 17 compared to 6.78% (139) of our male employees. This indicates that, relative to the overall workforce, there is a slightly higher proportion of males in promoted posts. In the most senior promoted posts, 11 of our 21 Chief Officers are female.
- The majority of employees are Grades 4 to 7, with 49.60% (3,157) female and 45.73% (938) of male employees working at this level.
- 12.58% more females received training than males:



- There was a higher percentage of staff turnover for males (10.34%) compared to females (9.17%). In 2023, our Council launched its Voluntary Early Release (VER) Programme to achieve savings aligned with the financial landscape. The programme enabled employees to apply for Voluntary Early Release to leave the Council on 31<sup>st</sup> March 2024 and applications were considered on the basis of cost and business impact. 84 employees were granted early release and, as we analyse the data per calendar year, these figures were recorded in our 2024 data.
- Within Education, 86.31% of employees are female. Of female teaching employees, 21.09% (282) are in a promoted role, compared with 27.59% (88) of males in a promoted post.

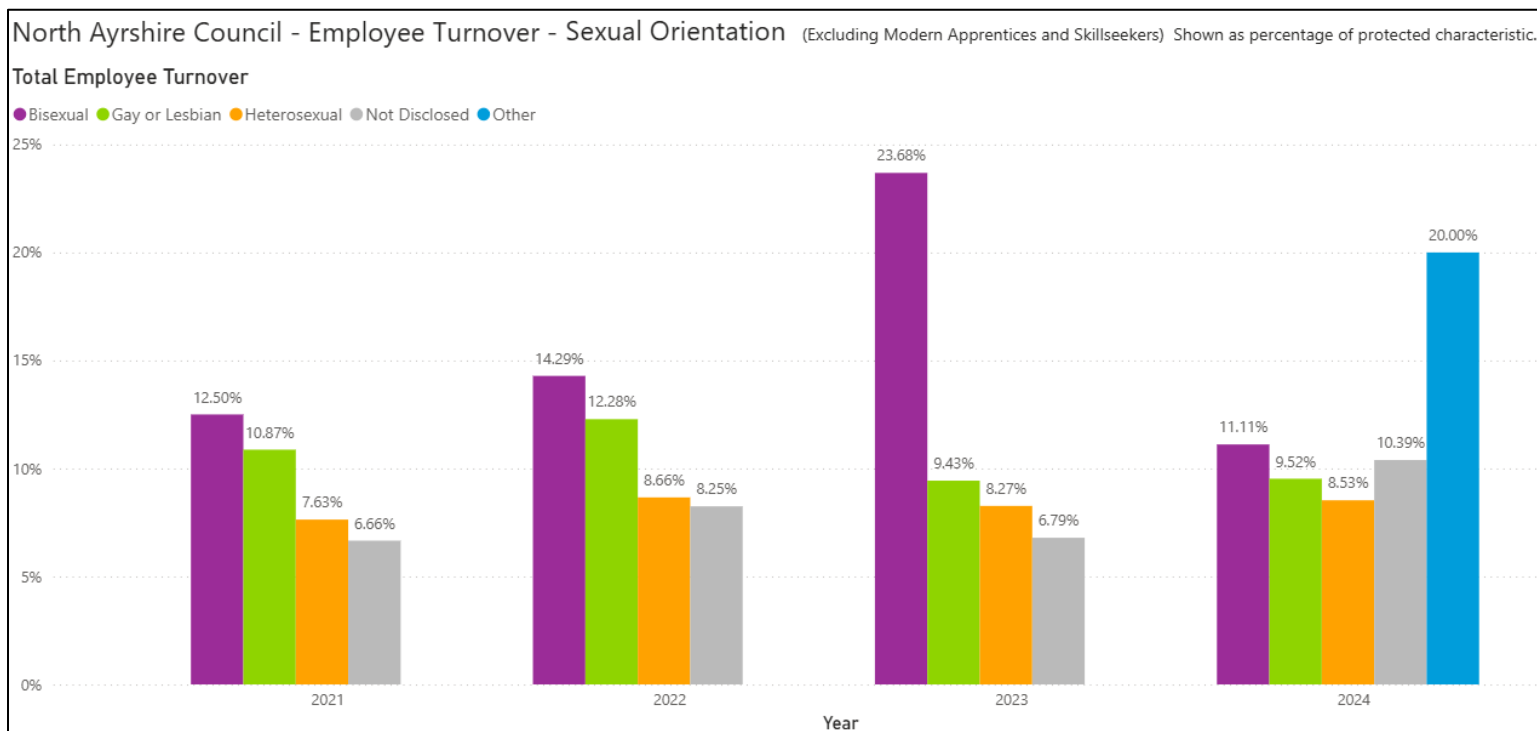
*Please note that a correction has been made to the 2021 data in the Total Employee Turnover graph published within the 2023 report due to a miscalculation of the temporary leavers figure.*



## Sexual Orientation

In 2024:

- 48.27% (4,062) of employees did not disclose their sexual orientation.
- 103 employees identified as Lesbian, Gay or Bisexual (LGB) – this is 1.22% of the workforce (a small increase on 2023 (1.12%) and 2022 (1.08%) compared to 0.79% in 2021).
- 50.45% of employees identified as Heterosexual, and 48.27% of employees did not disclose their sexual orientation - in 2021, 53.95% of employees did not disclose their sexual orientation.



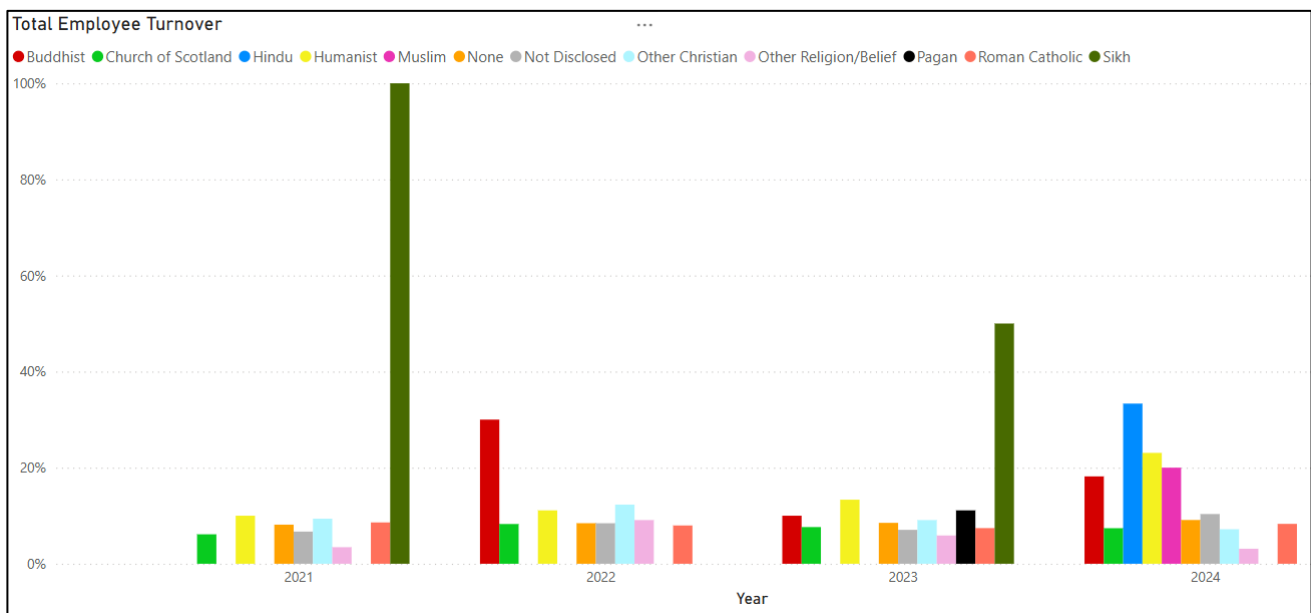
- 10 employees identifying as LGB left our Council or 10.10% of all our employees identifying as LGB. For those employees identifying as Heterosexual, this figure was 8.53%.
- 52 (1.30%) education employees identified as Lesbian, Gay or Bisexual (45 (1.12%) in 2022).
- A higher percentage of employees identifying as Lesbian, Gay or Bisexual left our Education Service compared to Heterosexual employees (11.54% versus 7.97%)

*'Other' Sexual Orientation was introduced to our statistics in 2023.*

## Religion or Belief (including no belief)

In 2024, 50.40% of employees disclosed their religion or belief which is a slight increase on 2022 where 47.50% of employees disclosed this information. Within this protected characteristic, Not Disclosed is the option selected by most employees.

Other than those employees selecting Not Disclosed, the next highest group is employees who have selected None at 29.09% of employees – this is an increase of 3.23% on the 2022 figure. This is then followed by Church of Scotland (11.62%, a 0.22% decrease on the 2022 figure), Roman Catholic (6.61%, a 0.20% increase on the 2022 figure), and Other Christian (2.15%, a 0.25% decrease on the 2022 figure).



In relation to employee turnover in 2024, the highest percentage of leavers was for Hindu (33.33%), Humanist (23.08%), Muslim (20.00%), Buddhist (18.18%) and 'Not Disclosed' (10.35%). It should be noted that due to the small numbers of employees in some of these groups, any leavers will show a proportionally higher percentage of turnover for that group.

Within Education, 46.72% of employees did not disclose their religion or belief (a decrease of 4.99% since 2022).

## Employee Pay Gap Information

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

### Gender Pay Gap

Our Gender Pay Gap for 2024 is 0.44%. This has increased from 0.22% in 2022, and 0.00% in 2023 when no pay gap existed.

The table below displays the mean pay difference of the basic hourly rate for males and females across our Council from 2021 to 2024:

	2021	2022	2023	2024
Female (£)	16.54	18.03	19.28	20.31
Male (£)	16.74	18.07	19.28	20.40
Variance (%)	1.19	0.22	0.00	0.44

### Disability Pay Gap

Our Disability Pay Gap for 2024 is 10.44%, which is an increase of 3.00% from 2022 and 6.32% in 2021. There are potentially a number of reasons for this, including the relatively low percentage of employees declaring a disability, meaning minor changes to the workforce may have a significant impact on the percentages. Our Council has implemented a number of activities to both support employees with a disability and to support potential candidates into employment; these include an internal employee disability forum, the Equal Supported Employment programme and the See Me CV programme for people with a disability applying for a Modern Apprenticeship.

The table below displays the mean pay difference of the basic hourly rate for those with a disability and those without a disability across our Council:

	2021	2022	2023	2024
Disabled (£)	15.83	16.66	17.45	18.36
Not Disabled (£)	16.51	18.00	19.38	20.50
Variance (%)	4.12	7.44	9.96	10.44

## Ethnicity Pay Gap

Our ethnicity pay gap was 2.44% in 2024 which is the highest since 2021. In 2021 there was a positive pay gap in favour of Other Ethnicity. In 2022 and 2023, although the pay gap is more in favour of employees of White ethnicity, there is less than a 1% variance.

The table below displays the mean pay difference of the basic hourly rate of 'other ethnicity' and White across our Council:

	2021	2022	2023	2024
<b>Other Ethnicity (£)</b>	16.69	17.81	19.18	19.96
<b>White (£)</b>	16.47	17.97	19.33	20.46
<b>Variance (%)</b>	-1.34	0.89	0.78	2.44

## Occupational Segregation Information

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

Please note, due to relatively small numbers of employees with some protected characteristics, a small number of post changes can significantly impact the percentages in the statistics included below.

There are two main types of occupation segregation – Horizontal and Vertical:

### Horizontal Segregation

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

### Vertical Segregation

Those with particular protected characteristics may be more likely to be clustered into certain positions and less likely to work in senior management and executive positions.

## Gender (Sex)

Looking at gender within our Council in 2024, 75.6% of employees are female and 24.4% are male. The highest percentage of 'female to male' employees work in Grades 4 to 7 (77.1% female) and in teaching (82.0% female). The greatest number of females work in Grades 4 to 7 (3,157) or 37.5% of the total workforce and 49.6% of the total female workforce.

Within the management and senior management Grades (11 to 17):

- 3.9% of female employees are in this category.
- 6.8% of male employees are in this category.

11 of our Chief Officers are female (52.4%), and 10 are male (47.6%). The table below provides an average hourly rate by gender (sex) for 2024 and 2022 for comparison:

	Female (£) 2024	Male (£) 2024	Variance (%)	Female (£) 2022	Male (£) 2022	Variance (%)
National Minimum Wage	8.32	8.24	-0.89	No Data	No Data	No Data
Living Wage	12.53	12.56	0.22	No Data	No Data	No Data
Grades 4 to 7	15.47	15.66	1.27	12.83	13.67	6.14
Grades 8 to 10	22.51	22.78	1.18	20.41	20.47	0.29
Grades 11 to 17	30.34	30.50	0.55	27.06	27.89	2.98
Chief Officer	59.97	65.75	8.80	54.84	57.04	3.86
Other	36.23	20.09	-80.36	11.00	11.26	2.31
Teacher	29.80	29.68	-0.42	26.44	26.10	-1.30
Promoted Teacher	40.05	40.75	1.71	35.47	36.20	2.02
Total Workforce	20.31	20.40	0.44	18.03	18.07	0.22

The Grades with the biggest pay gap percentage in 2024 are:

- Chief Officer – 8.80%; (this is higher than in 2022)
- Promoted Teacher – 1.71% (this has improved slightly from 2.02% in 2022)
- Grades 4 to 7 – 1.27% (this has improved from 6.06% in 2022)

Grades 4 to 7 continue to be where the highest number of female employees are employed and from a 'horizontal segregation' perspective will be where some 'traditionally' female oriented roles such as caring and catering roles are based. Grades where the pay gap favours females include Other (Psychologists, Music Instructors, Apprentice Plumbers, Joiners, and Electricians -80.36%), Teacher (-0.42%), and National Minimum Wage.

## Disability

As mentioned under our Employee Statistics Overview section of this report, 4.25% of our employees have declared they have a disability with 20.56% not disclosing whether they have a disability or not in 2024.

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

Key points in 2024:

- 45.53% of employees with a disability and 46.90% of employees without a disability are employed within Grades 4 to 7.
- 17.6% of employees with a disability are within Grades 8 to 10, compared to 16.5% of those without a disability.
- 2.8% of employees with a disability, and 5.6% of those without a disability are in Grade 11 to 17 positions.

## Ethnicity

In relation to Occupational Segregation, it continues to be difficult to discern any trends for ethnicities other than White due to the continued small numbers of employees who are within the Other Ethnicity category in 2024:

- 40.20% of those employees who have declared they are from an ethnicity other than White, and 46.60% of those who have declared they are White, are within Grades 4 to 7.
- For Grades 8 to 10, 20.59% of employees are Other Ethnicity compared to 16.63% White
- Within Grades 11 to 17, 1.96% of employees are Other Ethnicity compared to 5.50% White
- There are no minority ethnic employees at Chief Officer level however the figures do not indicate any particular trends as the spread of minority ethnic employees is across the Grades within our Council.

## Employee Statistics – Next Steps

Gathering this data on our workforce enables us to tailor our approaches so that we can address any disadvantages faced by those with protected characteristics. Our Council aims to reduce and ultimately remove adverse circumstances for those with protected characteristics.

We will continue to regularly encourage employees to update their records so we can gain further insight into the protected characteristics across our Council, ensuring we capture data from new employees and improve the data we have for the remainder of our workforce. This will help us shape our approaches. We will consider in-depth the points arising from our employee data, including pay gap data. However, as this information is optional for employees to provide, it is likely that 'Not Disclosed' will remain a feature within our statistics.

# Equality Outcomes

All public sector organisations are required to set Equality Outcomes every four years. This report covers the final year of the four-yearly Equality Outcome 2021 - 2025 reporting period.

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

Our Equality Outcomes are short to medium term (one to four years) and link with both our Council Plan and national outcomes. In addition, we have adopted sub-outcomes and actions to support the main overarching outcomes. A number of these equality outcomes link with existing policies and strategies. This is to help embed the outcomes in our activities and drive a more focused effort to improve equality and reduce inequalities.

## Ayrshire Shared Equality Outcomes

The public sector partners of the Ayrshire Equality Partnership agreed to consult on and develop shared outcomes and actions across Ayrshire. Alongside our Council, partners include East and South Ayrshire Councils, North, East and South Ayrshire Health and Social Care Partnerships, NHS Ayrshire and Arran, Ayrshire College, Ayrshire Joint Evaluation Board and the South West Community Justice Authority. This coordinated approach to consulting with our interest groups helps us take a more coordinated approach to delivery and avoid consultation fatigue.

The sharing of resources and expertise during the consultation and development process and into the implementation phase, helps to improve the experiences of communities through a more consistent approach across the partner agencies. It allows partner agencies to maintain their organisational accountability for reporting on equality and diversity, while recognising the shared work of the partner agencies.

The Ayrshire Shared Outcomes are as follows:

- **Outcome 1** – In Ayrshire, People experience safe and inclusive communities.
- **Outcome 2** – In Ayrshire, People have the opportunity to access and shape our public services.
- **Outcome 3** – In Ayrshire, people have the opportunity to fulfil their potential throughout life.
- **Outcome 4** – In Ayrshire, public bodies will be inclusive and diverse employers.

The actions supporting each of the four equality outcomes and sub-outcomes are outlined below alongside the pan-Ayrshire updates.



# Equality Outcome 1

In Ayrshire, people experience safe and inclusive communities.

## Sub-Outcome 1A

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

### Key Actions Supporting this Outcome

- Raise Awareness to better understand Hate Crime.
- Work with partners to raise awareness of Hate Crime with community members through a conference.
- Work with partners to increase awareness of third-party reporting.
- Develop a Hate Crime awareness course.

### Progress

In October 2022, the Ayrshire Equality Partnership organised a Hate Crime Awareness Conference, this was reported in our 2023 update and partners continue to promote awareness of Hate Crime through a variety of methods.

The Hate Crime and Public Order (Scotland Act) 2021, was implemented on the 1<sup>st</sup> of April 2024. The Act maintains and consolidates the current protections across the UK for prejudice against disability, race, religion, sexual orientation and transgender identity. In addition, the Act:

- Introduces age as a new characteristic protected under the Act, with focus on both young and older age groups.
- Introduces a new offence of inciting hatred, which criminalises threatening of abusive behaviour and the communication of threatening material.
- Divides the previous definition of transgender identity which included the broad term 'intersexuality' into separate groups.

With the introduction of the new law and Police Scotland being a key lead on the implementation of Hate Crime legislation, the Ayrshire partners suspended promotion of aspects of Hate Crime until a clearer picture emerged of the implications for organisations. Police Scotland has now developed a training module and delivered this to partners across Ayrshire in March 2025.

### Hate Crime Awareness Training

Police Scotland hosted an online Hate Crime awareness session, via South Ayrshire Council for the Ayrshire Equality Partners. The session covered key themes around the new legislation:

- Aggravation of offences.
- Racially aggravated harassment.
- Inciting hatred.
- Protection of Freedom of Expression.

The session was attended by 48 people and further sessions will be considered as part of our 2025 to 2029 equality outcomes, along with other methods of cascading this information to our communities and our employees.



### Black History Month

The Ayrshire Equality partners continue to support the Black History Month (BHM) campaign, which supports elements of reducing Hate Crime. A conference was held at Ayrshire College Kilmarnock on the evening of 29<sup>th</sup> October 2024. The engagement between various groups at this event helps to meet the Equality Act Duty of Fostering Good Relations between people with different protected characteristics. Four guest speakers who live or work in North Ayrshire attended to talk about either their personal experiences or historic aspects of Black History. The speakers and themes were:

- Dr Trent Kim, University of West of Scotland, who discussed decolonising the curriculum in the UK Higher Education system.
- Pauline Brown, Healthcare Chaplin, NHS Ayrshire and Arran, presented on connections with the Caribbean and the Slave Trade and learning from the past to make the future better.
- Dr Santu Acharya, Consultant Gynaecologist and Obstetrician and Chair of the NHS Ayrshire and Arran Minority Ethnic Staff Network, presented on the links of Scotland with India during and after the Colonial period.
- Felica Taiwo – Chair of Powerful African Women in Ayrshire (PAWA), discussed her personal experiences of living in Ayrshire, founding PAWA and being a successful business owner.

The event was a great success, with positive feedback and interaction with the speakers, the Ayrshire Equality Partnership and attendees.

## Equality Outcome 2

In Ayrshire, people have equal opportunity to access and shape our public services - Ayrshire Shared Actions.

### Sub-Outcome 2A

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

#### Key Actions supporting this Outcome

- Engagement with disabled people, women, older people and organisations including third sector organisations.
- Meet with transport providers.
- Consultation about changes.
- Program of support and improvements agreed.
- Gather feedback and revise program where necessary.

#### Progress

The three Ayrshire local authorities held an Ayrshire Equality Transport Summit in September 2024. The hybrid event was held at East Ayrshire Council Headquarters and over 80 members of the community from across Ayrshire, including representatives from the British Sign Language (BSL) Community, took part. A number of transport providers formed the panel and these were:

- Ayrshire Roads Alliance
- Scottish Passenger Transport
- Scotrail
- Network Rail
- Coalfield Community Transport
- Stagecoach
- North Ayrshire Active Travel and Transport Team

The format of the event was a question-and-answer session, with the panel responding to questions from members of the public in attendance and via video call. Transport modes such as trains and buses received the most questions, but there were also questions raised regarding public transport. Invariably most questions related to physical access for people with disabilities, available support from employees, communication (including information in BSL), lack of transport options in some areas and reliability of services. Safety and verbal abuse on public transport was also discussed. The panel provided a range of responses to the various issues raised. These were recorded and later circulated back to everyone in attendance.

Responses from the panel highlighted where improvements have been made but also acknowledged areas which still required attention. Some examples included:

- Network Rail has new announcement boards being piloted at two railway stations. These boards use Artificial Intelligence (AI) BSL signers to relay train information in real time for BSL users using the service. This is significant progress in the use of technology and is welcomed by those present, however it was noted on some trains (especially on longer journeys) the display boards on the trains didn't activate, though the voice activation did.
- Wheelchair users noted that though calling ahead to notify providers of their journey, a train guard is not always available to put the ramp down from the train, and also the poor quality of the wheelchairs at some stations. Both Scotrail and Network Rail can manage different aspects of rail services and admitted this was not ideal and are looking to improve this situation.
- Questions were raised about the number and locations of raised curbs at bus stops for people with mobility issues. There is generally considered to be a good number of high access curbs across Ayrshire and programmes are in place to upgrade these; services will also review bus stops based on recommendations from the public. A recommendation was also made to create an online inventory of where raised curb bus stops are located to help people plan their journeys and this would be taken forward.

The transport summit provided a useful platform for members of the public to raise their issues and concerns, and it also provided useful feedback to the transport providers. This will enable them to continue to improve and develop their services to meet the needs of all of their customers. The provision of future equality transport summits will be discussed with the various partners moving forward.



**AYRSHIRE EQUALITY TRANSPORT SUMMIT**

**TRANSPORT CONNECTIVITY ACROSS AYRSHIRE**

**When:** Thursday 5<sup>th</sup> September, 2:30 – 4:30 pm

**Where:** East Ayrshire Council Headquarters, London Road, Kilmarnock, KA3 7BU [and also via Microsoft Teams](#).

This event will provide an opportunity for travel providers to inform you of the services they provide and for you to ask questions in relation to transport queries you may have. We want to hear about what matters most to you in relation to transport across Ayrshire.

## Sub-Outcome 2B

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

### Key Actions supporting this Outcome

- Work with the Council's Web Team and Sensory Impairment Team to create a BSL friendly landing page on our website.
- Work with our Web Team and our Connected Communities Teams to create a community language landing page for North Ayrshire residents.
- Explore joint approach for the commissioning of BSL Interpretation.

### Progress

The Council has a dedicated sign language page on its external website. The page contains information and BSL videos on:

- Our British Sign Language Plan 2024 to 2029.
- BSL resources.
- Sensory Impairment Team.
- Supporting and Promoting BSL.
- Our Council Plan 2023 to 2028

The page was reviewed and adapted onto the Council's new external website during 2025 to make it more accessible and we continue to engage with our BSL communities around what information on Council services would be useful to translate into BSL videos. This work will continue throughout our 2024 to 2029 BSL plan.

The proposal to develop a shared procurement framework for BSL Interpretation was not realised due to complexities related to procurement processes and the variation in spend on BSL interpretation services. Each organisation continues to utilise its own processes for accessing BSL interpretation services.

We will consider in-depth, the points arising from our employee data, including pay gap data. The Council's Web Team is currently working on an accessibility tab that would allow users to change the text on any webpage on the external website into their preferred language. It is intended this will be progressed through our 2025 to 2029 Equality Outcomes if approved by Cabinet.

## Equality Outcome 3

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

### Sub-Outcome 3A

Our young people, disabled people and women have access to training and employment.

#### Through the Ayrshire Growth Deal

##### Key actions supporting this Outcome

- Provide support for unemployed residents, in particular people with disabilities and women, to overcome health barriers to economic activity.
- To support residents to retain employment by addressing health barriers.
- Support local businesses to access health related supports to improve retention and productivity of their workforce.

##### Progress

The Ayrshire Growth Deal (AGD) Working for a Healthy Economy project delivery continues. The service and clinical employees are now embedded within employability services across Ayrshire to deliver health interventions to support people to retain or sustain employment. To date the following number of people have been supported:

- 166 employed individuals supported to manage their health and stay in employment.
- 272 unemployed individuals supported to progress into employment.

#### Ayrshire Growth Deal Case Study

##### Overview

Jennifer\* was referred to the Working for a Healthy Economy programme in May 2023 through her employability adviser. She presented with a diagnosis of depression and social anxiety. Jennifer had been unemployed for 18 months as a consequence of her poor health and lack of general wellbeing. Whilst undergoing a health assessment with her case manager it was apparent that Jennifer lacked motivation to engage in everyday tasks, had severe difficulties with maintaining sleep, and was experiencing dietary difficulties. Through action planning, Jennifer informed her case manager that she required support to improve her health and adopt a healthier lifestyle in order to increase her ability of entering and sustaining employment.

##### Support provided

After a process of action planning, the case manager agreed to deliver the following support:

- Provision of advice and education regarding Jennifer's health conditions in order to teach her strategies and skills to enable her to understand, control and ultimately reduce her symptoms.
- Introduce Jennifer to effective stress management techniques with use of self-help materials and Cognitive Behavioural Therapy (CBT) techniques.

- Encourage Jennifer to set small achievable daily goals to include exercise, and “must do” activities such as everyday tasks, ensuring relaxation time and enjoyable activities as these are part of goal planning.
- Support to remember and rediscover activities that Jennifer used to participate in, that gave her a sense of purpose/enjoyment, discussion on the importance of having a good work / life balance.
- Support to make an appointment with her GP to discuss onwards treatment for mental health.

### Outcomes following support

Following support, Jennifer:

- Developed effective coping strategies through self-help and case management support using CBT techniques. There was a significant reduction in her symptoms of anxiety and depression, consistent with an improvement in the Hospital Anxiety and Depression Scale (HADS) and the European Quality of Life (EQ5D) clinical assessment scores.
- Was able to improve her physical health and general wellbeing by improving her everyday structure and activity - she started to go to the gym regularly.
- Re-engaged with her GP to ensure she was being prescribed the correct medication for her mood.
- Was able to learn about and put into practice guided sleep meditation and is now sleeping through the night undisturbed.
- Commenced a college course and started working part time. She is thriving in both opportunities.

This is a positive case study and just one story amongst many through the Ayrshire Growth Deal to support people living in our local communities back into employment and positive destinations.

An Employment Advisor in Working for a Healthier Economy stated:

“It was a pleasure to be able to support [Jennifer\*] in improving her health so that she could feel confident and capable enough to enter full time education and employment. This case study highlights the importance and success that can be achieved by integrating health and employability support in partnership.”

\*Name has been changed.

## Through the Equal Programme

### Key Actions Supporting this Outcome

- To offer candidates the opportunity of paid work experience in the Horticulture industry whilst working alongside several local organisations creating a Community Garden.
- To provide additional practical training via the Royal Horticultural Society awards scheme which should result in solid knowledge and experience for future permanent employment within the Horticulture industry.

### Progress

During the period, ongoing paid work experience placements have been offered to our residents taking part in Equal who are interested in Horticulture. Practical work takes place at Eglinton Community Garden alongside organisations such as the Eglinton Country Park Rangers Service, the NHS, and the Ayrshire Community Trust. Trainees have benefitted from gaining practical work experience in growing and harvesting a range of fruit and vegetables which were then donated to the Community Food Larders.

As the success of this project proved invaluable to our residents, it was then extended to offer paid work experience within Cycle Maintenance where residents are engaged in practical work experience whilst receiving training to achieve their Velotech accreditation from the cycle industry. The project includes refurbishment of unused, discarded cycles back to roadworthy standard with the newly refurbished cycles being offered to members of the public who are unable to afford new bicycles

All of the paid work experience placements are now embedded in the service provided by the Equal team.

In our first year, we used the Royal Horticultural Society awards as part of our training provision, but then reviewed the training programme to provide additional accredited training to support this learning. We are now a Scottish Qualifications Authority accredited centre and are providing Scottish Qualifications Authority (SQA) awards in Horticulture, Customer Service and Responsibilities of Employment and we have achieved very positive outcomes for our residents participating in our work experience / work placement programmes.

Our first training course for Royal Horticultural Society gained a 100% pass rate for our residents, and the change to SQA training within Horticulture has also been extremely successful with 29 residents attending over the period, returning a success rate of 86%. We have supported 14 residents into employment from this project. For Cycle Maintenance we have had similar success with a 100% pass rate for residents undertaking bronze certification. Of the six residents attending, three have progressed into employment.

As the project progressed, we extended our paid work experience programme to include local employers willing to give our residents the opportunity to become part of their teams and gaining invaluable experience. One such placement was a resident who undertook a role within Booth Welsh, a local organisation who were exceptionally keen to extend these opportunities. Below is the testimonial we received from them with regards to their performance.



Jamie\* joined Booth Welsh through North Ayrshire Council's Equal programme. This initiative supports individuals with long-term health conditions, disabilities, or those who are neurodiverse, providing them with opportunities to contribute and grow in the workplace. Jamie, who uses they/them pronouns, has a strong focus on Net Zero and sustainability.

Jamie's role at Booth Welsh is integral to their sustainability efforts and is involved in a range of tasks that support progress towards Net Zero goals, such as collecting and analysing data to help map the organisations carbon footprint. Jamie also provides support across various teams, including environmental, commercial, and engineering, and has taken on tasks that require work with spreadsheets and data manipulation. Jamie's enthusiasm and willingness to get involved has already made a positive impact within the organisation.

Jamie is dedicated to promoting and strategising carbon reduction efforts; In Jamie's own words, "Booth Welsh seemed like a very open and supportive workplace. I am pleased to say that my first impressions were correct. This is a wonderful environment, and I am very comfortable working here. I value employers that value their employees."

A Council Employment Advisor commented, "As a participant of the Equal programme Jamie has always been an extremely enthusiastic [resident] and their amazing analytical skills provided a solid foundation for career progression. The team at Equal are delighted that Jamie has found an employer who will support them to continue to progress and develop in such a fulfilling role".

The Compliance Manager at Booth Welsh added, "Our partnership with NAC through the Equal programme has been highly beneficial. It has allowed us to tap into a diverse pool of talent and enhance our sustainability efforts with fresh perspectives. [Jamie's] analytical skills and commitment have been a great asset to our team."

\*Name has been changed.

### **Sub-Outcome 3B**

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

#### **Rights Respecting Schools**

The UNICEF UK Rights Respecting Schools Award (RRSA) supports schools across the UK to embed the United Nations Convention on the Rights of the Child (UNCRC) into their ethos practice and culture. The output from taking this work forward is all schools across North Ayrshire would be registered as a Rights Respecting School. This approach would lead to the embedding of children's rights across the curriculum and within child protection and additional support needs practices.

#### **Key actions supporting this Outcome.**

Support the embedding of children's rights across the curriculum and within Child Protection and Additional Support Needs practices.

#### **Progress**

##### **Young leaders of learning**

North Ayrshire Council's Education Service is currently piloting Education Scotland's Young Leaders of Learning programme. Eight secondary schools and 10 primaries within a single cluster are

engaged in the pilot, along with an Early Years Centre. Training has been delivered to identified staff and learners with four Young Leaders of Learning in each establishment. All the Young Leaders of Learning will visit partner schools to strengthen learner participation and support improvement. The programme has been designed to involve children and young people in improvement activities to ensure their voices are heard and their views respected.

### [Rights Respecting Schools](#)

Rights Respecting Schools is a key initiative across North Ayrshire Schools and Early Years Centres. It provides establishments with a framework for educating children and young people about their rights and ensuring these are put into practice each day. As Duty Bearers, the adults have clear responsibilities to make sure children's rights are upheld.

As of November 2024, 17 Schools across North Ayrshire have their Gold Award, three of these, Beith Primary and Early Years Class, Dykesmains Primary, and Dalry Primary and Early Years Class are reaccreditations in recognition of the ongoing commitment to embedding Children's Rights across the whole community.

30 schools have been awarded the Silver Award, and 11 schools have the Bronze Award. We have also six schools and Early Years Centres who have registered with UNICEF and are working towards Bronze Awards.

### [Child Protection Policy and Procedures](#)

Our Child Protection Policy and Operating Procedure has been rewritten to ensure adherence to the revised national guidance 2023 and is in line with the Scottish approach to Child Protection based upon the protection of children's rights and The UNCRC (Incorporation) (Scotland) Act 2024.

Our revised written notification of concern paperwork utilises the principles of 'Signs of Safety' which embraces the voice of the child as a central focus to risk assessment and planning. Education teams are encouraged to attend Signs of Safety training to build capacity in this area. A strengthened approach to ensuring children and young people's views are sought, recorded and taken into consideration is fundamental to the revision.

We hold termly child protection coordinators meetings, where new information is shared with employees and reminders about our responsibilities within the Act are set out, particularly in relation to article 12, 'Respect for Children's Views'.

### [Implement the Children and Young People's voice in Child Protection and Additional Support Needs planning \(Article 12\)](#)

#### [Review of education inclusion group and staged intervention processes](#)

Work to review the Service's approach to Staged Intervention and the placement process to support inclusion has been completed with a focus on ensuring the views of children, young people and families are sought, captured and used to inform decision making. Our revised processes ensure a proactive collaboration on assessment, information and referrals. It is also a requirement that final copies of referrals are shared with parents and carers. The proactive and supportive approach adopted by our Council in working with parents and carers to support needs has been nationally recognised with a recent mention in Scottish Parliament, where our approach to supporting diets of neurodivergent learners in schools was highlighted as an example of positive collaborative practice.

## Literature for children and families

Interim information leaflets have been created collaboratively and shared. Final copies will be available once accessibility checks have been completed:

- Inclusion Group Guidance for Parents
- Inclusion Group Appeals Process
- Outreach Support Services
- Starting School with Additional Support Needs

## Family Engagement Hub

Planning is underway to develop a Communication Hub/Family Engagement Hub. We have been working with two parent/carer support groups - ASN Support Ayrshire, and ASN Parents & Kids – Irvine & 3 Towns - to agree a format and key themes. It is hoped that the Hub will be a place where families can connect with senior officers who will be able to provide information and raise awareness of policies and practice and develop collaborative work to further improve the service provided for families.

## Young Inclusion Ambassadors

The long-term goal of creating a Young Inclusion Ambassadors Network is to bring young people with ASN together to share their views and experiences of education. We hope that through activities, the young people can identify how well they feel their schools and the local authority are doing in our provision of inclusive education and where improvements can be made. Our pilot group of Young Inclusion Ambassadors are in Lockhart Campus and Ardrossan Academy and we intend to expand this programme to all establishments.

## Establish Mentors in Violence Prevention (MVP) in two secondaries, followed by further secondaries.

MVP is delivered as part of the Scottish Government's Equally Safe strategy and supports early prevention of gender-based violence. In North Ayrshire all nine Secondary schools take part in the programme and have teams to train and support senior school mentors. Lessons are being delivered by peer mentors to S1 and S2 classes in our schools. We have three in house staff trainers and a local authority lead for this work. There are regular communications and network meetings with school leads to ensure national messages and updates are shared and provide an opportunity to share good practice. Governance of the programme is provided by North Ayrshire's Violence Against Women Partnership (VAWP) with quarterly reporting. Annual employee training is offered in May each session. Partners in Youth Services, and Active Schools have been trained in the MVP programme to support schools. In our secondaries MVP mentors have been leading 16 days of activism, working alongside partners from Women's Aid and Police Scotland. Employees in three of our Primary schools have taken part in the Education Scotland Pilot programme Gender Based Violence – Early Intervention. Our local authority lead is trained to further roll out and deliver this programme to staff across our primary schools to upskill staff and promote the Everyone's Included learning resource within in our primary schools.

## Sub-Outcome 3C

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

### Key actions supporting this Outcome

- Create digital space for our young people who identify as LGBT with support staff to support LGBT and separate space for trans young people.
- Regular digital support and information sessions with information and guest speakers for both our young people and parents and carers.
- Connected Communities (Youth) have signed up to achieve the LGBT Silver Charter Mark – which includes specific LGBT Awareness and Trans Awareness training for all staff.
- Regular Social Media content that shares support and resources for LGBT+ through all our social media channels – linking into local and national support.

### Progress

Connected Communities continue to support and facilitate activities to support our young LGBT community.

We celebrated LGBT History month with a range of events and activities including a Joint Forum LGBT Poetry session, and a Purple Friday Bake Sale at the Garnock Valley LGBT Group.

Our LGBT Groups in the North Coast and Garnock Valley continue to meet weekly and work on their own projects supporting local LGBT communities and allies of young people.

The Equalities Forum, supported by Connected Communities is being reestablished which will have a focus on Equalities, in particular our New Scots, LGBT and Additional Support Needs (ASN) young people, with an event planned to find out more about their needs.

We have continued to roll out LGBT Awareness training to the HSCP with 30 employees trained during 2024. This will help inform teams when supporting LGBT clients.

### Arran Pride

North Ayrshire Youth Services team were joined by 40 young people from MSYPs and Exec Members, Garnock Valley Youth Forum, North Coast Youth Forum, Irvine Youth Legacy Hub, Young Carers, and key youth participation representatives from across our six localities, as the team journeyed to Arran to celebrate Arran Pride in May 2024 - one of the largest community events on the island. Boarded by North Ayrshire Youth Services, the Mobile Youth Centre toured the island during the event with Youth Services running mental health and mindfulness workshops on the first day. The Equalities Forum stayed the night before at Arran Outdoor Centre to take part in some cold-water therapy, teambuilding and preparing their banner for the next day.

A Youth Work Modern Apprentice said of Arran Pride:

“The atmosphere was incredible and the island was beautifully decorated with Pride colours to show visitors how welcoming they are there of the LGBT community. We visited on Saturday to run mental health and mindfulness workshops, do some glitter festival style face painting and help spread the word of the power of youth work and our Equalities Forum which focuses on creating a fairer and more equal North Ayrshire for all young people – particularly those in marginalised groups such as LGBT youth, New Scots and our peers who are from the care experienced community. Thanks to everyone who travelled over with us and to the event organisers Arran Pride for an incredible weekend to remember!”



## Sub-Outcome 3D

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

### Key actions supporting this Outcome

- Create refugee-led groups at a local level.
- Enable collective identification of issues and engagement with services.
- Build knowledge and skills for organisational development such as governance, employing staff, asset transfer and registering as a charity.
- Assess and meet the needs of refugee community members.
- Facilitate the participation of refugees in forums as well as other activities of local authorities and other public bodies.

### Progress

During the summer of 2024, we delivered our “Big Class Experiment”, aimed at bringing together English for Speakers of Other Languages (ESOL) learners located across North Ayrshire, each with a variety of diverse needs. Recognising the challenge of providing effective language education, we learned from the Glasgow ESOL Forum’s approaches to managing classes with diverse needs.

Our New Scots community recently worked with other creative young people from across North Ayrshire to produce a short film. The film follows the character Stephen (played by a new Scot Ukrainian) as he makes his way to a university open day and demonstrates the various issues that are commonly experienced by New Scots. The project was a collaboration between North Ayrshire Council, The Ayrshire Community Trust and Vertex Visions and was filmed in parts of North Ayrshire and other locations in Scotland. The film was premiered at an event in January. You can view the “Different Ways” short film together with a behind the scenes style short documentary ‘The Making of Different Ways’.

The Discovery Award, which is delivered in Irvine, Kilwinning, Garnock Valley and Three Towns localities as well as with a New Scots group, has seen almost 60 adults participate in bronze and silver award activities. The Discovery Award is aimed at people over 50 years of age, to help promote an active and healthy lifestyle by offering challenges to both stimulate and motivate.

241 New Scots adults who engaged in learning opportunities supporting their language and resettlement needs over the summer. Some of the activities included language cafes, volunteering opportunities and speaking clubs.

## Equality Outcome 4A

In Ayrshire, public bodies will be inclusive and diverse employers.

### Sub-Outcome 4A

Our Black and Minority Ethnic (BAME), disabled and LGBT+ employees have safe and supportive work environments to thrive, and we are seen as an employer of choice.

#### Key Actions Supporting this Outcome

- Explore with colleagues the desire to establish a BAME employee network either locally or with employees from South and East Ayrshire Council.
- Following the successful introduction of an Employee Disability Forum, explore with the workforce the desire to establish an LGBT+ staff network

#### Progress

The Council recognises the importance of providing a safe and supportive working environment for all employees to thrive to deliver efficient and effective services.

In 2022, the Council introduced a Black and Minority Ethnic (BAME) employee forum involving colleagues across North, South and East Ayrshire Council. As part of our ongoing commitment to provide all employees a platform for networking, advocacy and support, this will be re-established in 2025 with alternative delivery methods discussed to ensure a sustainable and effective employee forum.

The Council continues to explore the desire to establish a LGBT+ employee network to foster a more inclusive and supportive workplace, benefitting employees and the Council by the ongoing awareness raising and inclusion of gender and sexual minorities at work.

#### Key Actions Supporting this Outcome

- Contact specialist organisations to seek opportunities to advertise our vacancies to a more diverse range of candidates.

#### Progress

MyJobScotland is the Council's platform to advertise vacant positions. It is a national shared recruitment portal for all 32 Scottish local authorities, however concerns have been raised nationally and locally at groups such as the Scottish Council Equality Network and the Council's BAME Employee Forum that some individuals may be unaware of the platform or do not obtain the required skills to progress applications for positions within the Council.

To improve promotion of Council positions, a variety of avenues are utilised to widen our audience as much as possible and provide alternative methods of applying for vacant positions. For example:

- A range of positions are spotlighted on the Council's Social Media Platforms such as Facebook.
- We are supporting partners within the Department of Work and Pensions (Job Centre) to host job fairs to support individuals into the Council.



- Job Fairs are supported by the Council's Employability Team to ensure an inclusive approach for all and reduce any barriers for prospective candidates throughout North Ayrshire and across Scotland.

## Equality Outcome 4B

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

The implementation of the See Me CV supported this outcome and was included in our Mid-Term report of 2023. The See Me CV is an ongoing permanent feature to support applicants into the Council's Modern Apprenticeship Programme.

The uptake of the See Me CV is relatively small, however through our colleagues in the Equal Supported Employment Team we recognise the importance of this feature remaining available should prospective applicants with disabilities want an alternative method to demonstrate their skills and abilities for the role.

## Equality Outcome 4C

Our understanding of race employment issues is improved to ensure we maintain robust employment practices.

### Key Actions Supporting this Outcome

- Review of recruitment procedures to adopt an anonymised statement process prior to interview.
- Review the 'My Connections' videos for diversity content.
- Encourage North Ayrshire Council employees to update their personal HR records.
- Carry out an organisational assessment of race and racism.
- Review our Equality training around Race in conjunction with Scottish Government Guidelines.

### Progress

Current recruitment procedures through MyJobScotland portal mean that interview panels do not get to see any personal demographic information of the applicant, only the information directly on the application form, including the applicants name is visible. COSLA who administer MyJobScotland, were aiming to create a feature within the process that would allow the application to remain completely anonymous.

Whilst the Council is keen to adopt this feature to eliminate discrimination and advance of equality of opportunity, this cannot progress until COSLA introduce this feature.

To encourage people to apply for roles, 'My Connection' videos are used, these are short videos of current employees explaining their views on working for our Council. These videos give prospective candidates an insight why our Council is a great place to work and the diversity of our workforce. These videos continued to be available throughout 2024.



An exercise was undertaken by the Human Resources Team to encourage employees who had not updated their personal records to do so on our systems. This was to help improve confidence in our employee statistics and decrease the amount of 'Not Disclosed' data. 900 employees were issued with an Equal Opportunities Survey, encouraging them to update their ethnicity and disability status on the HR records system. The survey was positively received with 350 employees updating their records, leading to an improvement in the 'Not Disclosed' figure at the time. Our Council is committed to ensuring our employee equal opportunities data is as accurate as possible as it is crucial in understanding our workforce and building inclusive workplace, identifying and addressing inequalities. The Equal Opportunities Survey will continue to encourage employees to update their personal records on a regular basis.



## North Ayrshire Equality Outcomes 2025 to 2029

### North Ayrshire Equality Outcome 1

Improve access to council services by ensuring our information and communication methods are inclusive and accessible for everyone.

#### Council Plan Priority

All four priorities.

#### Rationale

People living in our communities often face barriers to accessing information that is accessible for their needs, including people with limited digital skills, Deaf British Sign Language (BSL) users, people with visual impairments or learning disabilities and people whose first language is not English often face more barriers to accessing information than other members of society. This has to be taken into consideration when developing information and communication approaches.

#### Inequality Addressed

Access to information on services is not always equitable for our local communities and our employees.

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Develop and implement inclusive communication practices	Utilise the Scottish Government Inclusive Communications toolkit* to inform a range of delivery mechanisms.	Number of practices and processes updated	Disability, Race*	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Equalities and Inclusion Officer/Communication Team/Connected Communities. March 2027
Review language use in official documents	Language use guidance developed.	Improved use of language in Council documents	All	Foster Good Relations	Equalities and Inclusion Officer December 2025

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Improve and develop our citizens access to service information on the public website	Develop and create an accessibility software tool that personalises the layout of the website to improve multiple user needs.	Testing with multiple characteristic groups ensuring they can use customisable actions. Create How To support video. Hold Library support sessions in the community.	All	Improve digital exclusion, improving Equality while fostering good relations	IT services/ Connected Communities/Digital Inclusion Officer March 2026
Develop and improve inclusive information and access to events at North Ayrshire cultural hub	Design and rebuild the Harbour Arts website, ensuring it is fully accessible.	Testing with multiple characteristic groups. Updating information and processes.	All	Improve digital exclusion. Improve Equality and opportunity while fostering good relationships	IT services/Senior Development Officer Connected Communities June 2026
Develop and improve on inclusive language and accessibility for all websites within the Council digital estate	Rebuild websites or bring into Council environment.	Testing with multiple characteristic groups. Updating information and processes.	All	Improve digital exclusion. Improve Equality and opportunity while fostering good relationships	IT Service/ Senior Development Officer Connected Communities/HSCP/Communication team/Regeneration/Active leisure March 2029
Develop and improve on inclusive language, usability and accessibility for online forms on the CRM	Rebuild Council forms.	Testing with multiple characteristic groups. Updating information and processes.	All	Improve digital exclusion. Improve Equality and opportunity while fostering good relationships	IT Services/Senior Technology Officer /All Directorates March 2029

\*This relates to people whose first language may not be English rather than Race or ethnicity.

## North Ayrshire Equality Outcome 2

Raise awareness and improve understanding of discrimination and hate crime across our workplaces and local communities.

### Council Plan Priority

Wellbeing and Communities and Local Democracy

### Rationale

Research shows that in North Ayrshire, the five year average for hate crime is 128.8 incidents, with the 2023/24 figure of 150 incidents compared to 115 for the 2022/23 figure, this represents an increase on both the annual and the five year figure. It is estimated there is also likely a high rate of under reporting. The main protected characteristics subject to hate crime were Lesbian Gay Bisexual and Transgender (LGBT), disability and religion. The Hate Crime and Public Order (Scotland) Act 2021 and implemented in April 2024 and introduces a new offence of stirring up hatred and the protected characteristic of Age. This remains a key area of focus for public services in trying to reduce the incidence of hate crime.

### Inequality Addressed

Prejudice and discrimination against disability, race, religion, sexual orientation, age and transgender identity.

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Raise Awareness of Hate Crime across our Local Communities and Employees	Hate Crime Awareness information and training developed and promoted.	Number of attendances at hate crime awareness sessions/training.	Disability, Race, Religion, Sexual Orientation, Age, Transgender Identity.	Eliminate Discrimination, Victimisation and Harassment	Equalities and Inclusion Officer/March 2029

## North Ayrshire Equality Outcome 3

In North Ayrshire, new places, spaces and buildings will be inclusive and designed to take account of the needs of people with disabilities and other protected characteristics.

### Council Plan Priority

Communities and Local Democracy

### Rationale

Legislation governs how our Town Planning system works, as covered in The Town and Country Planning (Scotland) Act 1997. This includes considering the Housing needs of people with a disability and engaging them in the development of places across North Ayrshire. The inclusion of this as an Equality Outcome with subsequent actions, will help to ensure a strong focus for people with a disability on the development and implementation of our third Local Development Plan (LDP3).

Additionally, at the time of developing these outcomes a Supreme Court ruling on the definition of a woman and the implications for single sex spaces along with a ruling in the Scottish Borders mandating single sex spaces in schools, it is important North Ayrshire Council understand any implications for the corporate property portfolio.

### Inequality Addressed

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Engage with groups representing disabled persons, including the North Ayrshire Access Panel and the Council's Employee Disability Forum, in the preparation of the Evidence Report for the Local Development Plan (LDP3).	The views of people with disabilities, including their housing needs are reflected in the Evidence Report.	Number of engagement sessions held.  Understanding of the needs of disabled persons reflected in the Evidence Report	Disability	Advance Equality of Opportunity and Foster Good Relations	Senior Manager (Planning) and Chief Planning Officer  August 2025

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Consider how the needs of people with a disability can be met by proposed development sites.	Site Assessment Methodology includes consideration of how the proposed development would meet the needs of disabled people	Criteria included within Site Assessment Methodology	Disability	Advance Equality of Opportunity	Senior Manager (Planning) and Chief Planning Officer  June 2026
Include policies and/or site-specific requirements within the Proposed Plan that ensure new places, spaces and buildings will be inclusive and designed to take account of the needs of disabled persons.	Inclusivity and the need for new places, spaces and buildings to be designed to take account of the needs of disabled persons is embedded within LDP3.	Policies and/or site requirements that guide the design and assessment of new development in terms of its inclusivity for disabled persons.	Disability	Advance Equality of Opportunity	Strategic Planning Manager  June 2027
Continue to monitor and consider court rulings and any subsequent changes to legislation and guidance in the monitoring of our property portfolio	Regulation, standards and guidance in relation to single sex spaces and the impact this may have on the physical layout or operational management of spaces is understood.	Report prepared to summarise the potential impacts of changes flowing from changes in legislation.	Sex, Gender Reassignment.	Eliminate Discrimination, Victimisation and Harassment  Advance Equality of Opportunity	Head of Sustainability, Transport and Corporate Property.  April 2026

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Assess the requirements and make recommendations for any adaptations to the physical layout and / operational management of facilities.	Physical layout and / or operational management of facilities is aligned with regulatory requirements	Appropriate amendments are made across the corporate property portfolio.	Sex, Gender Reassignment.	Eliminate Discrimination, Victimisation and Harassment  Advance Equality of Opportunity	Head of Sustainability, Transport and Corporate Property.  April 2027

## North Ayrshire Equality Outcome 4

There is increased awareness of LGBT housing issues, and the LGBT community are represented and supported to access the housing services they need.

### Council Plan Priority

Wellbeing and Communities and Local Democracy

### Rationale

The Local Housing Strategy 2023 to 2028 highlights that around 4.6% of North Ayrshire's population is thought to be LGBT+. Research has shown that LGBT+ social housing residents do not believe they are being listened to, taken seriously, or treated equally. Whilst most said they felt part of their local community, almost 15% have experienced harassment because of their sexuality or gender identity and the same percentage did not feel safe in their home. A quarter felt their landlords did not understand the housing issues they faced and less than 20% felt their landlords treated them equally.

### Inequality Addressed

Tackling discrimination, advancing equality of opportunity and fostering good relations for our LGBT+ community.

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Establishing LGBTQ+ champions in Housing Services	Develop and deliver an LGBTQ+ informed housing service and enforce a zero tolerance approach to harassment and abuse against equalities groups.	LGBTQ+ champions are established within our staff network to ensure awareness of LGBTQ+ housing issues.	Sexual orientation, Sex (gender).	Tackle Discrimination and Foster Good Relations	Senior Manager (Housing Strategy & Development) March 2027



Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Develop an LGBTQ+ training programme for Housing employees	Develop and deliver an LGBTQ+ informed housing service and enforce a zero tolerance approach to harassment and abuse against equalities groups.	All Housing Services staff have completed LGBTQ+ training.	Sexual orientation, Sex (gender).	Foster Good Relations	Senior Manager (Housing Strategy & Development) March 2027
Increase private sector awareness of LGBTQ+ housing issues.	Develop and deliver an LGBTQ+ informed housing service and enforce a zero tolerance approach to harassment and abuse against equalities groups.	Ensure LGBTQ+ issues are included in the private sector landlord and tenant newsletters.	Sexual Orientation, Sex (gender)	Tackle Discrimination and Foster Good Relations	Senior Manager (Housing Strategy & Development) March 2027
Encourage our LGBTQ+ tenants and residents to participate in our tenant and resident groups.	Develop and deliver an LGBTQ+ informed housing service and enforce a zero tolerance approach to harassment and abuse against equalities groups	Increased membership and engagement in our established tenant and resident groups	Sexual Orientation, Sex (gender)	Advance Equality of Opportunity and Foster Good Relations.	Senior Manager (Housing Strategy & Development) March 2027

## North Ayrshire Equality Outcome 5

In North Ayrshire, people with a disability, including people with neurological conditions, young people and parents\* will be supported to access employment opportunities.

### Council Plan Priority

Wellbeing and Communities and Local Democracy

### Rationale

National and local research indicates that people from these groups still experience a range of barriers when trying to access opportunities to support them into employment. This includes evidence gathered from the North Ayrshire Wellbeing Economy Dashboard which identifies these groups as requiring additional support. \*Parents relates to parents with a disabled family member, parents with more than three children, parents from a minority ethnic background, parents with children between the ages of one to 25 years.

Activities can be broken down into three priority groups:

1. Young People: 16-24 year olds who are care experienced, not in education, employment or training (NEET) or at risk of being NEET on leaving school.
2. Inclusive Growth: Parents: lone parents, disabled family member, 3+ children, minority ethnic, child <1 years old, <25 years old).
3. Close the Disability Employment Gap: Disabled people and people with long term health conditions.

### Inequality Addressed

The identified groups often face more barriers than other members of society in accessing and retaining employment. Focusing on these groups will support a reduction in inequalities in employment.

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
<b>5A Young People</b> Deliver North Ayrshire's Young Persons Guarantee of a job, training, education or volunteering for all 16 to 24 year olds.	Increase reach and engage more 16 to 24 year olds in a journey towards and into employment, training, education or volunteering.	Participation Portal (% in a positive destination)  % of care experienced young people in a positive destination  Youth Unemployment rates	Age – Young People, Care-Experienced	Advance Equality of Opportunity	Programme Manager (Youth Employment) March 2029
<b>5B Inclusive Growth: Parents</b> Deliver suitable provision to engage and progress priority groups	Increase reach and engage more unemployed and inactive parents from the priority family groups to engage with parental employment programmes including We Work for Families and Skills for Life	Families living with a relative low income and claiming child benefit and at least one other household benefit (DWP)	Disability, Ethnicity, Age, Race	Advance Equality of Opportunity	Programme Manager (Parental Employment) March 2029

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
<p><b>5C Disability Employment Gap</b></p> <p>Deliver suitable provision to engage and progress people with a disability/health condition</p>	<p>Dedicated Disability Hub at Lochshore created.</p> <p>A range of skills development programmes delivered, including 26-week paid traineeships in Horticulture and Cycle maintenance.</p> <p>Reverse Jobs Fairs delivered.</p> <p>Host a monitored Volunteering Programme to provide opportunities for clients to obtain work experience within employer sites. This will enhance job opportunities and trainees will gain a range of SQA awards such as Volunteer award; Customer service; Responsibilities of Employment</p>	<p>Disability employment gap (%)</p> <p>Number of people with employment related SQA Industry specific qualifications.</p> <p>Two Reverse Jobs Fairs per year.</p> <p>Increase opportunities for those with long term health barriers within local employers, to accommodate individual needs.</p> <p>Increase local Employer membership to attain Disability Confident status.</p>	<p>Disability</p>	<p>Advance Equality of Opportunity</p>	<p>Programme Manager (Disability) March 2027 and 2029</p>

## North Ayrshire Equality Outcome 6

North Ayrshire Council will aim to enhance its workforce from under-represented and diverse groups and foster good relations to support an inclusive workplace environment, where employees are able to thrive and develop their careers.

### Council Plan Priority

Wellbeing and a Sustainable Council

### Rationale

North Ayrshire Council will aim to enhance its workforce from under-represented and diverse groups and foster good relations to support an inclusive workplace environment, where employees are able to thrive and develop their careers.

- Providing our employees a supportive working environment to improve resilience, mental and physical health and wellbeing.
- Work collaboratively with our diversity networks to harness lived experience and insight to enhance our work and remove barriers in accessing and sustaining employment within the Council.
- Council vacancies, information and resources are easily accessible to ensure all have equal opportunities in exploring employment with the Council.

### Inequality Addressed

Supporting our employees with protected characteristics to advance equality of opportunity and foster good relations around the key needs of the Equality Act.

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Encourage our employees to participate in our Equal Opportunities Monitoring Survey to ensure equality data is reflective of our workforce. Equality data enables the Council to better understand its workforce through analysis and therefore able to develop targeted interventions where necessary.	<p>Regular contact with targeted areas to support and encourage disclosure of equality information.</p> <p>Consider timing of gathering equal opportunities information as part of recruitment processes for prospective applicants.</p>	<p>Improved workforce data regarding equal opportunities information.</p> <p>Improved disclosure rates following conclusion of recruitment.</p>	All Protected Characteristics	<p>Advance Equality of Opportunity and Foster Good Relations.</p> <p>Advance Equality of Opportunity and Foster Good Relations.</p>	<p>People Services March 2026</p> <p>People Services March 2028</p>
Increase awareness on LGBTQ+ matters within the workplace and encourage LGBTQ+ employees to engage in in LGBTQ+ group.	<p>Arrange awareness sessions on LGBTQ+ matters within the workplace.</p> <p>Establish LGBTQ+ staff network</p>	<p>Awareness sessions delivered throughout the Council, participation rates and feedback.</p> <p>Terms and Reference for the staff network and attendance</p>	Sex, Sexual Orientation, Gender Reassignment	Eliminate Discrimination, Victimisation and Harassment	Equality and Inclusion Officer/Human Resources/March 2026

Actions	Outputs	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
Provide a staff network for BAME employees	Re-establish BAME staff network.  Progress and explore actions from BAME staff network to improve equality and inclusion.	Participation rates  Actions and outcomes from BAME staff network meetings	Race	Eliminate Discrimination, Victimization and Harassment  Advancing Equality of Opportunity, Fostering Good Relations	Equality and Inclusion Officer December 2025  People Services/Equality and Inclusion Officer March 2027
Provide guidance to Managers on supports available for disabled applicants during the recruitment process	Guidance issued to Managers. HR Guide: Disability in the Workplace updated.	Refreshed guidance on support disabled applicants and removing barriers.	Disability	Eliminate Discrimination, Victimization and Harassment. Advancing Equality of Opportunity, Fostering Good Relations	People Services March 2026
Develop an Unconscious Bias Awareness Training	Training Developed and promoted	Number of completions per year.	All Protected Characteristics	Advancing Equality of Opportunity, Fostering Good Relations	Equality and Inclusion Officer October 2025

## Education Equality Outcomes

This section highlights the Equality Outcomes adopted by North Ayrshire Education Services.

### Education - Equality Outcome 1

The United Nations Convention on the Rights of the Child (UNCRC) is embedded across North Ayrshire Council with children's rights recognised, respected and promoted.

#### Rationale

The UNCRC (Incorporation) (Scotland) Act came into place in 2024. It places certain responsibilities on local authorities, including Education Services, to embed the principles of the UNCRC within its functions. There are elements of the UNCRC that cross over with the Equality Act and the inclusion of this outcome will help to ensure we retain a focus on the protected characteristics of young people. As the UNCRC focuses on children from the age of 0 - 18, this will be a key area of focus for Education Services.

#### Inequality Addressed

This is about ensuring that all children have their rights upheld and have the confidence to realise those rights.

Actions	Outputs	Measurement	Protected Characteristic	General Duty	Lead Officer and Timescale
1. Establish and maintain clear governance framework to embed UNCRC informed practices across North Ayrshire Council.  2. Review and further develop mechanisms to enable the views of children to be heard and considered when decisions are made that affect them.	Delivery of identified actions will form the basis of the following outputs:  Embed UNCRC informed practices across our Council.  Enhanced mechanism for children to be heard and considered when decision are made that affect them.	Measurement of this equality outcome is embedded in North Ayrshire's UNCRC reporting	Age, Disability, Gender reassignment, Race, Religion or belief, Sex, Sexual orientation.	Foster Good Relations	Director of Education March 2029



Actions	Outputs	Measurement	Protected Characteristic	General Duty	Lead Officer and Timescale
<p>3. Create child friendly reporting principles and approaches to encourage and promote good practice across services.</p> <p>4. Establish and sustain a local process for children to report any potential breaches of their rights.</p> <p>5. Provide a range of opportunities for North Ayrshire Council's workforce to engage with training and resources to enhance awareness of UNCRC duties.</p> <p>6. Provide a range of opportunities for children and young people to enhance their understanding of their children's rights</p>	<p>Create child friendly reporting processes.</p> <p>Establish a local process for children to report breaches of their rights.</p> <p>Materials produced to raise awareness of children's rights across the workforce.</p> <p>Range of materials and opportunities for children and young people to educate on their rights.</p>				

## Education - Equality Outcome 2

Children and young people will have planned opportunities to shape their learning experiences and local policy developments.

### Council Plan Priority

Wellbeing

### Rationale

Linked to the UNCRC equality outcome, this is an important aspect of ensuring children's rights are upheld by ensuring the views of children are considered in decisions that impact them. A range of opportunities are currently provided by the Education Service, as well as across the Council more generally, to engage children and young people in shaping their learning experiences and community. This outcome seeks to build upon this.

### Inequality Addressed

This is about ensuring that All children have their rights upheld and have the confidence to realise those rights.

Actions	Outputs	Measurement	Protected Characteristic	General Duty	Lead Officer and Timescale
<ol style="list-style-type: none"> <li>1. Launch and embed a revised Education Learner Participation policy.</li> <li>2. Provide a range of enhanced opportunities for children and young people to meaningfully shape their educational learning experience including the Young Leaders of Learning programme.</li> </ol>	<p>Delivery of identified actions will form the basis of the following outputs:</p> <p>Learner participation policy embedded in schools.</p> <p>Opportunities for children and young people to shape their learning experiences.</p> <p>Practices are in place to ensure view of children and young people influence local policy development.</p>	<p>Measurement of this equality outcome is embedded in North Ayrshire Council's annual reporting and individual school standards and quality reports.</p>	<p>Age, Disability, Gender</p> <p>Reassignment, Race, Religion or Belief, Sex, Sexual Orientation.</p>	<p>Eliminate Discrimination</p> <p>Advance equality of opportunity</p> <p>Foster Good Relations</p>	<p>Executive Manager (Education)</p> <p>March 2029</p>

Actions	Outputs	Measurement	Protected Characteristic	General Duty	Lead Officer and Timescale
3. Review and further develop approaches to ensuring the views of children and young people influence and inform local policy development.					

## Education – Equality Outcome 3

Children and young people with additional support needs and protected characteristics are supported to achieve their full potential.

### Council Plan Priority

Wellbeing

### Rationale

North Ayrshire aims to ensure all children and young people have the best start in life. As a result, it is vital we ensure children with additional support needs and those with protected characteristics are supported to achieve to their full potential. This outcome seeks to build on existing practice with this focus.

### Inequality Addressed

Ensures a focus on our young people with additional support needs.

Actions	Outputs	Measurement	Protected Characteristic	General Duty	Lead Officer and Timescale
<ol style="list-style-type: none"> <li>1. Ensure education provisions continue to deliver high quality learning experiences for learners with additional support needs and protected characteristics.</li> <li>2. Promote the Young Inclusion Ambassadors and support them in championing the rights and participation of all children and young people with additional needs.</li> </ol>	<p>Delivery of identified actions will form the basis of the following outputs:</p> <p>Continuation of high quality learning experiences for children with additional support needs and protected characteristics.</p> <p>Young inclusion ambassadors piloted in identified establishments.</p> <p>Professional learning opportunities and resources for practitioners to support all learners to achieve to their full potential.</p>	<p>Measurement of this equality outcome is embedded in North Ayrshire Council's annual reporting and individual school standards and quality reports.</p>	<p>Age, Disability, gender Reassignment, Race, Religion or Belief, Sex, Sexual Orientation</p>	<p>Eliminate Discrimination</p> <p>Advance equality of opportunity</p> <p>Foster Good Relations</p>	<p>Executive Manager (Education)</p> <p>March 2029</p>

Actions	Outputs	Measurement	Protected Characteristic	General Duty	Lead Officer and Timescale
3. Provide a range of professional learning opportunities and resources to ensure practitioners are equipped to support all learners to achieve their full potential.					



---

**NORTH AYRSHIRE COUNCIL**
**3 June 2025****Cabinet**


---

**Title:** **Revenue Budget 2024/25: Financial Performance to 31 March 2025**

---

**Purpose:** To advise Cabinet of the financial performance for the Council for 2024/25.

---

**Recommendation:** That Cabinet agrees to:

- (a) note the information and financial outturn position outlined in the report;
  - (b) approve the earmarking of £3.764m identified at 2.4 to meet future year commitments;
  - (c) note the financial performance of the Health and Social Care Partnership highlighted at 2.5;
  - (d) approve a non-recurring budget transfer of £2.036m to the Health and Social Care Partnership to offset the in-year overspend on Council services; and
  - (e) approve the virements detailed in Appendix 8.
- 

---

## **1. Executive Summary**

- 1.1 The General Services Revenue Estimates for 2024/25 were approved by Council on 28 February 2024. The Housing Revenue Account (HRA) Revenue Budget for 2024/25 was approved by Council on 14 February 2024.
- 1.2 As part of the monitoring procedures to keep the Cabinet informed of the financial performance of the Council, financial performance reports are presented on a regular basis. This is the final report for 2024/25 and covers the period to the end of March 2025 (Period 12). This is the final financial performance information on which the annual accounts for the Council will be prepared.
- 1.3 At Period 12 the General Fund is reporting a net in-year underspend of (£0.736m), 0.2%, after transferring resources to/from earmarked reserves. This is an improvement of (£1.056m) from that reported at Period 10 and is primarily related to lower than anticipated employee costs within the Education Service linked to staff turnover levels and lower than previously anticipated teacher cover costs, influenced by the ongoing focus on absence management across the service, maximisation of external grant funding within the Place directorate, additional Scottish Government grant income and lower than anticipated utilisation of inflationary provisions during the year, recognising that there continues to be volatility across certain areas of spend.

This has been partially offset by the reported overspend on Council services within the HSCP. The underspend will be added to the General Fund Unearmarked Reserves to maintain the available balance at the recommended 2% of the revised General Services Revenue Budget.

- 1.4 The Housing Revenue Account is reporting a net in-year underspend of (£1.816m) (2.9%). This is a movement of (£1.816m) from the breakeven position projected at Period 10. The movement is primarily related to reduced expenditure on internal contributions and revised capital financing charges reflecting the profile of the HRA capital programme. The underspend will be added to the HRA earmarked balances to support service delivery in future years.
- 1.5 Work is ongoing to confirm the final Health and Social Care Partnership outturn position for the year and the final confirmation of the NHS budget outturn is awaited. The final outturn for the Council services element has been confirmed as an overspend of £2.036m, this is an improvement of (£1.144m) from the previously reported position.
- 1.6 It is proposed that a non-recurring budget transfer of £2.036m to the IJB is approved to offset the overspend position in 2024/25.

## 2. Background

### General Fund

- 2.1 The Council set a breakeven budget for 2024/25. In addition to the budget approved on 28 February 2024, earmarked funds of £84.940m were carried forward from 2023/24 for service expenditure in 2024/25 and beyond. These funds are reflected in the figures within the 2024/25 financial performance reports as they are drawn down.
- 2.2 A net in-year underspend of £0.736m is reported, net of transfers to/from reserves. The following table details the final position on a service by service basis.

Service Expenditure	App No.	Annual Budget £ million	Actual Expenditure to 31 March 2025 £ million	Variance for year (Fav)/Adv £ million	Requests for Carry Forwards £ million	Variance after Carry Forward (Fav)/Adv £ million	Note
Corporate Services	1	20.730	19.936	(0.794)	0.314	(0.480)	(i)
Education	2	175.111	175.998	0.887	0.000	0.887	(ii)
Place	3	56.516	57.127	0.611	0.230	0.841	(iii)
Communities & Housing	4	15.678	15.231	(0.447)	0.112	(0.335)	(iv)
Other Corporate Items	5	16.466	10.212	(6.254)	3.108	(3.146)	(v)
<b>Sub Total</b>		<b>284.501</b>	<b>278.504</b>	<b>(5.997)</b>	<b>3.764</b>	<b>(2.233)</b>	
Health and Social Care Partnership		133.207	135.243	2.036	0.000	2.036	
<b>Balance for Services</b>		<b>417.708</b>	<b>413.747</b>	<b>(3.961)</b>	<b>3.764</b>	<b>(0.197)</b>	
Financing Charges	6	26.909	26.909	0.000	0.000	0.000	
Contribution to Loans Fund Reserve	6	11.174	11.174	0.000	0.000	0.000	
<b>Total Planned Expenditure</b>		<b>455.791</b>	<b>451.830</b>	<b>(3.961)</b>	<b>3.764</b>	<b>(0.197)</b>	



Service Expenditure	App No.	Annual Budget £ million	Actual Expenditure to 31 March 2025 £ million	Variance for year (Fav)/Adv £ million	Requests for Carry Forwards £ million	Variance after Carry Forward (Fav)/Adv £ million	Note
Aggregate External Finance	6	(374.368)	(374.375)	(0.007)	0.000	(0.007)	
Council Tax	6	(65.607)	(66.139)	(0.532)	0.000	(0.532)	(vi)
Use of Earmarked Funds	6	(15.816)	(15.816)	0.000	0.000	0.000	
<b>Total Planned Income</b>		<b>(455.791)</b>	<b>(456.330)</b>	<b>(0.539)</b>	<b>0.000</b>	<b>(0.539)</b>	
<b>Net Expenditure/ (Income)</b>		<b>0.000</b>	<b>(4.500)</b>	<b>(4.500)</b>	<b>3.764</b>	<b>(0.736)</b>	

2.3 The reported Aggregate External Finance within Planned Income includes a number of adjustments to Scottish Government funding from that reported at Period 10, as detailed in the following table:

Movements on Planned Income	General Revenue Grant £ million	Non Domestic Rates £ million	Specific Grants £ million	TOTAL AEF £ million
<b>Revised Budget at P10</b>	<b>(325.584)</b>	<b>(41.313)</b>	<b>(7.166)</b>	<b>(374.063)</b>
Educational Psychologist	(0.016)	0.000	0.000	<b>(0.016)</b>
DHP Accrual	(0.730)	0.000	0.000	<b>(0.730)</b>
PEF Adjustments / Accrual	0.000	0.000	0.507	<b>0.507</b>
NDR Empty Property Realignment	0.000	(0.066)	0.000	<b>(0.066)</b>
<b>Revised Planned Income</b>	<b>(326.330)</b>	<b>(41.379)</b>	<b>(6.659)</b>	<b>(374.368)</b>

## 2.4 Commentary on Significant Movements from Period 10

The Council's overall financial forecast against the revised budget is an improvement of (£1.056m) from the previously reported position. A brief explanation of the significant movements, together with information on funding to be carried forward to support expenditure during 25/26, are provided in appendices 1 to 6 to this report. A full list of the proposed carry forward of earmarked funds is included at Appendix 6.

### (i) Corporate Services – underspend of (£0.794m), an improvement of (£0.143m) from the previously reported underspend

The movements are primarily related to:

- Vacancy management within Democratic Services, (£0.079m); and
- Lower than anticipated expenditure on software licences and support costs within ICT, (£0.075m).

It is requested that £0.314m of the underspend is earmarked to support anticipated additional expenditure during 2025/26 in relation to:

- Inflationary pressures in ICT contracts, £0.245m;
- Occupational Health contracts backlogs, £0.038m; and
- Inflationary pressures on the Customer Services' telephony infrastructure contract, £0.031m.

**(ii) Education – overspend of £0.887m, an improvement of (£1.296m) from the previously reported overspend**

The movements are primarily related to:

- Lower than anticipated employee costs within Education Services linked to staff turnover levels and lower than previously anticipated teacher cover costs, influenced by the ongoing focus on absence management across the service, (£0.817m);
- Increase income across the service, including school meals income and PPP rebates, (£0.275m); and
- Reduced expenditure on employees and supplies related to the next phase of the universal free school meal roll out, (£0.058m).

**(iii) Place – overspend of £0.611m, an improvement of (£0.719m) from the previously reported overspend**

The movement is primarily related to:

- Maximisation of available external grant funding following late notification of some awards in the year, (£0.526m);
- Additional income across Roads, Transport and Waste services, (£0.374m);
- Reprogramming of RAAC works at Mid Dykes depot and condition surveys, (£0.296m);
- Reduced expenditure on Winter Maintenance supplies, (£0.087m); and
- Reduced expenditure on transport provision, (£0.087m).

These have been partly offset by:

- Reduced property rental income during the year which will be addressed as part of the non-operational property review, £0.357m;
- Additional costs arising from Storm Eowyn, £0.204m;
- Increased expenditure on Roads contractors, £0.159m;
- Additional property running costs associated with service charges and non domestic rates, £0.125m; and
- Increased transport costs within Waste Services, £0.071m.

It is requested that £0.230m is earmarked to support anticipated additional expenditure during 2025/26 in relation to:

- RAAC works at Mid Dykes depot, £0.120m;
- Local Heat and Energy Efficiency Strategies, £0.045m;
- Making Waves festival 2027, £0.035m;
- Roads Infrastructure investment to maximise annual budget provision, £0.027m; and
- Contribution to the Largs Car Park Fund, £0.003m.

**(iv) Communities & Housing – underspend of (£0.447m), an improvement of (£0.288m) from the previously reported underspend**

The movement is primarily related to:

- Vacancy management across services, (£0.207m);
- Additional income across various services, (£0.099m); and
- Lower than anticipated expenditure during the year on the Rapid Rehousing Transition Plan, (£0.065m).

These have been partly offset by:

- Additional costs arising from Storm Eowyn, £0.087m; and
- Increased level of reactive works within Building Services, £0.077m.

It is requested that £0.112m of the underspend is earmarked to support anticipated additional expenditure during 2025/26 in relation to:

- Rapid Rehousing Transition Plan linked to the 5 year RRTP delivery programme, £0.065m;
- CCTV programme, £0.023m;
- Information & Culture ICT equipment, £0.017m; and
- VE Day commemorative events, £0.007m.

**(v) Other Corporate Items – underspend of (£6.254m), an increase of (£4.237m) from the previously reported underspend**

The movement is primarily related to:

- Additional Scottish Government Grants not utilised in year, (£1.999m);
- Centrally held provisions held in relation to Storm Eowyn, (£0.786m), with actual expenditure recorded against each Directorate;
- Centrally held inflationary provisions not drawdown during the year, including energy cost provisions which have been subject to ongoing volatility, even after allowing for a proportion of advanced purchasing arrangements, (£0.715m);
- Late insurance recoveries received during the year, (£0.150m);
- Additional central support income following completion of the year end recharge process, (£0.366m); and
- Additional net income from salary sacrifice schemes, reflecting high staff uptake levels, (£0.059m).

It is requested that £3.108m of the underspend is earmarked to support anticipated additional expenditure during 2025/26 in relation to:

- Additional workforce planning costs to support pay negotiations for 2025/26, £1.575m;
- Council property investment from insurance recoveries received during the year, £0.150m;
- Contribution to the Change and Service Redesign Fund to support the ongoing programme, £0.097m;
- To support the completion of the CCTV Review, £0.050m;

- Carry forward of Scottish Government grant funding required in 2025/26:
  - Scottish Welfare Fund, £0.705m;
  - Islands Cost Crisis Emergency, £0.228m;
  - Ukrainian resettlement, £0.075m;
  - No-one Left Behind, £0.059m;
  - Island Cost of Living, £0.058m;
  - DWP Funding, £0.050m;
  - Educational Psychologists, £0.026m;
  - Child Poverty Coordinators, £0.020m; and
  - Temp Accommodation Pressures, £0.015m.

**(vi) Council Tax Income – overrecovery of (£0.532m), an increase of £0.166m from the previously reported overrecovery**

The movement is primarily related to recent updated data on Council Tax Reduction claims and prior year collection forecasts.

## **Health and Social Care Partnership**

- 2.5 The final HSCP financial performance report for the year will be presented to the Integration Joint Board on 19 June 2025 and will outline the 2024/25 financial performance in more detail. Work is ongoing to confirm the final outturn position for the year and the HSCP is awaiting final confirmation of the NHS budget outturn. The final outturn for the Council services element has been confirmed as an overspend of £2.036m, this is an improvement of (£1.144m) from the previously reported position.

## **Request for Additional Financial Support**

- 2.6 Following the receipt of a written request from the IJB for additional financial support to address their 2024/25 overspend position, on 18 March 2025 Cabinet approved interim funding to be made available to support the anticipated overspend on Council services at the end of the financial year. It was anticipated that, in accordance with the Integration Scheme, the offer of additional financial support would be supported by repayment in future years on the basis of a revised recovery plan and agreed by Council and the IJB. In view of the Council's final outturn position, which includes areas of non-recurring underspends, it is now proposed that a non-recurring budget transfer to the IJB equivalent to the level of overspend on Council services, £2.036m, is approved.

## **Housing Revenue Account**

- 2.7 The Housing Revenue Account budgeted for a breakeven position in 2024/25. An underspend of (£1.816m), net of transfers to/from reserves, has been reported. This is a movement of (£1.816m) from the previously reported breakeven position and is summarised in the following table with further details provided in Appendix 7. The underspend will be added to the HRA earmarked balances to support delivery of the HRA Business Plan.

Housing Revenue Account	Annual Budget £ million	Actual Expenditure to 31 March 2025 £ million	Variance for year (Fav)/Adv £ million	Projected Variance at P10 (Fav)/Adv £ million	Movement	Note
Employee Costs	5.241	5.014	(0.227)	(0.231)	0.004	
Property Costs	21.684	23.121	1.437	1.848	(0.411)	(i)
Supplies and Services	2.297	1.862	(0.435)	(0.263)	(0.172)	(ii)
Transport and Plant Costs	0.021	0.016	(0.005)	0.000	(0.005)	
Administration Costs	1.756	1.915	0.159	0.029	0.130	(iii)
Third Party Payments	3.847	3.439	(0.408)	0.065	(0.473)	(iv)
Transfer Payments	0.163	0.144	(0.019)	0.000	(0.019)	
Other Expenditure	0.490	0.266	(0.224)	0.000	(0.224)	(v)
Capital Financing	26.719	23.972	(2.747)	(1.917)	(0.830)	(vi)
<b>Gross Expenditure</b>	<b>62.218</b>	<b>59.749</b>	<b>(2.469)</b>	<b>(0.469)</b>	<b>(2.000)</b>	
<b>Income</b>	<b>(62.218)</b>	<b>(61.565)</b>	<b>0.653</b>	<b>0.469</b>	<b>0.184</b>	(vii)
<b>Net Expenditure</b>	<b>0.000</b>	<b>(1.816)</b>	<b>(1.816)</b>	<b>0.000</b>	<b>(1.816)</b>	

## 2.8 Commentary on Significant Movements from Period 10

Detailed explanations of the significant variances in expenditure compared to the approved budgets are provided in appendix 6 to this report.

A brief explanation of the significant movements for each service since Period 10 is outlined as follows:

**(i) Property Costs – overspend of £1.437m, a reduction of (£0.411m) from the previously reported overspend**

The movement reflects reductions in Responsive Repairs, (£0.275m), and Planned and Cyclical Maintenance, (£0.261m), partly offset by increased expenditure in other property costs.

**(ii) Supplies and Services – underspend of (£0.435m), an increase of (£0.172m) from the previously reported underspend**

The movement is primarily related to reduced expenditure on software licences, (£0.134m).

**(iii) Administration Costs – overspend of £0.159m, an increase of £0.130m from the previously reported overspend**

The movement reflects year end central support recharges.

**(iv) Third Party Payments – underspend of (£0.408m), a movement of (£0.473m) from the previously reported overspend**

The movement reflects a reduction in internal contributions.

- (v) **Other Expenditure – underspend of (£0.224m), a movement of (£0.224m) from the previously reported breakeven position**

The movement is primarily related to reduced bad debt provision, (£0.185m).

- (vi) **Capital Financing Costs – underspend of (£2.747m), an increase of (£0.830m) from the previously reported underspend**

The movement is primarily related to revised loan charges reflecting the revised profile of capital project delivery, leading to a lower level of in-year borrowing. The capital investment requirements, however, still remain in place with the expectation that financing costs will increase in line with the delivery of the overall capital programme and the associated increased borrowing requirements in subsequent years.

- (vii) **Income – under recovery of £0.653m, an increase of £0.184m from the previously reported under recovery**

The movement is primarily related to a reduction in the planned use of reserves, £0.286m, partly offset by increased income from Council House Rents, (£0.195m).

### **3. Proposals**

3.1 It is proposed that Cabinet agrees to:

- (a) note the information and financial outturn position outlined in the report;
- (b) approve the earmarking of £3.764m identified at 2.4 to meet future year commitments;
- (c) note the financial performance of the Health and Social Care Partnership highlighted at 2.5;
- (d) approve a non-recurring budget transfer of £2.036m to the Health and Social Care Partnership to offset the in-year overspend on Council services; and
- (e) approve the virements detailed in appendix 8.

### **4. Implications/Socio-economic Duty**

#### **Financial**

##### **4.1 General Services**

The final outturn position for the year is a net underspend of (£0.736m) after transfers to and from earmarked reserves.

##### **Housing Revenue Account**

The final outturn position for the year is a net underspend of (£1.816m).

#### **Human Resources**

4.2 None.

### **Legal**

4.3 None.

### **Equality/Socio-economic**

4.4 None.

### **Environmental and Sustainability**

4.5 None.

### **Key Priorities**

4.6 This report directly supports the Council Plan 2023 to 2028 by maximising financial flexibility to support the delivery of our priorities.

### **Community Wealth Building**

4.7 None.

## **5. Consultation**

5.1 Progress as outlined in this report has been approved by Executive Directors.

**Mark Boyd**  
**Head of Service (Finance)**

For further information please contact **David Forbes, Senior Manager (Strategic Business Partner)**, on **01294 324551**.

### **Background Papers**

Revenue Budget 2024/25: Financial Performance to 31 January 2025 – Cabinet 18 March 2025

**CHIEF EXECUTIVES**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% Variance	Note No
Objective Summary					
	£000	£000	£000		
<b>Chief Executive</b>					
Chief Executive	189	201	12	6%	
Total for Chief Executive	189	201	12	6%	
<b>Financial Services</b>					
Change Programme	330	330	-	0%	
Audit, Fraud, Safety & Insurance	670	644	(26)	(4%)	
Corporate Procurement	890	758	(132)	(15%)	1
Financial Services	1,522	1,486	(36)	(2%)	
Revenues	(555)	(490)	65	(12%)	2
Transformation	722	697	(25)	(3%)	
Total for Financial Services	3,579	3,425	(154)	(4%)	
<b>People &amp; ICT</b>					
Employee Services	872	874	2	0%	
HR & Organisational Development	1,122	996	(126)	(11%)	3
ICT	5,260	4,986	(274)	(5%)	4
Business Support	1,320	1,347	27	2%	
Customer Services	4,276	4,220	(56)	(1%)	5
Total for People & ICT	12,850	12,423	(427)	(3%)	
<b>Democratic Services</b>					
Legal & Licensing	690	646	(44)	(6%)	6
Policy, Performance & Elections	520	428	(92)	(18%)	7
Communications	471	481	10	2%	
Civil Contingencies	60	57	(3)	(5%)	
Committee Services	459	451	(8)	(2%)	
Member Services	1,335	1,285	(50)	(4%)	
Ayrshire Support Service	521	502	(19)	(4%)	
Information Governance	56	37	(19)	(34%)	
Total for Democratic Services	4,112	3,887	(225)	(5%)	
<b>Totals</b>	<b>20,730</b>	<b>19,936</b>	<b>(794)</b>	<b>(4%)</b>	
Less Proposed Carry Forwards		314	314		
<b>Net Total</b>	<b>20,730</b>	<b>20,250</b>	<b>(480)</b>	<b>(2%)</b>	



Subjective Summary	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% Variance
	£000	£000	£000	
Employee Costs	16,959	16,636	(323)	(2%)
Property Costs	84	111	27	32%
Supplies and Services	3,193	2,746	(447)	(14%)
Transport and Plant Costs	21	10	(11)	(52%)
Administration Costs	1,410	1,404	(6)	(0%)
Other Agencies & Bodies	2,092	1,908	(184)	(9%)
Transfer Payments	897	891	(6)	(1%)
Other Expenditure	-	46	46	-
Capital Financing	-	-	-	-
Gross Expenditure	24,656	23,752	(904)	(4%)
Income	(3,926)	(3,816)	110	(3%)
<b>Net Expenditure</b>	<b>20,730</b>	<b>19,936</b>	<b>(794)</b>	<b>(4%)</b>

**CHIEF EXECUTIVES**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 1</b>			<b>Finance - Corporate Procurement</b>
			Movement - There has been no movement since P10.
862	(92)	-11%	Employee costs - There is an underspend of £0.092m due to vacancy management.
	(40)		Other minor movements
	(132)		
<b>Note 2</b>			<b>Finance - Revenues</b>
			Movement - There has been an adverse movement of £0.095m since P10 largely due to revisions to statutory additions.
(1,376)	105	-8%	Income - There is an increase in Bad Debt Provisions related to Council Tax and NDR statutory additions of £0.110m.
	(40)		Other minor movements
	65		
<b>Note 3</b>			<b>People &amp; ICT - HR &amp; Organisational Development</b>
			Movement - There has been a favourable movement of (£0.017m) since P10 mainly due to underspends in third party payments relating to the new Occupational Health online portal.
413	(148)	-36%	Third Party Payments - There is an underspend of £0.148m due to a delay in the roll out of the Occupational Health online portal for Managers. It is anticipated that this underspend will be a one-off occurrence in 2024/25 as the volume of referrals are expected to increase when this happens, as will the costs.
	22		Other minor movements
			It is requested to earmark £0.038m from the underspend in the Occupational Health contract for anticipated increased cost in service due to backlog.
	(126)		
<b>Note 4</b>			<b>People &amp; ICT - ICT</b>
			Movement - There has been a favourable movement of (£0.075m) mainly due to a £0.045m reduction in software licenses & support costs not as high as expected as well as other minor underspends.
2,156	(245)	-11%	Supplies & Services - There is an overall underspend of £0.245m. This is due to a £0.135m underspend in software licenses and support due to costs not as high as expected. Further underspends of £0.039m in LAN,
	(29)		Other minor movements
			The service is proposing to earmark the £0.245m underspend to address several key pressures expected. £0.150m funding will be reserved to support the ongoing costs of the recently procured Managed Cyber SOC service which is currently being funded from earmarking. This further earmarking will allow an additional year of service before a pressure bid becomes necessary. £0.030m for anticipated 2.5 times increase in annual costs for both VMWare and FME software and support. £0.065m for known 10% increase in Microsoft 365 and Microsoft Azure under UK Public Sector SPA24 contract pricing. A future pressure bid is highly likely to cover ongoing Microsoft licensing costs.
	(274)		
<b>Note 5</b>			<b>People &amp; ICT - Customer Services</b>
			Movement - There has been an unfavourable movement of £0.016m since P10 due to Benefit postage costs previously anticipated to be covered by system admin.
2,800	(58)	-2%	Employee Costs - There is an underspend of £0.058m due to vacancy management.
284	(30)	-11%	Supplies & Services - There is an underspend of £0.030m due to Netcall set up costs being funded through ICT Capital.
51	20	39%	Admin Costs - There is an overspend of £0.020m in Benefits postages. This was due to an error in the first run resulting in claims requiring to be rerun. This is a non recurring overspend.
	12		Other minor movements
			It is requested to earmark £0.031m to cover the already agreed increase in Netcall software cost in 25/26. Ongoing this increased cost will be covered by deleting a post within the Contact Centre.
	(56)		
<b>Note 6</b>			<b>Democratic Services - Legal &amp; Licensing</b>
			Movement - There has been a favourable movement of (£0.079m) since P10 due to underspends in employee costs due to management vacancy, and additional license income.
1,113	(47)	-4%	Employee Costs - There is an underspend of £0.047m due to vacancy management.
	3		Other minor movements
	(44)		
<b>Note 7</b>			<b>Democratic Services - Policy, Performance &amp; Elections</b>
			Movement - There has been a small favourable movement of (£0.004m) since P10.
480	(79)	-16%	Employee costs - There is an underspend of £0.079m due to vacancy management.
	(13)		Other minor movements
	(92)		

**EDUCATION****BUDGETARY CONTROL 2024/25****REPORT FOR THE YEAR TO 31 MARCH 2025**

Objective Summary	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% Variance	Note No
	£000	£000	£000		
Early Years Education	22,863	22,434	(429)	(2%)	1
Primary Education	51,541	52,061	520	1%	2
Secondary Education	59,276	58,896	(380)	(1%)	3
Additional Support Needs	15,460	16,856	1,396	9%	4
Central Education	3,074	4,444	1,370	45%	5
Scottish Equity Fund	121	121	-	0%	
Pupil Equity Fund	3,861	3,861	-	0%	
Facilities Management	18,915	17,325	(1,590)	(8%)	6
<b>Net Total</b>	<b>175,111</b>	<b>175,998</b>	<b>887</b>	<b>1%</b>	

Subjective Summary	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% variance
	£000	£000	£000	
Employee Costs - Teachers	102,850	104,215	1,365	1%
Employee Costs - Non Teachers	51,441	50,738	(703)	(1%)
Property Costs	1,387	1,465	78	6%
Supplies and Services	25,753	24,586	(1,167)	(5%)
Transport and Plant Costs	132	152	20	15%
Administration Costs	831	856	25	3%
Other Agencies & Bodies	854	2,851	1,997	234%
Transfer Payments	580	441	(139)	(24%)
Other Expenditure	-	-	-	
Capital Financing	71	64	(7)	(10%)
Gross Expenditure	183,899	185,368	1,469	1%
Income	(8,788)	(9,370)	(582)	
<b>Net Expenditure</b>	<b>175,111</b>	<b>175,998</b>	<b>887</b>	<b>1%</b>

**EDUCATION**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 1</b>			<b>Early Years Education</b>
			Movement: There has been a favourable movement of (£0.096m) compared to P10 mainly due increased underspends of (£0.064m) in employee costs and an over recovery of other local authority income of (£0.034m).
17,388	(372)	-2%	Employee Costs: Overall an underspend of £0.372m. - Teachers:- no variance. - Non Teachers:- final underspend of £0.372m as a result of staff turnover and cover arrangements
(269)	(34)	13%	Income: over recovery primarily due to income from other Local Authorities.
	(23)		Other minor movements.
			A reduction to the budget of £1.198m in 23/24 necessitated a drawdown from Education earmarked funds of £0.507m pending the permanent savings being implemented for 24/25. The Service redesign has been developed and was implemented by August 2024.
	(429)		
<b>Note 2</b>			<b>Primary Education</b>
			Movement: There has been an unfavourable movement of £0.082m compared to P10 due to increased employee costs
49,884	490	1%	Employee Costs : Overall an overspend of £0.490m. This is mainly due to a lower level of turnover being achieved against the set budget targets. The internal allocation of turnover budgets will be reviewed for 25/26.
	30		Other minor movements
	520		
<b>Note 3</b>			<b>Secondary Education</b>
			Movement: There has been an favourable movement of (£0.473m) compared to P10 due to increased teacher turnover and a reduced cover requirement within employee costs
50,199	(369)	-1%	Employee Costs : Overall an underspend of £0.369m. This is mainly due to a higher level of turnover being achieved against the set budget targets. The internal allocation of turnover budgets will be reviewed for 25/26.
	(11)		Other minor movements
	(380)		
<b>Note 4</b>			<b>ASN</b>
			Movement: There has been a favourable movement of (£0.180m) compared to P10. This is due to a (£0.112m) increase in employee underspends, a (£0.022m) increase in Other Local Authority section 23 income, a (£0.024m) decrease in external placement fees, and small underspends across various other budgets.
14,133	(334)	-2%	Employee Costs : Overall an underspend of £0.334m. This is mainly due to a higher level of turnover being achieved against the set budget targets. The internal allocation of turnover budgets will be reviewed for 25/26.
430	(128)	-30%	There is an underspend of £0.128m on payments to Other Local Authorities, due to a reduction in the number of NAC children accessing placements in their establishments.
1,010	465	46%	There is an overspend of £0.465m on external day placements, as a result of additional children requiring this level of support and an increase in rates from these establishments. Currently there are 29 children in day placement provision. A review of the process has taken place.
543	1,578	291%	There is an overspend of £1.578m on external specialist residential placements. Currently there are 14 children in accommodation with an Education provision. Increased pressures on internal care settings, as well as changing needs of children and young people have resulted in an increase in the need for external residential settings. Joint working is ongoing with HSCP to ensure that all options are fully explored to retain young people within their local community where possible. Where this is not possible, a forum has been set up to further discuss those young people who will require care and education provision to support them appropriately.
(657)	(167)	25%	There is an over recovery of £0.167m in Other Local Authorities income, due to the number of other authority children accessing a place in NAC establishments, which is currently 11 pupils.
	(18)		Other minor movements.
	1,396		



Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 5</b>			<b>Central Education</b>
			Movement: There has been a favourable movement of (£0.485m) compared to P10 mainly due to increased PPP deduction income (£0.094m), a further reduction across HQ employee costs (£0.252m), and underspends across various other budget lines amounting to (£0.139)
1,914	1,730	90%	Employee costs: A lower than expected overspend of £1.952m in Teachers HQ cover as a result of costs associated with mandatory cover for teacher maternity cover and sickness absence. There are currently 32 Teachers (27.3 FTE) on maternity leave as well as 13 Early Years Practitioners (9.2 FTE) and 5 PSA/EBAs (4.27 FTE). Absence levels are subject to regular review across the service and appropriate actions are taken to maximise attendance. This is offset by an underspend in Leadership & Music services of £0.222m
-	108		There is a projected under recovery of teacher induction grant funding linked to a reduction in the number of probationary teachers allocated to North Ayrshire by the Scottish Government. Core placement allocations have been reduced from 51 FTE to 34 FTE resulting in a £0.108m reduction in grant funding.
465	(62)	-13%	Supplies & Services: underspends across various budget lines
1,468	(51)	-3%	Third Party Payments: underspend across various budget lines
(1,744)	(329)	19%	Income: PPP insurance rebate £0.042m and PPP deductions of £0.287m in excess of budget
	(26)		Other minor movements.
<b>1,370</b>			
<b>Note 6</b>			<b>Facilities Management</b>
			Movement: There has been a favourable movement of (£0.142m) compared to P10 mainly due to further increased employee cost underspends and increased recovery of income
14,910	(842)	-6%	Employee Costs: A final underspend of £0.842m primarily due to staff turnover, holding vacancies for approved service restructures, and a targeted reduction of overtime and casual costs. £0.300m is related to newly created posts for the next phase of UFSM roll out, which are in the process of being recruited.
1,232	68	6%	Property Costs: There is a £0.068m overspend in cleaning materials/washroom supplies due to increased costs
5,317	(421)	-8%	Supplies and services: There is a £0.421m underspend in food/equipment budgets allocated for the next phase of universal free school meals which went live in February 2025.
97	41	42%	Admin: There is a £0.041m overspend mainly due to incurred legal costs
(2,715)	(452)	17%	Income: There is an over-recovery of cleaning and janitorial income of £0.116m, £0.181m in commercial catering income and school meals income of £0.155m.
	16		Other minor movements
<b>(1,590)</b>			
<b>Note 7</b>			<b>General</b>
	10		Contained within the above are costs of £0.010m relating to Storm Eowyn which will be offset against a centrally held budget.

**PLACE**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

Objective Summary	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% Variance	Note No
	£000	£000	£000		
<b>Directorate and Support</b>	24	-	(24)	(100%)	
<b>Neighbourhood Services</b>					
Roads	8,318	8,291	(27)	(0%)	1
Streetscene	5,500	5,687	187	3%	2
Waste Resources	9,031	9,931	900	10%	3
Municipalisation Advertising	(123)	(14)	109	(89%)	4
<b>Total for Neighbourhood Services</b>	<b>22,726</b>	<b>23,895</b>	<b>1,169</b>	<b>5%</b>	
<b>Economic Development, Growth and Investment</b>					
Economic Policy	323	313	(10)	(3%)	
Employability & Skills	1,849	911	(938)	(51%)	5
Regeneration	1,574	1,578	4	0%	
Business	1,221	1,201	(20)	(2%)	
Growth & Investment	346	307	(39)	(11%)	6
<b>Total for Economic Development, Growth and Investment</b>	<b>5,313</b>	<b>4,310</b>	<b>(1,003)</b>	<b>(19%)</b>	
<b>Sustainability, Transport and Corporate Property</b>					
Property Management & Investment	1,918	1,810	(108)	(6%)	7
Housing Assets & Investment	21	-	(21)	0%	
Property Maintenance	79	96	17	22%	8
Property Running Costs	6,238	6,724	486	8%	9
Energy and Sustainability	8,917	8,872	(45)	(1%)	10
Internal Transport	11,280	11,420	140	1%	11
<b>Total for Sustainability, Transport and Corporate Property</b>	<b>28,453</b>	<b>28,922</b>	<b>469</b>	<b>2%</b>	
<b>Net Total</b>	<b>56,516</b>	<b>57,127</b>	<b>611</b>	<b>1%</b>	
Transfer to Earmarked Reserves		230	230		
<b>Net Total</b>	<b>56,516</b>	<b>57,357</b>	<b>841</b>		

Subjective Summary	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% variance
	£000	£000	£000	
Employee Costs	29,804	30,094	290	1%
Property Costs	26,384	26,571	187	1%
Supplies and Services	4,614	4,706	92	2%
Transport and Plant Costs	10,269	11,152	883	9%
Administration Costs	1,576	1,585	9	1%
Other Agencies & Bodies	15,585	15,968	383	2%
Transfer Payments	-	-	-	0%
Other Expenditure	78	67	(11)	(14%)
Capital Financing	26	11	(15)	
Gross Expenditure	88,336	90,154	1,818	2%
Income	(31,820)	(33,027)	(1,207)	4%
<b>Net Expenditure</b>	<b>56,516</b>	<b>57,127</b>	<b>611</b>	<b>1%</b>

**PLACE**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 1</b>			<b>Roads</b>
			Movement: There has been a favourable movement of (£0.012m) since P10, due to a movement in the over recovery in income of (£0.144m) and decreased costs in supplies and services of (£0.047m), partially offset by increased third party payments expenditure of £0.159m and transport costs of £0.020m.
4,660	(47)	(1%)	Employee Costs: underspend of £0.047m due to vacancy management.
33	71	215%	Transport Costs: £0.071m overspend mainly due to hire of a gully unit.
3,137	(36)	(1%)	Supplies & Services: £0.113m underspend in Winter Maintenance mainly due to a £0.100m underspend in salt/grit costs, which has been partially offset by £0.022m additional costs in Asset Management due to redevelopment of the minor works framework, £0.013m increase in Decriminalised Parking Enforcement costs due to the number of tickets issued, and £0.040m of works following Storm Eowyn.
2,773	116	4%	Third Party Payments: an overall overspend of £0.067m in Network third party payments came from overspends of £0.105m in payments to contractors which were partially offset by a £0.038m underspend in contractors road markings. An overspend of £0.040m in Winter Maintenance costs was due to the A760 weather station works and winter weather forecast costs.
(2,659)	(137)	5%	Income: over recovery due to £0.066m over recovery in Decriminalised Parking Enforcement income and an additional £0.059m and £0.046m from salaries recharged to capital and sales, fees and charges respectively, this was partially offset by an under recovery of £0.042m in income from other NAC departments.
	6		Other minor movements.
			It is requested to earmark this full underspend of £0.027m for investment in the roads infrastructure.
	(27)		
<b>Note 2</b>			<b>Streetscene</b>
			Movement: There has been an adverse movement of £0.101m since P10. This is mainly due to £0.105m of additional costs for essential work on storm damaged trees following Storm Eowyn.
306	45	15%	Supplies and Services: £0.070m overspend on contractor costs for urgent work to make public areas and travel routes safe following Storm Eowyn and £0.019m overspend on materials. This is partly offset with underspends of £0.016m on tools and implements, £0.015m on uniforms and £0.013m on weedkiller.
(2,819)	123	(4%)	Income: £0.042m under recovery of Interment income and £0.047m under recovery of Memorial Permit income. £0.052m under recovery of income from other departments. This is partly offset with a £0.018m over recovery from other income streams.
	19		Other minor movements
			Included within the Streetscene outturn there is a £0.003m underspend in Largs Car Park that will be transferred to earmarked funds.
	187		



Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 3</b>			<b>Waste Services</b>
			Movement: There has been a favourable movement of (£0.107m) since P10 due to additional income of (£0.178m) and reduced costs within supplies and services of (£0.070m), these were partially offset by an increase in transport costs of £0.071m and third party payments of £0.049m.
5,179	693	13%	Employee costs: There remains a challenging cumulative sickness absence rate of 30.42 days per employee from April 2024 to March 2025. A robust absence monitoring process is in place and a dedicated resource has been recruited to monitor and review the absence management process in Waste, through assisting supervisors with absence management meetings, referrals to occupational health etc and to support employees return to work. The statutory nature of the service requires additional resources and/or overtime to cover unforeseen absences resulting in additional costs. To help mitigate against this, resources out-with Waste Collections have received HGV training to help provide cover for collections. An overall review of the Waste service in light of legislative changes and current service demands is ongoing. The absence rates reflect an improving position, however they are still above target rates.
272	196	72%	Transport Costs: Additional vehicles were in place to deal with ongoing pressures and demands. Transport needs are continuously under review and flexed depending on the operational needs of the service.
608	(59)	(10%)	Supplies & Services: Underspends in materials costs of £0.077m and Leachate £0.059m, partially offset by overspends in Tools and Implements £0.056m and Employee Clothing £0.019m.
6,508	(27)	(0%)	Third Party Payments: Underspends from the kerbside recydate contracts of £0.138m and £0.031m from organics contract, partially offset by overspends in diverted waste of £0.124m and £0.026m in the Clyde Valley Contract.
(3,857)	123	(3%)	Income: An under-recovery in purple bin contract income of £0.300m due to reductions in recydate market prices and increased contamination levels resulting in a lower rate per tonne. To counter this the Waste Awareness Team are promoting a Right Stuff Right Bin comms campaign, putting new stickers on bins to remind residents what each bin should be used for and operational staff are removing contaminants where possible to try and reduce contamination levels. This under-recovery is partially offset by over-recovery in sale of vouchers of £0.093m, the sale of other recyclates £0.049m and sale of bins £0.024m.
	(26)		Other minor movements
900			
<b>Note 4</b>			<b>Municipalisation Advertising</b>
			Movement: There has been an adverse movement of £0.010m since P10, due to a downturn in vehicle advertising as a result of challenging economic market conditions.
(123)	109	(89%)	Income: An under recovery of £0.109m primarily due to vehicle advertising and the unfavourable market conditions.
109			
<b>Note 5</b>			<b>Employability &amp; Skills</b>
			Movement: There has been a favourable movement of (£0.526m) since P10. This is mainly due to a decrease in the planned grant funded expenditure, resulting in the reprofiling of expenditure from the core budget in order to maximise the drawdown of external funding available. This will be a one-off occurrence due to reduced grant funding in 2025/26.
3,147	(630)	(20%)	Employee Costs: Underspend of £0.630m in employee costs due to maximising available external funding. This is in part due to late notification of funding awards and will be a one-off occurrence in 2024/25 due to earlier confirmation of funding awards and reduced funding allocations in 2025/26.
4,359	(262)	(6%)	Third Party Payments: Underspend of £0.262m as Employability are using all external funding available, resulting in an underspend in the core budget. This underspend will likely to be a one-off occurrence in 2024/25 due to work to maximise third party delivery and reduced funding allocations in 2026/27.
	(46)		Other minor movements.
	(938)		
<b>Note 6</b>			<b>Growth &amp; Investment</b>
			Movement: There has been a favourable movement of (£0.039m) since P10, primarily due to an underspend in the events budget.
184	(35)	(19%)	Third Party Payments: Underspend of £0.035m in budget for Events.
	(4)		Other minor movements.
			It is requested to earmark £0.035m to support the Making Waves festival 2027 to support an event of sufficient scale and quality to promote the Great Harbour programme.
	(39)		
<b>Note 7</b>			<b>Property Management and Investment</b>
			Movement: There has been favourable movement of (£0.067m) since P10 due to improved income recovery of (£0.026m), lower third party payments (£0.022m) and lower employee costs due to vacancy management of (£0.017m).
906	(170)	(19%)	Employee Costs: Underspend of £0.170m primarily due to vacancy management.
(1,263)	64	(5%)	Income: Under-recovery of fee income of £0.064m.
	(2)		Other minor movements
	(108)		

Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 8</b>			<b>Property Maintenance Costs</b>
			Movement: There has been favourable movement of (£0.321m) since P10 due to lower property costs of £0.296m as a result of reprogramming works on RAAC at Mid Dykes and condition surveys.
7,286	42	1%	Property Costs: Overspend of £0.042m due to essential reactive maintenance.
	(25)		Other minor movements
			It is requested to earmark £0.120m to carry out RAAC remedial works at Mid Dykes Depot.
	17		
<b>Note 9</b>			<b>Property Running Costs</b>
			Movement: There has been adverse movement of £0.486m since P10 due to under recovery of income of £0.357m and increased property costs £0.125m.
7,787	125	2%	Property Costs: Overspend of £0.068m on service charges mostly related to ongoing discussions with NHS re shared accommodation and £0.032m charge for prior year NDR costs.
(1,765)	357	(20%)	Income: Under-recovery of income £0.357m largely related to rental property income linked to market pressures, units held in abeyance as part of the land and property review, and insolvency of businesses. This will be picked up as part of the commercial property review in conjunction with a review of the impact of the capital investment programme.
	4		Other minor movements
	486		
<b>Note 10</b>			<b>Energy &amp; Sustainability</b>
			Movement: There has been a favourable movement of (£0.045m) since P10 due to a £0.045m underspend in Third Party Payments.
603	(45)	(7%)	Third Party Payments: There is an underspend of £0.045m in LHEES due to a delay in the framework.
			It is requested to earmark £0.045m to contribute towards LHEES spend in 2025/26 now that the framework has been finalised.
	(45)		
<b>Note 11</b>			<b>Internal Transport</b>
			Movement: There has been a favourable movement of (£0.123m) since P10 which is primarily due to lower than projected Transport Provision costs of (£0.087m), an increase in over-recovery of Pool Hire Income of (£0.084m) and a decrease in Fuel costs of (£0.103m), partially offset by an increase in repairs and maintenance of £0.103m and a decrease in the over-recovery in Bus Transport Income of £0.032m.
4,860	226	5%	Transport Provision Costs: There is an overspend of £0.226m due to a higher number of pupils requiring transport and an increase in tendered costs in private contracts for the provision.
1,739	(287)	(17%)	Fuel: There is an underspend in fuel of £0.287m due to lower usage as more electric vehicles are introduced to the fleet, HVO started being used, from November, instead of Diesel for Waste vehicles and steady fuel prices throughout the year.
1,226	314	26%	Repairs & Maintenance: There is an overspend of £0.314m in repairs and maintenance due to repairs being outsourced as a result of difficulties recruiting Motor Mechanics, as well as price increases and maximising the life of assets due to replacement vehicle lead times.
562	90	16%	External Hires: There is an overspend of £0.090m mainly due to the hire of additional vehicles (pending delivery of replacements) and plant hire.
(316)	(179)	57%	Income: There is an over-recovery of £0.068m in bus transport income and an over-recovery of £0.174m in hire of pool vehicle income which will support overspends in repairs and maintenance as end of life vehicles in pool are being retained for longer. These are partly offset with an under-recovery of £0.062m in the staff pool car scheme.
	(24)		Other minor movements
	140		
<b>Note 12</b>			<b>Internal Transport</b>
	214		Contained within the above are costs of £0.214m relating to Storm Eowyn which will be offset against a centrally held budget.
	214		

**COMMUNITIES AND HOUSING**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

Objective Summary	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% Variance	Note No
	£000	£000	£000		
<b>Directorate and Support</b>	257	243	(14)	(5%)	
<b>Housing and Public Protection</b>					
Building Services	(2,347)	(2,270)	77	(3%)	1
Property Governance	-	-	-		
Planning Services	348	148	(200)	(57%)	2
Protective Services	1,784	1,621	(163)	(9%)	3
Other Housing	2,151	2,018	(133)	(6%)	4
Total for Housing and Public Protection	1,936	1,517	(419)	(22%)	
<b>Connected Communities</b>	13,485	13,471	(14)	(0%)	5
<b>Net Total</b>	<b>15,678</b>	<b>15,231</b>	<b>(447)</b>	<b>(3%)</b>	
Transfer to Earmarked Reserves		112	112		
<b>Net Total</b>	<b>15,678</b>	<b>15,343</b>	<b>(335)</b>		

Subjective Summary	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% variance
	£000	£000	£000	
Employee Costs	25,850	27,300	1,450	6%
Property Costs	3,997	4,020	23	1%
Supplies and Services	7,174	6,826	(348)	(5%)
Transport and Plant Costs	950	985	35	4%
Administration Costs	248	384	136	55%
Other Agencies & Bodies	11,394	11,508	114	1%
Transfer Payments	-	-	-	0%
Other Expenditure	104	179	75	72%
Capital Financing	-	-	-	
Gross Expenditure	49,717	51,202	1,485	3%
Income	(34,039)	(35,971)	(1,932)	6%
<b>Net Expenditure</b>	<b>15,678</b>	<b>15,231</b>	<b>(447)</b>	<b>(3%)</b>



**COMMUNITIES AND HOUSING**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 1</b>			<b>Building Services</b>
			Movement: There has been an adverse movement of £0.077m since period 10. This is due to a reduction in reactive works.
10,990	(327)	(3%)	Employees: An underspend of £0.327m in employee costs due to vacancy management.
131	(30)	(23%)	Property: An underspend of £0.030m in property costs primarily due to an underspend in contract cleaning.
5,641	(427)	(8%)	Supplies & Services: An underspend of £0.427m primarily due to an underspend in materials as a result of a reduction in void kitchen and bathroom works.
3,194	105	3%	Third Party Payments: An overspend of £0.105m which mainly relates to additional subcontractor costs for timber and damp works, storm damage and infrastructure improvements.
(23,408)	803	(3%)	Income: An under recovery of £0.803m. This is largely due to an under recovery in Project income of £0.955m and £0.764m in Non-Housing works. This is partially offset by an increased volumes of work within responsive repairs of £0.144m, void works of £0.299m and Planned works of £0.473m.
(47)			Other minor movements
77			
<b>Note 2</b>			<b>Planning Services</b>
			Movement: There has been a favourable movement of (£0.029m) since period 10, this is mainly due to an over recovery of income for additional planning fee applications.
(565)	(150)	27%	Income: This is due to an over recovery of £0.150m for additional planning fee application income.
(50)			Other minor movements
(200)			
<b>Note 3</b>			<b>Protective Services</b>
			Movement: There has been a favourable movement of (£0.163m) since period 10, this is due to an underspend in Employee costs of (£0.090m) and over-recovery in Income from other Depts of (£0.070m)
2,537	(90)	(4%)	Employee Costs: An underspend in Employee Costs of £0.090m, this is primarily due to a delay in SoD
437	(70)	(16%)	Income: This is due to an over-recovery of £0.070m In relation to HRA's contribution to CCTV
(3)			Other minor movements
			It is requested to Earmark £0.023m for CCTV review.
(163)			
<b>Note 4</b>			<b>Other Housing</b>
			Movement: There has been a favourable movement of (£0.083m) since period 10 mainly due to a (£0.065m) underspend in relation to the Rapid Rehousing Transition plan. A reduction in anticipated income has been offset by lower property costs and lower Bad debt provision/ Arrears write offs.
3,062	(137)	(4%)	Property Costs: underspend due to £0.098m in void rent loss, £0.094m in furniture & fittings and £0.052m in contract cleaning. This is partially offset by £0.053m overspends in property repairs and £0.053m in property rents.
104	74	71%	Other Expenditure: overspend of £0.074m in arrears write offs and bad debt provision.
1,403	(77)	(5%)	Third Party Payments: underspend of £0.077m mainly due to an underspend of £0.065m in RRTP Payments to Other Bodies.
7			Other minor movements
-			It is requested to earmark £0.065m of underspends that relate to the Rapid Rehousing Transition Plan to enable the preparation of the service for the implementation of the Homelessness Prevention Duties aligned to the New Housing Scotland Act 2014.
(133)			

Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 5</b>			<b>Connected Communities</b>
			Movement: There has been been a favourable movement of (£0.077m) since P10 due to a reduction in employee costs (£0.117m), underspends in third party payments (£0.023m) and over recovery of income (£0.028m) partially offset by £0.087m due to storm costs.
7,378	(50)	(1%)	Employee Costs: underspend of £0.050m is primarily a result of vacancy management and staff movements.
687	87	13%	Property Costs: overspend of £0.087m due to Storm costs required to be incurred for repairs in Country Parks.
(2,279)	(28)	1%	Income: over-recovery of income of £0.028m across various sectors of the service.
	(23)		Other minor movements.
			It is requested to earmark £0.024m - £0.007m for I&C VE Day Commemorations grants and £0.017m for I&C equipment not delivered in year.
	(14)		
<b>Note 6</b>			<b>General</b>
	87		Contained within the above are costs of £0.087m relating to Storm Eowyn which will be offset against a centrally held budget.
	87		

**OTHER CORPORATE ITEMS**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

Objective Summary	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% Variance	Note No
	£000	£000	£000		
Strathclyde Passenger Transport	2,331	2,231	(100)	(4%)	
SPT Concessionary Fares	286	286	-	0%	
Ayrshire Joint Valuation Board	978	932	(46)	(5%)	
	3,595	3,449	(146)	(4%)	1
<b>Other Corporate Costs</b>					
Pension Costs	4,014	4,014	-	0%	
Central Telephones	152	152	-	0%	
Other Corporate Items (incl Transformation Costs, Bad Debt Provision, External Audit fees and other centrally held funding.)	5,815	59	(5,756)	(99%)	2
Insurance Account	(601)	(601)	-	0%	
Housing Benefits	3,491	3,139	(352)	(10%)	3
	16,466	10,212	(6,254)	(38%)	
Less Proposed Carry Forwards		3,108	3,108		
<b>Net Total</b>	<b>16,466</b>	<b>13,320</b>	<b>(3,146)</b>	<b>(19%)</b>	

**OTHER CORPORATE ITEMS**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 1</b>			<b>Joint Boards</b>
			There has been no significant movement since Period 10
3,595	(146)	-4%	Projected underspend of (£0.146m) due to confirmation of annual requisitions and applicable refunds.
(146)			
<b>Note 2</b>			<b>Other Corporate Items</b>
			There has been a favourable movement of (£4.059m) since Period 10 primarily related to additional Scottish Government Grants not utilised in year (£1.999m), centrally held provisions in relation to Storm Eowyn not drawn down by services (£0.786m), centrally held inflationary provisions not drawdown (£0.715m), Insurance recoveries for Melbourne toilets (£0.150m), additional central support recharge income (£0.366m) and additional net income from salary sacrifice schemes (£0.059m).
5,815	(5,756)	-99%	The underspend is primarily related to additional Scottish Government grant income in relation to a range of services, including the Scottish Welfare Fund, Ukrainian Resettlement, Islands Cost Crisis, Employability and NDR reliefs, (£2.556m). The majority of the Scottish Government grant income was confirmed too late in the financial year for full utilisation and is subject to a number of earmarking requests to enable these funds to be fully applied during 2025/26. Centrally held inflationary cost provisions in relation to energy inflation and payroll related costs have not been fully drawdown in year and have been applied to offset pressures reported across other services, (£1.478m). A centrally held provision for costs arising from Storm Eowyn was set aside in year (£0.786m). However, the costs, totalling £0.401m, have been reported in each service. Additional income from employee benefit schemes (£0.435m) and additional recharges to other services of the Council, (£0.366m). Income from Insurance in respect of Melbourne toilets (£0.150m) has been received and will be required for future redevelopment work.
			It is proposed to earmark funds totalling £3.108m as follows:  Additional workforce planning costs associated with the ongoing SJC and SNCT pay negotiations, £1.575m; Melbourne Toilets, £0.150m; Contribution to the Change and Service Redesign Fund, £0.097m; CCTV Review, £0.050m.  Carry forward of Scottish Government grant funding required in 2025/26: £0.705m for Scottish Welfare Fund; £0.228m for Islands Cost Crisis Emergency; £0.075m for Ukrainian resettlement; £0.059m for No-one Left Behind; £0.058m Island Cost of Living; £0.050m for DWP Funding; £0.026m for Educational Psychologists; £0.020m Child Poverty Coordinators; and £0.015m Temp Accommodation Pressures.
(5,756)			
<b>Note 3</b>			<b>Housing Benefit</b>
			There has been a (£0.173m) favourable movement since Period 10 in relation to the year end Housing Benefit submission to the DWP.
3,491	(352)	-10%	Underspend of (£0.352m) due to the provision of Housing Benefits, reduced Bad Debt Provisions and additional overpayment recovery
(352)			

**MISCELLANEOUS ITEMS****BUDGETARY CONTROL 2024/25****REPORT FOR THE YEAR TO 31 MARCH 2025**

Objective Summary	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% variance	Note No
	£000	£000	£000		
Financing Charges	26,909	26,909	-	-	
Contribution to Loans Fund Reserve	11,174	11,174	-	-	
Scottish Government Funding	(374,368)	(374,375)	(7)	0%	
Council Tax	(65,607)	(66,139)	(532)	1%	1
Use of Earmarked Funds	(15,816)	(15,816)	-	-	
Net Total	(417,708)	(418,247)	(539)	0%	

**Note 1 Council Tax**

Movement: There has been a favourable movement of (£0.166m) since period 10, primarily related to improved prior year collections.

Growth in the net billed amount (£0.169m) has been offset by an increase in the value of CTR claims, £0.153m, and increased Bad Debt Provision, £0.096m. Reported collection rates still lag behind pre pandemic levels. The over recovery is primarily related to prior year collections and adjustments.

Contributions to Reserves	£000		£000
<b>Previously Approved</b>		<b>Other Commitments</b>	
Planned Contribution to the Loans Fund	11,174	Additional workforce planning costs associated with the ongoing SJC and SNCT pay negotiations	1,575
Renewable Energy Investment	1,360	ICT Contract Pressures	245
Business Recovery and Sustainability Fund	350	Melbourne Toilets	150
Repurposing Property Fund	250	RAAC at Mid Dykes Depot	120
CWB for Communities	246	Contribution to Change Fund	97
School Welfare Rights Officer	105	CCTV Review	73
	<b>13,485</b>	Rapid Rehousing Transition Plan	65
<b>Grants / External Funding</b>		Local Heat and Energy Efficiency Strategy	45
Scottish Welfare Fund	705	Occupational Health Contract Pressures	38
Islands Cost Crisis Emergency	228	Making Waves 2027	35
Ukrainian Resettlement	75	Customer Services - Netcall contract	31
No-one Left Behind	59	Roads Infrastructure	27
Island Cost of Living	58	Libraries ICT	17
DWP funding not fully utilised	50	VE Day Activities	7
Educational Psychologist	26	Largs Car Park Fund	3
Child Poverty Coordinators	20		
Temp Accommodation Pressures	15		
	<b>1,236</b>		<b>2,528</b>
		Total Previously Approved	13,485
		Total Proposed Earmarking	3,764
		<b>Total Contributions to Reserves</b>	<b>17,249</b>



**HOUSING REVENUE ACCOUNT**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

	Annual Budget	Outturn	Annual Variance Adverse or (Favourable)	% Variance	Note No
	£	£	£		
Employee Costs	5,241	5,014	(227)	(4%)	1
Property Costs					
Responsive Repairs	7,361	7,290	(71)	(1%)	
Void Repairs	4,023	4,286	263	7%	
Planned and Cyclical Maintenance	5,201	5,722	521	10%	
Aids and Adaptions	1,517	1,538	21	1%	
Other property costs	3,582	4,285	703	20%	
Total for Property Costs	21,684	23,121	1,437	7%	2
Supplies & Services	2,297	1,862	(435)	(19%)	3
Transport Costs	21	16	(5)	(24%)	
Administration Costs	1,756	1,915	159	9%	4
Third Party Payments	3,847	3,439	(408)	(11%)	5
Transfer Payments	163	144	(19)	(12%)	
Other Expenditure	490	266	(224)	(46%)	6
Capital Financing Costs	26,719	23,972	(2,747)	(10%)	7
Gross Expenditure	62,218	59,749	(2,469)	(4%)	
Income					
Council House Rents	(60,201)	(60,247)	(46)	0%	
Other Rents	(473)	174	647	(137%)	
Recharges	(902)	(976)	(74)	8%	
Other Income	(642)	(516)	126	(20%)	
Total Income	(62,218)	(61,565)	653	(1%)	8
Net Expenditure	-	(1,816)	(1,816)		

**HRA**  
**BUDGETARY CONTROL 2024/25**

**REPORT FOR THE YEAR TO 31 MARCH 2025**

Budget £000	Variance £000	Variance as % of budget	Section
<b>Note 1</b>			<b>Employee costs</b>
			Movement - there has been no significant movements since Period 10.
5,241	(227)	-4%	An underspend of £0.227m as a result of effective vacancy management.
	(227)		
<b>Note 2</b>			<b>Property Costs</b>
			Movement - there has been a favourable movement of £0.411m since Period 10. This is largely due to a reduction of £0.275m in Responsive Repairs, £0.261m in Planned and Cyclical Maintenance and £0.023m in Aids and Adaptations. This is partially offset by an increase of £0.167m in other property costs.
21,684	1,437	7%	An overspend of £1.437m in property costs. This is largely due to an overspend of £0.703m in other property costs largely due to an overspend of £0.171m in tenant recharges, £0.175m overspend on Council tax payments in relation to long term void properties, £0.347m in insurances and £0.060m in statutory testing. In addition there is a £0.521m overspend in Planned and Cyclical Maintenance largely due to £0.410m costs in relation to storm damage works resulting from adverse weather conditions early in 2024 and January 2025, and £0.386m overspend due to increased costs in relation to timber and damp works partially offset by an underspend of £0.128m in asbestos management and £0.186m in heating system maintenance and an overspend £0.263m in Void Repairs. This is partially offset by an underspend of £0.071m in Responsive Repairs.
	1,437		
<b>Note 3</b>			<b>Supplies and Services</b>
			Movement - there has been a favourable movement of £0.172m since Period 10 largely due to a reduction of £0.134m in software licences and £0.044m in computer equipment.
2,297	(435)	-19%	There is an underspend of £0.435m in supplies and services. This is primarily due to an underspend of £0.262m in landscaping costs, £0.134m in software licences and £0.044m in computer equipment.
	(435)		
<b>Note 4</b>			<b>Administration Costs</b>
			Movement - there has been an adverse movement of £0.130m since Period 10.
1,756	159	9%	An overspend of £0.159m primarily due to Central Support charges.
	159		
<b>Note 5</b>			<b>Third Party Payments</b>
			Movement - there has been a favourable movement of £0.473m since Period 10.
3,847	(408)	-11%	An underspend of £0.408m primarily due to a reduction in internal charges from general fund services.
	(408)		
<b>Note 6</b>			<b>Other Expenditure</b>
			Movement - there has been a favourable movement of £0.224m since Period 10 largely due to a reduction in bad debt provision.
490	(224)	-46%	An underspend of £0.224m which is primarily due to a reduction in the bad debt provision of £0.185m.
	(224)		
<b>Note 7</b>			<b>Capital Financing Costs</b>
			Movement - there has been a favourable movement of £0.830m since Period 10.
26,719	(2,747)	-10%	An underspend of £2.747m in capital financing costs reflecting a lower than anticipated level of borrowing to support the capital programme in the current year. The capital investment requirements however still remain in place with the expectation that financing costs will increase in line with the delivery of the overall capital programme and the associated increased borrowing requirements in subsequent years.
	(2,747)		
<b>Note 6</b>			<b>Income</b>
			Movement - there has been an adverse movement of £0.184m since Period primarily due to no longer requiring the utilisation of reserves. This is partially offset by an increase in Council House Rents of £0.193m and £0.095m in recharges.
(62,218)	653	-1%	An under recovery in income of £0.653m. This is largely due to an under recovery of £0.647m in Other Rents and £0.127m in Other Income which is partially offset by an over-recovery of £0.047m in Council House rents and £0.074m in Recharges.
	653		

HRA reserves and balances	B/fwd from 2023/24	Transfer to / from Reserves	Use of Earmarked sums	Earmarking of in year surplus	Funding of Capital Projects	Balance at 31/03/25
	£m	£m	£m	£m	£m	£m
Council House Building Fund	11.590	-	-	1.816	(0.193)	13.213
Sustainability Fund	5.000	-	-	-	-	5.000
Transformation Programme	2.000	-	-	-	-	2.000
Unearmarked	1.553	0.253	(0.048)	-	-	1.758
Tenant led budget	0.300	(0.130)	-	-	-	0.170
Software licences	0.123	(0.123)	-	-	-	-
	20.566	-	(0.048)	1.816	(0.193)	22.141

**Budget Management - 31 March 2025**  
**Virement/Budget Adjustment Requests**

	Perm (P) / Temp(T)	2024/25	
		Virement £m	Directorate Total £m
<b>1) Budget Virements</b>			
<b>Place</b>			
Employability - Employee Costs	<b>T</b>	0.665	
Employability - Transport	<b>T</b>	0.008	
Employability - Admin Costs	<b>T</b>	0.006	
Employability - Third Party Payments	<b>T</b>	-0.534	
Employability - Supplies & Services	<b>T</b>	-0.026	
Employability - Property Costs	<b>T</b>	-0.024	
Employability - Income	<b>T</b>	-0.095	<b>0.000</b>
<b>Education</b>			
Additional Support Needs - Employee Costs	<b>T</b>	0.619	
Additional Support Needs - Income	<b>T</b>	-0.744	
Additional Support Needs - Third Party Payments	<b>T</b>	0.058	
Additional Support Needs - Supplies & Services	<b>T</b>	0.067	<b>0.000</b>
			<b>0.000</b>



**3 June 2025****Cabinet**

---

**Title:** **Capital Programme Performance to 31 March 2025****Purpose:** To advise Cabinet of progress in delivering the Capital Investment Programme 2024/25.**Recommendation:** That Cabinet agrees to:

- (a) note the revisions to budgets outlined in the report; and
- (b) note (i) the General Services and HRA revised budgets at 31 March 2025; and (ii) the net expenditure to 31 March 2025.

---

**1. Executive Summary**

- 1.1 The General Services Capital Investment Programme 2024/25 to 2033/34 was approved by Council on 28 February 2024. The Housing Revenue Account (HRA) Capital Investment Programme 2024/25 sits within the updated HRA Business Plan and was approved by Council on 14 February 2024.
- 1.2 This report identifies the current programme for 2024/25, taking account of adjustments made to the initial budgets. The report presents the revised budgets and actual expenditure to 31 March 2025.
- 1.3 At Period 12 the General Fund is reporting a net underspend of (£0.411m) against a revised budget of £91.379m. The HRA is reporting a net underspend of (£1.526m) against a revised budget of £48.060m.
- 1.4 Within the General Fund, adjustments to funding have resulted in net reductions to the overall capital programme of (£7.158m). These are primarily related to a reduction in General Capital Grant for the Millport Coastal Flood Protection Scheme following the completion of the project and accounting adjustments to transfer funding to the General Fund Revenue budget.
- 1.5 Reviews of individual project plans have identified a number of adjustments to the current profiles. As a result, (£20.756m) has been reprofiled for delivery in 2025/26 and beyond. This has been partly offset by the acceleration of £0.605m from future years.
- 1.6 Within the HRA, additional prudential borrowing of £0.137m has been recognised in relation to the Council house buy-back programme to accommodate Ukrainian Displaced People.
- 1.7 A review of delivery timescales has identified a requirement to reprofile (£5.753m) for delivery in 2025/26 and beyond. This has been partly offset by the acceleration of £1.665m to 2024/25 from future years.

- 1.8 Ongoing uncertainty arising from inflationary pressures and other externalities continue to impact on tender returns, the cost of materials and the cost of borrowing. Financial risks have been identified across a number of high value projects, including the Ardrossan North Shore development, incorporating the new campus, and the B714 project. However, full quantification of these risks remains an ongoing process. Council has provided for a degree of mitigation within the refreshed General Services Capital Investment Programme, with additional revenue supports identified within the General Services Revenue budget. Projects will continue to be monitored closely with cost increases met initially from the additional flexibility built into the programme. However, any requirement for further borrowing not met from a funding source will be a matter for Council to consider.

## 2. Background

### General Fund

- 2.1 The following table outlines the movements in the 2024/25 General Services budget:

General Services Capital	2024/25 £ million
<b>Budget as at 31 January 2025</b>	<b>118.728</b>
Changes to Funding	(4.074)
Other Revisions to the Programme	(3.084)
<b>Revised Budget</b>	<b>111.570</b>
Alterations to phasing of projects 2024/25 to 2025/26	(20.796)
Alterations to phasing of projects 2025/26 to 2024/25	0.605
<b>Budget as at 31 March 2025</b>	<b>91.379</b>

- 2.2 Changes to Funding

The capital programme has been updated to reflect the following changes to funding. Downturned funding is primarily related to changes in the scope of works or delays in third party agreements or other information agreed with the funding body:

Funding Body	Amount £ million	Project
Scottish Government	(4.120)	Millport Coastal - Reduced Grant
Scottish Government	0.078	Road Safety Improvement Grant
Sustrans - Downturned	(0.063)	North Crescent Coastal Path
Sustrans - Downturned	(0.045)	McGavin Park
Sustrans - Downturned	(0.027)	NCN7 Valefield Bridge
Sustrans - Downturned	(0.024)	NCN7 Accessibility Improvements
Sustrans - Downturned	(0.012)	AGD Great Harbour
Developer Contribution	(0.012)	Roads Remediation
Transport Scotland	0.015	20mph Implementation
Sustrans	0.033	Ardrossan North Shore
Sustrans	0.103	Ardrossan North Shore
<b>Total Funding Adjustments</b>	<b>(4.074)</b>	

## 2.3 Other Revisions to the Programme

Further revisions to the programme of (£3.084m) have been identified in relation to Capital Funded from Current Revenue (CFCR) transfers across a range of projects and a number of other adjustments for projects which, although managed as part of the Capital Programme, have been transferred for inclusion in the year end Revenue Monitoring report in line with accounting requirements:

Funding Source	Amount £ million	Project
CFCR	(0.510)	Transfer to General Fund
CFCR	(0.090)	Transfer to HSCP
CFCR	0.020	Renewal of Playparks
CFCR	0.024	AGD Marine Tourism
CFCR	0.028	AGD
CFCR	0.098	Early Years
Insurance Recoveries	0.002	Vehicle Insurance Income
Transfer to Revenue	(0.729)	UK SPF
Transfer to Revenue	(0.672)	Millport Town Hall Phase 2
Transfer to Revenue	(0.494)	Improvement Grants
Transfer to Revenue	(0.308)	Garrison House
Transfer to Revenue	(0.185)	PBIP
Transfer to Revenue	(0.143)	Repurpose Property
Transfer to Revenue	(0.069)	Island Infrastructure
Transfer to Revenue	(0.032)	Island Pit Stops
Transfer to Revenue	(0.015)	VDLF Development Work
Transfer to Revenue	(0.009)	Abbeycroft Cycle Shelter
<b>Total Other Adjustments</b>	<b>(3.084)</b>	

## 2.4 Alterations to the Phasing of Projects

A review of individual project plans, taking cognisance of the current levels of volatility within the construction sector, has identified a requirement to reprofile (£20.796m) for delivery in 2025/26 and beyond:

Project	Amount £ million
Garrison House	(0.326)
<b>Total Communities &amp; Housing</b>	<b>(0.326)</b>
Montgomerie Park	(1.302)
Moorpark Primary	(0.617)
Schools ICT	(0.147)
UFSM Expansion	(0.103)
UFSM Loudoun Montgomery PS	(0.050)
Other minor adjustments	(0.179)
<b>Total Education</b>	<b>(2.398)</b>

Project	Amount £ million
Carefirst Replacement	(0.140)
Trindlemoss	(0.012)
<b>Total HSCP</b>	<b>(0.152)</b>
Telephony	(0.006)
ICT Investment Fund	(0.005)
<b>Total Corporate Services</b>	<b>(0.011)</b>
Ardrossan North Shore	(5.016)
B714 Upgrade	(1.799)
Millport Coastal FPS	(1.486)
Millburn FPS	(1.250)
Vehicles	(0.927)
Millport Pier	(0.910)
AGD Great Harbour	(0.516)
AGD i3 DPMC	(0.432)
Access Path Network Programme	(0.317)
Ayrshire 5GIR	(0.282)
Lighting	(0.268)
Renewal of Play Parks	(0.247)
Nethermain Solar PV	(0.225)
Shewalton Solar PV	(0.198)
Goldcraigs Refurb	(0.142)
Upper Garnock FPS	(0.130)
AGD i3 Flexible Business Space	(0.128)
Bridges Infrastructure	(0.095)
LUF3 Annickbank	(0.081)
Montgomerie Park Neighbourhood Centre	(0.081)
Parking Charges & DPE	(0.077)
Island Pit Stops	(0.068)
PBIP Kilwinning Abbey	(0.064)
Montgomerie Park Masterplan	(0.060)
PLI Skelmorlie Primary	(0.059)
Cemetery Exts, Walls	(0.058)
Millport Town Hall Phase 2	(0.058)
AGD IMSE	(0.054)
PLI Ardrossan Academy	(0.052)
Hawkhill Cemetery	(0.051)
Other Minor Adjustments	(0.777)
<b>Total Place</b>	<b>(15.908)</b>
Core Infrastructure Investment	(2.001)
<b>Total Other</b>	<b>(2.001)</b>
<b>Alterations 2024/25 to 2025/26</b>	<b>(20.796)</b>

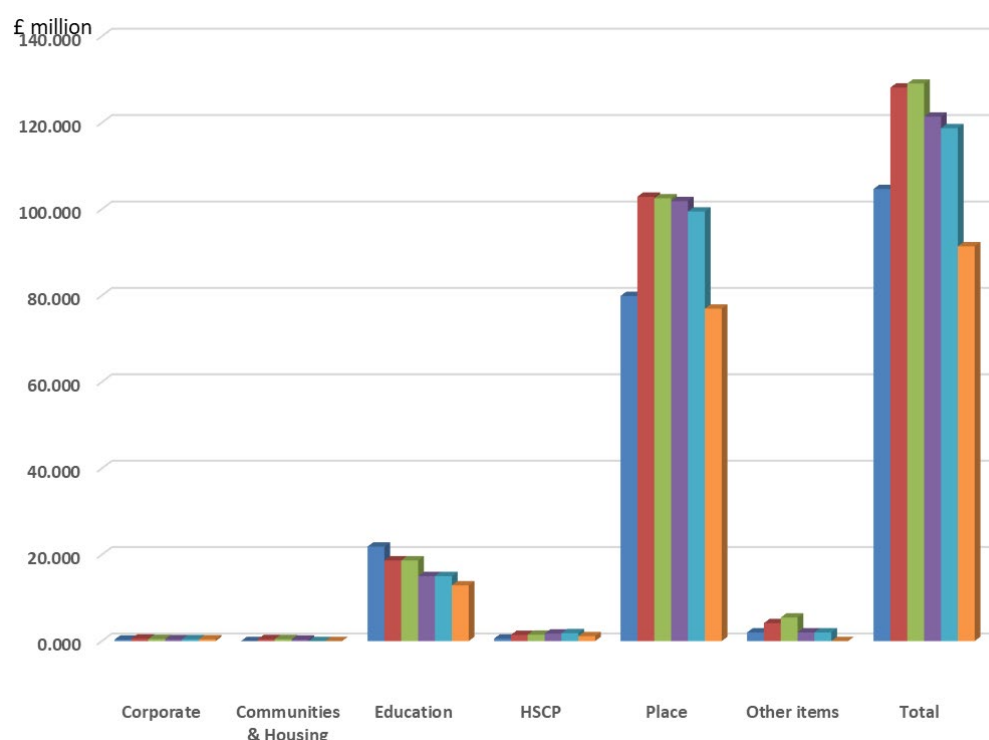


These adjustments have been partly offset by the acceleration £0.605m of expenditure to 2024/25 from future years:

Project	Amount £ million
Ardrossan New Build	0.183
Other minor adjustments	0.033
<b>Total Education</b>	<b>0.216</b>
Improvement Grants	0.025
<b>Total HSCP</b>	<b>0.025</b>
Active Travel Tier 1	0.128
Roads Improvements	0.157
Other minor adjustments	0.079
<b>Total Place</b>	<b>0.364</b>
<b>Alterations 2025/26 to 2024/25</b>	<b>0.605</b>

2.5 These adjustments have resulted in a revised 2024/25 budget at 31 March 2025 of £91.379m.

2.6 The following graph illustrates the movement in each programme on a service basis compared to the revised programme:



Approved	0.338	-	21.871	0.569	79.877	2.000	104.655
Programme @ P3	0.570	0.456	18.676	1.412	102.876	4.144	128.134
Programme @ P5	0.490	0.456	18.676	1.481	102.505	5.449	129.057
Programme @ P8	0.423	0.351	15.036	1.730	101.854	2.001	121.395
Programme @ P10	0.423	0.001	15.036	1.830	99.437	2.001	118.728
Programme @ P12	0.413	0.000	12.900	1.119	76.947	-	91.379
Movement	0.075	0.000	(8.971)	0.550	(2.930)	(2.000)	(13.276)

- 2.7 The impact on budgeted funding, elements of which are related to the profile of expenditure reported above, is a reduction of £27.349m from the revised budget, including:

Category	Amount £ million	Comments
Prudential Borrowing	13.525	Rephased aligned to projected expenditure
General Capital Grant	0.041	Rephased and reduced government grants
Use of Reserves	2.610	Rephased and realigned use of funds
Specific Grants	7.939	Rephased and reduced government grants
CFCR	(1.705)	Revised CFCR Contribution
Other Grants & Contributions	0.967	Rephased and revised contributions
Capital Receipts	3.972	Rephased and realigned capital receipts
<b>Total Funding Adjustments</b>	<b>27.349</b>	

## 2.8 Capital Expenditure to 31 March 2025

The actual expenditure and income is summarised by service in the following table:

Service / Category	Approved Budget 2024/25 £ million	Carry Forwards and Adjustments £ million	Revised Budget 2024/25 £ million	Expenditure / Income to 31 March 2025 £ million	Variance Over / (Under) £ million
Corporate Services	0.423	(0.010)	<b>0.413</b>	0.413	0.000
Communities & Housing	0.001	(0.001)	<b>0.000</b>	0.000	0.000
Education	15.036	(2.136)	<b>12.900</b>	12.844	(0.056)
HSCP	1.830	(0.711)	<b>1.119</b>	1.119	0.000
Place	99.437	(22.490)	<b>76.947</b>	76.592	(0.355)
Other Items	2.001	(2.001)	<b>0.000</b>	0.000	0.000
<b>Total Expenditure</b>	<b>118.728</b>	<b>(27.349)</b>	<b>91.379</b>	<b>90.968</b>	<b>(0.411)</b>
General Grants	(10.514)	0.041	<b>(10.473)</b>	(10.473)	0.000
Specific Grants	(16.014)	7.939	<b>(8.075)</b>	(8.075)	0.000
Use of Reserve Funds	(3.020)	2.610	<b>(0.410)</b>	(0.410)	0.000
CFCR	(1.607)	(1.705)	<b>(3.312)</b>	(3.312)	0.000
Capital Receipts	(4.304)	3.972	<b>(0.332)</b>	(0.332)	0.000
Other Grants & Contributions	(3.889)	0.967	<b>(2.922)</b>	(2.922)	0.000
Prudential Borrowing	(79.380)	13.525	<b>(65.855)</b>	(65.444)	0.411
<b>Total Income</b>	<b>(118.728)</b>	<b>27.349</b>	<b>(91.379)</b>	<b>(90.968)</b>	<b>0.411</b>

- 2.9 A net underspend of (£0.411m) is reported within the General Fund capital programme for 2024/25 in relation to the following projects:

Project	Variance £ million	Comments
Lockhart Campus	(0.056)	Project complete
Residential Respite Unit	(0.355)	Project complete
<b>Total Variance</b>	<b>(0.411)</b>	

These funds will be transferred to the Flexibility budget to offset anticipated budget pressures elsewhere in the programme. Information on the progress of all projects can be found in Appendix 1.

- 2.10 Significant ongoing uncertainty and areas of cost risk have been identified as a result of cost volatility arising from inflationary pressures, outstanding contractor claims and supply chain issues which are impacting on tender returns and the cost of materials across a number of projects. Specific projects where cost risks have been identified, or are anticipated, including Ardrossan North Shore, incorporating Ardrossan Campus, and the B714 project. While further mitigation has been built into the refreshed Capital Programme in the form of enhanced flexibility budgets, cost pressures may exceed this provision. These risks will be quantified as individual projects are completed and tendering exercises are finalised, with the impact on the costs of the programme being monitored and reported to Cabinet as appropriate. It is recognised, however, that any requirement for further borrowing not met from a funding source will be a matter for Council to consider. Information on the progress of all projects can be found in Appendix 1.

### Housing Revenue Account

- 2.11 The following table outlines the movements in the 2024/25 HRA Capital budget:

Housing Revenue Account	2024/25 £m
<b>Budget as at 31 January 2025</b>	<b>52.011</b>
Revised Funding	0.137
<b>Revised Budget</b>	<b>52.148</b>
Alterations to phasing of projects 2024/25 to 2025/26	(5.753)
Alterations to phasing of projects 2025/26 to 2024/25	1.665
<b>Budget as at 31 March 2025</b>	<b>48.060</b>

- 2.12 Revised Funding

The HRA capital programme has been updated to include additional prudential borrowing to support the Council house buy-back programme to accommodate Ukrainian Displaced People, as approved by Cabinet on 7 November 2023.

## 2.13 Alterations to the Phasing of Projects

A review of the timescale for delivery of capital projects has identified a requirement to reprofile (£5.753m) of works for delivery in 2025/26 and beyond, including:

Project	Amount £ million
Garnock Academy Site	(1.542)
Acquisition Open Market	(0.837)
Contingency	(0.826)
Ayrshire Central	(0.670)
Kings Arms (113-115 High St)	(0.566)
St Mary's Primary Largs	(0.105)
Bourtreehill Village	(0.030)
Montgomerie Park (both phases)	(0.029)
Other Minor Movements	(0.004)
<b>Total Alterations to New Builds</b>	<b>(4.609)</b>
Solar Panels	(0.380)
Saltcoats MSF Investment	(0.222)
EWI	(0.152)
Windows	(0.082)
Kitchens	(0.030)
<b>Total Alterations to Stock Improvements</b>	<b>(0.866)</b>
Estate Based Regeneration	(0.215)
Sheltered Housing Units	(0.038)
Lift Replacement	(0.025)
<b>Total Alterations to Other Capital Works</b>	<b>(0.278)</b>
<b>Alterations 2024/25 to 2025/26</b>	<b>(5.753)</b>

This has been partly offset by the acceleration of £1.665m of project expenditure delivered during 2024/25, including:

Project	Amount £ million
St Michaels Phase 3	0.621
Stanecastle Site	0.327
James McFarlane Site	0.028
<b>Total Alterations to New Builds</b>	<b>0.976</b>
HRA Slippage	0.476
Wallfloor Rendering	0.143
Roofing	0.070
<b>Total Alterations to Stock Improvements</b>	<b>0.689</b>
<b>Alterations 2025/26 to 2024/25</b>	<b>1.665</b>

2.14 These adjustments have resulted in a revised 2024/25 budget at 31 March 2025 of £48.060m.

2.15 The impact on budgeted funding is a £3.951m reduction in Prudential Borrowing aligned to the revised programme.

## 2.16 Capital Expenditure to 31 March 2025

The expenditure and income is summarised in the following table:

Service / Category	Approved Budget 2024/25 £ million	Carry Forwards and Adjustments £ million	Revised Budget 2024/25 £ million	Expenditure / Income to 31 March 2025 £ million	Variance Over / (Under) £ million
Housing Revenue Account	52.011	(3.951)	<b>48.060</b>	46.534	(1.526)
<b>Total Expenditure</b>	<b>52.011</b>	<b>(3.951)</b>	<b>48.060</b>	<b>46.534</b>	<b>(1.526)</b>
CFCR	(11.492)	-	<b>(11.492)</b>	(11.492)	-
Capital Grants	(12.480)	-	<b>(12.480)</b>	(15.513)	(3.033)
Use of Reserves	(0.544)	-	<b>(0.544)</b>	(0.193)	0.351
Sale of Assets	-	-	-	(0.012)	(0.012)
Affordable Housing Contribution	(0.394)	-	<b>(0.394)</b>	(0.349)	0.045
Prudential Borrowing	(27.101)	3.951	<b>(23.150)</b>	(18.975)	4.175
<b>Total Income</b>	<b>(52.011)</b>	<b>3.951</b>	<b>(48.060)</b>	<b>(46.534)</b>	<b>1.526</b>

2.17 A net underspend of (£1.526m) is reported within the HRA capital programme for 2024/25 arising from revisions to a number of projects, including:

Project	Variance £ million	Comments
Bathrooms / Wet Rooms	(0.563)	Lower number of void replacements
Kitchens	(0.446)	Lower number of void replacements
Harbourside	(0.232)	Project complete
Internal Management Charge	(0.171)	Project complete
Heating	(0.103)	Lower number of Units requiring full replacement
Largs Police Station	(0.011)	Project complete
High Flat Demolition	(0.009)	Project complete
Harbour Street	(0.005)	Project removed from SHIP
St Beya Gardens	0.014	Project complete
<b>Total Variance</b>	<b>(1.526)</b>	

2.18 Cost pressures will continue to be monitored and a review of any potential impact on the Business Plan and Capital Programme will be undertaken to address any identified issues. Further information on the progress of all projects can be found in Appendix 2.

### **3. Proposals**

3.1 That Cabinet agrees to:

- (a) note the revisions to budgets outlined in the report; and
- (b) note (i) the General Services and HRA revised budgets at 31 March 2025; and (ii) the net expenditure to 31 March 2025.

### **4. Implications/Socio-economic Duty**

#### **Financial**

4.1 The financial implications are as outlined in the report. Expenditure will continue to be closely monitored to ensure early action is taken regarding any projected underspends or overspends.

#### **Human Resources**

4.2 None.

#### **Legal**

4.3 None.

#### **Equality/Socio-economic**

4.4 None.

#### **Environmental and Sustainability**

4.5 None.

#### **Key Priorities**

4.6 This report directly supports the Council Plan 2023 to 2028 by focusing our investment on priorities, managing risk and supporting delivery of key priorities.

#### **Community Wealth Building**

4.7 None.

## **5. Consultation**

5.1 Progress as outlined in this report has been approved by Executive Directors.

**Mark Boyd**  
**Head of Service (Finance)**

For further information please contact **David Forbes, Senior Manager (Strategic Business Partner)**, on **01294 324551**.

### **Background Papers**

Capital Programme and Treasury Management Performance to 31 January 2025 – Cabinet  
18 March 2025

North Ayrshire Council Capital Statement 2024/25  
Year Ended 31st March 2025

Period 12

Project Description	TOTAL PROJECT				CURRENT YEAR 2024/25						
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25	Brought / Carry Forward to 2025/26	Total Revised Budget 2024/25	Actual Expenditure to 31st March 2025	Projected Expenditure to 31st March 2025	Actual Over/ (Under) Spend for 2024/25	True Over/ (Under) Spend
	£	£	£	£	£	£	£	£	£	£	£
EXPENDITURE											
Education											
Nursery Education	12,119,725	12,119,724	12,119,725	0	229,288	(1)	229,287	229,287	229,287	0	0
Primary Schools	42,683,004	35,976,055	42,683,004	0	8,505,330	1	8,505,331	8,505,331	8,505,331	0	0
Secondary Schools	89,738,877	7,907,370	89,738,877	0	2,795,508	0	2,795,508	2,795,508	2,795,508	0	0
Special Education	25,343,637	25,287,603	25,287,603	(56,034)	97,579	0	97,579	41,545	41,545	(56,034)	(56,034)
Schools Other	1,467,383	1,467,384	1,467,383	0	1,272,403	2	1,272,405	1,272,405	1,272,405	0	0
Completed Projects	43,415,700	43,415,700	43,415,700	0	0	0	0	0	0	0	0
SUB TOTAL	214,768,325	126,173,837	214,712,291	(56,034)	12,900,108	2	12,900,110	12,844,076	12,844,076	(56,034)	(56,034)
Communities & Housing											
Information & Culture	111,479	6,563	111,479	0	0	0	0	0	0	0	0
Other Housing	350,000	0	350,000	0	0	0	0	0	0	0	0
SUB TOTAL	461,479	6,563	461,479	0	0	0	0	0	0	0	0
Corporate Services											
Council IT Strategy	8,786,615	3,376,315	8,786,615	0	412,569	0	412,569	412,569	412,569	0	0
SUB TOTAL	8,786,615	3,376,315	8,786,615	0	412,569	0	412,569	412,569	412,569	0	0
Health & Social Care											
Management & Support	2,105,211	1,952,146	2,105,211	0	762,472	0	762,472	762,472	762,472	0	0
Adults	4,596,152	4,596,152	4,596,152	0	1,379	0	1,379	1,379	1,379	0	0
Young People	5,579,718	5,224,837	5,224,837	(354,881)	355,184	0	355,184	303	303	(354,881)	(354,881)
SUB TOTAL	12,281,080	11,773,134	11,926,199	(354,881)	1,119,035	0	1,119,035	764,154	764,154	(354,881)	(354,881)
Place											
Roads	105,331,567	73,521,915	105,331,567	0	17,808,407	(0)	17,808,407	17,808,407	17,808,407	0	0
Streetscene	6,832,430	5,058,075	6,832,430	0	741,509	0	741,509	741,509	741,509	0	0
Transport	6,949,594	1,599,593	6,949,594	0	1,487,135	(0)	1,487,135	1,487,135	1,487,135	0	0
Renewable Energy	15,162,590	13,495,493	15,162,590	0	11,064,805	1	11,064,806	11,064,806	11,064,806	0	0
Office Accommodation	1,271,468	864,482	1,271,468	0	864,483	(1)	864,482	864,482	864,482	0	0
Other Property	4,040,787	1,154,452	4,040,787	0	665,743	1	665,744	665,744	665,744	0	0
Economic Development & Regene	164,395,782	77,927,043	164,395,782	0	44,310,112	(3)	44,310,109	44,310,109	44,310,109	0	0
Completed Projects	6,330,992	6,330,993	6,330,992	0	5,107	0	5,107	5,107	5,107	0	0
SUB TOTAL	323,636,701	193,224,588	323,636,701	0	76,947,301	(2)	76,947,299	76,947,299	76,947,299	0	0
Total Project Expenditure	583,470,756	334,554,437	583,059,841	(410,915)	91,379,013	0	91,379,013	90,968,098	90,968,098	(410,915)	(410,915)
Total Project Income					(91,379,013)	(0)	(91,379,013)	(90,968,098)	(90,968,098)	410,915	410,915
Total Net Expenditure					0	0	0	0	0	0	0

The following classifications have been used to highlight financial performance against budget

On Target (+0.5% of budget)

Slightly off target (+ 0.5% to 2% of budget, or £0.125m, whichever is less)

Significantly off target (+2% or more of budget, or £0.500m, whichever is less)

The following classifications have been used to highlight delivery performance against original timescales set



Capital Programme Funding 2024/25

Funding Description	Approved Budget at Cabinet Feb 2024	Carry Forward from 2023/24	Changes after Capital Refresh Feb 2024	Approved budget at Period 1 used as revised starting point 2024/25	Total Changes in Year	Changes at Capital Refresh Feb 2025	Revised Budget 24/25	Actual Income to 31st March 2025	Projected Income to 31st March 2025	Variance
	£	£	£	£	£		£	£	£	£
CAPITAL BORROWING										
Prudential Borrowing	78,300,250	6,518,408	10,356,808	95,175,466	(32,739,073)	3,418,577	65,854,970	65,444,055	65,444,055	(410,915)
SUB TOTAL	78,300,250	6,518,408	10,356,808	95,175,466	(32,739,073)	3,418,577	65,854,970	65,444,055	65,444,055	(410,915)
SCOTTISH GOVERNMENT FUNDING										
Specific Capital Grants										
Active Travel Tier 1	587,000		35,452	622,452	(587,000)		35,452	35,452	35,452	0
Vacant & Derelict Land Funding	2,376,630	40,544	512,321	2,929,495	(2,503,452)		426,043	426,043	426,043	(0)
Scottish Government Grant - AGD i3 Flexible Space Ph 1	3,403,891	(759,412)	(6,774)	2,637,705	(1,254,301)		1,383,404	1,383,404	1,383,404	0
Scottish Government Grant - AGD Great Harbour				0	955,243		955,243	955,243	955,243	(0)
Ardrossan Promenade	0	578,499		578,499	(1,307)		577,192	577,192	577,192	0
Place Based Investment Programme	505,000	151,416	620,466	1,276,882	(877,102)		399,780	399,780	399,780	(0)
UK Government Grant - B714 Improvements	5,201,946			5,201,946	229,290	(5,201,946)	229,290	229,290	229,290	0
Digital-SIPP Great Harbour	127,882		114,883	242,765	0		242,765	242,765	242,765	0
UK Government Ayrshire 5GIR	0	(19,935)	3,791,000	3,771,065	(281,711)		3,489,354	3,489,354	3,489,354	0
Road Safety Improvement Fund					303,021		303,021	303,021	303,021	0
CO2 Monitors in Schools	0		33,128	33,128	0		33,128	33,128	33,128	0
Capital Grants										
General Capital Grant	9,167,727		439,273	9,607,000	866,596		10,473,596	10,473,596	10,473,596	(0)
SUB TOTAL	21,777,076	1,015,413	5,713,123	28,505,612	(4,755,398)	(5,201,946)	18,548,268	18,548,269	18,548,269	0
OTHER INCOME TO PROGRAMME										
Use of Funds :-										
Capital Fund	3,479,853	0	0	3,479,853	(2,594,853)	(475,000)	410,000	410,000	410,000	0
General	885,000			885,000	0	(475,000)	410,000	410,000	410,000	
CFCR	0	0	0	0	3,312,196	0	3,312,196	3,312,196	3,312,196	(0)
Grants & Contributions	998,087	254,676	111,562	1,364,325	2,357,593	(800,000)	2,921,918	2,921,917	2,921,917	0
Capital Receipts	100,000	303,480	0	403,480	3,082,812	(3,154,631)	331,661	331,661	331,661	0
SUB TOTAL	4,577,940	558,156	111,562	5,247,658	6,157,748	(4,429,631)	6,975,775	6,975,774	6,975,774	0
TOTAL CAPITAL PROGRAMME FUNDING	104,655,266	8,091,977	16,181,493	128,928,736	(31,336,723)	(6,213,000)	91,379,013	90,968,098	90,968,098	(410,915)

EDUCATION

CAPITAL MONITORING 2024/25

Project Description	TOTAL PROJECT				2024/25 BUDGETS						MILESTONE	DELIVERY STATUS		Comments
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25	Actual Expenditure to 31st March 2025	Projected Expenditure to 31 March 2025	Actual Over/ (Under) Spend for 2024/25	True Over/(Under) Spend	Brought / Carry Forward to 2025/26	Current Project Stage	Delivery Status Financial	Delivery Status Physical	
	£	£	£	£	£	£	£	£	£	£				
<a href="#">Nursery Education</a>														
<a href="#">Early Years Programme</a>														
LAMLASH EARLY YEARS	107,858	107,858	107,858	0	97,754	97,754	97,754	(0)		(0)	Complete	Complete	Complete	
MARRESS HOUSE	3,993,792	3,993,792	3,993,792	0	131,534	131,534	131,534	(0)		(0)	Complete	Complete	Complete	
<a href="#">Total Nursery Education</a>	12,119,725	12,119,724	12,119,725	0	229,288	229,287	229,287	(1)	0	(1)				
<a href="#">Primary Schools</a>														
MOORPARK PRIMARY	12,747,967	12,747,967	12,747,967	0	1,281,966	1,281,966	1,281,966	(0)		(0)	Complete	Complete	Complete	
MONTGOMERIE PARK SCHOOL	22,146,713	22,146,713	22,146,713	0	6,807,328	6,807,328	6,807,328	(0)		(0)	Complete	Complete	Complete	
FAIRLIE PRIMARY SCHOOL	224,444	5,000	224,444	0	5,000	5,000	5,000	0		0	Feasibility	On Target	On Target	
UNIVERSAL FREE SCHOOL MEALS EXPANSION	419,788	0	419,788	0	0	0	0	0		0	Tender	On Target	On Target	
UFSM ARDEER PRIMARY SCHOOL	16,039	16,039	16,039	0	12,322	12,322	12,322	(0)		(0)	Complete	Complete	Complete	
UFSM BRODICK PRIMARY SCHOOL	124,225	124,225	124,225	0	124	124	124	(0)		(0)	Complete	Complete	Complete	
UFSM CORRIE PRIMARY SCHOOL	54,007	54,007	54,007	0	30	30	30	0		0	Complete	Complete	Complete	
UFSM CORSEHILL PRIMARY SCHOOL	137,215	137,215	137,215	0	127,960	127,960	127,960	(0)		(0)	Complete	Complete	Complete	
UFSM GARNOCK COMMUNITY CAMPUS	54,005	54,005	54,005	0	46,846	46,846	46,846	0		0	Complete	Complete	Complete	
UFSM GLEBE PRIMARY SCHOOL	2,051,397	7,528	2,051,397	0	5,000	5,000	5,000	0		0	Feasibility	On Target	On Target	
UFSM GLENCAIRN PRIMARY SCHOOL	10,420	10,420	10,420	0	6,767	6,767	6,767	(0)		(0)	Complete	Complete	Complete	
UFSM HAYOCKS PRIMARY SCHOOL	93,043	93,043	93,043	0	82,893	82,893	82,893	(0)		(0)	Complete	Complete	Complete	
UFSM KILMORY PRIMARY SCHOOL	57,473	57,473	57,473	0	0	0	0	0		0	Complete	Complete	Complete	
UFSM LARGS PRIMARY SCHOOL	148,533	148,533	148,533	0	0	0	0	0		0	Complete	Complete	Complete	
UFSM LOUDOUN-MONTGOMERY PRIMARY SCHOOL	2,032,541	51,463	2,032,541	0	50,000	50,000	50,000	0		0	Feasibility	On Target	On Target	
UFSM PENNYBURN PRIMARY SCHOOL	9,671	9,671	9,671	0	6,111	6,111	6,111	0		0	Complete	Complete	Complete	
UFSM SHISKINE PRIMARY SCHOOL	6,616	6,616	6,616	0	0	0	0	0		0	Complete	Complete	Complete	
UFSM WEST KILBRIDE PRIMARY SCHOOL	2,273,548	231,779	2,273,548	0	23,181	23,181	23,181	0		0	On Site	On Target	On Target	
UFSM WHITEHIRST PARK PRIMARY	53,536	52,536	53,536	0	49,802	49,802	49,802	0		0	Complete	Complete	Complete	
UFSM WHITING BAY PRIMARY SCHOOL	21,822	21,822	21,822	0	0	0	0	0		0	Complete	Complete	Complete	
<a href="#">Total Primary Education</a>	42,683,004	35,976,055	42,683,004	0	8,505,330	8,505,331	8,505,331	1	0	1				
<a href="#">Secondary Schools</a>														
KILWINNING LEARNING ENVIRONMENT	2,767,586	2,767,587	2,767,586	0	233,528	233,529	233,529	1		1	Complete	Complete	Complete	
ARDROSSAN NEW BUILD	86,971,291	5,139,783	86,971,291	0	2,561,980	2,561,980	2,561,980	(0)		(0)	In Development	On Target	On Target	
<a href="#">Total Secondary Education</a>	89,738,877	7,907,370	89,738,877	0	2,795,508	2,795,508	2,795,508	0	0	0				
<a href="#">Special Education</a>														
LOCKHART CAMPUS	25,343,637	25,287,603	25,287,603	(56,034)	97,579	41,545	41,545	(56,034)	(56,034)	0	Complete	Complete	Complete	
<a href="#">Total Special Education</a>	25,343,637	25,287,603	25,287,603	(56,034)	97,579	41,545	41,545	(56,034)	(56,034)	0				
<a href="#">Schools Other</a>														
CO2 MONITORS IN SCHOOLS	262,255	262,255	262,255	0	67,275	67,275	67,275	0		0	Planning	On Target	On Target	
SCHOOLS ICT INVESTMENT *	1,205,128	1,205,129	1,205,128	0	1,205,128	1,205,129	1,205,129	1		1	On-going	On Target	On Target	
<a href="#">Total Schools Other</a>	1,467,383	1,467,384	1,467,383	0	1,272,403	1,272,405	1,272,405	2	0	2				
<a href="#">Total Education</a>	214,768,325	126,173,837	214,712,291	(56,034)	12,900,108	12,844,076	12,844,076	(56,032)	(56,034)	2				

COMMUNITIES & HOUSING

CAPITAL MONITORING 2024/25

Project Description	TOTAL PROJECT				2024/25 BUDGETS						COMPLETION DATES		MILESTONE	DELIVERY STATUS		Comments
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25	Actual Expenditure to 31st March 2025	Projected Expenditure to 31 March 2025	Actual Over/ (Under) Spend for 2024/25	True Over/(Under) Spend	Brought / Carry Forward to 2025/26	Original Target	Revised Forecast	Current Project Stage	Delivery Status Financial	Delivery Status Physical	
	£	£	£	£	£	£	£	£	£	£						
Information & Culture																
CASTLES & HISTORIC MONUMENTS	38,303	0	38,303	0	0	0	0	0		0	Holding Code	Holding Code	Holding Code	Holding Code	Holding Code	
ABBAY TOWER	73,176	6,563	73,176	0	0	0	0	0		0	31-Mar-26	31-Mar-26	Procurement	On Target	On Target	
GARRISON HOUSE PROJECT	0	0	0	0	0	0	0	0		0	31-Mar-25	31-Jul-25	In Development	On Target	On Target	
Total Information & Cultural	111,479	6,563	111,479	0	0	0	0	0	0	0						
Other Housing																
CCTV REVIEW	350,000	0	350,000	0	0	0	0	0		0	30-Sep-25	30-Sep-25	Planning	On Target	On Target	
Total Other Housing	350,000	0	350,000	0	0	0	0	0	0	0						
Total Communities & Housing	461,479	6,563	461,479	0	0	0	0	0	0	0						

Project Description	TOTAL PROJECT				2024/25 BUDGETS						COMPLETION DATES		MILESTONE	DELIVERY STATUS		Comments
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25	Actual Expenditure to 31st March 2025	Projected Expenditure to 31 March 2025	Actual Over/ (Under) Spend for 2024/25	True Over/(Under) Spend	Brought / Carry Forward to 2025/26	Original Target	Revised Forecast	Current Project Stage	Delivery Status Financial	Delivery Status Physical	
	£	£	£	£	£	£	£	£	£	£						
Council IT Strategy																
ICT INVESTMENT FUND	4,060,222	1,511,923	4,060,222	0	382,351	382,352	382,352	1		1	31-Mar-26	31-Mar-26	On-going	On Target	On Target	
LAN/WiFi	2,673,000	1,173,000	2,673,000	0	2,958	2,958	2,958	0		0	Complete	Complete	Complete	Complete	Complete	
TELEPHONY	1,141,286	279,286	1,141,286	0	27,260	27,260	27,260	(0)		(0)	31-Mar-28	31-Mar-28	Implementation	On Target	On Target	
Total IT Strategy	8,786,615	3,376,315	8,786,615	0	412,569	412,569	412,569	0	0	0						
Total Corporate Services	8,786,615	3,376,315	8,786,615	0	412,569	412,569	412,569	0	0	0						

HEALTH & SOCIAL CARE

CAPITAL MONITORING 2024/25

Project Description	TOTAL PROJECT				2024/25 BUDGETS						COMPLETION DATES		MILESTONE	DELIVERY STATUS		Comments
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25	Actual Expenditure to 31st March 2025	Projected Expenditure to 31 March 2025	Actual Over/ (Under) Spend for 2024/25	True Over/(Under) Spend	Brought / Carry Forward to 2025/26	Original Target	Revised Forecast	Current Project Stage	Delivery Status Financial	Delivery Status Physical	
	£	£	£	£	£	£	£	£	£	£						
Management & Support																
COMMUNITY ALARMS - ANALOGUE TO DIGITAL	1,217,000	1,217,000	1,217,000	0	310,482	310,482	310,482	0		0	Complete	Complete	Complete	Complete	Complete	
CAREFIRST REPLACEMENT	396,414	243,349	396,414	0	(24,644)	(24,644)	(24,644)	0		0	31-Aug-24	09-Jun-25	In development	On Target	Significantly off target	live date extended to beginning of June 2025 to ensure all additional requirements have been tested
47 WEST ROAD	491,797	491,797	491,797	0	476,634	476,634	476,634	0		0	Complete	Complete	Complete	Complete	Complete	
Total Management & Support	2,105,211	1,952,146	2,105,211	0	762,472	762,472	762,472	0	0	0						
Adults																
TRINDLEMOSS	4,596,152	4,596,152	4,596,152	0	1,379	1,379	1,379	0		0	Complete	Complete	Complete	Complete	Complete	
Total Older People	4,596,152	4,596,152	4,596,152	0	1,379	1,379	1,379	0	0	0						
Young People																
RESIDENTIAL & RESPITE UNIT	5,579,718	5,224,837	5,224,837	(354,881)	355,184	303	303	(354,881)	(354,881)	0	Complete	Complete	Complete	Complete	Complete	
Total Young People	5,579,718	5,224,837	5,224,837	(354,881)	355,184	303	303	(354,881)	(354,881)	0						
Total Health & Social Care	12,281,080	11,773,134	11,926,199	(354,881)	1,119,035	764,154	764,154	(354,881)	(354,881)	0						

PLACE

CAPITAL MONITORING 2024/25

Project Description	TOTAL PROJECT				2024/25 BUDGETS						COMPLETION DATES		MILESTONE	DELIVERY STATUS		Comments
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25	Actual Expenditure to 31st March 2025	Projected Expenditure to 31 March 2025	Actual Over/ (Under) Spend for 2024/25	True Over/(Under) Spend	Brought / Carry Forward to 2025/26	Original Target	Revised Forecast	Current Project Stage	Delivery Status Financial	Delivery Status Physical	
	£	£	£	£	£	£	£	£	£	£						
<a href="#">Roads</a>																
ROADS IMPROVE/RECONSTRUCTION *	3,685,587	3,685,588	3,685,587	0	3,685,587	3,685,588	3,685,588	1		1	31-Mar-25	31-Mar-25	Multiple Projects	On Target	On Target	
ROAD SAFETY IMPROVEMENT FUND	303,021	303,021	303,021	0	303,021	303,021	303,021	0		0	Complete	Complete	Complete	Complete	Complete	
PANEL REINSTATEMENT WORKS	108,305	108,305	108,305	0	108,305	108,305	108,305	(0)		(0)	31-Mar-25	31-Mar-25	In Development	On Target	On Target	
ROADS REMEDIATION WORKS	54,584	54,584	54,584	0	54,584	54,584	54,584	0		0	31-Mar-25	31-Mar-25	In Development	On Target	On Target	
20MPH IMPLEMENTATION	26,938	26,938	26,938	0	26,938	26,938	26,938	(0)		(0)	31-Mar-25	31-Mar-25	In Development	On Target	On Target	
LIGHTING *	1,140,996	1,140,996	1,140,996	0	1,140,996	1,140,996	1,140,996	0		0	31-Mar-25	31-Mar-25	Multiple Projects	On Target	On Target	
LED LIGHTING REPLACEMENT	695,000	12,754	695,000	0	12,754	12,754	12,754	0		0	Complete	Complete	Complete	Complete	Complete	
UPPER GARNOCK FPS	18,373,750	18,373,750	18,373,750	0	260,284	260,284	260,284	0		0	Complete	Complete	Complete	Complete	Complete	
MILLPORT COASTAL FPS	40,809,948	40,809,948	40,809,948	0	9,525,327	9,525,327	9,525,327	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
MILLBURN FPS	3,009,712	373,614	3,009,712	0	77,712	77,712	77,712	0		0	31-Jul-24	31-Mar-26	In Development	On Target	Significantly off target	Reprofiled due to difficulties in getting third party agreement. Tender to be issued summer 2025
BRIDGES INFRASTRUCTURE PROG *	804,726	804,726	804,726	0	804,726	804,726	804,726	(0)		(0)	31-Mar-25	31-Mar-25	Multiple Projects	On Target	On Target	
LARGS PROMENADE SEAWALL	4,691,902	4,691,901	4,691,902	0	1,198,190	1,198,190	1,198,190	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
B714 UPGRADE	29,894,076	2,905,687	29,894,076	0	609,983	609,983	609,983	0		0	31-Jul-26	30-Nov-26	In Development	On Target	Significantly off target	Project delayed pending completion of the final business case for UK Govt. approval.
Total Roads	105,331,567	73,521,915	105,331,567	0	17,808,407	17,808,407	17,808,407	(0)	0	(0)						
<a href="#">Streetscene</a>																
CMTY, KILWINNING - NEW	1,404,692	1,404,692	1,404,692	0	555	555	555	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
CMTY, WEST KILBRIDE - WORKS	390,275	390,275	390,275	0	10,391	10,391	10,391	0		0	Complete	Complete	Complete	Complete	Complete	
CMTY, STEV HIGH ROAD - WORKS	519,644	519,644	519,644	0	12,366	12,366	12,366	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
CMTY, BRODICK - NEW	12,841	12,841	12,841	0	2,500	2,500	2,500	0		0	On Hold	On Hold	On Hold	On Hold	On Hold	
CMTY, KILBIRNIE - WALLS	127,975	118,975	127,975	0	80,314	80,314	80,314	0		0	Complete	Complete	Complete	Complete	Complete	
CMTY, BEITH - WALLS	161,635	161,635	161,635	0	60,315	60,315	60,315	0		0	Complete	Complete	Complete	Complete	Complete	
CMTY, ABBEY TOWER - WALLS	121,873	121,873	121,873	0	110,536	110,536	110,536	0		0	Complete	Complete	Complete	Complete	Complete	
CMTY, STEV HAWKHILL - WALLS	85,379	85,379	85,379	0	75,539	75,539	75,539	0		0	Complete	Complete	Complete	Complete	Complete	
CMTY, WEST KILBRIDE - WALLS	74,805	74,805	74,805	0	67,841	67,841	67,841	0		0	30-Aug-24	30-May-25	Construction	On Target	On Target	
CMTY, DREGHORN - WALLS	13,552	13,551	13,552	0	5,312	5,312	5,312	(0)		(0)	Future years	Future years	Feasibility Works	On Target	On Target	
CMTY, STEV HIGH KIRK - WORKS	24,704	24,704	24,704	0	1,950	1,950	1,950	0		0	Future years	Future years	Feasibility Works	On Target	On Target	
CMTY, KILBIRNIE - NEW	1,517,728	128,508	1,517,728	0	91,065	91,065	91,065	0		0	31-Mar-26	31-Mar-26	Feasibility Works	On Target	On Target	
CMTY, ARDROSSAN - EXTENSION	15,412	15,412	15,412	0	709	709	709	0		0	Future years	Future years	Feasibility Works	On Target	On Target	
CMTY, SHEWALTON - WALLS	2,679	2,679	2,679	0	2,679	2,679	2,679	0		0	Complete	Complete	Complete	Complete	Complete	
COASTAL PLAY PARKS	433,790	433,791	433,790	0	13,725	13,725	13,725	0		0	31-Mar-25	31-Mar-25	Planning	On Target	On Target	
STREET FURNITURE IMPROVEMENT	222,926	222,926	222,926	0	46,622	46,622	46,622	(0)		(0)	31-Mar-25	31-Mar-25	Planning	On Target	On Target	
PARK ENABLING WORKS	147,715	147,715	147,715	0	(963)	(963)	(963)	0		0	31-Mar-25	31-Mar-25	Planning	On Target	On Target	
RENEWAL OF PLAY PARKS	585,803	585,803	585,803	0	160,053	160,053	160,053	0		0	31-Mar-25	31-Mar-25	Construction	On Target	On Target	
Total Streetscene	6,832,430	5,058,075	6,832,430	0	741,509	741,509	741,509	0	0	0						
<a href="#">Transport</a>																
VEHICLES *	1,478,092	1,478,092	1,478,092	0	1,478,092	1,478,092	1,478,092	0		0	31-Mar-25	31-Mar-25	Ongoing	On Target	On Target	
FLEET DECARBONISATION	5,471,502	121,501	5,471,502	0	9,043	9,042	9,042	(1)		(1)	31-Mar-25	31-Mar-25	Ongoing	On Target	On Target	
Total Transport	6,949,594	1,599,593	6,949,594	0	1,487,135	1,487,135	1,487,135	(0)	0	(0)						
<a href="#">Renewable Energy</a>																
SOLAR PV RETROFIT EXTENSION	120,000	120,000	120,000	0	77,365	77,365	77,365	0		0.00	Complete	Complete	Complete	Complete	Complete	
SOLAR PV INVESTMENT - NETHERMAINS	7,663,978	7,403,257	7,663,978	0	6,559,419	6,559,419	6,559,419	0		0.20	31-Dec-24	30-Apr-25	Work Ongoing	On Target	On Target	
SOLAR PV INVESTMENT - SHEWALTON	5,715,538	4,890,161	5,715,538	0	4,282,359	4,282,359	4,282,359	(0)		(0.20)	31-Dec-24	30-Apr-25	Work Ongoing	On Target	On Target	
NON DOMESTIC ENERGY EFFICIENCY PROGRAMME	954,049	954,050	954,049	0	17,638	17,638	17,638	0		0.34	31-Mar-25	31-Mar-25	Work Ongoing	On Target	On Target	
NATURE RESTORATION FUND	709,024	128,025	709,024	0	128,024	128,025	128,025	1		0.51	31-Aug-24	31-Mar-26	Planning	On Target	On Target	
Total Renewable Energy	15,162,590	13,495,493	15,162,590	0	11,064,805	11,064,806	11,064,806	1	0	1						



PLACE

CAPITAL MONITORING 2024/25

Project Description	TOTAL PROJECT				2024/25 BUDGETS						COMPLETION DATES		MILESTONE	DELIVERY STATUS		Comments
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25	Actual Expenditure to 31st March 2025	Projected Expenditure to 31 March 2025	Actual Over/ (Under) Spend for 2024/25	True Over/(Under) Spend	Brought / Carry Forward to 2025/26	Original Target	Revised Forecast	Current Project Stage	Delivery Status Financial	Delivery Status Physical	
Office Accommodation																
PLI NA HERITAGE CTR	4,950	4,950	4,950	0	4,950	4,950	4,950	0		0	Complete	Complete	Complete	Complete	Complete	
PLI TRINITY CHURCH ANNEX	3,384	3,384	3,384	0	3,384	3,384	3,384	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PLI CALEY COURT RESOURCE CTR	6,102	6,102	6,102	0	6,102	6,102	6,102	0		0	Complete	Complete	Complete	Complete	Complete	
PLI CASTLEVIEW DAY SERVICES	49,922	49,922	49,922	0	49,922	49,922	49,922	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PLI WEST KILBRIDE COMM CTR	2,304	2,304	2,304	0	2,304	2,304	2,304	0		0	Complete	Complete	Complete	Complete	Complete	
PLI PORTLAND PLACE	21,560	21,560	21,560	0	21,560	21,560	21,560	0		0	Complete	Complete	Complete	Complete	Complete	
PLI MACKINTOSH PLACE	17,460	17,460	17,460	0	17,460	17,460	17,460	0		0	Complete	Complete	Complete	Complete	Complete	
PLI WEST BYREHILL DEPOT	(14,019)	(14,019)	(14,019)	0	(14,019)	(14,019)	(14,019)	0		0	Complete	Complete	Complete	Complete	Complete	
PLI GOLDCRAIGS DEPOT	156,622	129,251	156,622	0	129,251	129,251	129,251	0		0	31-Mar-25	30-Jun-25	Planning	On Target	On Target	
PLI CALEDONIA PRIMARY	27,794	27,794	27,794	0	27,794	27,794	27,794	(1)		(1)	31-Aug-25	31-Aug-25	Planning	On Target	On Target	
PLI DALRY PRIMARY SCHOOL	29,639	29,639	29,639	0	29,639	29,639	29,639	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PLI GLEBE PRIMARY SCHOOL	54,230	54,230	54,230	0	54,230	54,230	54,230	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PLI HAYOCKS PRIMARY SCHOOL	398,604	18,990	398,604	0	18,990	18,990	18,990	0		0	30-Sep-25	31-Aug-25	Planning	On Target	On Target	
PLI PENNYBURN PRIMARY	4,896	4,896	4,896	0	4,896	4,896	4,896	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PLI SHISKINE PRIMARY	3,363	3,363	3,363	0	3,363	3,363	3,363	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PLI SKELMORLIE PRIMARY SCHOOL	345,481	345,481	345,481	0	345,481	345,481	345,481	0		0	31-Aug-25	31-Aug-25	Planning	On Target	On Target	
PLI ARDROSSAN ACADEMY	15,412	15,412	15,412	0	15,412	15,412	15,412	0		0	31-Jan-25	30-Apr-25	Construction	On Target	On Target	
PLI AUCHENHARVIE ACADEMY*	7,841	7,841	7,841	0	7,841	7,841	7,841	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PLI IRVINE ROYAL ACADEMY	112	112	112	0	112	112	112	0		0	Complete	Complete	Complete	Complete	Complete	
PLI KILWINNING ACADEMY	27,080	27,080	27,080	0	27,080	27,080	27,080	0		0	Complete	Complete	Complete	Complete	Complete	
PLI DALRY EYC	10,915	10,915	10,915	0	10,915	10,915	10,915	0		0	Complete	Complete	Complete	Complete	Complete	
PLI SPRINGVALE EYC	6,951	6,951	6,951	0	6,951	6,951	6,951	0		0	Complete	Complete	Complete	Complete	Complete	
PLI ARRAN OUTDOOR CENTRE	2,349	2,349	2,349	0	2,349	2,349	2,349	0		0	Complete	Complete	Complete	Complete	Complete	
PLI UNIT 83 THIRD AVENUE	8,990	8,990	8,990	0	8,990	8,990	8,990	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PLI DALRY LIBRARY	9,458	9,458	9,458	0	9,458	9,458	9,458	0		0	Complete	Complete	Complete	Complete	Complete	
PLI CUNNINGHAME HOUSE	3,591	3,591	3,591	0	3,591	3,591	3,591	0		0	Complete	Complete	Complete	Complete	Complete	
PLI ABBEYCROFT	11,843	11,843	11,843	0	11,843	11,843	11,843	0		0	Complete	Complete	Complete	Complete	Complete	
PLI THE MEADOWS	16,490	16,490	16,490	0	16,490	16,490	16,490	0		0	Complete	Complete	Complete	Complete	Complete	
PLI ANAM CARA	23,490	23,490	23,490	0	23,490	23,490	23,490	0		0	Complete	Complete	Complete	Complete	Complete	
PLI MONTROSE HOUSE	3,578	3,578	3,578	0	3,578	3,578	3,578	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PLI VIKINGAR	1,000	1,000	1,000	0	1,000	1,000	1,000	0		0	Complete	Complete	Complete	Complete	Complete	
PLI GARNOCK CAMPUS	10,076	10,076	10,076	0	10,076	10,076	10,076	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
Total Office Accommodation	1,271,468	864,482	1,271,468	0	864,483	864,482	864,482	(1)	0	(1)						
Other Property																
LBPR NA HERITAGE CTR	9,803	9,803	9,803	0	9,803	9,803	9,803	0		0	01-Nov-24	31-May-25	Construction	On Target	On Target	
LBPR - TRINITY CHURCH	860	860	860	0	860	860	860	0		0	31-Mar-25	30-Apr-25	Construction	On Target	On Target	
LBPR STEVENSTON COMPLEX	189,250	4,250	189,250	0	4,250	4,250	4,250	0		0	31-Dec-24	31-Jan-26	Planning	On Target	On Target	
LBPR UNIT 48 KYLE ROAD	5,185	5,185	5,185	0	5,185	5,185	5,185	0		0	Complete	Complete	Complete	Complete	Complete	
LBPR IRVINE LIBRARY	38,074	38,074	38,074	0	38,074	38,074	38,074	0		0	Complete	Complete	Complete	Complete	Complete	
LBPR BRIDGEGATE HOUSE	1,975	1,975	1,975	0	1,975	1,975	1,975	(0)		(0)	31-Mar-25	31-May-25	Construction	On Target	On Target	
LBPR CUNNINGHAME HOUSE	240,553	57,553	240,553	0	57,553	57,553	57,553	0		0	31-Mar-27	31-Mar-27	Construction	On Target	On Target	
LBPR CUNNINGHAME HOUSE GRD EAST/4TH WEST	1,267,579	83,366	1,267,579	0	83,366	83,366	83,366	0		0	21-Dec-25	21-Dec-25	Planning	On Target	On Target	
LBPR CUNNINGHAME HOUSE GRD WEST	164,090	164,090	164,090	0	164,090	164,090	164,090	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
LBPR - THE TOWNHOUSE	3,580	3,580	3,580	0	3,580	3,580	3,580	0		0	31-Mar-25	31-May-25	Planning	On Target	On Target	
LBPR THE CIRCUIT	245,987	20,948	245,987	0	20,948	20,948	20,948	0		0	31-Mar-27	31-Mar-27	Planning	On Target	On Target	
EMERGENCY CONTROL CTR	154,889	154,889	154,889	0	87,698	87,698	87,698	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
GOLDCRAIGS REFURBISHMENT	1,021,337	193,757	1,021,337	0	157,107	157,107	157,107	0		0	31-Mar-26	05-May-26	In development	On Target	On Target	
GALLOWGATE TOILETS	305,000	305,000	305,000	0	29,197	29,197	29,197	0		0	Complete	Complete	Complete	Complete	Complete	
WOODLANDS PRIMARY PLAYINGFIELD DRAINAGE	133,396	111,122	133,396	0	2,057	2,057	2,057	0		0	Complete	Complete	Complete	Complete	Complete	
Total Property	4,040,787	1,154,452	4,040,787	0	665,743	665,744	665,744	1	0	1						

PLACE

CAPITAL MONITORING 2024/25

Project Description	TOTAL PROJECT				2024/25 BUDGETS						COMPLETION DATES		MILESTONE	DELIVERY STATUS		Comments
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25	Actual Expenditure to 31st March 2025	Projected Expenditure to 31 March 2025	Actual Over/ (Under) Spend for 2024/25	True Over/(Under) Spend	Brought / Carry Forward to 2025/26	Original Target	Revised Forecast	Current Project Stage	Delivery Status Financial	Delivery Status Physical	
Regeneration																
DIGITAL - SIPP GREAT HARBOUR	242,765	242,765	242,765	0	242,765	242,765	242,765	0		0	31-Mar-25	31-Mar-25	Construction	On Target	On Target	
AYRSHIRE 5GIR	3,509,290	3,509,289	3,509,290	0	3,489,355	3,489,354	3,489,354	(1)		(1)	31-Mar-25	31-Mar-25	Construction	On Target	On Target	
PBIP – KILWINNING ABBEY IMPROVEMENTS	200,356	356	200,356	0	356	356	356	0		0	31-Mar-25	31-Dec-25	Construction	On Target	On Target	
LOCHSHORE HUB PLAY AREA	350,705	298,755	350,705	0	256,572	256,572	256,572	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
PBIP 36 BANK STREET	137,923	120,162	137,923	0	12,924	12,924	12,924	0		0	31-Dec-25	31-Dec-25	In development	On Target	On Target	
PBIP GALT HOUSE	41,116	41,116	41,116	0	36,991	36,991	36,991	(0)		(0)	31-Mar-24	31-Mar-25	Construction	On Target	On Target	
IRVINE HIGH STREET	2,813,017	2,738,017	2,813,017	0	2,016	2,016	2,016	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
MONTGOMERIE PARK MASTERPLAN	4,158,149	1,871,390	4,158,149	0	79,551	79,551	79,551	(0)		(0)	31-Mar-30	31-Mar-30	In development	On Target	On Target	
LOCHSHORE, KILBIRNIE	2,257,179	1,985,056	2,257,179	0	81,041	81,041	81,041	(0)		(0)	31-May-25	01-Dec-26	In development	On Target	On Target	
LOCHSHORE GARNOCK HUB	4,139,560	4,098,569	4,139,560	0	11,561	11,561	11,561	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
VDLF - KYLE ROAD PHASE 2	1,977,216	149,155	1,977,216	0	4,150	4,150	4,150	0		0	31-Mar-24	31-Mar-26	In development	On Target	On Target	
VDLF - ANNICKBANK PH 3	1,938,531	1,938,531	1,938,531	0	45,745	45,745	45,745	0		0	Complete	Complete	Complete	Complete	Complete	
LUF3 - ANNICKBANK	80,095	80,095	80,095	0	80,095	80,095	80,095	(0)		(0)	31-Mar-26	31-Mar-26	In development	On Target	On Target	
MONTGOMERIE PARK NEIGHBOURHOOD CTR	179,307	179,307	179,307	0	179,307	179,307	179,307	(0)		(0)	31-Mar-24	31-May-25	Construction	On Target	On Target	
ACTIVE TRAVEL TIER 1	795,525	2,930,948	795,525	0	795,525	795,525	795,525	0		0	31-Mar-25	30-May-25	Various	On Target	On Target	
ACCESS PATH NETWORK PROGRAMME *	151,346	151,346	151,346	0	151,346	151,346	151,346	(0)		(0)	31-Mar-25	31-Mar-26	Various	On Target	On Target	
NORTH CRESCENT COASTAL PATH 2	336,590	336,590	336,590	0	336,590	336,590	336,590	0		0	31-Mar-25	28-Mar-25	Construction	On Target	On Target	
FAIRLIE COASTAL PATH	392,502	392,502	392,502	0	392,502	392,502	392,502	0		0	Complete	Complete	Complete	Complete	Complete	
ARDROSSAN PROMENADE	577,192	786,694	577,192	0	577,192	577,192	577,192	0		0	Complete	Complete	Complete	Complete	Complete	
B777 CORRIDOR IMPROVEMENTS	111,771	111,771	111,771	0	27,202	27,202	27,202	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
NCN73 ACCESSABILITY IMPROVEMENTS	38,225	38,225	38,225	0	22,343	22,343	22,343	(0)		(0)	31-Mar-25	31-Mar-25	Construction	On Target	On Target	
LINKS TO EGLINTON PARK	168,176	168,176	168,176	0	79,302	79,302	79,302	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
COMMUNITY BUS FUND	146,000	146,000	146,000	0	59,459	59,459	59,459	0		0	Complete	Complete	Complete	Complete	Complete	
NCN7 VALEFIELD BRIDGE	3,500	3,500	3,500	0	3,500	3,500	3,500	0		0	31-Mar-25	31-Mar-25	Construction	On Target	On Target	
MCGAVIN PARK	34,662	34,662	34,662	0	34,662	34,662	34,662	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
Total Regeneration	33,393,623	27,803,645	33,393,623	0	7,002,052	7,002,051	7,002,051	(1)	0	(1)						
Ayrshire Growth Deal																
AGD - I3 DPMC PHASE 1	572,689	272,689	572,689	0	(3,562)	(3,562)	(3,562)	0		0	31-Mar-26	31-Mar-26	Delivery	On Target	On Target	
AGD - I3 DPMC PHASE 2	4,994,983	314,368	4,994,983	0	24,983	24,983	24,983	(0)		(0)	31-Mar-29	31-Mar-30	Feasibility	On Target	On Target	
AGD - I3 FLEXIBLE BUSINESS SPACE PHASE 1	4,844,901	4,844,901	4,844,901	0	1,387,066	1,387,066	1,387,066	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
AGD - I3 FLEXIBLE BUSINESS SPACE PHASE 2	10,745,143	355,650	10,745,143	0	304,810	304,810	304,810	(0)		(0)	31-Mar-29	31-Mar-29	Multiple Projects	On Target	On Target	
AGD - HUNTERSTON - CENTRE OF LOW CARBON ENERGY & CIRCULAR	17,996,711	267,733	17,996,711	0	18,173	18,173	18,173	0		0	31-Mar-30	31-Mar-30	Feasibility	On Target	On Target	
AGD - GREAT HARBOUR	13,759,192	1,510,828	13,759,192	0	491,461	491,461	491,461	0		0	31-Mar-29	31-Mar-29	Multiple Projects	On Target	On Target	
AGD - IMSE	10,446,094	174,607	10,446,094	0	23,360	23,360	23,360	(0)		(0)	31-Mar-30	31-Mar-30	Feasibility	On Target	On Target	
AGD - MARINE TOURISM ARDROSSAN	2,775,717	275,717	2,775,717	0	(60,673)	(60,673)	(60,673)	(0)		(0)	Complete	Complete	Complete	Complete	Complete	
AGD - MARINE TOURISM ARRAN	2,050,424	206,761	2,050,424	0	112,762	112,762	112,762	0		0	31-Mar-29	31-Mar-29	Feasibility	On Target	On Target	
AGD - MARINE TOURISM CUMBRAE	4,739,224	206,385	4,739,224	0	76,850	76,850	76,850	0		0	31-Mar-29	31-Mar-29	Design	On Target	On Target	
Total Ayrshire Growth Deal	72,925,077	8,429,636	72,925,077	0	2,375,230	2,375,229	2,375,229	(1)	0	(1)						
Growth & Investment																
ARDROSSAN HARBOUR INTERCHANGE	4,077,539	602,480	4,077,539	0	51,056	51,056	51,056	(0)		(0)	1st Qtr 2026	1st Qtr 2026	Design	On Target	On Target	
ARDROSSAN NORTH SHORE	42,850,609	40,679,241	42,850,609	0	34,753,132	34,753,132	34,753,132	0		0	31-May-25	31-Aug-25	Construction	On Target	On Target	
VDLF - HARBOUR MASTERS OFFICE	155,020	155,020	155,020	0	128,642	128,642	128,642	(0)		(0)	31-Mar-24	31-Mar-25	Construction	On Target	On Target	
Other Growth & Investment	58,077,081	41,693,762	58,077,081	0	34,932,830	34,932,830	34,932,830	(0)	0	(0)						
Total Economic Development & Regeneration	164,395,782	77,927,043	164,395,782	0	44,310,112	44,310,109	44,310,109	(3)	0	(3)						
Completed Projects																
QUARRY ROAD PHASE 1	2,952,829	2,952,829	2,952,829	0	5,107	5,107	5,107	0		0	Complete	Complete	Defects Period	Complete	Complete	
Total Completed Projects	6,330,992	6,330,993	6,330,992	0	5,107	5,107	5,107	0	0	0						
Total Place	323,636,701	193,224,588	323,636,701	0	76,947,301	76,947,299	76,947,299	(2)	0	(2)						



OTHER BUDGETS

AE									
Project Description	TOTAL PROJECT				2024/25 BUDGETS				Comments
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25	Actual Expenditure to 31st March 2025	Projected Expenditure to 31 March 2025	Over/ (Under) Spend for 24/25	
	£	£	£	£	£	£	£	£	
FLEXIBILITY / IMPROVEMENT FUND	23,536,556	0	23,536,556	0	0	0	0	0	
CORE INFRASTRUCTURE INVESTMENT	0	0	0	0	0	0	0	0	
<a href="#">Total Other Budgets</a>	23,536,556	0	23,536,556	0	0	0	0	0	

Project Description	TOTAL PROJECT				CURRENT YEAR 2024/25 - Period 12					DELIVERY STATUS		Narrative
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25 (incl mgmt fees)	Actual Expenditure to 31 March 2025	Virement Request	Carry /Brought Forward to /From 2024/25	True Over/ (Under) Spend	Delivery Status Financial	Delivery Status Physical	
EXPENDITURE												
Council House Building												
Afton Court	1,335,654	1,249,897	1,249,898	(85,756)	6	624			618	Complete	Complete	Complete, project contingency not required.
Ayrshire Central Site	51,235,455	4,059,038	51,235,455	0	5,016,196	4,346,598		(669,598)		On Target	On Target	Ground water levels were encountered above the level of proposed drainage. Additional works were required to progress the drainage installation which resulted in a delay.
Bourtreehill Village	9,924,743	229,434	9,924,743	0	92,545	62,407		(30,138)		On Target	On Target	Projected spend for 24/25 is for consultancy fees, utility disconnections and the demolition of Crofthead Court.
Corsehillhead	2,032,906	349,452	2,032,906	0	87,766	87,766	(0)			On Target	On Target	Project moved to the SHIP 2025-2030 shadow programme as at 3 December 2024.
Flatt Road	20,178,000	19,719,046	19,709,046	(468,954)	2,924	2,924			0	Complete	Complete	Complete
Fullarton Street (High Flats)	12,073,511	57,350	12,073,511	0	50,301	30,303		(19,998)		On Target	On Target	Projected spend for 24/25 is for consultancy fees and statutory consents. Work ongoing with SEPA re site layout, therefore project has been reprofiled to future years.
Garnock Academy Site	12,092,889	4,266,964	12,092,889	0	7,499,560	5,957,548		(1,542,012)		On Target	On Target	The contractor encountered a delay in relation to the installation of public utilities which resulted in a delay to the handover of the first phase.
Harbourside	14,622,742	14,362,126	14,622,742	0	260,387	28,443			(231,944)	Complete	Complete	Complete
James McFarlane Site	4,784,118	3,787,842	4,784,118	0	3,688,671	3,716,961		28,290		On Target	On Target	Project commenced on site 25 March 2024. Works progressing well on site.
James Reid Site	11,820,675	1,265,103	11,820,675	0	303,593	303,092		(501)		Significantly off target	Significantly off target	Project moved to the SHIP 2025-2030 shadow programme as at 3 December 2024.
Kings Arms (113-115 High Street)	2,904,416	998,680	2,904,416	0	1,490,099	923,619		(566,480)		On Target	On Target	Project commenced on site 13 May 2024. Façade retention works have caused a delay on site. Projected in year underspend to be carried forward to 2025/26.
Laburnum Ave/Newhouse Dr (Regen 1a&b)	3,274,506	2,675,559	3,274,506	0	1,468,440	1,469,235		795		On Target	On Target	Projects commenced on site 15 January 2024. Contractor went in to Administration 6 January 2025. Four units remain to be handed over.
Largs Police Station	2,769,301	2,747,803	2,769,301	0	21,254	9,658			(11,596)	Complete	Complete	Complete
Montgomerie Park (Both Phases)	46,322,381	7,452,522	46,322,381	0	2,449,387	2,420,581		(28,806)		On Target	Slightly off target	Ground remediation works completed on site during October 2024 which cost less than projected. In year underspend to be carried forward to 2025/26.
Stanecastle Site	7,768,147	5,341,840	7,768,147	0	6,137,034	6,464,527		327,493		On Target	On Target	Project commenced on site 25 March 2024. Works progressing well on site.
St Beya Gardens	3,691,052	3,689,345	3,691,052	0	1,869	16,363			14,494	Complete	Complete	Complete
St Michael's Wynd	13,996,769	14,188,696	14,087,664	90,895	5,746	578,631	572,885		(0)	Complete	Complete	Complete
St Michaels Phase 3					6,229	627,239		621,010				
Towerlands Primary School	8,579,943	8,574,482	8,579,943	0	0	0						Complete
Nelson Street Regeneration	622,116	23,683	622,116	0	38,491	31,747		(6,744)		On Target	On Target	Project delayed, works expected to commence during April 2025.
Acquisition Houses-Open Market	1,273,080	0	1,273,080	0	1,001,734	165,108		(836,626)		On Target	On Target	
Ukraine Buy Backs		692,961			673,961	673,961			(0)	Complete	Complete	Works now complete.
Harbour Street	0	0	0	0	5,000	0			(5,000)	On Target	On Target	Project removed from the SHIP 2025-2030 as at 3 December 2024.
St Mary's Primary, Largs	6,851,623	6,276,245	6,851,623		4,149,165	4,044,384		(104,781)		On Target	On Target	Project commenced on site 8 January 2024. Works progressing well on site.
House Building - General					76	7,679			7,603			
Future Years Projects					942	13,742			12,800			
Internal Management Charges	1,757,259	866,473	1,757,259	0	171,027	(0)			(171,027)	On Target	On Target	
SHIP Review Requirement	(3,991,000)	0	(3,991,000)	0	0	0						A review was undertaken as part of the SHIP to identify options to address the reduction in Scottish Government Grant. Ship was approved on 3 December which reflects the latest grant forecasts.
Contingency	2,611,322	0	2,611,322		1,398,610	0	(572,885)	(825,725)				
SUB TOTAL	243,066,787	107,375,014	242,501,418	(565,368)	36,021,013	31,983,143	(0)	(3,633,417)	(404,453)			
Improvements to existing stock												
Wet Room - Void	248,422	233,468	384,413	135,991	272,411	349,933			77,522	On Target	On Target	Higher number of void replacments being projected than budgeted offset by reduction in void bathrooms
Bathrooms - Void	978,665	261,047	363,776	(614,889)	1,006,326	403,495			(602,831)	On Target	On Target	Lower number of void replacments being projected than budgeted
Wet Room - Planned	66,246	0	66,246	0	66,246	0	(28,072)		(38,174)	On Target	On Target	
Bathrooms - Planned	141,069	158,185	185,149	0	200,842	228,914	28,072			On Target	On Target	
Electrical Rewiring	172,236	263,955	356,135	0	383,685	401,875		18,190		On Target	On Target	Additional historic addresses added to programme
Heating	1,916,920	1,445,118	1,738,991	(75,030)	1,939,956	1,837,019			(102,937)	On Target	On Target	Number of units requiring full central heating replacments is less than anticipated.
Kitchens	1,523,166	957,178	1,523,166	0	1,633,068	1,603,147		(29,921)		On Target	On Target	
Kitchens - Void	1,497,340	717,297	1,032,635	(464,705)	1,574,719	1,128,733			(445,986)	On Target	On Target	Lower number of void replacments being projected than budgeted
Roofing	755,136	573,398	908,500	0	980,521	1,050,572		70,051		On Target	On Target	
Wallfloor rendering	452,189	371,539	267,000	0	297,209	440,655		143,446		On Target	On Target	
EWI	677,882	545,020	1,475,620	0	1,573,052	1,421,245		(151,807)		On Target	On Target	Lower than anticipated final costs submitted for works carried out
Window Replacement	529,935	144,393	529,935	0	562,879	480,549		(82,330)		On Target	On Target	
Saltcoats MSF Investment	466,625	203,470	466,625	0	484,630	262,551		(222,079)		On Target	On Target	Final Account still to be agreed, mitigation works ongoing

Project Description	TOTAL PROJECT				CURRENT YEAR 2024/25 - Period 12					DELIVERY STATUS		Narrative
	Total Project Budget	Cumulative Expenditure to date	Total Project Forecast	Projected Over/ (Under) Spend	Total Revised Budget 2024/25 (incl mgmt fees)	Actual Expenditure to 31 March 2025	Virement Request	Carry /Brought Forward to /From 2024/25	True Over/ (Under) Spend	Delivery Status Financial	Delivery Status Physical	
Smoke Detector Programme	241,682	213,054	241,682	0	258,715	248,458		(10,257)		On Target	On Target	
Energy Efficiency	1,414,745	0	0	0	0	0				On Target	On Target	
Path Finder Project	500,000	20,605	50,000	0	52,955	43,100		(9,856)		On Target	Significantly off	Awaiting outcome of SHNZS consultation to progress
Solar Panels	3,527,859	1,176,650	2,916,630	0	3,103,351	2,723,706		(379,645)		On Target	On Target	Lower than anticipated final costs submitted for works carried out
HRA Slippage	(3,085,000)	0	(476,496)	0	(476,496)	0		476,496				
SUB TOTAL	15,110,117	7,284,378	12,506,503	(1,018,633)	13,914,069	12,623,952	0	(177,711)	(1,112,406)			
Other Capital works												
Estate Based Regeneration	1,453,809	66,198	606,599	0	635,406	420,009		(215,397)		On Target	On Target	Buy Backs unable to be completed in year.
Lift Replacement	454,000	0	25,000	0	25,026	386		(24,640)		On Target	On Target	Tender received, but higher than budget. Awaiting approval to award contract. Unlikely that works will commence in 2024/25. To be carried fw to 2025/26.
Sheltered Housing Units	828,944	871,024	1,450,006	0	1,553,259	1,514,962		(38,297)		On Target	On Target	
High Flats Demolition	2,368,970	1,703,270	0	0	0	(8,868)			(8,868)	On Target	On Target	Final Account has now been agreed
Other Capital Works					60	875		815				
SUB TOTAL	5,105,723	2,640,492	2,081,605	0	2,213,751	1,927,364	0	(277,519)	(8,868)			
Total Expenditure	248,172,510	110,015,506	244,583,023	(565,368)	52,148,834	46,534,459	(0)	(4,088,647)	(1,525,727)			
Income												
Affordable Housing Contributn					(394,000)	(348,631)			45,369			
CFCR					(11,492,000)	(11,491,537)			463			
Capital Grants					(11,880,000)	(15,485,087)			(3,605,087)			A reduction in anticipated grant as advised by Scottish Government.
Prudential Borrowing					(27,238,834)	(18,976,263)		4,088,647	4,173,923			Reduced borrowing required to reflect rephasing and projected underspends
Use of Reserves					(544,000)	(193,000)			351,000			
Sale of Assets					0	(11,905)			(11,905)			
Other Capital Income					(600,000)	(28,036)			571,964			Income from Vacant and Derelict Land Fund (VDLF) in relation to Kings Arms
SUB TOTAL					(52,148,834)	(46,534,458)	0	4,088,647	1,525,728			
Total Project Expenditure	248,172,510	110,015,506	244,583,023	(565,368)	52,148,834	46,534,459	(0)	(4,088,647)	(1,525,727)			
Total Project Income					(52,148,834)	(46,534,458)	0	4,088,647	1,525,728			
Total Net Expenditure					0	0	(0)	0	0			

Check Total

The following classifications have been used to highlight financial performance against budget

On Target (+0.5% of budget)

Slightly off target (+ 0.5% to 2% of budget, or £0.125m, whichever is less)

Significantly off target (+2% or more of budget, or £0.500m, whichever is less)



## NORTH AYRSHIRE COUNCIL

3 June 2025

### Cabinet

<b>Title:</b>	<b>Children's Services Performance Report 2024-25</b>
<b>Purpose:</b>	To seek approval for: <ul style="list-style-type: none"> <li>a) The North Ayrshire Children's Services Performance Report 2024-25</li> </ul>
<b>Recommendation:</b>	That Cabinet: <ul style="list-style-type: none"> <li>a) Approves the North Ayrshire Children's Services Performance Report 2024-25.</li> </ul>

### 1. Executive Summary

- 1.1 Every Local Authority and relevant Health Board are required to jointly prepare a Children's Services Plan for the area of the local authority for each three-year period. Plans are developed collaboratively with other members of the Community Planning Partnership (CPP), as well as with children, young people and their families at various stages of the development and review of the Plan. We published our current Children's Services Plan 2023-26 in June 2023.
- 1.2 Our North Ayrshire Children's Services Plan 2023-26 is part of a suite of child focussed plans which outline how we are actively supporting the wellbeing and wellness of our children and young people, as well as promoting and advocating for the rights of our children and young people.
- 1.3 Our Children's Services Plan Performance Report 2024-25 is prepared in collaboration with the Children's Services Strategic Partnership (CSSP) which consists of representatives from our Community Planning Partners. We have a duty under the Children and Young People (Scotland) Act 2014 to produce a Children's Services Plan Performance report at the end of each year.
- 1.4 Our Children's Services Plan Performance Report 2024-25 highlights some of the key achievements and areas of work which impact on infants, children, young people and their families.

### 2. Background

- 2.1 Part 3 of the Children and Young People (Scotland) Act 2014 seeks to improve outcomes for all children and young people in Scotland by ensuring that local planning

and delivery of services is integrated, focused on securing quality and value through preventative approaches, and dedicated to safeguarding, supporting and promoting child wellbeing. It aims to ensure that any action to meet need is taken at the earliest appropriate time and that, where appropriate, this is taken to prevent need arising. The aims are about creating and maintaining a local environment which facilitates Getting it Right for Every Child Practice (GIRFEC) for individual children and young people.

- 2.2 Section 13 (1) of the Act requires that as soon as practicable after the end of each one-year period, a local authority and the relevant health board must publish (in such manner as they consider appropriate) a report on the extent to which:
- a. children's and related services have, in that one-year period, been provided in accordance with the Children's Services Plan; and
  - b. that the provision of services has achieved –
    - i. the aims of children's services planning (section 9(2)), and
    - ii. such outcomes in relation to the wellbeing of children in the area as the Scottish Ministers may by order prescribe.
- 2.3 The "one-year period" runs from 1 April to 31 March. Each Children's Services Plan must be prepared in relation to a specific "three-year period", so over the course of a Children's Services Plan there will be three annual reports.
- 2.4 Our 2023-26 Children's Services Plan continued our vision 'For all our children and young people to have the best start in life and for North Ayrshire to be the best place in Scotland to grow up'. The Performance Report 2024-25 has been structured in line with our five priorities set out in the Plan. These are –
1. The rights of children and young people are promoted and protected.
  2. Acting early to improve what happens next.
  3. Making Things Fairer
  4. Promoting good mental health and wellbeing
  5. Inspiring children and young people to be active
- 2.5 A set of actions were identified to be delivered by CPP partners. Updates on the progress of the actions has been included in Appendix 1 of the report. We have established a set of indicators to measure progress, as attached in Appendix 2 of the report.
- 2.6 At the end of April 2024, the Scottish Government provided feedback on our 2023-26 Children's Services Plan. Feedback is intended to support us to consider areas of strength and areas for development. Overall, feedback concluded that the Plan is comprehensive, ambitious and informative. It is well linked to other local and national plans and frameworks, including the National Performance Framework, Getting it Right for Every Child (GIRFEC) and Child Poverty Action Plan. Strategic priorities and actions are clear, and there is clear evidence that children, young people and families have contributed to the development of the plan.
- 2.7 Areas for development were to provide information about monitoring and evaluation of progress, including a set of specific and measurable progress indicators linked to each priority. We identified a set of relevant measures which are included as Appendix 2 to the report. These are intended to act as a baseline and will be reviewed and updated regularly to assist with improvement activity.

2.8 A summary version of the report will be produced over the summer months to ensure it is fully accessible and engaging for our young people.

2.9 Some of our key highlights from the 2024-25 Performance Report include:

- 97% of our education establishments were engaged in the Rights Respecting Schools accreditation process (2023-24 academic year).
- St Matthew's Academy, Saltcoats, has become the first secondary school in Scotland to receive a prestigious accolade for digital education - the Digital Schools Endorsement Award.
- The Executive Youth Council has 12 active members from across North Ayrshire, representing the views and voices of our young people across schools and communities. Currently the group are working in partnership with Education staff to design and launch a Pupil Council Toolkit that will give schools the tools and resources to support pupil voice structures.
- 115 children and young people have accessed the Young Carers Fund this year, helping to improve or maintain the young person's physical, emotional mental health and wellbeing or life chances, reduce social isolation, and improve attainment.
- The annual Promise Conference was held in December 2024. 73 Care Experienced young people from across our Secondary Schools joined the conference to learn about The Promise Scotland Plan 24-30, meet local Corporate Parents and connect with each other.
- The Signs of Safety practice model has been implemented across our Children and Families Service from the point of referral to Service Access. The Signs of Safety model works in collaboration with families to identify strengths and family and wider support networks who can assist to support the children's wellbeing or child protection plan that has been established.
- Over 5,000 children aged 0-4 years in North Ayrshire are supported by either a Health Visitor or a Family Nurse
- The Family Centred Wellbeing Service (FCWS) are a team of 14 wellbeing workers who support supported over 170 families, with sessions provided within the family's homes, within our offices, community buildings and schools.
- 96% of our school leavers moved into an initial positive destination, in line with session 2022-23.
- 424 young people engaged with the MCR Pathways Young Talent Programme
- Our Welfare Rights Officers (WROs) provide support and help to identified families regarding possible access to and/ or changes to benefits. This year, Welfare Rights Officers delivered training and provided briefings for education staff, and in 2024-25 the service was expanded to include all Educational Establishments.. In total, the financial gains for families since the project began is over £1.8 million, with a further £818,000 coming in financial year 2024-25.
- Whole school approaches to supporting positive relationships and behaviour have been taken forward across the authority with policy and practice being developed on universal, targeted and intensive approaches. Building on positive relationships (BPR) family groups have been extended with 18 groups being run this session. Active Schools key focus has remained on getting 'More Kids, More Active, More Often'. Extra-curricular provision has been delivered across all primary, secondary and ASN establishments. Over 9,200 young people have attended a variety of sport and physical activity sessions across this year, which is over 52% of the whole young people population.

- There are 1024 active Duke of Edinburgh participants where physical health is part of all participants award.
- The Children and Young Peoples' Community Mental Health and Wellbeing Supports and Services funding has supported 6527 children and young people and 1212 family members through a range of programmes.

2.10 The Children's Services Strategic Partnership also monitors the Whole Family Wellbeing Fund. The Whole Family Wellbeing Fund is a £500 million investment over the life of the Scottish Parliament (2022 to 2026).

Appendix 3 of the Report provides a summary of progress to date including updates on the previously agreed proposals and new developments, as well as the current funding position. It also highlights the annual report which is in line with the North Ayrshire Whole Family Wellbeing Fund Monitoring and Evaluation Framework, as well as the Scottish Government monitoring requirements.

### **3. Proposals**

3.1 It is proposed that Cabinet:

- a) Approves the North Ayrshire Children's Services Plan Performance Report 2024-25 and;
- b) Agrees that the report can be submitted to the Scottish Government by the end of June 2025.
- c) Notes that a child friendly version of this report will be published as soon as possible.

### **4. Implications/Socio-economic Duty**

#### **Financial**

4.1 There are no financial implications for North Ayrshire Council contained within the current report.

#### **Human Resources**

4.2 There are no HR implications for North Ayrshire Council contained within the current report.

#### **Legal**

4.3 We have a duty under the Children and Young People (Scotland) Act 2014 to produce a Children's Services Plan Performance report every year detailing the activities undertaken in relation to Children's Services.

#### **Equality/Socio-economic**

4.4 Recognising and advocating the rights of our children and young people directly contributes to ensuring equality and equity of opportunity in North Ayrshire.



## **Climate Change and Carbon**

4.5 There are no Climate Change and Carbon implications.

## **Key Priorities**

4.6 This report directly supports our Council's vision of creating 'a North Ayrshire that is Fair for All' and our mission of 'Working together to improve the lives our people in North Ayrshire'. It demonstrates how we are contributing all of our priorities 'Wellbeing', 'Communities and Local Democracy', 'Climate Change' and 'A Sustainable Council' in ensuring children's rights are embedded throughout our services.

This report directly supports the Health and Social Care Partnership Strategic Plan and vision to ensure that 'People who live in North Ayrshire are able to have a safe, healthy and active life'.

This report directly supports the North Ayrshire Community Planning Partnership Plan and three key themes of 'Wellbeing', 'Work' and 'World'.

## **Community Wealth Building**

4.7 There are no Community Wealth Building implications for North Ayrshire Council contained within the current report.

## **5. Consultation**

5.1 Contributions from services across our Council and Partners have been included in this report. Services regularly consult with children, young people and families. A Young Person's version of the report will be developed over the summer months to ensure it is fully accessible for our young people.

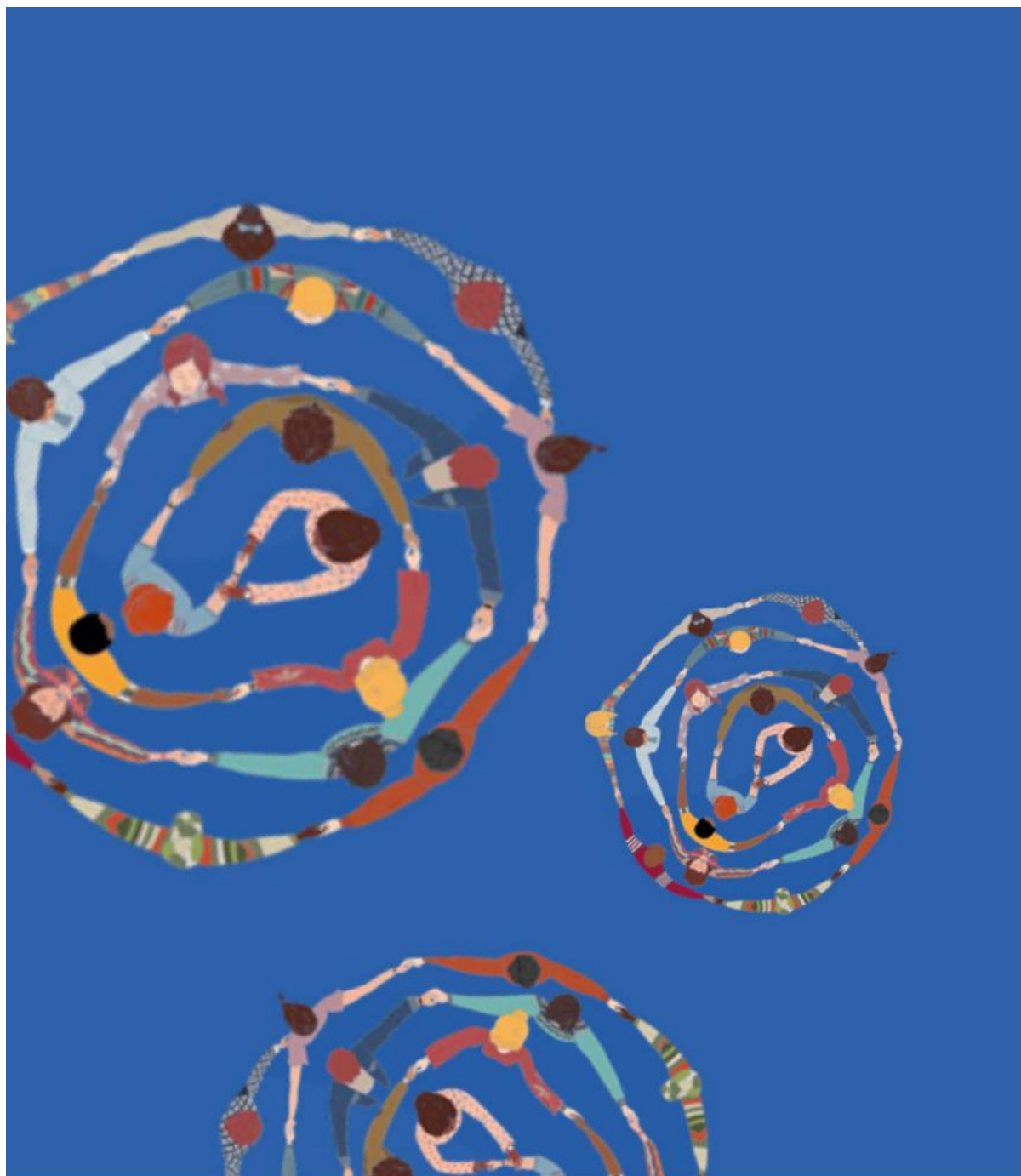
Caroline Cameron  
Director (North Ayrshire Health and Social Care Partnership)

For further information please contact **Lauren McMath, Policy Officer (Children's Services), (Health and Social Care Partnership)**, on **01294 324160**, **[laurenmcmath@north-ayrshire.gov.uk](mailto:laurenmcmath@north-ayrshire.gov.uk)**.

## **Background Papers**

Appendix 1: North Ayrshire Children's Services Performance Report 2024-25

# Children's Services Plan – Performance Report 2024-25



## Welcome

Welcome to our 2024-25 annual report. This report will demonstrate some of the key work of the North Ayrshire Children's Services Strategic Partnership and shows our progress and achievements over the past year. We have been working towards our shared vision for '*North Ayrshire to be the best place in Scotland to grow up*' and continuing to focus on promoting children and young people's wellbeing, underpinned by Getting it Right for Every Child (GIRFEC) and the United Nations Convention on the Rights of the Child (UNCRC).

We recognise that our strong partnership foundation in North Ayrshire provides continued commitment to collectively focus on improving outcomes for our infants, children, young people and their families. We will continue to strive to ensure we place them at the very heart of service delivery so we can provide the right support at the right time.

I would like to thank all those who deliver the amazing work every day to ensure our infants, children, young people and their families have the best opportunity to live safe, healthy and active lives and achieve their full potential.

Caroline Cameron Director North Ayrshire Health and Social Care Partnership (Chair of North Ayrshire Children's Services Strategic Partnership)



## Introduction

This report focuses on the collaborative working of the partner members over the past year and has been organised around the five Children's Services Plan Priorities.

We are currently reporting on the second year of our Children's Services Plan which covers the period of 2023 to 2026. Our 2023-26 Children's Services Plan has five Strategic Priorities which are shown below.



Our Children's Services Strategic Partnership is the responsible group providing leadership in the delivery of the Children's Services Plan's vision of our children and young people having the best start in life and for North Ayrshire to be the best place to grow up. This strategic group includes members from:

- North Ayrshire Council
- NHS Ayrshire and Arran
- North Ayrshire Health & Social Care Partnership
- Police Scotland
- Scottish Children's Reporters Administration
- Care Inspectorate
- Children's Panel
- Third Sector
- Scottish Fire and Rescue
- Ayrshire College
- KA Leisure

Appendix 1 provides detailed updates for the 2023-26 Children's Services Plan Actions  
Appendix 2 provides Performance Indicator data

For any further information please contact Lauren McMath, [laurenmcmath@north-ayrshire.gov.uk](mailto:laurenmcmath@north-ayrshire.gov.uk)

## Priority 1: The rights of children and young people are promoted and protected

### Key Highlights and Progress

#### Children's Rights

We have been working to champion the United Nations Convention on the Rights of the Child (UNCRC), ensuring that all children in North Ayrshire have their rights met, protected and advocated for. In July 2024, the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 came into effect. The Act provides protection for the human rights of children and young people in Scotland.



Young people have been actioning UNCRC Article 12 (right to be heard) through a host of events, activities and online engagements. Our Executive Youth Council are in the process of designing and developing a Pupil Council Toolkit in partnerships with Education. The incorporation of UNCRC is a key focus of training staff and young people in UNCRC awareness, realising rights and child friendly reporting.

Rights Respecting Schools remained a focus during academic session 2023-24 with 97% of establishments engaged in the accreditation process. This number is significantly higher than the Scottish average of 78%.

#### LGBT Youth Scotland Charter

North Ayrshire secondary schools are championing equality as they work to maintain their LGBT Youth Scotland Charter of Education status. Guided by the Equality Act 2010 and known in schools as the LGBT Charter, the programme is based on the Universal Declaration of Human Rights and the United Nations Convention on the Rights of the Child.





Being accredited enables schools to share a positive message championing the LGBT community, with confidence, where all LGBTQ+ staff, parents and learners can be safe, supported and included.

Six North Ayrshire secondary schools have now either achieved or are on their journey to achieving their next level LGBT Charter for Education accreditation.

There are four LGBT Charter award levels offered - Foundation, Bronze, Silver and Gold - with accreditation taking anywhere between 12 and 18 months to complete.

Greenwood Academy currently hold Silver Level accreditation and are working towards the highest accolade of Gold.

Although not a school – the Youth Services team part of the council's Community Learning and Development team and should still be recognised equally for their accomplishments to achieve the Silver Level.



Arran High School, Garnock Community Campus, Largs, Kilwinning, Irvine Royal (pictured above) and Auchenharvie Academies who currently hold Bronze, are the schools working hard this year to level-up to Silver accreditation.

We understand that many young LGBT people can often experience a sense of isolation and unfortunately can face many barriers in life including feeling discriminated against or being socially disconnected from their peers.




---

The LGBT Charter is just one of the many ways we are working to safeguard young people with protected characteristics so that they can become confident learners and empowered citizens who can be their true, authentic selves.

---

Examples of recent status work include:

- The Umbrella Group's Purple Friday Bake Sale at Garnock Academy raising £70 for LGBT Youth Scotland
- Irvine Royal's LGBT film screening and LGBT Icons History session
- A series of creative workshops run by North Ayrshire Youth Services to encourage their Modern Apprentices and Joint Youth Forum to create positive poetry and messages to be shared on social media during LGBT History Month



## Engagement and Consultation

Our Youth Services Team are central to the engagement and consultation with our young people through various methods including community-based youth forums, executive youth council, thematic youth work groups, Joint Cabinet (pictured below), P7 youth council and various other events. We also actively engage with young people to gather their views and opinions through online methods and social media.

These topics are co designed and produced with young people and provide valuable data to inform policies, plans and service delivery.



We continue to work with a range of partners to ensure young people are given the opportunity to be involved in their local community. Nationally this includes Youth Scotland, Youthlink, Young Scot and Scottish Youth Parliament.

We work with a range of third sector organisations to support youth work delivery including Arran Youth Foundation, Police Scotland, Beith Trust, PRYDE, Irvine Youth Legacy Hub and many more.



Through consistent engagement and consultation, we identify local need, service provision gaps and needs and wants of young people. Fire and rescue, Police Scotland, Education and KA leisure partnered with us to lead a S3 Leadership programme.

Within the 2024-25 academic year, there is an on-going pilot of Education Scotland's Young Leaders of Learning programme across 8 secondary schools, 10 primaries within a single cluster and an early years establishment.

This programme seeks to strengthen learner participation and support improvement through pupil led improvement activities, which ensures pupil voices are heard and views are respected.

The Executive Youth Council has 12 active members from across North Ayrshire. This overarching youth voice structure represents the views of our young people across schools and communities.

Currently the group are working in partnership with Education staff to design and launch a Pupil Council Toolkit that will give schools tools and resources to support pupil voice structures.

The group have recently held their AGM where the board were elected. The group have recently led our Joint Youth Forum that brings all of our youth voice groups together from each locality to work on common aims and receive training.

---

Executive Youth Council is the overarching youth voice structure representing the views of young people across our schools and communities.

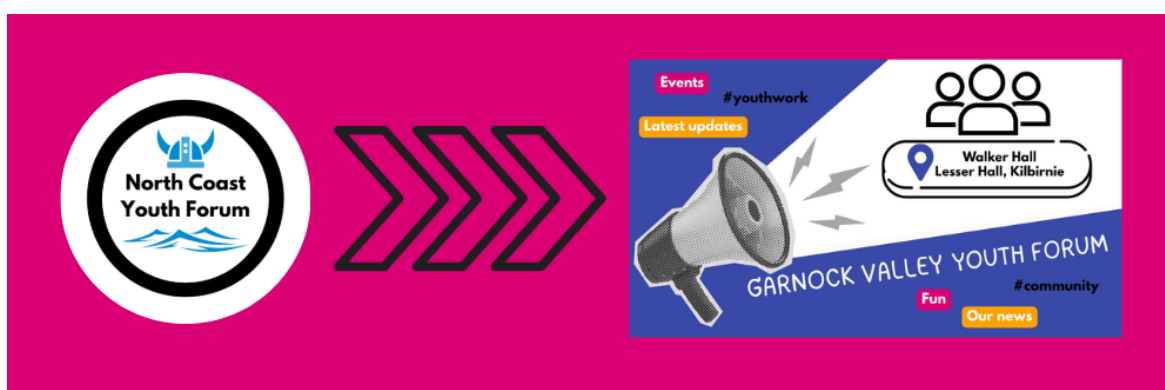
---



The session held in February included an introduction to the Mental Health and Wellbeing pilot of financial literacy and wellbeing, working on the pupil council toolkit and creating poems and literature to support the LGBT work we do locally. Young people also had the opportunity to update us on what UNCRC means to them which will be used to create a comms media plan for the future.

Our MSYPs continue to be the representative voice for young people and have been working to gather views for the Scottish Youth Parliament Manifesto. Furthermore, they are working on their national campaign priorities around access to youth work, mental health and wellbeing and gender-based violence.

Various Youth Forums sit on working groups – Through Our Garnock Valley, MSYPs sit on Irvine Town Board, North Coast Youth Forum are supporting Helter Skelter issue funds through their funding applications.





## Digital Learning

St Matthew's Academy, Saltcoats, has become the first secondary school in Scotland to receive a prestigious accolade for digital education - the Digital Schools Endorsement Award. The Digital Schools Awards (DSA) is a national awards scheme that promotes, recognises and encourages a whole-school approach to the use of digital technology.

By June 2024, a total of 22 schools have achieved their Digital Schools Award with almost all schools registered and on their journey towards completion of the Award.

An established network of Digital Coordinators continued to meet termly to develop digital skills and cascade these within their school contexts. To support the development of our learners' digital skills, 26 courses were delivered with over 560 teaching staff involved.



---

St Matthew's Academy in Saltcoats has become the first secondary school in Scotland to receive a prestigious accolade for digital education.

---

## Sustainability and outdoor learning

We are supporting schools to engage with partner organisations and national programmes that enhance learning for sustainability. Engagement with Keep Scotland Beautiful Climate Action Schools is very positive. During the 2023-24 academic session, 24 primary schools participated in Climate Ready Classrooms.

A further 25 schools hold a current Eco-schools accreditation and 3 schools are participating in the Learning about Forests programme.

Improving teaching and learning outdoors has been supported through the Go Wild professional learning programme that was delivered to two early years settings and nine primary schools during 2023-24 school year.

The Go Wild programme supported early years practitioners and primary teaching staff with a variety of practical activities to support the delivery of literacy and STEM (science, technology, engineering and maths) activities outdoors. Training was delivered jointly by North Ayrshire Countryside Rangers and the STEM Education Support Officer and focussed on:

- activities for speaking and listening
- outdoor areas as a context for creative writing
- den building
- fire lighting
- activities to deepen understanding of biodiversity

## STEM Awareness: British Science Week (7-16 March)

North Ayrshire STEM team also recently raised awareness via social media of biodiversity, renewable energy and conservation during British Science Week (7-16 March).

This year had the theme 'Adapt and Change' and schools across North Ayrshire participated in a range of live lessons, visits from industry professionals and STEM activities delivered by the STEM team and classroom teachers.





Highlights included:

- STEM team visiting 5 primary schools during the week and provided P1 and 2 learners with play experiences to develop understanding of forces and energy changes
- P3 and 4 learners explored energy changes and were able to use equipment purchased with 'Clean Air Day' funding to generate their own carbon free electricity
- P5-7 learners investigated climate change, with a focus on how increased carbon dioxide levels in oceans is causing 'ocean acidification'

British Science Week is an annual event aimed at inspiring the next generation of STEM professionals while challenging existing stereotypes around STEM careers and pathways.

Photo highlights from the schools the STEM team visited are above, including Montgomerie Park, St John's and Loudoun Montgomery Primary Schools.

## West Kilbride Primary Wildflower Meadow

Pupils at West Kilbride Primary School have supported the Ayrshire Nectar Network. The Network is a project that is being spearheaded by the Scottish Wildlife Trust, with backing from partners including North and South Ayrshire councils.

North Ayrshire Council has contributed £100,000 to the Network through the Scottish Government's Nature Restoration Fund (NRF), which helps local authorities fund projects that help tackle the nature emergency we are currently experiencing.



The number of pollinators – including bees is in severe decline and they need human help to survive. The Network is also seeing the creation and connection of nectar and pollen-rich habitats across North and South Ayrshire, with wildflower meadows and trees being planted to establish pollinator “highways”.

Land – from small pockets of grass to large swathes of fields – is being linked up to create a corridor of flowers that bees, butterflies, moths, bats and birds will benefit from. This will ensure that they don't go hungry and, in turn, help provide the food we eat and the flowers we see, while also boosting biodiversity.

At the school, pupils and volunteers have been working hard to create a wildflower meadow within the grounds to provide shelter and food for important pollinators including bees, forming part of the larger pollinator highway.

Excited P3 and P4 children have been planting wildflower seeds and bulbs for their meadow and they should see the results of their efforts in spring. Children are learning about their rights and Article 29 of the Convention highlights that they have the right to an education, which should develop their respect for the environment.



---

Headteacher Gemma Carson said:

“The Wildflower Meadow is part of a larger piece of work in developing our outdoor learning programme, with enhance opportunities for planting and growing being offered to pupils across the school in line with the Royal Horticultural Gardening Awards programme. As part of this process, pupils recently grew and harvested their own vegetable product to cook soup, with P7 buddies helping our P1 pupils to learn how to cut and grate. We have also been ambitious in our outdoor learning provision, with pupils learning fire and den building skills outdoors. P1 pupils also recently enjoyed toasting marshmallows for an outdoor snack.”

---

## Young Carers

North Ayrshire Council signed up to the Young Carers Covenant in 2024. The carer Team are supporting primary and secondary schools across North Ayrshire to sign up and to be part of the Young Carers in Schools challenge. It involves a set of outcomes that young people have highlighted as being key to improving their lives. This shows our commitment to identifying young carers at the earliest opportunity, ensuring they feel safe and secure and have choices in their lives.

Each school has a nominated Young Carers Champion who are supported by Young Carer Locality Officers from the Carers Gateway North Ayrshire (CGNA). An agreed CGNA offer has been communicated to all schools with the provision of 1 to 1 support and drop-in sessions, Young Carer Awareness Training and Young Carers Statement Training.

The Young Carers Education Information Pack was launched in October 2024 to provide staff within education with an overall understanding of the duties and approach in North Ayrshire to identifying, working with and supporting young carers.

A programme of engagement and review on the current Young Carers Statement (YCS) has been progressed with final sign off from Social Work Governance Board in April 2025. CGNA Young Carers Team facilitated face to face sessions with 55 young carers aged 6 – 15 across North Ayrshire schools. 36 families also engaged with an online survey. Feedback was also offered from Children and Families Services. The updated YCS was shaped through a range of consultations, activities, and surveys to ensure the voices and lived experiences of young carers were at the heart of its design. The aim was to create a more



meaningful, accessible, and supportive tool that better reflects the needs and aspirations of young carers. As a result, the updated statement is more user-friendly and person-centred, supporting improved identification, planning, and delivery of appropriate support for each young carer.

Since January 2025, Carers Gateway has also been involved in completing and reporting on Young Carers Statements. In addition to collaborating with educational institutions, they place a strong emphasis on supporting young carers who face challenges with school attendance, have left formal education, or are being home educated.

Young carers reported that the YCS is valuable to them. It ensures at least one staff member is informed about their personal circumstances. Young carers reported that their voices had been heard after completing their statement, they feel listened to and supported. They would appreciate the removal of the future/ emergency planning section, language was in places complex and questions repetitive. Overall, young carers wanted a shorter, more accessible YCS would be appropriate to assist in better caring conversations. All participants were happy for the original separate primary and secondary YCS to be condensed into one document.

At 31/03/2025, 549 young carers were recorded on Seemis (education system) and 492 registered with CGNA, crossover information means there is an estimated 650 identified young carers. In the reporting period 1/4/2024 - 31/03/2025 Education staff offered 406 young carers the opportunity to prepare a YCS. To date 366 were accepted and completed via schools and an additional 5 completed by CGNA.

Young Carers have once again benefitted from the Young Carers Education Fund. The fund can be used for anything that will improve or maintain the young person's physical, emotional mental health and wellbeing or life chances, reduce social isolation, and improve attainment. 115 children and young people have accessed the fund this year. Young Carers work with a key adult to complete a young carers statement and co-design any supports. Funds have been used for driving lessons, days out to have a break from caring. A cinema pass was provided to allow a young person to have time away from caring responsibilities each week and one young person asked for cookbooks and utensils so they could pursue their love of cooking.

---

115 children and young people in North Ayrshire have  
accessed the Young Carers Education Fund this year.

---



## The Promise

We continue to welcome the findings of the Independent Care Review and subsequent publication of The Promise and the call to action that lies within. We continue to remain committed to improving outcomes for children, young people and families in our communities and recognise that, whilst progress has been made in the first five years, there are many areas we will continue to develop and improve over the remaining life span of this 10-year ambitious plan.

Plan 24-30 is Scotland's most current strategic roadmap to fulfil the commitments made in The Promise, by 2030. Launched on June 20, 2024, this plan outlines the necessary actions, responsible parties, and timelines to ensure that all children in Scotland grow up loved, safe, and respected.

The plan is structured around five key foundations:

- Voice: Ensuring children and young people are heard
- Family: Supporting families to stay together
- Care: Providing high-quality care when needed. People: Empowering those who work with children and families.
- Scaffolding: Building the systems and structures to support these changes All the conclusions of the Independent Care Review have been organised and grouped under these foundations in a way that makes sense for the work still required.

Plan 24-30 is dynamic website ([www.plan2430.scot](http://www.plan2430.scot)) rather than a traditional strategy document as Plan 21-24 was. It will be updated to reflect progress and ongoing needs at various points throughout its lifespan. It aims to create a collaborative effort across various sectors, including education, health, housing, justice, and local government.

## Champions Board for Care Experienced Children and Young People

North Ayrshire Champions Board are a group of care experienced young people that take part in groups within their local secondary schools during either lunchtimes or within a school period.

The aim of the groups is to allow young people to speak about their experience within a safe space if they choose to do so and to allow them to work or plan projects that may positively impact them.

They act as the youth voice for care experienced young people within North Ayrshire. Currently we have these groups running in all secondary schools. We hosted our latest Primary 7 youth council with 140 young people from across all localities focussing on cyber resilience, physical exercise and wellbeing, positive mindset and child poverty.

Our Care Experienced week celebration event celebrated the work of the Corporate Parenting Team, North Ayrshire wide Corporate Parents and the achievements of our Care Experienced young people over the past year.



We highlighted our Team's development of the Champions Board and Promise Champions Network, we had a feature on employability support, shout outs to North Ayrshire-wide Corporate Parents, an introduction from our Promise Delivery Partner, and an on-stage discussion with Corporate Parents from MCR Pathways, Active Schools, Educational Psychology, Dance Therapy and the ESOL Hub based in Auchenhavie Academy.

The event was well attended with great engagement from both Corporate Parents and young people. 61 adults and young people attended. Attendees commented on there being a good balance of content between our work, North Ayrshire-wide work and young people's work. There was a mixture of content applicable to a variety of ages.

Young people have taken part in a co-design opportunity with Children's Hearings Scotland, have been planning fundraising events/assembly presentations and creating school-wide charters and will be approving/wording questions for our collaboration with Canmore Children's House around language.



The annual Promise Conference was held in December 2024. 73 Care Experienced young people from across our Secondary Schools joined the conference to learn about The Promise Scotland Plan 24-30, meet local Corporate Parents and connect with each other. Plans are in place for a 2nd Promise Conference to take place later this year for primary aged children.

## Launch of new app for Care Experienced Young People

In February 2025, we launched a brand-new mobile app for care experienced young people. The new app has been developed with the help of pupils from local secondary schools over the past 18 months. Called 'CE4U' (Care Experience for You), the mobile app has been designed specifically for care experienced young people. #

Free to download, its aim is to provide a hub of useful information and helpful advice on everyday topics including housing, travel, mental and physical health, recipes, job opportunities and entitlements.

Developed by young people for young people, the app collaboration was made possible due to fortnightly Champions Board meetings that take place in our secondary schools. These drop-ins provide a safe space for care experienced pupils to get advice, plan peer events and access scaffolding and support to help them succeed.



The new app is a brilliant example of how we are adapting the support we provides to meet the needs of our young people.

It also demonstrates our commitment to #Article20 of the United Nations Convention on the Rights of the Child 'Children and young people in care have right to special protection and help if they can't be looked after by their own family.' As Corporate Parents, we are committed to ensuring that everyone who is care experienced feels safe, nurtured and supported.



## Promise Champion Staff Network

In March 2024 we launched a Promise Champion network - a supportive, collaborative staff network of Corporate Parents led by our Corporate Parenting Engagement and Participation Lead.

The network encourages sharing of best practice and partnership working.

Promise Champions are enthusiastic about their roles and have been instrumental in raising awareness of The Promise and Corporate Parenting with their colleagues and wider communities.



---

## The Promise Champions staff network has 75 Corporate Parents across North Ayrshire involved (as of March 2025) and continues to grow

---

The network also met in smaller sector-focused groups in June 2024, where Promise Champions gained an understanding of using trauma-informed language when speaking or writing about care experienced people. They also looked at how to reduce stigma and discrimination for the care experienced community.

### Brighter Pathways – remodelling outcomes on the edge of care

Our Brighter Pathways transformation activity commenced in April 2024 with the aspiration of taking collective action to improve outcomes for our care experienced children and young people and those young people on the edge of care. The transformational work required has been addressed through the implementation of various focussed workstreams looking at how services can be delivered differently to ensure that children and young people have access to appropriate supports at the right time.

The work undertaken within the workstreams has strategic oversight from the Brighter Pathways Programme Board. Some key changes to practice and service delivery have already been made, for example, enhancements to our Supported Carer scheme, a new digital approach to Foster Care Recruitment, enhanced collaboration and partnership working with our education colleagues, with further proposals being scoped out and/ or finalised with regards to a range of activity including the development of a new Foster Care scheme and the development of a local, bespoke model of supported care specific to young people who are on the brink of transitioning to adulthood.

### Advocacy

Independent, community-based advocacy continues to be provided via Barnardo's Hear 4U service. It provides one to one advocacy to children and young people and priority is given to children and young people who:

- Are involved in the Child Protection process and/or Children's Hearing system
- Are care experienced in Foster Care, Residential Care and/or Kinship Care
- Are on the periphery of Secure Care
- Were previously looked after and accommodated
- Have additional support needs

They continue to support young people to ensure they are aware of their rights. They are committed to ensuring that the voices of children and young people are heard, in a way which builds their confidence, also ensuring that they are listened to and their rights are appropriately represented, when decisions are made.



## Priority 2: Acting early to improve what happens next

### Key Highlights and Progress

#### Additional Support for Learning

Working in partnership with two Ayrshire based parental support groups (ASN Support Ayrshire and ASN Parents and Kids Irvine & 3 Towns), the Education Service has designed and delivered a series of engagement hubs focusing on the key challenges families face when navigating their child's journey through education.

These run monthly and feedback has been 100% positive with a calendar of events being designed for session 2025-26. Updated literature around how needs are supported within early years settings and schools has been refreshed and distributed through this forum.

Our Community Learning and Development Mental Health and Wellbeing work is inclusive of supporting young parents through group work and events.

Our Take Time Families provision brings primary aged young people together with their parents and carers to provide support, training and a safe space to connect and learn vital skills around resilience, wellbeing and building strong family connections.

Support is also given through our Grandparents group that builds connections through an intergenerational group.



The Inclusion Ambassadors programme piloted in almost all secondary schools alongside the Success Looks Different Awards which were publicised to all establishments and support was available for those who wished to apply.

Secondary schools have been linking with the Scottish Government in the codesign of the national measurement framework and dashboard with a specific focus on capturing the successes and achievements of young people who are following different pathways.

## Child Protection

A full multiagency approach was taken to the implementation of new Child Protection National Guidance. Briefings were created by the Child Protection Committee (CPC) around all aspects of changes required to implement the guidance in September 2023. Since then, further pathways have been developed and our Child Protection training for social work staff has been updated to reflect the National Child Protection guidance.

The Signs of Safety practice model has been implemented across our entire Children and Families Service from the point of referral to Service Access. Partner briefings have continued to be provided through the Child Protection Committee training calendar to assist all other agencies to understand the practice model. Leaflets have been developed that are shared with both families and partner agencies on what to expect. Assessments and plans have been redesigned and implemented using a Signs of Safety practice approach.

---

**The Signs of Safety practice model has been  
implemented across our entire Children and Families  
Service from the point of referral to Service Access.**

---

The Signs of Safety model works in collaboration with families to identify strengths and family and wider support networks who can assist to support the children's wellbeing or child protection plan that has been established. All Children and families team paperwork identifies family strengths and "what is working well". Equally core partners, including Education have adapted the child protection concern referral to incorporate what is working well in addition to what we are worried about.

## Children and Families Health Support

There are over 5,000 children aged 0-4 years in North Ayrshire, all of whom are supported by either a Health Visitor or a Family Nurse. In addition to following the nationally agreed Universal Health Visiting Pathway from the antenatal period through to a child commencing school, children under 5 and their families continue to have access to additional support from the wider, integrated early years team.

During 2024-25 (as at 24 March 25), 914 requests for assistance from the various members of the integrated team were made. This included:

- 546 for Health Visiting Support Workers for areas such as communication, sleep, toileting, infant feeding and behaviour
- 103 for the Perinatal Wellbeing Team, supporting new and expectant mums experiencing low level mental health difficulties
- 91 for Early Years Social Workers supporting with domestic violence, parental mental health difficulties amongst others
- 72 for the Family Nurturers who offer support around bonding and attachment, routines, home conditions and community integration
- 40 for the Healthcare Support Worker who provides additional support to the Perinatal Wellbeing Team as well as baby massage
- 38 for support to dads via our partnership with national charity Dads Rock
- 24 for specialist infant feeding support



Our peer support service has been expanded to all breastfeeding mothers. For the first three quarters of 2024-25:

- 81.3% of breastfeeding mothers in North Ayrshire engaged in peer support
- 83% of breastfeeding mothers in Scottish Index of Multiple Deprivation (SIMD) area 1 who are discharged engage with peer support
- 81.9% of breastfeeding mothers in SIMD 2 who are discharged engage with peer support



---

In March 2025, the announcement was made that NHS Ayrshire & Arran and the three Ayrshire Health and Social Care Partnerships have retained the UNICEF Baby Friendly Gold Award Accreditation. The top accolade demonstrates our continued high-quality care for families to support breastfeeding.

---



The Health Visiting service continues to fully implement the national Universal Health Visiting Pathway, with all children under 5 and their families offered a minimum of 11 visits from the ante-natal period through to the child starting school. Developmental assessments are undertaken at 13-15 months; 27-30 months and 4-5 years. Since 2020, the percentage of children with one or more developmental concern at these assessments has increased.

A slight improvement in developmental concerns at the 27-30 month assessment has been observed in the last twelve months but a significant increase in concerns at the 4 year review have also been noted, as well as a slight increase in concerns at the 13-15 month review.

This trend is not unique to North Ayrshire and the Scottish Government has set out actions to attempt to address this nationally within the recently published Enhancing the Delivery of the Health Visiting Service: Scotland's Health Visiting Action Plan 2025-2035 (Scottish Government, 2025). Locally, we have undertaken a review of our Early Years Support Team and have established closer working relationships with early years education colleagues to take forward a programme of work that includes improved information sharing about developmental concerns at an earlier stage; enhanced links between the HV service and early years establishments; a focus on communication needs in children as a priority within our Getting it Right for Every Child (GIRFEC) Steering Group; and shared work around supporting more children to be toilet ready in the early years.

Our Early Years Support Team works alongside the Health Visiting team to provide support to families when developmental concerns are identified or when a family requests additional support in other areas. During 2024/25, 933 children and their families were supported, an increase of 10.3% from 2023/24, in areas such as communication, sleep, toileting, home conditions, parental mental health and routines.

During 2024/25 we expanded our partnership with national charity Dads Rock to bring a second dads' worker to the area. This has allowed us to offer 1-1 and group support to dads in the Irvine and Kilwinning areas, as well as the original Three Towns area. During 2024/25, 53 dads have been supported with 81 children being positively impacted.

## Child healthy weight

Over the last three decades, obesity levels in children have increased, with inequalities observed across our communities. Maintaining a healthy weight throughout childhood is associated with many health benefits both in the short-term and the medium term.

Child healthy weight is monitored throughout the universal Health Visiting pathway but also when a child moves into Primary 1. The most recent data for 2023/24 was released in December 2024. For North Ayrshire:

- 74.8% of P1 children measured were of a healthy weight. This is a reduction of 1.9% on 2022/23 figure; however, it is still the second highest percentage in the last five years.
- 12.4% of P1 children measured were at risk of overweight. This is a 0.3% improvement on the 2022/23 figure and the lowest % since 2008/09.
- 11.9% of P1 children measured were at risk of obesity, a 1.8% increase since 2022/23.

## Early Learning and Childcare

The funded 1140 hours of Early Learning and Childcare is now being delivered with flexibility and choice for parents across localities. Our models offer a blend of full year and term time places with various patterns in establishments delivering 8am-6pm and 9am-3pm.



Allocations have taken place for session 2025-26 and 87% of parents have been offered their 1<sup>st</sup> choice of early years establishment.

The early years team is working in partnership with services to increase the number of funded childminders with particular focus on the islands and the North Coast.

## Dental Health

The Childsmile programme is delivered on an Ayrshire wide basis, receiving referrals from multiple sources including health visitors, school nurses and via dental services. We continue to develop the programme to meet the needs of the population and have recently completed a service evaluation of the service provided by the Dental Health Support Workers, which will feed into our strategic plans for the next 3-5 years to ensure a high quality and meaningful service.

Our National Dental Inspection Programme (NDIP) figures indicated a marginal improvement on the previous inspections, but overall improvements have slowed, and careful consideration of next steps to be taken to improve oral health further. In 2025, we will be commencing a new Oral Health Improvement Action Plan- which is designed to set the strategic direction in oral health improvement for the next 10 years.

## Speech and Language Therapy

All Early Years establishments have a nominated Communication Champion who links closely with the Children and Young People's Speech & Language Therapy (CYP SLT) Team, receiving accredited Hanen Learning Language and Loving It training for enhancing the environment in early years to be communication friendly. The team also offers training sessions on specific speech, language and communication areas which are open to all early years and primary staff.

The CYP SLT team offers both virtual and in person drop-in slots where any parent or carer with a concern about their child's speech, language and communication can request a half hour slot during which they receive advice, resources or completion of a request for assistance if the child is requiring a SLT assessment. Early Years establishments and Primary schools can also request these drop-ins for children in their care.

CYP SLT are part of a recently created North Ayrshire Early Language Network (created May 2024) with a focus on 0-5 years.

The Network has representatives from Education in the Early years, Psychology, Health Visiting, Speech & Language Therapy, Family Nurse Partnership and the third sector.

The focus of the Network is to look at the pathways for infants and children and their families seeking advice or support for speech, language and communication, map what is working well and where the gaps in these pathways are and co-produce solutions. The Network meets on a regular basis.

CYP SLT work closely with the Ayrshire Neurodevelopmental Empowerment and Strategy Team (NEST) to provide in person workshops on "Supporting your autistic child's communication", providing information and an opportunity for families to discuss their concerns about their autistic child's communication. A virtual drop in (over Attend Anywhere) for families of children with social communication differences is run jointly with our partners in Occupational Therapy.

Speech and Language Therapy assistants link closely with our partners in libraries delivering Bookbug sessions and attending Breastfeeding network sessions to share key messages for developing all children's speech, language and communication.

Two Speech and Language Therapists work as part of a multi-disciplinary team who offer assessment and diagnosis of neurodevelopmental conditions, mainly Autism for children aged 3-6. This is a pan Ayrshire service.

The CYP SLT Team is working to reduce the Wait Times for SLT assessment and subsequent specialist support through the initiatives already highlighted. An increase in staffing and a more balanced skill mix has supported service improvement plans. As a result the waiting times have steadily reduced. Between February 2024 and February 2025, the Children and Young People waiting times reduced by 64% from 138 weeks to 50 weeks.

## ESOL (English for Speakers of other Languages) and Asylum Seekers and Refugee support

The New Scots ESOL Hub finished its first academic term in June 2024. The 'test of change' for providing education to Unaccompanied Asylum Seeking Children and Trafficked Young People which ran from late February to June 2024 proved highly successful.






---

Six of our dedicated young people from the New Scots ESOL Hub were supported to apply for full time ESOL courses and were successful.

---

Six of our young people were supported to apply for full time ESOL college courses and were successful. A number of these young people were placed in higher level courses than they had initially applied for.

The New Scots ESOL Hub is more than just English lessons, it provides the opportunity for our young people to be part of a community. They also receive ongoing support with any issues and with their wellbeing. Two sessions of sport are provided per week. Recently, there has been a focus on football and basketball.

The students have learned vocabulary relating to football, practised various drills and worked on their team skills. They have developed their ability to communicate during play, and how to pass, shoot and defend correctly. They are also learning how to play basketball. This has proven to be more challenging to play than football but we are all gradually learning the rules and skills required and having fun while doing so.

Whilst supporting our Syrian Families, we identified a need to raise awareness around Oral Health and how to engage with Dental Services. Also to encourage more play within the family home in early child years.



We worked in partnership with the Childsmile Team, Dietetic Health and Improvement Team also a support worker of the health visiting team to promote Health and Wellbeing. We targeted some families and were hosted at the Syrian Hub by service users who regularly meet there every two weeks. One of our service users took part in the planning of the event and volunteered on the day.

The Childsmile Team brought information in Arabic and interactive quizzes for the parents and children. Dental packs were provided for the families to take home to promote good oral hygiene. The team were also able to promote fluoride varnishing programme to the parents through our Bilingual Support as the uptake was very low due to the letters from the school being in English.

The day was well attended, and all the families enjoyed learning about the Childsmile service, playing the sugar game with the Dietetic team, and exploring activities they could play with the children within the home that don't cost anything but support health and wellbeing.

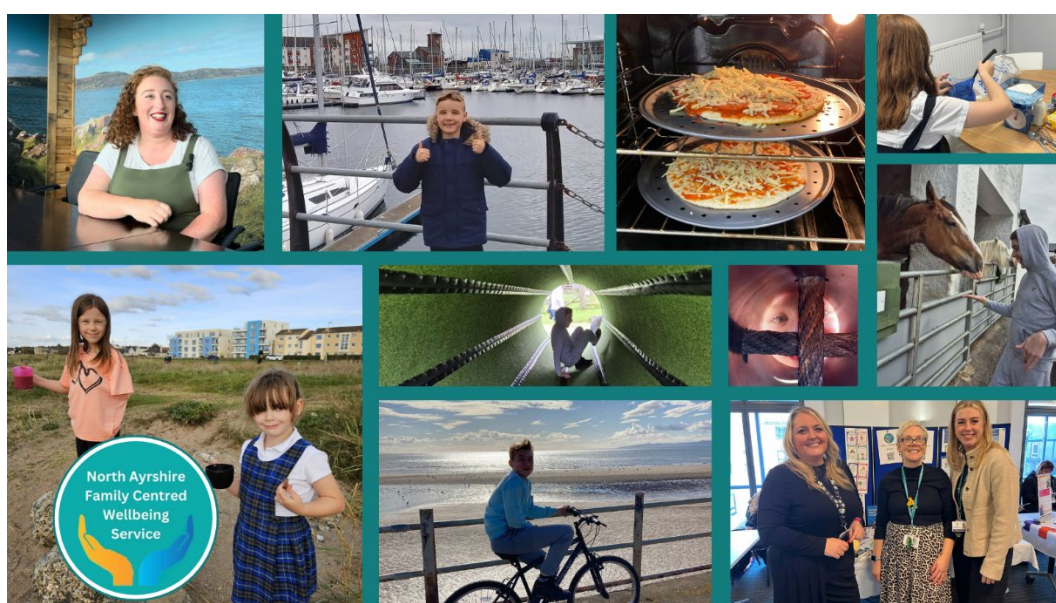




## Family Centred Wellbeing - Improving Mental & Physical Health and Wellbeing

The Family Centred Wellbeing Service (FCWS) are a team of 14 wellbeing workers who support families with children between the ages of 5-18. We currently support over 170 families, with sessions provided within the family's homes, within our offices, community buildings and schools.

We seek to build on existing parenting capacity and provide practical support, advice, and guidance that will enhance family wellbeing and relationships. The team use the facilities in Meadowcroft to bake and cook with our families, giving them an opportunity to connect, bond and learn life skills that can have a positive impact on their wellbeing and finances. We use the garden to develop play-based skills and to encourage positive mental health and wellbeing.



Over the summer, the team devised and facilitated a summer programme that ran twice a week for the full summer. They utilised accessible community resources in every area and did free activities with families to help build their confidence and show parents and carers how to access outdoor activities that will have a positive impact on their physical and emotional health. It also encouraged families to access local community resources and build further contacts within the community, reducing the impact of social isolation.

Working in partnership with KA Leisure and their young leaders, our children and families were supported to learn sports skills. We took kites to the local beach and learned how to fly them, we did chalk art with the families on the rocks, we paddled in the water and most of all, we spent time with each other.

The team have a good social media presence (800 followers across both platforms) and they utilise that to share and promote upcoming events, local groups and activities and to promote social inclusion and wellbeing. The team have established a group that meets weekly with the Three Towns Growers, which has allowed our families to learn how to grow and sustain food. Some of this produce also goes to the local Foodbanks and it has been a great way to build a sense of community spirit and capacity.



North Ayrshire  
Family Centred  
Wellbeing  
Service

## FCWS 2024 Summer Programme



Firelighting at Ardeer Beach - 9th July

9 children attended

Sports Day at The Circuit - 11th July

16 children attended

Scavenger Hunt/Litter Picking at Fairlie Beach - 16th July

17 children attended

STEM Trail at Eglinton Park - 18th July

12 children attended

Sausage Sizzle at Dalry Park - 23rd July

16 children attended

Come Lunch with Us at Meadowcroft - 25th July

18 children attended

Treasure Hunt at Kilwinning McGavin Park - 30th July

24 children attended

Firelighting at Irvine Beach - 1st August

13 children attended

Football Day at Kilwinning Sports Club - 6th August

8 children attended

Colour Hunt at Eglinton Park - 8th August

Rock Pooling at Saltcoats Beach - 13th August



133 children  
have attended  
over 9 activities  
with their  
parents/carers

### Feedback from parents/carers:

"I have enjoyed meeting parents with the same struggles and getting help and advice from them"



"Lots of great activities for the kids. Great for the kids to be involved"

"Plenty of choice, something for everyone"



"I can let kids play without feeling judged, we have made a friend and have a play date planned"

## Priority 3: Making things fairer

### Key Highlights and Progress

#### Educational Attainment

A new data visualisation tool has been launched with all schools to support the tracking and analysis of progress in learning across the Broad General Education stages. This will support more effective targeting of interventions and raising attainment strategies. Trackers have also been developed for Early Years establishments to track progress across Literacy, Numeracy and Health and Wellbeing which align more closely with Curriculum for Excellence (CfE).

A Data Service Improvement Group has been created in session 2024-25 which consists of senior leaders across Primary and Secondary schools focussing on the use of data to collaboratively support improvements for raising attainment and closing the poverty-related attainment gap. Data clinics have also taken place to offer support in this area. Early Years and Primary senior leaders have worked collaboratively to create consistency of approach and resource in the tracking of Literacy and Numeracy.

The annual leavers attainment and positive destinations statistics were published nationally at the end of February 2025. This follows the annual publication of Curriculum for Excellence attainment data in December 2024. There is a varied picture across a range of measures, with some clear strengths and areas for further improvement.

The latest published achievement figures are for 2023-24. Combined Numeracy achievement for P1, P4 & P7 is 76%, in line with attainment in the previous year. Similarly, combined Literacy achievement for P1, P4 & P7 is 69%, again in line with attainment in the previous year.

Performance of all school leavers in attaining Literacy at Level 4 and Level 5 displays a positive 5-year picture. In 2023-24, our school leavers have outperformed all other comparators at level 5, with 93% achieving literacy at level 4 or better and 81% achieving literacy at level 5 or better. The performance of our school leavers in attaining Numeracy at Level 4 and Level 5 also displays a positive 5-year trend. For Level 4, 90% of leavers achieved this and 71% of all leavers achieved Level 5.

The performance of all school leavers with 1 qualification at Level 5 and 1 qualification at Level 6 continues to improve. In session 2023-24, 87% of all school leavers achieved at least one qualification at Level 5 which is broadly in line with the previous year. 68% of school leavers achieved at least one qualification at Level 6 which is almost 2 percentage points higher than in session 2022-23.

In terms of school leaver destinations, an initial positive destination means that a school leaver has gone on to further or higher education, training, skills development or employment immediately after leaving school. At 96%, the proportion of our leavers moving into an initial positive destination is in line with 2022-23.

To maximise the percentage of school leavers entering and sustaining positive destinations, schools continue to work in strong partnership with Skills Development Scotland and Developing the Young Workforce (DYW) Ayrshire.



The links between Developing the Young Workforce (DYW) Ayrshire and our schools continue to be further strengthened and supported by a range of vocational courses and work placements delivered across all secondary schools. In total, 486 young people participated in work placements which allowed them to develop a range of key employability skills such as teamworking, communication and interpersonal skills.

Our schools also held a range of DYW activities to support learners and their next steps such as: careers events; employability workshops; mock interviews and how to write CV/ application forms; site visits; Further and Higher Education engagement and women into STEM events.

Our schools continue to benefit from close partnership working with local businesses to support the development of skills for learning, life and work. In session 2023-24, planning began between NAC and Ayrshire College for piloting the Performing Engineering Operations course. This qualification is a requirement for entering further study of engineering disciplines and will support learners who progress to Further or Higher Education. Connected to this, links have now been formed with a subsea cabling company operating in North Ayrshire which will further support learner pathways as well as graduate apprenticeship and wider employment opportunities in our local authority.

## Our Learning Estate

We have an excellent record of continuous improvement across our Learning Estate, and Academic Year 2023-24 saw a number of major projects progressed which strengthen that commitment:

- Completion of new build Montgomerie Park Primary School, Irvine
- Completion of major refurbishment of Marress House, Early Years Centre, Irvine
- Final stages of the new build replacement of Moorpark Primary School, Kilbirnie
- Site works underway for a new Ardrossan Community Campus, which will replace Ardrossan Academy and Winton Primary School
- Kitchen and servery works in preparation for the roll out of Universal Free School Meals in Garnock Community Campus, Hayocks Primary School, Corsehill Primary School and Whitehirst Park Primary School
- Significant replacement programme of ICT devices (laptops/PCs/ipads/Smartboards)
- Completion of the internal upgrade works at Kilwinning Academy

## Professional Learning

A full professional learning programme is in operation, including programmes for teachers, early years practitioners and pupil support assistants. The Professional Learning Academy (PLA) has a well-regarded in-residence delivery model to ensure training can be adopted, practised and embedded in individual establishments.

The Professional Learning Academy work in partnership with the Educational Psychology Service to deliver a breadth of professional learning opportunities including supporting neurodivergent learners and promoting positive relationships and behaviour which are two of our key priorities within education.

Excellence and Equity Leads (EELs) in early years establishments (allocated to those with higher levels of deprivation) continue to focus on raising attainment and closing the poverty-related attainment gap. More focused training with these Leads has provided ongoing





consistency of delivery and data collection. Work with the EELs and Education Scotland is providing support and frameworks to ensure Early Years establishments can measure the attainment in relation to the poverty related attainment gap.

## MCR Pathways Programme



In the 8 mainland Secondary schools, the MCR Pathways Young Talent programme continues to be delivered to care-experienced learners and those at risk of being placed into care. (North Ayrshire's MCR Pathways team pictured at Annual Promise Conference 2024).

During the 2023-24 academic session, the MCR Pathways Young Talent programme supported our young people in, or on the edges of care within 6 secondary schools with a total of 424 young people engaged. This is a significant increase from 229 young people engaged in session 2022-23. There has been collaboration with the Corporate Parenting Team to help support schools with engagement with "Keeping the Promise" award of which 2 Secondary Schools are currently involved.

S1 and S2 learners involved in the programme participated in group work which focussed on building self-esteem and confidence, strengths and interests, teamwork, problem solving and employability skills. MCR Pathways Co-ordinators, who are members of the schools' extended pastoral support teams, provide an enhanced and integrated level of support, liaising with partners and preparing young people for engagement with a Mentor. Using their wealth of experiences and life skills, mentors share the same desire to support a young person in their local community and give something back.

## Early Learning and Childcare

Our early years staff are working with our funded providers who contribute to the early childhood development and education of our young people. We have provided training and engagement sessions to ensure the delivery of high-quality experiences for all.

There is ongoing work with other sectors and the Scottish Childminding Association (SCMA) to encourage North Ayrshire residents to become childminders. This is aimed at a targeted group and support will be provided to encourage people to venture into this career pathway providing more choice for families with regards to their funded childcare options.

## Whole Family Approaches

Through the Whole Family Wellbeing Funding, grants have been awarded to eight third sector organisations during this financial year with the aim of testing or expanding early intervention projects which support a whole family approach.

Some of these projects include support to kinship families, the use of art therapy in early years, transition support to young people with additional support needs and intensive therapeutic counselling support to children who have been sexually abused or experienced other significant trauma.

## Young Parents Group

A Young Parents Group has been established and designed by our Mental Health and Wellbeing Project Delivery Officer. The group splits into activities suitable for the learning and development of babies attending and also parents interacting in sessions.

Using the first hour to focus on the baby/ child development through activities which is led by the lifelong learning team and using the second hour for the development of the parents.

The group is well established and sessions have been created to encourage learning for both parents and their babies, within a range of different topics including Messy Play, What is mental health and how can this be linked between you and your baby, Multiply input, Book Bug, Worry and Fears session for parents (creating a social network), Resilience of a parent, Baby Sensory, Crafting, Relax, Kids Baking, Baby Massage- attachment process and postnatal depression.

The group is designed to be fun and exciting for both parents and their little ones. They provide a great opportunity to try new activities and meet new people, creating lasting memories.

The programme encourages parents to interact with each other and share a variety of good and bad experiences. It creates opportunities to get advice, meet new friends and catch up with peers at each session.

---

A young mum shared: “The Young Parents Group is a lifeline to me as I don’t get to see anyone anymore since the baby came along. I look forward to it every week, the support from everyone is amazing. I’m sad it will only be lasting ten weeks. We need more of this in our communities!”

---



---

“The group always has something on for the kids but also an activity for the parents too. I really hope it can be extended as I have made friends for life and our mental health is just as important as our babies. The impact it has had on myself and the other parents is more than words can say.”

---

As a result of the programme, the young parent's attending have increased confidence, created a support network within the group and enjoy each session. 15 young parents have joined the group and this increases each week. Attending these sessions allows the children to interact with other babies and their parents, promoting socialisation and interaction. This can help to develop parents and babies' social skills and build confidence in this new chapter of their lives.



## Financial Inclusion

A North Ayrshire Financial Inclusion Partnership was established in May 2023 with membership including financial inclusion service providers and key stakeholders.

The Partnership developed and delivered a Community Consultation at the end of 2023, the findings of which will be incorporated into an update of the Financial Inclusion Strategy to be produced late spring 2025, for 2025-30.

The consultation found that advice/financial inclusion services are highly rated by those who had used them, but in response to a question relating to barriers to accessing advice services, there are a number of areas to be addressed in the promotion and development of services:

- The range of platforms available for access services for people who don't like using the phone/internet
- That advice services are available for people in all housing tenures including owner-occupiers
- Stigma/self-stigmatising
- Fear of the situation getting worse
- Services available to island communities
- Improved engagement with gypsy/traveller communities

A Communications sub-group of the Partnership has now been established to address the above.

Another key finding, which reflects wider national research, is that where both debt and welfare rights advice is required, accessing both through one referral/service is preferred. In response, it has now been agreed that to supplement the debt advice service available to council tenants from the HSCP Financial Inclusions service, an additional welfare rights and debt adviser will be recruited for non-council tenants, to provide a service for those who seek welfare rights advice from Money Matters but also require help with debts. This will then eliminate the need to refer on to another service for this support.

## Welfare Rights Officers in Schools Project 2024 -25

Following a successful recruitment process we were pleased to expand our Welfare Rights Officers in Schools team to 3. From August 2024 they have been available to all families with children in educational establishments including Early Years. The team received extensive training during August and September and started to engage with families from October.

The team have received a total of 259 referrals this financial year, an increase of 144%, with combined financial gains of £818,636.32, this is an increase of 46% from last financial year. This takes the total financial gains since the inception of the service to over £1.8 million.

They are seeing an increasing number of referrals coming in for families with Primary School age children and are working hard to engage with more families through our Early Years establishments.

Their marketing campaign has been successful with 51% of referrals coming directly from families.

Family members who have engaged with the service have commented that it's not just about the financial gains they have seen a positive impact on family wellbeing due to reduced stress, worry and anxiety over benefit issues and money.




---

An example of the difference that can be made to a family can be seen by the support provided to a local secondary school parent. Following a benefit check, the Welfare Rights Officer was able to maximise the family income. Benefits were identified, support with claims, redeterminations and mandatory revisions against both DWP and Social Security Scotland were undertaken and the family is now better off by £271.18 a week and has received arrears of benefits totalling £14,122.23

---



## Leadership Opportunities

Our leadership opportunities allow young people to become peer mentors and role models through our youth voice provision (youth forums, junior youth forums, Scottish Youth Parliament and executive youth council). These young people co design service delivery and support the work being delivered.

Our Modern Apprenticeship programme takes young people through and SCQF Level 7 in youth work, participants design, produce and deliver work with young people across North Ayrshire around all areas of CLD and youth work.

This year has seen Active Schools employ our first Modern Apprentice, who will start their journey of SCQF Level 6 in Sports Coaching. The funding for this post has come from ENABLE and sportscotland. As part of the criteria from the funders the candidate had to have a disability. They are working across our team but their role has a particular focus on ASN provision.



Photo caption: Smiles all round at Youth Services Modern Apprenticeship celebration. Since coming on board in August 2023, the team have been a vital part of the council's Community Learning and Development team, delivering over 2,000 youth groups and activities across North Ayrshire's six localities. They leave the programme with a SCQF Level 7 in youthwork.

## Elderbanks Primary School Fruit Growing

Colleagues at an Irvine school are growing grapes and tangerines with help from pupils – and a talented parent. Children and staff at Elderbanks Primary, Irvine, have teamed up with dad Yousif Al Ahmed to create a garden inside a polytunnel. The growing area was created a few years ago through the Pupil Equity Fund and it has gone from strength to strength.



The polytunnel gardens was developed by Yousif with support from the children, and they have been growing produce and then using it within the school to cook. Pupils have learned how to grow their own produce and have seen the whole process – from seed to plate.

Pupils Cody Lee (10) and Charlie (11) are among children who enjoy rolling their sleeves up and growing produce in the polytunnel. Cody Lee said: *“We love growing pumpkins, apples and oranges in the garden”* while Charlie said his nan’s love of gardening inspired him.

---

Talented gardener Yousif from Syria, said: “It is good for all children to learn about how fruit and vegetables are grown, and is especially good for children with sensory needs – like my own son who has autism and is an Elderbanks pupil

---



## Priority 4 Promoting good mental health and wellbeing

### Key Highlights and Progress

#### Counselling support and community wellbeing supports

The School Counselling Service continues to support children aged 10-18. This financial year we have supported 477 children and young people and have offered 152 hours of counselling per week. 99.4% of children and young people reported an improvement in their wellbeing following counselling.

Children and Young People presented with a range of concerns most notably, depression/low mood, anxiety and self-worth.

Younger Primary children have also been able to access counselling through Crisis Counselling with 38 children under 10 years accessing support.

Through the Children and Young People's Community Mental Health and Wellbeing Supports and Services Framework grant funding we have supported 6527 children and young people and 1212 family members through a range of programmes. 6283 children and young people have engaged with positive mental health and wellbeing services highlighting the focus on early intervention and prevention. 94% have reported an improved outcome. We have engaged with Third Sector partners through a collaboration with the adult community mental health fund processes.

Examples of projects include the Empower project run by KA Leisure. They have engaged with 126 young people through both group work and 1-1 support. The focus is to use physical activity to promote and maintain positive mental wellbeing. They have made links with Tourette's Scotland and supported this group who are higher risk on poorer mental wellbeing.

Through engaging with some of our Secondary establishments they have also supported those young people struggling with lower attendance.

One teacher has described the impact below.

"This project has been massive for the young people I have referred. One of the pupils I referred had very poor attendance, he only started attending regularly on a Thursday to attend the gym, this allowed him to create a routine with a soft start and develop a better relationship towards school. Since returning from the school holidays, he has only missed one day and is now on a full timetable! He is continuing with gym too and enjoying it very much!

The other pupil we referred was on a reduced timetable and had to be picked up from his house and taken to school, he would not leave the house independently. Since completing the Elevate programme he now leaves home independently to attend 3-4 times per week, this is huge for him and been a massive confidence boost. He is still on a reduced timetable but attends all scheduled classes which is more than before.

We feel like this project offers an olive branch to school and helps pupils build a better relationship with school in a healthy manner and at a steady pace. We would definitely recommend this project."

Additional projects include Dance Therapy with 27 Care Experienced children and young people benefitting from this intervention. The group leader describes the positive impact on wellbeing.

“Dance therapy has been an amazing way to watch all of these children develop socially, emotionally, cognitively, and physically over the weeks, months and some years who have been attending.

Our collaboration with small grass roots Third Sector Partners has continued to provide supports and services which promote positive mental health and wellbeing to children young people and families across the authority. Examples include the Lorretta Doyle Judo Foundation who have worked with Syrian, Afghani and Ukrainian families with 120 children and young people participating this year. *most of the delivery has been, this year, for Syrian, Ukrainian and* New classes were developed for families where there are additional support needs identified including Autism, ADHD, Visual & Hearing Impairment. Elderbank Primary School 36 children, 16 were children with Hearing Impairment and were subsequently supported with “Guide Dogs for the Blind” another 8 Visually Impaired children joined a new series of programmes.

Our Area Inclusion Workers (AIW) continue to support children, young people and families with their wellbeing through a range of 1-1 and group approaches. Interventions include Let's Introduce Anxiety Management (LIAM), KitBags and Building on Positive Relationships Family groups. Families and children report positive impacts on their mental health and wellbeing with one AIW reporting

“Due to home visits, check ins and LIAM I was able to build a positive relationship with a family and pupil who hadn't attended school in a year due to severe anxiety. With help and support from myself I was able to arrange an adjusted time table and supported the pupil in class that his attendance did improve slowly and hopefully will get better with time.”

## Your Resilience – The Hive – Ayrshire College

Your Resilience supports young people's mental health resilience. The education programme is focused on building resilience through life's transitions for 14 to 20 year-olds, equipping them with the tools and resources to manage their mental health now and in the future.

The HIVE (Hope, Inspiration, Vision in Education) is a facility within Ayrshire college that many of the students arrive with no qualifications, and often no clear idea of what they want to do next.

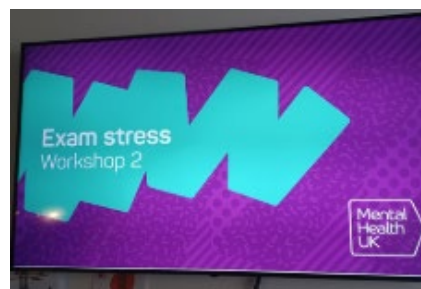


The HIVE aims to help you to achieve next steps and using the Your Resilience programme, we dedicated time to help these young people in their journey towards positive destinations. Strong relationships have been established between the Youth Work Team and Ayrshire College to support the young people that attend in helping them with their mental health and emotional awareness to move onto future courses or employment.

The programme was run weekly in Ayrshire College with current HIVE pupils (Intro to careers and bridge to careers). Sessions are 1–2-hours covering Resilience, Exam Pressure, Friendships/Decision Making, Social Pressures, Managing Studies and Juggling Time.

Along with open conversation work through the appropriate workbook for groups age ensuring the group understand the tasks and the tool kits provided to help them manage their own life scenarios and support their Mental Health and Wellbeing.

At the end of the completed sessions and workbooks the young people have an opportunity to give feedback, they will then receive their certificate.



## Your Resilience – The Hive – Ayrshire College

Caroline McCulloch - Employability & Engagement Officer working at The Hive shared: “Working with young people who have previously disengaged from education within the HIVE at Kilwinning Campus, Ayrshire College, our course's aim is to prepare students to enhance their Employability skills, Confidence, Teamwork, Communication, self-esteem, and motivation which will support them into employment or mainstream courses.

“Many of our students are Care experienced, have ASN, ADHD, Behavioural issues, Autism, Anxiety, Depression, Trauma and Mental Health issues. Vicki has been delivering Resilience sessions to over 50 of our students.

“The sessions have been invaluable for our students, through completing the workbook it has provided the students with an opportunity to take part in open discussions with relatable topics.



"Youth Worker Vicki and her staff have been amazing and were able to create a safe environment, build positive, trusting relationships with our young people, equip them with the tools and knowledge to reach out with any concerns and have better resilience which has had a positive effect on their mental wellbeing. I am hoping this partnership can continue, which will enable us to reach out to a lot more young people who will benefit from these sessions."



---

I liked this course because I learned more about mental health. My favourite part was the friendship session because it made me think about who I spend my time with." HIVE student age 18

---

### Building on positive relationships and whole school nurture

Whole school nurture was delivered across the whole education service at the close of last session to ensure all staff in our provisions have the necessary skills and experience to offer a nurturing environment for all children and young people. In order to build on this work and respond to the Scottish Governments Action Plan on Improving relationships and behaviour in schools a collaborative event took place to set the wider context and gather practitioners views. Following this we have established 3 working groups to update our LA policy on relationships and behaviour; develop a professional learning guide and update our professional learning offer in this area as well as establishing a clear process for developing planning and risk assessments. Extensive stakeholder consultation has also taken place with feedback indicating the need for greater consistency around expectations and consequences and practical support. Professional learning in this area and is being shared with establishments.



In parallel to embedding a whole school nurturing approach, we have continued to develop our building on positive relationships approach (which is based on the principles of non-violent resistance). As well as the principles in this approach forming part of our overall offer to educational establishments, we have expanded our offer to parents and carers with 18 groups taking place this session including one specifically to target attendance issues. We have also run facilitators sessions for BPR so that we can build capacity for staff to deliver the parent groups with these being positively evaluated by all that attended. Analysis of surveys completed before and after the Building on Positive Relationships parent groups has demonstrated a significant impact on the understanding and knowledge of our parents in terms of applying this approach to strengthen positive outcomes for their children.

Feedback from parents included:

- “The way we were made to feel included and listened to. We weren't alone In our struggles and felt a part of something that would help. The difference in thinking before we react to challenging behaviour has changed to involve different ways of coping and positive strategies of dealing with it as a family.”
- “Realising others are going through similar things. That situations can be worse. That things can improve. Techniques to help and support each other.”

## Attendance

We have continued to focus on school attendance as a priority in education with small improvements being seen in both our overall attendance figures and a reduction in our persistent absence figures. Work has included an update of policy and guidance on Seemis codes; key messaging being made available to promote positive attendance across the authority and the development of supports for early intervention and targeted support for those experiencing difficulties with attendance including those experiencing emotionally based school non-attendance.

## Other health and wellbeing supports

Over this year other health and wellbeing work had focussed on supporting schools by delivering our Bounceback mental health and wellbeing programme. The Take Times Families Group work with 15 parents/ carers and children looking at anxiety, emotions, and resilience in fun understandable ways. Both Joint Youth Forum and Primary 7 youth council featured mental health and wellbeing workshops for young people to look at resilience, wellbeing and positive mindset.





Our Cyber Explorers programme supports young people gaining a cyber resilience qualification and supports wellbeing and online safety with 755 registered on the system, 129 young people achieving SCQF Level 4 and 57 young people achieving SCQF Level 5.

There are 1024 active DofE participants where mental and physical health and wellbeing questions are regularly answered by participants on their DofE app showing improving their mental/ physical health whilst taking part in the Award.



Our Community Learning and Development Team supports and leads on initiatives such as Our Scottish Sports Future, Community Schools for non-attenders, New Scots Girls football, adventure group and volleyball. Park Lives – Dalry Community Sports Club Taboo Topics Group – which focusses on wellbeing podcasts and North Coast Media Studio with. Our games group supports young people with additional support needs with wellbeing and resilience through gaming.

All Active Schools activity supports positive mental health for all participating children and young people. Our extra-curricular provision, events and leadership programmes across the year all help to reduce stress, boost mood and enhance self-esteem. In addition, our staff have developed a guide for schools to raise awareness on how the work of Active Schools contributes to positive mental health. Furthermore, the coaches and volunteers have been part of a robust training programme around mental health and how to support young people during their weekly sessions.

### School Nursing Service

Mental and emotional wellbeing is one of the ten priority pathways in the school nursing service. During 2024-25 we have undertaken work within the school nursing service to clearly define what support is able to be offered in relation to mental health and wellbeing and agreed across Ayrshire that the following areas can be supported: low level anxiety, low mood, bereavement support, self-harm and low self-esteem. Staff have received additional training in relation to bereavement support whilst continuing to deliver Let's Introduce Anxiety Management (LIAM) where capacity allows.

## North Ayrshire's Children and Young People's Neurodevelopmental Implementation Group

All North Ayrshire family supports for children with neurodevelopmental differences (NDD) have been mapped and uploaded onto the NEST (Neurodevelopmental Empowerment & Strategy Team) website.

A third phase of engagement work was undertaken with parents/carers around their experiences of NDD support and services, following on from the focus groups undertaken in 2023-24. A summary report of the findings has been developed and will be shared with those who attended. The focus groups have been a helpful reference point to sense-check progress to date, to get feedback and to consider and respond to this.

Following the 2023-24 training needs analysis of the children's services workforce, an agreement to create a NDD Learning and Development Adviser post (fixed term) was made. This post will support building capacity and capability of all agencies working with children and young people in relation to NDD. Due to delays in processes, this post will be recruited in the next financial year and will be funded through the Whole Family Wellbeing Fund.

A test of change involving the creation of a multi-agency panel (MAP) to review all children and young people who had been referred to CAMHS since August 2023 but who no longer met the CAMHS criteria. In addition, pan-Ayrshire discussions regarding what a potential ND service would look like have been ongoing, with a draft business case being completed currently.

## North Ayrshire Wellbeing Alliance

KA Leisure continues to work with partners to establish the strategic priorities of the North Ayrshire Wellbeing Alliance. The aim is to bring key partners together and coordinate efforts to support individual, family, and community health and wellbeing.

One of our current priorities is the co-design and delivery of a pilot project in Kilwinning. A diverse mix of partners from across North Ayrshire came together at the recent workshop to help shape the early development of the Kilwinning Pilot.

This included representatives from health, employability, education, community organisations, and local services- all with a shared commitment to improving access to employment, training, volunteering, and wellbeing opportunities within the community. The workshop provided a valuable opportunity to align around a shared ambition: strengthening community wellbeing through more connected and accessible support. There was strong consensus that beginning with a series of informal, community-based events would be the right approach which would help to build relationships, foster trust, and create a welcoming introduction to the wider offer.



## Priority 5 Inspiring children and young people to be active

### Key Highlights and Progress

#### Active Schools

We have continued to support more young people to be active both within a school and community settings. We have worked in partnership to make sure there are school to community links in all six localities. Across this year we have also worked together to fill any gaps in provision to ensure all localities have an equitable number of opportunities for all young people to take part in. Our pathways between school to club/ community sport has been strengthened to allow a better transition for our young people.

Active Schools have continued to focus on those who most need our support to access sporting opportunities. The Active Schools and Communities Partnership Officers have played a crucial role in this and have removed any barriers to participation for those that are care-experienced, living in poverty, non-attenders or other targeted reasons.



We are working to remove barriers for the young people and families with care experience to take part in Sport and Physical Activity using a Whole Systems Approach to lead a healthier Lifestyle. This last year has seen the delivery of 31 different experiential opportunities to 273 young people. The opportunities are wide and varied and range from water sports, climbing, sailing to residential and fun days. On completion of their experiential activity the young people are then supported into more frequent activity within their own school and/ or community of which 59% currently have taken this opportunity on.

Active Schools key focus has remained on getting 'More Kids, More Active, More Often'. Extra-curricular provision has been delivered across ALL primary, secondary and ASN establishments. Over 9,200 young people have attended a variety of sport and physical activity sessions across this year, which is over 52% of the whole young people population. There were 10,420 sessions delivered across the year with 217,225 visits in total taking place (if 10 young people attended 10 times it is counted as 100 visits). We had 663 deliverers of which 98% of them are volunteers, the highest recorded in Scotland.

Our Active Schools Calendar of events this year has seen over 5,300 young people take part in a variety of sports across 63 events. The events calendars run in clusters, localities as well as North Ayrshire wide. In addition to these events, we have supported our ASN pupils



to attend the Ayrshire Sports Ability and Scottish Disability calendar of events to make sure ALL young people have the opportunity to perform and compete at the appropriate level.

## St Matthews Academy Residential Trip

We also partnered with the team at Sport Scotland's National Sports Training Centre in Inverclyde to provide a residential trip for young people. Supporting twelve S1 pupils from St Matthews Academy, the overnight residential trip took place in early November 2024. Staying for two days, the experience offered an opportunity for the pupils to meet new friends, discover ways to lead healthier lives and consider coping strategies to improve their mental health.

It was also a chance to find out what sports they enjoy via the sports centre's nationally renowned facilities and professional coaches. The trip was organised by the Active Schools community partnership team, a dedicated service working closely with schools and communities to develop sporting opportunities in school and beyond. A highlight of the recent residential was exclusive use of the impressive gymnastics facility.



The pupils also had the chance to try out archery, boccia (a kind of lawn bowls for the ASN community), pickleball, the climbing wall and many more activities. Our young people thoroughly enjoyed the opportunities this experience presented. However, the true success of this work with Active Schools is the increased sense of belonging, self-confidence and self-esteem evident in the pupils who participated.

Strong friendship groups have been established and the S1 pupils involved feel more settled and secure in the school as a result. It is hoped that the St Matthews pupils from the latest residential will now participate in sports within their own school and community too.

## Leadership Pathway

Active School have a sector leading leadership pathway from P6-S6 and beyond. The P6 Move and Improve programme has seen 1003 young people trained as leaders. Their role is to deliver quality sports and physical activity lunchtime session to their peers. We have also had 36 teaching staff members trained through this programme to support the delivery. Our S1-S6 Young Ambassador programme has 148 representatives. Their role is to promote sport and encourage others to be more Active. Our S5-S6 North Ayrshire Sports Academy

programme has 168 young people engaged. Each participant will have gained a minimum of 8 and a maximum of 12 qualifications. These range from their Saltire Awards, National Governing Body Qualifications all the way through to and SQA in Higher Leadership. This programme has seen the young people volunteer over 5500 hours within their local schools and communities.



## KA Leisure

KA Leisure offers a diverse range of programmes that include sport and general physical activity. We collaborate with communities and partners to provide term-time activities and holiday programmes. Our term time programme is spread across all localities with over 100 classes per week.

KA Leisure continues to deliver innovative marketing campaigns to encourage participation across the general public. We also collaborate with partners to provide targeted approaches to encourage harder to reach young people to participate in our programmes.

KA Leisure promotes the INSPIRE programme by offering a comprehensive membership that provides children and young people with access to a wide range of activities, including arts, drama, dance, and music. We ensure visibility through community engagement, partnerships, and targeted marketing. The programme includes term-time activities and holiday programmes.

## Outdoor Activities

There are 1024 active DofE participants where physical health is part of all participants award. The Duke of Edinburgh's Award (DofE) has four core sections: Volunteering, Skills, Physical, and Expedition, with a Residential section added at the Gold level.





Our outdoors for wellbeing programme gave 30 primary aged young people a weeklong programme of outdoor activities that supported wellness which included yoga, tree planting, nature walks and more.



We work in partnership with Scottish Ports Futures to provide the Twilight Basketball programme that incorporates physical health with youth work issue-based programmes throughout the year. Working with our New Scots girls group we also support the Swans Girls Football Team.

## Community Sports Hub

Our North Ayrshire Community Sport Hubs are flourishing. We have been supporting clubs with training, venues and one to one development sessions. In collaboration with selected affiliated clubs, we have been supporting the delivery of satellite clubs to encourage more localised participation. In addition, we have supported the development of additional ASN sessions at North Ayrshire Athletics club. Badminton has also been a focus this year with the employment of a racket sports officer who sits within the KA Leisure team to develop school to community clubs in targeted localities.

## Early Learning and Childcare

All early year's establishments have access to outdoors at all times of the year. All early year's establishments provide learning environments which provide opportunities for physical play both indoors and outdoors. All staff are aware of the importance of developing gross motor skills and ensure experiences offered support development of core strength, stability, balance, spatial awareness, co-ordination and agility.

## JumpStart Child Healthy Weight Programme

The Child Healthy Weight team continue to support children and their families to achieve a healthy weight via the Jumpstart programme. The programme works with families of children aged 5 to 17 years old. Programmes provided are:

- Jumpstart Junior: Aged 5 – 9
- Jumpstart Senior: Aged 10 – 13
- Jumpstart Teens: Aged 14 – 17



There were 85 group based physical activity and health education sessions were delivered along with attendance at 7 promotional events over the last year. The Child Healthy Weight Team continue to partner with the Trinity Active Travel hub and education colleagues to support events and initiatives aimed at promoting active lifestyles and healthy habits. Participating families also make use of a free leisure pass to access amenities such as the KA Leisure Centres which would normally not be within their financial ability.

Other activity focused on three Fun with Food groups at two early years centres and engaged with approximately 25 families. Further groups are planned for summer 2025.

### North Ayrshire Athletics Club - Funding success

The North Ayrshire Athletics Club successfully secured a funding bid from North Ayrshire Ventures Trust (NAVT). The local group will receive £27,000 over three years to help support an additional member of staff who will help to promote the sport to young people. As well as building on the work already being carried out, the post will help provide athletics opportunities for people living in the most deprived areas and for people living in poverty. They also hope to provide training, volunteering and employment opportunities with a particular focus on young people.

The club, along with North Ayrshire Council, North Ayrshire Active Schools, KA Leisure and Scottish Athletics, has been working hard to expand provision and reach more young people than ever before.

A significant expansion of all programmes: pre-school, 5 to 8-year-old programme, additional support needs sessions, holiday provision and a range of curricular and extra-curricular athletics sessions has seen over 1,000 young people given the opportunity to participate. Since the programmes started, 250 young people are now taking part on a regular basis.





## Appendix 1 – Children’s Services Plan Action Updates 2024-25

### Priority 1: The rights of children and young people are promoted and protected

No.	Action	Update 2024-25
1	Implement the North Ayrshire UNCRC Plan actions, ensuring the rights of all children and young people are protected.	We continue to champion the United Nations Convention on the Rights of the Child (UNCRC), ensuring that all children in North Ayrshire have their rights met, protected and advocated for. In July 2024, the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 came into effect. The Act provides protection for the human rights of children and young people in Scotland. Following implementation of the Act, a working group has been set up with officers from across North Ayrshire Council services to deliver improvements. This group is currently developing a workplan that aims to ensure children's voices are considered in decisions that impact them; there are enhanced approaches to children friendly reporting and procedures for potential children rights breaches; our communities and workforce have increased awareness of children's rights; and children can further benefit from education on their rights.
2	Ensure the voices of children and young people are heard and influence the work of the Community Planning Partnership.	<p>The Executive Youth Council (Exec) has 12 active members from across North Ayrshire. This overarching youth voice structure represents the views of our young people across schools and communities. Currently the group are working in partnership with Education to design and launch a Pupil Council Toolkit that will give schools tools and resources to support pupil voice structures. The group have recently held their AGM where the board were elected. The group have recently led our Joint Youth Forum that brings all of our youth voice groups together from each locality to work on common aims and receive training. February session included an introduction into MHWB pilot of financial literacy and wellbeing, working on the pupil council toolkit and creating poems and literature to support the LGBT work we do locally. Young people also had the opportunity to update us on what UNCRC means to them living in North Ayrshire which will create a comms media plan for the future.</p> <p>Our MSYPs continue to be the representative voice for young people and have been working to gather their views for the Scottish Youth Parliament Manifesto. Furthermore, they are working on their national campaign priorities around access to youth work, mental health and wellbeing and gender-based violence.</p> <p>The North Ayrshire Champions Board are a group of care experienced young people that take part in groups within their local secondary schools during either lunchtimes or within a school period. The aim of the groups is to allow young people to speak about their experienced within a safe space if they choose to do so and to allow them to work or plan projects that may positively impact them. They act as the youth voice for care experienced young people within North Ayrshire. Currently we have these groups running in all secondary schools. We hosted our latest Primary 7 youth council with 140 young people from across all localities focussing on cyber resilience, physical exercise and wellbeing, positive mindset and child poverty.</p> <p>Various Youth Forums sit on working groups – Through Our Garnock Valley, MSYPs sit on Irvine Town Board, North Coast Youth Forum are supporting Helter Skelter issue funds through their funding applications.</p>
3	Provide opportunities for children and young people to develop their citizenship skills, including active democratic participation opportunities.	See Action no 2 above. In addition, we hosted our latest Primary 7 youth council with 140 young people from across all localities focussing on cyber resilience, physical exercise and wellbeing, positive mindset and child poverty. Young people are supported in achieving the Personal Development Award, involvement in PB through shortlisting applications to the public vote and locality based for example the design of STEM at Bourtnehill Park.

No.	Action	Update 2024-25
4	Equality and Children's Rights Impact Assessment (ECRIA) will be carried out on all new policies that affect the lives of our children and young people.	<p>The United Nations Rights of the Child (UNCRC) are embedded in our Equality and Children's Rights Impact Assessment (ECRIA) process. Our impact assessment tool matches the rights against the Getting It Right for Every Child (GIRFEC) Wellbeing indicators to help narrow and define the children's rights that could be affected by any proposal or development. Each of the Rights are matched against the wellbeing indicators of Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included. Some rights can be matched against more than one indicator.</p> <p>During 2024/25, 14 full assessments and 15 pre-assessment screening forms were completed, each of which asks about potential impact on Children's Rights. In addition, the equality and diversity part of the impact assessment process, has age as a protected characteristic, to which young people would be a sub-category within this. Across the completed full impact assessments, 11 indicated an impact to some degree on children's rights and these were considered in detail as part of the assessment process.</p> <p>The Council has an online ECRIA training programme and we are aiming to supplement that in the future with face-to-face awareness sessions on Children's Rights and the impact assessment process.</p>
5	Through the engagement workstream of the care experienced task force, work proactively with Children and Young People.	<p>The North Ayrshire Champions Board are a group of care experienced young people that take part in groups within their local secondary schools during either lunchtimes or within a school period. The aim of the groups is to allow young people to speak about their experienced within a safe space if they choose to do so and to allow them to work or plan projects that may positively impact them. They act as the youth voice for care experienced young people within North Ayrshire. Currently we have these groups running in all secondary schools. We have hosted our Care Day Event bringing care experienced young people, parents, carers and invited guests to an evening of connection, dinner and activities that support our work around care experience.</p> <p>Our North Ayrshire Champions Board relaunched a Care Experienced App named "CE4U". The app has lots of tips, advice, and information that we believe will help Care Experienced young people throughout their journey and beyond. The app has a little bit about everything from housing support, learning how to cook using recipes, tips on how to look after yourself physically and mentally, travel support as well as key contacts and events happening in our area. North Ayrshire Champions Board used their own experiences and journeys to produce the idea for an app and is the only app of its kind in Scotland</p> <p>We support the Auchenharvie Hub for unaccompanied young people and groups and support is given to our New Scots unaccompanied adults through individual and group work sessions.</p>
6	Co-create with children and young people new, systematic mechanisms for maximising learner participation and voice and create a new Learner Participation Policy.	<p>The new Learner Participation policy and procedure (POP) by the Council's Service Improvement Group (SIG), has now been fully launched across all establishments. An audit will be carried out across the service to evaluate the impact of this if part of the Establishment Improvement Plan 2024-25. This will include The Young Leaders of Learning programme which is currently being piloted with up to 11 Early Years centres and schools. This pilot should enhance opportunities to maximise learner participation and learner voice across the pilot establishments. A sharing practice event will be planned for later in the year.</p>
7	Ongoing consultation with children and their families on service design and delivery.	<p>We are central to the engagement and consultation with our young people through various different methods including community-based youth forums, executive youth council, thematic youth work groups, Joint Cabinet, P7 youth council and various events. We also actively engage with young people to gather their views and opinions through online</p>



No.	Action	Update 2024-25
		<p>methods and social media. These topics are co designed and produced with young people and provide valuable data to inform polices, plans and service delivery.</p> <p>Within the 2024-25 academic year, there is an on-going pilot of Education Scotland's Young Leaders of Learning programme across 8 secondary schools, 10 primaries within a single cluster and an early years establishment. This programme seeks to strengthen learner participation and support improvement through pupil led improvement activities, which ensures pupil voice are heard and views are respected. While the focus of the programme varies across establishments, initial engagement suggests this may have a focus on tackling this area of the equality duty in some establishments through an emphasised focus on protecting children's rights.</p>
8	Ensure that Children's engagement forums focus on rights, helping children and families understand UNCRC and what this means.	A key focus for engagement and consultation has been based around UNCRC. Young people have been actively actioning Article 12 through a host of events, activities and online engagements. Our Executive Youth Council are in the process of designing and developing a Pupil Council Toolkit in partnerships with Education. The incorporation of UNCRC is a focal point focusing on training staff and young people in UNCRC awareness, realising rights, child friendly reporting.
9	Work with local partners/members to identify opportunities for children and young people to become involved locally.	We work with a range of partners to ensure young people are given opportunity to be involved in local community. Nationally this includes Youth Scotland, Youthlink, Young Scot and Scottish Youth Parliament. We work with a range of third sector organisations to support youth work delivery including Arran Youth Foundation, Police Scotland, Beith Trust, PRYDE, Irvine Youth Legacy Hub and many more. Through consistent engagement and consultation, we identify local need, service provision gaps and needs and wants of young people. Fire and rescue, Police Scotland, Education and KA leisure partnered with us to lead a S3 Leadership programme.
10	Through our Advocacy Strategy prioritise community-based advocacy to children and young people ensuring they are aware of their rights and are appropriately represented.	<p>Independent, community based, advocacy continues to be provided via Barnardo's Hear 4U service. It provides one to one advocacy to children and young people from North Ayrshire and priority is given to children and young people, who:</p> <ul style="list-style-type: none"> <li>• Are involved in the Child Protection process and/or Children's Hearing system</li> <li>• Are care experienced in Foster Care, Residential Care and/or Kinship Care</li> <li>• Are on the periphery of Secure Care</li> <li>• Were previously looked after and accommodated</li> <li>• Have additional support needs</li> </ul> <p>They continue to support young people to ensure they are aware of their rights, as defined within the United Nations Convention on the rights of the Child (UNCRC). They are committed to ensuring that the voices of children and young people are heard, in a way which builds their confidence, also ensuring that they are listened to and their rights are appropriately represented, when decisions are made.</p>
11	Implement learning and improvements identified through the HSCP SDS Learning Review Board for the Children with a Disabilities Team.	Ongoing. Phase 2 work nearing completion in relation to policy, information and training.
12	Include young carers in the planning and shaping of their services.	Young Carers have once again benefitted from the Young Carers Education Fund. The fund can be used for anything that will improve or maintain the young person's physical, emotional mental health and wellbeing or life chances, reduce social isolation, and improve attainment. 115 children and young people have accessed the fund this year. Young Carers work with a key adult to complete a young carers statement and co-design any supports. Funds have been used for driving

No.	Action	Update 2024-25
		lessons, days out to have a break from caring, a cinema pass to allow the young person set time away from caring responsibilities each week and one young person asked for cookbooks and utensils so they could pursue their love of cooking.
13	Develop a young people users forum for KA Leisure and ensure their views and opinions are considered when developing programmes and initiatives.	We have worked with groups to develop our programme and also delivered surveys within specific communities and target groups. However, a specific forum is yet to be established but is a priority for 2025-26.

## Priority 2: Acting early to improve what happens next

No.	Action	Update 2024-25
14	Work with our partners to keep all children and young people safe, with the robust implementation of the new National Guidance for Child Protection.	<p>A full multiagency approach was taken to implementation of Child Protection National Guidance. Governance of this was from the Child Protection Committee (CPC) and preparation was done to create briefings around all aspects of changes required to implement in September 2023. Since then, further pathways have been developed with oversight from and ratified by the CPC. This includes the pathway for 16–18-year-olds with the various legislative routes that may be appropriate but with recognition that National CP guidance and UNCRC identify this group as children. There are Pan Ayrshire revision of Child Protection procedures that have been undertaken by the CPC Lead officers and will be progressed to CPC in each respective LA by June 2025.</p> <p>IRD Strategic oversight group oversees the changes to IRD in line with National CP guidance. Child Protection training for social work staff has been updated to reflect the National CP guidance Within the Education Service all staff receive annual Child Protection training. Child Protection co-ordinators attend termly meetings where national safeguarding and child protection updates are shared. The CPC training calendar is shared and staff are encouraged to attend course particularly those around the implementation of Signs of Safety.</p>
15	Support families with children aged 0-5 through our integrated universal early years' service.	<p>There are over 5000 children aged 0-4 years in North Ayrshire, all of whom are supported by either a Health Visitor or a Family Nurse. In addition to following the nationally agreed Universal Health Visiting Pathway from the antenatal period through to a child commencing school, within North Ayrshire, children under 5 and their families continue to have access to additional support from the wider, integrated early years team. During 2024/25 (as at 24 March 25), 914 requests for assistance from the various members of the integrated team were made. This included:</p> <ul style="list-style-type: none"> <li>• 546 for Health Visiting Support Workers for areas such as communication, sleep, toileting, infant feeding and behaviour</li> <li>• 103 for the Perinatal Wellbeing Team, supporting new and expectant mums experiencing low level mental health difficulties</li> <li>• 91 for Early Years Social Workers supporting with domestic violence, parental mental health difficulties amongst others</li> <li>• 72 for the Family Nurturers who offer support around bonding and attachment, routines, home conditions and community integration</li> </ul>

		<ul style="list-style-type: none"> <li>• 40 for the Healthcare Support Worker who provides additional support to the Perinatal Wellbeing Team as well as baby massage</li> <li>• 38 for support to dads via our partnership with national charity Dads Rock</li> <li>• 24 for specialist infant feeding support</li> </ul>
16	Increase access to early learning and childcare.	<p>The 1140 funded hours is now being delivered with flexibility and choice for parents across localities. Our models offer a blend of full year and term time places with various patterns in establishments delivering 8am-6pm and 9am – 3pm. Allocations have taken place for session 25-26 and 87% of parents have been offered their 1<sup>st</sup> choice for establishment. Work is ongoing to increase the uptake of eligible 2s and this will continue into next year.</p> <p>The early years team is also working with services to increase the number of funded childminders in partnership with NAC with particular focus on the islands and the North Coast.</p>
17	Work together with parents or carers to provide support to their children.	<p>Working in partnership with two Ayrshire based parental support groups (ASN Support Ayrshire and ASN Parents and Kids Irvine &amp; 3 Towns), the Education Service has designed and delivered a series of engagement hubs focusing on key challenges families face when navigating their child's journey through education. These run monthly and feedback has been 100% positive with a calendar of events being designed for session 2025/26. Updated literature around how needs are supported within early years settings and schools have been refreshed and distributed through this forum.</p> <p>Our work around mental health and wellbeing is inclusive of supporting young parents through group work and events. Our Take Time Families provision brings primary aged young people together with their parents and carers to provide support, training and a safe space to connect and learn vital skills around resilience, wellbeing and building strong family connections. Support is also given through our Grandparents group that builds connections through an intergenerational group. Support is given to ASN parents and carers to provide provision of transport. Fullerton Hub is supported to look at holistic therapies for ASN Young people. Support is given to BABAC and Minds of Recovery to establish a community cafe for families in recovery.</p>
18	Improve outcomes for care-experienced young people.	<p>A transformation programme to improve outcomes and opportunities for care experienced children and young people has been progressing since April 2024 with the establishment of a Programme Board which provides strategic leadership to the Programme Manager. Position papers for each workstream were presented at the programme board with recommendations and strategic direction. The transformation and service developments were delivered through focussed workstreams on the following areas:</p> <ol style="list-style-type: none"> <li>1. Housing and Throughcare</li> <li>2. Fostering and Kinship</li> <li>3. Education including Residential School Placements</li> <li>4. Internal Children's Houses – Model of Care</li> <li>5. Early Intervention &amp; Intensive Family Support</li> <li>6. Strategic Needs Assessment/Data/Workforce</li> <li>7. Best Practice Models and Research</li> </ol> <p>The Brighter Pathways work has involved all corporate parents which has assisted in a shared awareness of the challenges and opportunities to improve the provision of services for families, looked after children and care experienced young people. It can be evidenced through the workstreams and programme board that there is increased joint working, improved relationships and collaboration between agencies at all levels and a move away from silo working relating to care experienced young people.</p>

		Our Care Experienced learners are among our most disadvantaged learners, whilst there remains a gap between them and our non-care experienced learners. Care experienced school leavers in North Ayrshire are continuing a positive 5-year trend of attainment. In 2022-23, 87% of North Ayrshire's care experienced school leavers attained at least 1 qualification at SCQF Level 4 or better, the second highest performance in the last five years.
19	We continue to develop and implement the Childsmile programme, focussing on early referral and preventive advice for all families.	The Childsmile programme is delivered on an Ayrshire wide basis, receiving referrals from multiple sources including health visitors, school nurses and via dental services. We continue to develop the programme to meet the needs of the population and have recently completed a service evaluation of the service provided by the Dental Health Support Workers, which will feed into our strategic plans for the next 3-5 years to ensure a high quality and meaningful service. Nationally, there are some anticipated changes to the Childsmile programme, which we have commenced local planning to address and will communicate with partners in due course. Our National Dental Inspection Programme (NDIP) figures indicated a marginal improvement on the previous inspections, but overall improvements have slowed, and careful consideration of next steps to be taken to improve oral health further. In 2025, we will be commencing a new Oral Health Improvement Action Plan- which is designed to set the strategic direction in oral health improvement for the next 10 years.
20	We will continue to deliver Jumpstart, a family centred healthy lifestyle programme for children aged 2-17, who are above a healthy weight.	The Child Healthy Weight team continue to support children and their families to achieve a healthy weight via the Jumpstart programme. The programme works with families of children aged 5 to 17 years old. Programmes provided: <ul style="list-style-type: none"> <li>• Jumpstart Junior: Aged 5 – 9</li> <li>• Jumpstart Senior: Aged 10 – 13</li> <li>• JumpStart Teens: Aged 14 – 17</li> </ul> There were 85 group based physical activity and health education sessions were delivered along with attendance at 7 promotional events over the last year. The Child Healthy Weight Team continue to partner with the Trinity Active Travel hub and education colleagues to support events and initiatives aimed at promoting active lifestyles and healthy habits. Participating families also make use of a free leisure pass to access amenities such as the KA Leisure Centres which would normally not be within their financial ability. Moving forward early years child healthy weight work will focus on developing the universal, Tier 1 group approach 'Fun with Food'. This is a collaborative partnership approach with early years and Peeple to use the established peep parenting programme to support families with nutrition and food behaviours and contribute to child healthy weight. Three Fun with Food groups at two early years centres engaged with approx. 25 families. Further groups within North Ayrshire planned summer 2025.
21	Expand our peer support service to all breastfeeding mothers as part of our integrated infant feeding service working alongside the Breastfeeding Network.	Peer support service has been expanded to all breastfeeding mothers. Following a tender process, NCT will become the new provider of the peer support service from July 2025. A 3-month contract extension for the Breastfeeding Network has been offered until the end of June 2025. For the first three quarters of 2024/25: <ul style="list-style-type: none"> <li>• 81.3% of breastfeeding mothers in North Ayrshire engaged in peer support</li> <li>• 83% of breastfeeding mothers in Scottish Index of Multiple Deprivation (SIMD) area 1 who are discharged engage with peer support</li> <li>• 81.9% of breastfeeding mothers in SIMD 2 who are discharged engage with peer support</li> </ul>
22	Continue working with whole families, whole systems and whole communities to provide	Through our work with wellbeing, early intervention is key to all areas of this. Through work like Take Time Families, school-based provision in primaries and secondaries and youth work provisions we focus on wellbeing, early intervention, resilience

	early intervention support to all of North Ayrshires Children.	and confidence building with young people and their networks. School holiday provision across all of our localities provides activities and access to free holiday meals in partnership with community associations and local organisations. The Whole Family Wellbeing Fund has now been in implementation for 3 years. A separate report on progress in relation to WFWF is in the process of being compiled and will sit alongside the Children's Services Plan.
23	Providing training/guidance to families, schools, partners and communities that enhances the understanding of early intervention and provides skills needed for families to feel confident and equipped to manage family life.	Please see response to Action 15. This session we have continued to roll out our Building on Positive Relationships parenting approach. We have trained education staff including Area Inclusion Workers, and worked alongside the Family Centred Wellbeing Support team to deliver 33 family groups. Across the multi-agency we now have 77 members of staff trained to deliver the programme. Feedback is positive and families feel better equipped to manage family life.
24	We will implement the Signs of Safety approach to social work practice.	Signs of Safety has been implemented across Children and Families service from the point of referral to Service Access. Partner briefings have continued to be provided through the CPC training calendar to assist all other agencies to understand the practice model and contribute. Leaflets have been developed that are shared with both families and partner agencies on what to expect. A signs of Safety Steering group was developed for HSCP implementation and in the latter half of 2025 we will be establishing a bi yearly multiagency Steering group. The Signs of Safety baseline assessment undertaken with 10% of families and children open to social work support has been completed and findings will be presented to the Child Protection Committee by June 2025. Child protection and Children and Family Assessment and plans have been redesigned utilising a Signs of Safety practice approach and implemented.
25	Improve planning for transitions of care to ensure children and young people are able to thrive moving into adulthood.	Prior to commencing an active role with the children with a disability team, a baseline of current functioning was obtained. The qualitative data for baseline was obtained through staff caseload reviews this included reviewing assessments and care plans, in addition to case notes. This evidenced that current supports available to children, young people and their families is not sufficient in providing adequate support. The supports available are mainly social supports and residential respite. Although these supports offer families a short break from their caring responsibility, it is not fully addressing issues in relation to daily management of personal care and behaviours that challenge, leading to carer burnout and young people reaching crisis. Further findings of the service review found that current factors impacting transition planning include late referrals to Transition Planning Group (TPG) and an inability to screen/allocate staff in adult social work teams to screen referrals and/or allocate workers for assessments. This approach ultimately has a negative impact on a young person's transition, with often late and/or rushed assessment and resource allocation. Current processes were not undertaken in a person-centred manner. In order for young people to thrive as they transition to adulthood, the following improvements were identified: <ul style="list-style-type: none"> <li>• Assessment and case note training for staff.</li> <li>• Outcome and Goal Setting training for staff.</li> <li>• Review eligibility criteria for children and adult social work.</li> <li>• Collaborative work with our partner agencies to promote skill generalisation between school, community supports and respite for better outcomes for young people.</li> <li>• Personal Care needs to be addressed to support families in the day-to-day care of children and young people with disabilities, through a Care at Home type service. This is multifaceted in relation to relieving carer burnout and also developing and promoting independent life skills in young people, which will support their transition to adulthood.</li> </ul>

		<ul style="list-style-type: none"> <li>• Proactive use of legislative measures to ensure children and young people are protected.</li> <li>• Review TPG and its Terms of Reference to return to a person-centred decision-making forum.</li> <li>• Referral screening processes to be developed.</li> <li>• Increased joint working from the age of 14-years from adult social work to provide advice and guidance.</li> <li>• Review age restrictions in children and adult social work to allow transitions to happen at the right time, between ages 16-years and 21-years.</li> <li>• Review of resource allocation processes for a more standardised approach.</li> </ul> <p>It was agreed, March 2025, that in order to make such significant changes, a report will be submitted to Social Work Governance Board and Partnership Senior Management Team.</p>
26	Invest in premises infrastructure to support children and young people experiencing distress in appropriate environments.	<b>To be confirmed.</b>
27	Work across partners to develop robust pathways of support for infants, children and young people and their families seeking support for speech, language and communication development support.	<p>All Early Years establishments have a nominated Communication Champion who links closely with the Children and Young People's Speech &amp; Language Therapy (CYP SLT) team receiving accredited Hanen Learning Language and Loving It training for enhancing the environment in early years to be communication friendly. The Communication Champions are invited to 3 monthly meetings where they receive updates from the CYP SLT team, access a bitesize learning session on a speech, language or communication theme and share good practice with each other. The team also offers training sessions on specific speech, language and communication which are open to all early years and primary staff.</p> <p>The CYP SLT team offers both virtual and person drop-in slots where any parent/carer with a concern about their child's speech, language and communication can request a half hour slot during which they receive advice, resources or completion of a request for assistance if the child is requiring an SLT assessment. Early Years establishments and Primary schools can also request these drop-ins for children in their care and they host the sessions.</p> <p>CYP SLT are part of a recently created North Ayrshire Early Language Network (created May 24) with a focus on 0-5 years. The Network has representatives from Education in the Early years, Psychology, Health Visiting, Speech &amp; Language Therapy, Family Nurse Partnership and the third sector. The focus of the Network is to look at the pathways for infants and children and their families seeking advice or support for speech, language and communication, map what is working well and where the gaps in these pathways are and co-produce solutions. The Network meets on a regular basis.</p> <p>CYP Speech and language therapy work closely with NEST to provide in person workshops on "Supporting your autistic child's communication", providing information and an opportunity for families to discuss their concerns about their autistic child's communication.</p> <p>A virtual drop in (over Attend Anywhere) for families of children with social communication differences is run jointly with our partners in Occupational therapy.</p> <p>SLT assistants link closely with our partners in libraries delivering Bookbug and attending Breastfeeding network sessions to share key messages for developing all children's speech, language and communication. Two SLTs work as part of a multi-disciplinary team who offer assessment and diagnosis of neurodevelopmental conditions, mainly Autism for children aged 3-6. This is a pan Ayrshire service.</p>

28	Improve access to Speech and Language therapy for children and young people who require specialist support.	<p>The in-person drop-ins provide an opportunity for children, young people and their parents/carers to access the service when they have most concern. If the families access the drop in repeatedly and there is still a concern and a significant impact on the child due to their speech language and communication needs, they may require an assessment by SLT and may require specialist support.</p> <p>Some children and young people will require a robust assessment of their speech, language and communications needs. If intervention is recommended following assessment, the SLT will work with those closest to the child i.e. parents, carers and education staff to set targets and to share helpful strategies to maximise the child /young person's communication potential. As a team we are working to reduce the Wait Times (WTs) for SLT assessment and subsequent specialist support through the initiatives already highlighted. An increase in staffing and a more balanced skill mix has supported service improvement plans. As a result, the WTs have steadily reduced. Between February 2024 and February 2025, the CYP WTs reduced by 64% from 138 weeks to 50 weeks.</p>
29	Develop a trauma informed workforce by rolling out trauma aware and trauma skilled resources.	<p>Level 1,2,3 training in place along with a PDA in trauma.</p> <p>We have incorporated trauma informed and trauma skilled information and resources in our whole school nurture approaches as well as including it in our extended training offers, including our CALM training and work on functional behavioural analysis and Building on Positive Relationships (based on Non-Violent Resistance). We continue to work collaboratively with our education workforce to ensure that up to date trauma informed training is made available to support the individual needs of establishments. We are currently updating our supporting relationships and behaviour policy, training and guidance and will include this within it.</p>
30	Develop an evaluation framework to maximise resources to support children and young people, to enable system partners to invest and sustain early intervention approaches.	<p>A monitoring and evaluation framework has been developed to support implementation of the Whole Family Wellbeing Fund. All funded elements provide 6 monthly reports setting out how they are meeting the aims and outcomes of the WFWF, involvement and impact on children, young people and their families, and sustainability. This is in line with the annual Scottish Government reporting expectations.</p>
31	Reach and identify all young carers earlier in their caring role and promote increased uptake of Young People's Carer Support Plans.	<p>Education Staff have been supported to identify an increasing number of young carers.</p> <p>North Ayrshire Council signed up to the Young Carers Covenant in 2024. The Carer Team are supporting our primary and secondary schools to sign up and to be part of the Young Carers in Schools Challenge. It involves a set of outcomes that young people have highlighted as being key to improving their lives. This shows our commitment to identifying young carers at the earliest opportunity, ensuring they feel safe and secure and have choices in their lives.</p> <p>Each school has a nominated Young Carers Champion who are supported by Young Carer Locality Officers from Carers Gateway North Ayrshire (CGNA). An agreed CGNA offer has been communicated to all schools with the provision of 1 to 1 support and drop-in sessions, Young Carers Awareness Training and Young Carers Statement Training. The Young Carers Education Information Pack was launched in October 2024 to provide staff within education with an overall understanding of the duties and approach in North Ayrshire to identifying, working with and supporting young carers.</p> <p>A programme of engagement and review on the current Young Carers Statement (YCS) has been progressed with final sign off from Social Work Governance Board in April 2025. CGNA Young Carers Team facilitated face to face sessions with 55 young carers aged 6 – 15 across North Ayrshire schools. 36 families also engaged with an online survey. Feedback was also offered from Children &amp; Families Services.</p> <p>Young carers reported that the YCS is valuable to them. It ensures at least one staff member is informed about their personal circumstances. Young carers reported that their voices had been heard after completing their statement, they feel listened to</p>



		<p>and supported. They would appreciate the removal of the future/ emergency planning section, language was in places complex and questions repetitive. Overall, young carers wanted a shorter, more accessible YCS would be appropriate to assist in better caring conversations. All participants were happy for the original separate primary and secondary YCS to be condensed into one document.</p> <p>At 31/03/25, 549 young carers were recorded on Seemis (education system) and 492 registered with CGNA, crossover information means there is an estimated 650 identified young carers.</p> <p>In the reporting period 1/4/2024 - 31/03/2025 Education staff offered 406 young carers the opportunity to prepare a YCS. To date 366 were accepted and completed via schools and an additional 5 completed by CGNA.</p>
--	--	---

### Priority 3: Making things fairer

No.	Action	Update 2024-25
32	Implement the North Ayrshire Child Poverty Action Plan.	<p>We have a key ambition to transition to a wellbeing economy, delivering prosperity, wellbeing and resilience for local people. Eradicating child poverty is a key component of that priority, and we continue to make strong progress in delivering the objectives of our Child Poverty Strategy 2023-26, including within this most recent year. We have transferred governance from the previous Tackling Child Poverty and Cost of Living Board to become a key priority for the Community Planning Partnership. This will provide sharper focus, greater impact and direct engagement with relevant partners. To further progress our ambitions for a fully joined- up approach, a new Child Poverty Strategy Team was established with funding from Scottish Government's Fairer Futures Partnerships to bring coherence and oversight to continue reducing child poverty in North Ayrshire.</p> <p>Adding to the many existing services supporting children and families experiencing poverty, we have been undertaking research in preparation for the next phase of evidence-led systems change, recognising complexities in current mechanisms that can present barriers to families accessing support. For our commitment towards a No Wrong Door approach, our Customer Services team have trained and raised awareness directly with frontline staff across housing and social work services. Alongside this continues the technical developments as we strive towards creating a Single Shared Assessment to maximise benefit entitlements. Our Transformation Team streamlined supports such as free school meals, school clothing grants and council tax reductions, while also making access easier through the Cost-of-Living webpage.</p> <p>The Welfare Rights Officers in Schools team grew from one to three members of staff, and the team have helped financial gains of £818,636 going back into the pockets of families. This represents a 46% increase from 2023/24 to 2024/25. Since August 2024, the extension of the team increased its provision to now include Early Years Centres and primary schools, in addition to the secondary schools who have been supported since 2022/23.</p> <p>Key allocations from the £1.2m Child Poverty and Early Intervention Fund (CPEIF) being utilised in 2024/25 included:</p> <ul style="list-style-type: none"> <li>• £50,000 towards the provision of computer equipment for our communities to tackle digital exclusion,</li> <li>• £61,322 to remove school meal debt,</li> <li>• £50,000 for initiatives to support travel for training and employment; and,</li> <li>• £20,000 for our targeted Active Schools programme removing poverty as a barrier to accessing sport.</li> </ul>

No.	Action	Update 2024-25
		<p>A sub-group from the Third Sector Chief Officers Group alongside some of our Connected Communities and Employability representatives began working together in December 2024. This identified the key issues of Childcare, Employment Support and Financial Inclusion as priorities where proposals were co-designed for allocation of the CPEIF for 2025/26.</p> <p>The Child Poverty Strategy Team welcomed the opportunity to learn from young people attending the P7 Youth Council in March 2025 as supported by the Youth Participation and Democracy team. The interactive workshops gave the pupils the chance to be the first contributors to Community Conversations on Fairer Futures, as we heard their voice and views on the stigma of child poverty, which will inform future developments.</p>
33	Improve attainment and achievement for all.	<p>A new data visualisation tool has been launched with all schools to support the tracking and analysis of progress in learning across the Broad General Education stages. This will support more effective targeting of interventions and raising attainment strategies. In addition, there have been trackers developed for Early Years establishments to track progress across Literacy, Numeracy and Health and Wellbeing which align more closely with C. An increased focus on data for improvement has provided senior establishment leaders with opportunity to use data and linking with this, a Data Service Improvement Group has been created in session 2024-25 which consists of senior leaders across Primary and Secondary schools working collaboratively to support improvements in the use of data for raising attainment and closing the poverty-related attainment gap. Data clinics have also taken place to continue to offer support in this area. Early Years and Primary senior leaders have worked collaboratively to create consistency of approach and resource in the tracking of Literacy and Numeracy. These resources will be launched to Early Years Heads and Primary Head Teachers in May 2025.</p> <p>Annual leavers attainment and positive destinations statistics were published nationally at the end of February 2025. This follows the annual publication of Curriculum for Excellence attainment data in December 2024. There is a varied picture across a range of measures, with some clear strengths and areas for further improvement.</p> <p>Attainment dialogues took place in October 2024 and March 2025 with senior Secondary School senior leaders where there was analysis of our areas of strength and areas for improvement in terms of attainment and will feed directly into improvement plans for 2025-26 at both service and school level.</p> <p>The Education Service Digital Learning Strategy was launched at an event for school and early years' leaders, members of the strategy development group and colleagues from IT Services.</p> <p>Colleagues from across NAC establishments are involved in the national curriculum review cycle and we also have representation on the national implementation group.</p> <p>A full professional learning programme is in operation, expanding our focus on building the capacities and skills of our workforce in effective techniques in the classroom. This includes programmes for teachers, early years practitioners and pupil support assistants and. The Professional Learning Academy (PLA) has a well-regarded in-residence delivery model to ensure training can be adopted, practised and embedded in individual establishments.</p> <p><b><u>Attainment</u></b></p> <p>The latest published achievement figures are for 2023-24. Combined Numeracy achievement for P1, P4 &amp; P7 is 76%, in line with attainment in the previous year. Similarly, combined Literacy achievement for P1, P4 &amp; P7 is 69%, again in line with attainment in the previous year.</p> <p><b><u>Improving leavers' attainment in literacy and numeracy</u></b></p>

No.	Action	Update 2024-25
		<p>Performance of all school leavers in attaining Literacy at Level 4 and Level 5 displays a positive 5-year picture. In 2023-24, our school leavers have outperformed all other comparators at level 5, with 93% achieving literacy at level 4 or better and 81% achieving literacy at level 5 or better.</p> <p>The performance of our school leavers in attaining Numeracy at Level 4 and Level 5 also displays a positive 5-year trend. For Level 4, 90% of leavers achieved this and 71% of all leavers achieved Level 5.</p> <p>In addition, the performance of all school leavers with 1 qualification at Level 5 and 1 qualification at Level 6 continues to improve. In session 23-24, 87% of all school leavers achieved at least one qualification at Level 5 which is broadly in line with the previous year. 68% of school leavers achieved at least one qualification at Level 6 which is almost 2 percentage points higher than in session 2022-23.</p> <p><b><u>School Leavers entering an initial positive destination</u></b></p> <p>An initial positive destination means that a school leaver has gone on to one of the following activities immediately after leaving school: further or higher education, training, skills development or employment. At 96%, the proportion of our leavers moving into an initial positive destination continues to outperform the virtual comparator. To maximise the percentage of school leavers entering and sustaining positive destinations, schools continue to work in strong partnership with Skills Development Scotland and DYW Ayrshire.</p>
34	Close the poverty related attainment gap.	<p>Excellence and Equity Leads (EELs) in EY establishments (allocated to those with higher levels of children residing in Q1) continue to focus on raising attainment and closing the poverty-related attainment gap. More focused training with these Leads has provided ongoing consistency of delivery &amp; data collection across the authority. Work with the EELs and Education Scotland is providing support &amp; frameworks to ensure Early Years establishments can measure the attainment in relation to the poverty related attainment gap.</p> <p>In the 8 mainland Secondary schools, the MCR Pathways programme continues to be delivered to care-experienced learners and those at risk of being placed into care. To date, over 400 young people have been supported through the programme in this academic session, participating in activities such as group work and mentored relationships. There has been collaboration with the corporate parenting team to help support schools with engagement with “Keeping the Promise” award of which 2 Secondary Schools are currently involved.</p> <p>An increased focus on the use of data for improvement has allowed for a greater focus on closing the poverty-related attainment gap. The Education Scotland Attainment Advisor, working closely with Senior Managers, has provided targeted support to schools with a higher number of learners in Q1 to support increased attainment in session 2024-25.</p> <p>There is ongoing analysis of schools’ Pupil Equity Funding (PEF) evaluations of impact of spend to analyse interventions and their impact on closing the poverty-related attainment gap.</p>
35	Implement the recommendations from the Independent Care Review (Scotland), The Promise.	<p>We have fully committed to #KeepThePromise which provides a benchmark for corporate parents, carers, practitioners, managers, care experienced community, and decision makers in fulfilling the goal to meet the collective and individual needs of all of our Care Experienced infants, children and young people. Promise drop in information events for staff are continuing to be held regularly. Our 3rd annual Promise Conference was held on 9<sup>th</sup> December 2024. 73 Care Experienced young people from across our Secondary Schools came together to learn about The Promise Scotland Plan 24-30, meet corporate parents and connect with each other.</p>

No.	Action	Update 2024-25
		<p>The HSCP and multi-agency partners across North Ayrshire have worked hard since 2020 to promote and implement The Promise locally. Agreement was reached at the Children's Services Strategic Partnership in June 2024 that the work of the former Promise Oversight Group in North Ayrshire would be incorporated into the overarching Corporate Parenting Steering Group. The Corporate Parenting Action Plan was revised as necessary in August 2024 to capture all activity associated with The Promise. The action plan has been aligned with the 5 key foundations upon which The Promise is built - Care, Voice, Family, People and Scaffolding.</p>
36	Implement the recommendations from the Additional Support for Learning Review (Scotland).	<p>Significant work is underway to review and refresh our Positive Relationships and Behaviour policy including a focus on tackling violence and aggression within establishments.</p> <p>A new family engagement hub has been launched in partnership with two support groups who represent and work with parents and families of children with additional support needs. These will act as a focus for conversation, problem solving, information, co-creation and collaboration.</p> <p>Inclusion Ambassadors programme piloted in almost all secondary schools alongside the Success Looks Different Awards which were publicised to all establishments and support available for those who wish to apply.</p> <p>High profile given to language used to describe needs and how they are supported – example needs are not considered additional as everyone has needs, some require a more intensive level of support which can be part of our universal offer within all establishments.</p> <p>Secondary schools linking with Scottish Government in the codesign of the national measurement framework and dashboard with a specific focus on capturing successes and achievements of young people who are following different pathways.</p> <p>All Classroom Assistants have been re-graded as Pupil Support Assistants with an up-to-date role profile and professional learning calendar. Work to lay out a strategy for deployment in underway.</p> <p>We continue to develop good practice based on the ASL Review within North Ayrshire. We have developed a Family Engagement Hub where we engage with our parents to understand the issues and concerns that they have with regard to supporting children with ASN, including streamlining our placement process and complaints process. We have updated our literature on this also and have made this available to all parents. We continue to monitor and review the level of need within NA and have worked to update our offers of support based on this need, building upon our outreach services offer, our provision to support children with complex needs and our support for children with attendance and behaviour issues. We have several working groups looking at attendance and relationships and behaviour in order to develop policies and practice that will support children and young people.</p>
37	Build strong collaborative partnerships in local areas to ensure we deliver high-quality services for all of our children, young people, and families.	<p>Please see actions 33 and 34 for detail.</p> <p>NAC Early years staff are working with our funded providers who contribute to the early childhood development and education of our young people. We have provided training and engagement sessions this session to ensure the delivery of high-quality experiences for all.</p> <p>There is ongoing work with other sectors within NAC and SCMA to encourage North Ayrshire residents to become childminders. This is aimed at a targeted group and support will be provided to encourage people to venture into this career pathway providing more choice for families with regards to their funded childcare.</p>
38	Create a new 3 year Raising Attainment Strategy.	See action 33 for detail.

No.	Action	Update 2024-25
		Activity in this area will be captured and synthesised in June 2025 and shared with senior leaders of all educational establishments.
39	Maximise opportunities to work with Third Sector providers to provide early intervention and prevention supports, with a particular focus on primary prevention approaches.	<p>Through Whole Family Wellbeing Funding, the Children's Services Strategic Partnership has awarded grants to eight third sector organisations during this financial year with the aim of testing or expanding early intervention projects which support a whole family approach. Some of these projects include support to kinship families, the use of art therapy in early years, transition support to young people with additional support needs and intensive therapeutic counselling support to children who have been sexually abused or experienced other significant trauma.</p> <p>Through the Children and Young People's Community Mental Health and Wellbeing Supports and Services Framework grant funding we have supported 6527 children and young people and 1212 family members through a range of programmes. 6283 children and young people have engaged with positive mental health and wellbeing services highlighting the focus on early intervention and prevention. 94% have reported an improved outcome. We have engaged with Third Sector partners through a collaboration with the adult community mental health fund processes.</p>
40	Providing a robust 'peer' support model that upskills parents and carers, providing training and volunteering opportunities and enhances employability skills as well as building self-esteem and confidence.	In 2024/25, the Employability service has registered 794 new parents who are engaging, developing skills, confidence, and resilience to secure and sustain employment in the future. In this period 80 parents have secured paid work experience through placements in third sector organisations, the council and 50 more have progressed into employment, with 130 more families in employment with increased household income this will contribute directly to addressing child poverty. Three new Peer Navigators have been recruited to engage and support parent to engage in training, volunteering and the range of opportunities provided by Your Next Move Working North Ayrshire to prepare and progress to employment.
41	Take an asset-based approach to communities/children and families and build upon the skills and strengths that exist.	<p>The Signs of Safety model works in collaboration with families to identify strengths and family network and wider support networks who can assist to support the children wellbeing or child protection plan that has been established.</p> <p>All Children and family paperwork identifies family strengths and "what is working well". Equally core partners e.g. Education have adapted the child protection concern referral to incorporate what is working well as well as what we are worried about. All referring partners are being asked to identify if this issue arose in the past who or what helped support and scaffold it. These strengths-based questions assist us to be curious about family asset and ensure the best approach is taken to working in collaboration with those in our communities.</p>
42	Establish a Financial Inclusion Partnership in North Ayrshire to better support access to support for families.	<p>A North Ayrshire Financial Inclusion Partnership was established in May 2023 with membership including financial inclusion service providers and key stakeholders. The Partnership developed and delivered a Community Consultation at the end of 2023, the findings of which will be incorporated into an update of the Financial Inclusion Strategy to be produced late spring 2025, for 2025-30. The consultation found that advice/financial inclusion services are highly rated by those who had used them, but in response to a question relating to barriers to accessing advice services, there are a number of areas to be addressed in the promotion and development of services:</p> <ul style="list-style-type: none"> <li>• The range of platforms available for access services for people who don't like using the phone/internet</li> <li>• That advice services are available for people in all housing tenures including owner-occupiers</li> <li>• Stigma/self-stigmatising</li> <li>• Fear of the situation getting worse</li> <li>• Services available to island communities</li> </ul>

No.	Action	Update 2024-25
		<ul style="list-style-type: none"> <li>Improved engagement with gypsy/traveller communities</li> </ul> <p>A Communications sub-group of the Partnership has now been established to address the above.</p> <p>Another key finding, which reflects wider national research, is that where both debt and welfare rights advice is required, accessing both through one referral/service is preferred. In response, it has now been agreed that to supplement the debt advice service available to council tenants from the HSCP Financial Inclusions service, an additional welfare rights and debt adviser will be recruited for non-council tenants, to provide a service for those who seek welfare rights advice from Money Matters, but also require help with debts. This will then eliminate the need to refer on to another service for this support.</p>
43	Develop peer support models.	<p>Our leadership opportunities allow young people to become peer mentors and role models through our youth voice provision (youth forums, junior youth forums, Scottish Youth Parliament and executive youth council). These young people co design service delivery and support the work being delivered.</p> <p>Our Modern Apprenticeship programme takes young people through and SCQF Level 7 in youth work, participants design, produce and deliver work with young people across North Ayrshire around all areas of CLD and youth work.</p> <p>This year has seen Active Schools employ our first Modern Apprentice, who will start their journey of SCQF Level 6 in Sports Coaching. The funding for this post has come from ENABLE and sportscotland. As part of the criteria from the funders the candidate had to have a disability. They are working across our team but their role has a particular focus on ASN provision.</p>
44	Strive for parity of access to support and services for our Island Communities including for Children and Young People.	Cumbrae and Arran are supported to deliver youth work provision. Through a Service Level agreement with Arran Youth Foundation this provides a variety of youth work opportunities for young people in Arran. Specific measures were implemented to deliver the holiday meals programme.
45	Provide multiple points of access for young carers into carer support services.	<p>Effective access points available for young carers in North Ayrshire are:</p> <ul style="list-style-type: none"> <li>Designated young carer leads from CGNA staff covering school cluster areas.</li> <li>Carer Champions in each school with a specific role/ skill to identify and support young carers.</li> <li>Awareness raising of young carers in schools through posters and leaflets, assemblies, parent's evenings or PSHE lessons to inform young people and parents about the information and support available.</li> <li>Drop-in sessions or dedicated groups established within some schools for young carers.</li> <li>Bridgit's new online platform for young carers was launched in March 2025, offering a wide range of resources and support designed for young carers available 24/7.</li> <li>March 2025 saw Carers Gateway support 230 young carers within a group setting and 59 on a 1 to 1 basis.</li> <li>An improved online registration for young carers for professionals and self-referrals has been established.</li> <li>For young carers aged 16 – 18 and not in school NAHSCP Carers Team have a Carer Support Officer who can offer and support the completion of a YCS and provide access to support.</li> </ul>

#### Priority 4: Promoting good mental health and wellbeing

No.	Action	Update 2023-24
46	Develop our nurturing approach across all Children's Services.	Our nurturing and trauma informed approaches are intertwined and we have ensured that all our training offers incorporate the key concepts from both. In addition, we continue to offer support in nurturing approaches to our Children's Houses to



No.	Action	Update 2023-24
		ensure they offer attuned and developmentally appropriate support for children and young people in their care. We have also invited a range of professionals across the HSCP to our training sessions on Building on Positive relationships to ensure they have a basic understanding of attachment, positive relationships and authoritative parenting. Staff involved in the training include Area Inclusion workers, Family Centred Wellbeing Service, Fostering and adoption services and Rosemount. In addition, we invited our HSCP colleagues to attend our recent collaborative event on relationships and behaviour.
47	Work with children, young people, families, and communities to improve mental health and wellbeing through physical activity and social participation.	<p>Over this year our health and wellbeing work had focussed on supporting schools by delivering our Bouceback mental health and wellbeing programme. We have supported learners at the Hive, Ayrshire College with Your Resilience workshops and training. The Take Times Families Group work with 15 parents/ carers and children looking at anxiety, emotions, and resilience in fun understandable ways. Both Joint Youth Forum and Primary 7 youth council featured MHWB workshops for young people to look at resilience, wellbeing and positive mindset. Our Cyber Explorers programme supports young people gaining a cyber resilience qualification and supports wellbeing and online safety with 755 registered on the system, 129 young people achieving SCQF Level 4 and 57 young people achieving SCQF Level 5. There are 1024 active DofE participants where mental and physical health and wellbeing questions are regularly answered by participants on their DofE app showing improving their mental/ physical health whilst taking part in the Award.</p> <p>CLD Supports and leads on initiatives such as Our Scottish Sports Future, Community Schools for non-attenders, New Scots Girls football, adventure group and volleyball. Park Lives – Dalry Community Sports Club Taboo Topics Group – which focusses on wellbeing podcasts and North Coast Media Studio with. Our games group supports ASN young people with wellbeing and resilience through gaming.</p> <p>All Active Schools activity supports positive mental health for all participating children and young people. Our extra-curricular provision, events and leadership programmes across the year all help to reduce stress, boost their mood and enhance their self-esteem. In addition, our staff have developed a guide for schools to raise awareness on how our work contributes to positive mental health. Furthermore, the coaches and volunteers have been part of a robust training programme around mental health and how to support young people during their weekly sessions.</p>
48	Continue to have appropriate pathways in place for supporting mental wellbeing.	<p>Our mental health and wellbeing staff support early intervention and wellbeing to secondary and primary aged young people. Pathways to further services are in place for young people needing more support with links to school councillors, LIAM training and conflict resolution sessions.</p> <p>Mental and emotional wellbeing is one of the 10 priority pathways in the school nursing service. During 2024/25 we have undertaken work within the school nursing service to clearly define what support is able to be offered in relation to mental health and wellbeing and agreed across Ayrshire that the following areas can be supported: low level anxiety, low mood, bereavement support, self-harm and low self-esteem. Staff have received additional training in relation to bereavement support whilst continuing to deliver Let's Introduce Anxiety Management (LIAM) where capacity allows.</p>
49	Work together with children, young people, and their families to help build resilience.	<p>Our Building on Positive relationships programme has been delivered to around 30 families to help build resilience in families. We have developed resources to support anxiety to help improve attendance in our primary and secondary schools. Five of our schools have been involved in a national programme to build resilience in schools. We have continued to support and expand our LIAM and Project Restore Programme to help support children's anxiety. We continue to develop resources to capture children and young peoples views to help them share their experiences. We have recently invested in Emotion Coaching training to help young people express their emotions whilst setting clear boundaries.</p>



No.	Action	Update 2023-24
50	Improve services for children with neuro-developmental conditions, implementing a whole system approach with partners across Health, Education, Social Services and the Third Sector. (Implementation of the National CAMHS and Neurodevelopmental Specifications).	<p>Through North Ayrshire's CYP Neurodevelopmental Implementation Group, the following progress has been made during 2024/25:</p> <ul style="list-style-type: none"> <li>• All North Ayrshire family supports for children with neurodevelopmental differences (NDD) have been mapped and uploaded onto the NEST website.</li> <li>• A third phase of engagement work was undertaken with parents/carers around their experiences of NDD support and services, following on from the focus groups undertaken in 2023/24. A summary report of the findings has been developed and will be shared with those who attended. The focus groups have been a helpful reference point to sense-check progress to date, to get feedback and to consider and respond to this.</li> <li>• Following the 2023/24 training needs analysis of the children's services workforce in North Ayrshire, an agreement to create a NDD Learning and Development Adviser post (fixed term) was made. This post will support build capacity and capability of all agencies working with children and young people in relation to NDD. Due to delays in processes, this post will be recruited in the next financial year and will be funded through the Whole Family Wellbeing Fund.</li> <li>• A test of change involving the creation of a multi-agency panel (MAP) to review all children and young people who had been referred to CAMHS since August 2023 but who no longer met the CAMHS criteria.</li> </ul> <p>In addition, pan-Ayrshire discussions regarding what a potential ND service would look like have been ongoing, with a draft business case being completed currently.</p>
51	Public Health will implement a life course approach to Mental Health and Wellbeing, focusing on the first thousand and one days, infancy and Children and Young People.	<p>Public Health continues to socialise the life course approach to mental health and has presented to a range of colleagues and partners this year including the Integrated Children and Young People's Transformational Change Board.</p> <p>Public Health continues to co-chair the North Ayrshire Wellness Model group alongside Education with a view to improving access to tier one supports for children and young people across North Ayrshire.</p> <p>In addition to our MHWB resources 'A Guide for Children' and 'A Guide for Young People' a new 'Children's Workbook for Mental Wellbeing' has been developed and is being promoted for use by all front-line staff working with young children and families. 'A Workbook for Mental Wellbeing' is available to support older children, young people and young adults.</p> <p>Public Health staff work closely with NA Education Mental Health and Wellbeing Operational Lead to provide training, resources, expertise and support with a Whole School Approach to supporting mental health. 'Mental Health Improvement- a practical approach' training has been delivered to the MHWB Operational Lead as well as Area Inclusion Workers who continue to cascade the training and use learning to facilitate work with children and families. This training is available through the PH Training Brochure for others who wish to access it.</p> <p>An MHI-apa training session was delivered to school nurses from across Ayrshire, including those from North Ayrshire. All health information, resources and self-management tools to support CYP and family MHWB were highlighted during the session.</p> <p>There is now a network of facilitators delivering Time, Space, Compassion workshops which are open to staff working across children's and young people's services. More information is available via the previously attached poster and people can register an interest in the workshops using the QR code. Since October 2024, Public Health has organised and delivered 9 TSC workshops across Ayrshire and Arran. Three of these sessions were in North Ayrshire. However, staff from North Ayrshire have accessed all sessions. 97 staff members from various have registered for the sessions with 75 attending and</p>

No.	Action	Update 2023-24
		<p>completing these sessions. (Please let Nicola Tomkinson know if you would like any specific information about these sessions- an evaluation report will be written soon).</p> <p>Within North Ayrshire the TSI have worked with Public Health and a number of partner and community groups to develop a suicide prevention toolkit for the third sector. While this is not specifically aimed at CYP the staff working with them could use this as it contains links in the apps list for CYP. The toolkit can be accessed here: <a href="#">Projects - Arran CVS</a></p>
52	Establish a Community Planning Partnership led Health and Wellbeing Alliance to bring key partners together to co-ordinate approach to targeting support to improve individual, family and community health and wellbeing.	<p>KA Leisure continues to work with partners to establish the strategic priorities of the North Ayrshire Wellbeing Alliance. Meanwhile we have collaborated with partners to deliver two pilot projects –</p> <p><b>Garnock Valley Task Force</b> A collection of partners working to deliver an intervention project for young people disengaged in the classroom. The aim of the collaboration is to encourage the young people to return to the classroom, make better more informed decisions and connect with their communities.</p> <p><b>Kilwinning Wellbeing and Employability Pilot</b> A collaboration between wellbeing and employability to increase opportunities and reduce inequalities of residents in Blacklands and Kilwinning West.</p>
53	Build on services that encourage parenting skills and interactions with between family members.	Please see actions 15 and 23.
54	Build on the National CAMHS Specification through the 3 established pathways (core, unscheduled care, neuro), ensuring young people are on the correct pathway at a much earlier stage.	3 teams are now operational and unscheduled care provide a 7-day service. Pathways between the three teams have been developed to ensure that the young person is assessed and advice given and or referral to the appropriate pathway of care.
55	<del>Continue to provide 'worry workshops' e.g. identifying key issues raised as worries by North Ayrshire children and young people and using this to develop targeted workshops on these issues.</del>	No longer required.
56	Be responsive and pro-active in responding to and learning from Young Person's Suicide through our Young People's Suicide Prevention Taskforce.	The Young People's Suicide Prevention Taskforce continued to meet regularly during 2024-25. The group have reflected on learning and practice. It has been agreed that the Young People's Suicide Prevention Taskforce will move to be incorporated in the overarching Suicide Prevention Taskforce. Work is ongoing to integrate these strands into one strategic group.
57	Deliver the new National Secure Adolescent Inpatient Secure Unit (Foxgrove) for children across Scotland, which will also benefit young people in North Ayrshire.	Work within Foxgrove is ongoing.

No.	Action	Update 2023-24
58	Explore opportunities to ensure young people are not admitted to non-specialist environments including options to develop and in-house CAMHS inpatient provision.	Conversations started and Business Case developed.
59	Building on the success of the Kilwinning Wellness Model, the Revised Wellness Model working group will now seek to roll out the approach across all North Ayrshire localities.	The revised wellness model is now in place in all localities except the Three Towns. Plans are in place to complete the roll out early in the next school session. Education and Primary Health care colleagues have commented on the positive relationships being developed through the model. This ensures children and young people are receiving mental health and wellbeing support timeously with robust referrals to CAMHS in place when required.
60	Enable young carers to have a quality of life outside caring and ensure support when moving through key life stages.	<p>Please see Action 12</p> <p>Our HSCP Young Carers Education Fund received 119 requests between 1/4/2024 and 31/3/2025. Young carers were supported to receive a break from caring, look after their own health and wellbeing via KA Leisure Memberships, sports equipment etc. and improve life opportunities such as representing their country at sport or dance or commencing driving lessons. Carers Gateway North Ayrshire (CGNA) supported 94 requests from young carers via their Time to Live funding to support a break from caring, which was just under 25% of all funding allocated.</p> <p>CGNA hosted a range of young carer/ family events and activities over spring, summer and festive holiday periods and at key national points like Young Carers Action Day, Carers Week and Carers Rights Day. There have been woodland wake ups at Eglinton Park, Maritime Museum trips, a Hopscotch residential, movie nights, Christmas and Halloween parties as well as the Scottish Young Carers Festival which takes place every year in August allowing young carers to come together, have a break from caring, meet new friends and take part in national consultation but mostly, have fun.</p> <p>CGNA and HSCP supported the formation of a Transition Together Group in late Summer 2024.</p> <p>The Young Adult Carers Transition Plan, developed by the Carers Gateway Team, is designed to support positive and meaningful conversations with young carers at key transition points. It focuses on providing holistic support across areas such as education, employment, finances, peer networks, and community engagement. This plan is available to young carers either moving into the Young Adult Carers service or those aged 16 and leaving full-time education.</p> <p>The Carers Gateway Education Offer, along with established working agreements between the CGNA Team and education providers, places a strong emphasis on supporting young carers during the transition from Primary 7 to Secondary 1. The focus is on ensuring they receive appropriate information and guidance, and are aware of how to access or continue support as they move into secondary education.</p> <p>The Young Carers Champions Board is in its early stages, with key planning underway for an initial residential at the Arran Outdoor Activity Centre. This residential trip aims to ensure that young carers remain at the heart of decision-making, helping to shape support, services, and future developments.</p>

### Priority 5: Inspiring children and young people to be active

No.	Action	Update 2024-25
61	Create innovative physical activity and sports opportunities with communities and partners.	<p>Active Schools and KA Leisure have continued to support more young people to be active both within a school and community settings. We have worked in partnership to make sure there are school to community links in all six localities. Across this year we have also worked together to fill any gaps in provision to ensure all localities have an equitable number of opportunities for all young people to take part in. Our pathways between school to club/community sport has been strengthened to allow a better transition for our young people.</p> <p>In addition, Active Schools have continued to focus on those who most need our support to access sporting opportunities across our system. The Active Schools and Communities Partnership Officers have played a crucial role in this and have removed any barriers to participation for those that are care experienced, living in poverty, on the cusp, non-attenders or targeted. Furthermore, the team have continued their support to the HSCP, third sector partners and ASN young people. KA Leisure offers a diverse range of programs that include sport and general physical activity. We collaborate with communities and partners to provide term-time activities and holiday programs. Our term time programme is spread across all localities with over 100 classes per week.</p> <p>There are 1024 active DofE participants where physical health is part of all participants award Duke of Edinburgh's Award (DofE) which has four core sections: Volunteering, Skills, Physical, and Expedition, with a Residential section added at the Gold level.</p>
62	Adopt a whole systems approach to diet and healthy weight.	In relation to the healthy weight whole systems work, an event is being planned by Connected Communities for mid-late June 2025 to discuss how to remobilise the work.
63	Design opportunities into the whole system to enable children, young people, and their families to access supported physical activity opportunities and have a healthy lifestyle.	Active Schools key priority is still to support ALL schools in North Ayrshire to deliver high quality extra-curricular programmes that are open to ALL. Across the year the top 5 sports participated in by our schools are – football, netball, rackets sports, dance and Multisports. Our events calendars this year have seen over 2003 young people take part in a variety of sports across 25 events. In addition to these events, we have supported our ASN pupils to attend the Ayrshire Sports Ability and Scottish Disability calendar of events to make sure ALL young people have the opportunity to perform and compete at the appropriate level.
64	Ensure all our early years indoor and outdoor learning environments and activities enable children to be physically active.	All early year's establishments provide learning environments which provide opportunities for physical play both indoors and outdoors. All staff are aware of the importance of developing gross motor skills and ensure experiences offered support development of core strength, stability, balance, spatial awareness, co-ordination and agility.
65	Promote access to leisure services for children and young people to encourage participation in physical activities.	KA Leisure continues to deliver innovative marketing campaigns to encourage participation across the general public. We also collaborate with partners to provide targeted approaches to encourage harder to reach young people to participate in our programmes.
66	Promote the introduction of the INSPIRE programme to improve opportunities for alternative activities, including arts, drama and music.	KA Leisure promotes the INSPIRE programme by offering a comprehensive membership that provides children and young people with access to a wide range of activities, including arts, drama, dance, and music. We ensure visibility through community engagement, partnerships, and targeted marketing efforts. The programme includes term-time activities and holiday programmes.

No.	Action	Update 2024-25
67	Create and protect safe spaces for children to play and enjoy being outdoors.	<p>There are 1024 active DofE participants where physical health is part of all participants award Duke of Edinburgh's Award (DofE) which has four core sections: Volunteering, Skills, Physical, and Expedition, with a Residential section added at the Gold level.</p> <p>We led a consultation around the national Play Strategy engaging with primary and secondary young people through a variety of events that supported young people voice in North Ayrshire.</p> <p>Our outdoors for wellbeing programme gave 30 primary aged young people a weeklong programme of outdoor activities that supported wellness which included yoga, tree planting, nature walks and more.</p> <p>We work in partnership with Scottish Ports Futures to provide the Twilight Basketball programme that incorporates physical health with youth work issue-based programmes throughout the year. Working with our New Scots girls group we support the Swans Girls Football Team. All early year's establishments have access to outdoors at all times of the year.</p>
68	Support parents to understand the importance of movement and enjoyment for children and young people.	KA Leisure encourages this through ongoing marketing campaigns, open days and targeted programmes.
69	Work with local small business/ fitness team to provide access to activity and nutrition information.	Partners of KA Leisure support funded memberships for young people from the age 12. Any young person from the ages of 12 – 15 looking to use our gyms must first take part in our Elevate Academy. This 4-week programme provides 12–15-year-olds with an introduction to a Gym Environment. These sessions will provide information on how to exercise safely and effectively whilst looking to Inspire, Educate and Challenge the Future Generation.
70	Creation of new and local growing spaces to support communities to grow foods, to upskills families, enhance family time and connection.	<p>New Community Gardens are underway in Beith, Bourtreehill, and Largs.</p> <p>A new outreach programme managed by The Three Towns Growers and supported by The Community Campaigner from North Ayrshire Foodbank has started in the Three Towns. Six new sites have been identified within the three towns and link in with existing facilities. These include Ardeer Primary, The Hub on the Prom, Doon the Beach and Argyle Community Centre. Local families and individuals will be encouraged to get involved and learn new skills in food growing, and any leftover produce will support the Fairer Food Network of larders.</p> <p>Existing allotments and growers continue to develop a year round series of community events and themed days to encourage public interest and support. These include plant sales, themed event such as Halloween and Christmas, Duck Races and Tattie day, which encourages local people to grow their own potatoes.</p> <p>This year, households using Ardrossan South Larder were able to get a free potato growing pack including grow bag, seed potatoes, compost and instructions. In addition, school visits to local sites encourage an interest in growing from a young age which is then nurtured and supported through school learning.</p>
71	Ensure all primary, secondary and ASN schools are provided with quality extra-curricular opportunities in sport and physical activity that are open to all.	Active Schools key focus has remained on getting 'More Kids, More Active, More Often'. Extra-curricular provision has been delivered across all primary, secondary and ASN establishments. 9201 young people have attended a variety of sport and physical activity sessions across this year, which is over 52% of the whole young people population. There were 10,420 sessions delivered across the year with 217,225 visits in total taking place (if 10 kids attended 10 times that's 100 visits). We had 663 deliverers of which 98% of them are volunteers, this highest in recorded in Scotland.
72	Ensure all young people have the opportunity to compete and perform regardless of what level they are at.	Our Active Schools Calendar of events this year have seen over 5300 young people take part in a variety of sports across 63 events. The events calendars run in clusters, localities as well as North Ayrshire wide. In addition to these events, we

No.	Action	Update 2024-25
		have supported our ASN pupils to attend the Ayrshire Sports Ability and Scottish Disability calendar of events to make sure ALL young people have the opportunity to perform and compete at the appropriate level.
73	Create and support a school to community club pathway for sport across North Ayrshire.	<p>Last academic year Active Schools supported 52 North Ayrshire clubs to engage in schools. Clubs delivered the following:</p> <ul style="list-style-type: none"> <li>• Curriculum enhancement sessions (PE slots over and above the schools 2 hours of PE)</li> <li>• Health week sessions</li> <li>• One off days in schools</li> <li>• Visits to the club</li> <li>• Promotion of club through distribution of flyers</li> </ul> <p>Furthermore, Our North Ayrshire Community Sport Hub are flourishing. In partnership with KA, we have been supporting clubs with training, venues and one to one development sessions. In collaboration with selected affiliated clubs, we have been supporting the delivery of satellite clubs to encourage more localised participation. In addition, we have supported the development of additional ASN sessions at North Ayrshire Athletics club. Badminton as also been a focus this year with the employment of a racket sports officer who sits within the KA team to develop school to community clubs in targeted localities.</p>
74	Ensure an effective leadership pathway is developed for P6 through to S6 and beyond to develop transferable skills.	Active School have a sector leading leadership pathway from P6-S6 and beyond. The P6 Move and Improve programme has seen 1003 young people trained as leaders. Their role is to deliver quality sports and physical activity lunchtime session to their peers. We have also had 36 teaching staff members trained through this programme to support the delivery. Our S1-S6 Young Ambassador programme has 148 representatives. Their role is to promote sport and encourage others to be more Active. Our S5-S6 North Ayrshire Sports Academy programme has 168 young people engaged. Each participant will have gained a minimum of 8 and a maximum of 12 qualifications. These range from their Saltire Awards, National Governing Body Qualifications all the way through to and SQA in Higher Leadership. This programme has seen the young people volunteer over 5500 hours within their local schools and communities.
75	Ensure we remove any barriers to participation for care experienced young people to take part in sport and physical activity.	<p>The role of the Active Schools and Community Partnership to work with key partners and stakeholders to remove barriers for the young people and families within Care Experience across North Ayrshire to take part in Sport and Physical Activity using a Whole Systems Approach to lead a healthier Lifestyle.</p> <p>This last year has seen the delivery on 31 different experiential opportunities to 273 young people. The opportunities are wide and varied and range from water sports, climbing, sailing to residential and fun days. On completion of their experiential activity the young people are then supported into more frequent activity within their own school and or communities of which 59% currently have taken this opportunity on.</p> <p>The work of this team has grown to supporting non-attenders, those living in poverty, ASN (244 of which 90% have moved into frequent activity), young people supported by the Drug and Alcohol team (16), New Scots (10) and Unaccompanied Asylum-Seeking Children/ Trafficked Young People (16).</p>
76	Expand and develop the Health and Wellbeing Service to accommodate children and young people, with a focus on partnership working within the Mind and Be	KA Leisure has delivered targeted interventions to secondary schools and collaborated with partners to encourage the use of sport and physical activity to improve young people's mental health.

No.	Action	Update 2024-25
	Active programme to establish an early intervention approach that provides supported physical activity opportunities for children and young people who are experiencing poor mental health.	
77	We will work with Community Planning Partners to establish a set of outcome indicators to measure progress on each of the priorities and actions.	The Children's Services Strategic Partnership agreed a set of performance measures to ensure we are monitoring progress of our Children's Services Plan and this will be reported as part of our performance reporting.



## APPENDIX 2: Childrens Services Plan Performance Indicators 2024-25

### Priority 1: The rights of children and young people are promoted and protected

Indicator	2021/22	2022/23	2023/24	2024/25
Children and Young People receiving Advocacy Support	178	TBC	TBC	TBC
Number of young people taking part in influence and engagement through CLD (Community Learning and Development) (e.g. engagement, youth participation and citizenship work)	12,749	20,694	15,202	11,746
Proportion of child protection re-registrations within 18 months	17.8%	10.8%	N/A	N/A

### Priority 2: Acting early to improve what happens next

Indicator	2021/22	2022/23	2023/24	2024/25
Percentage of children with one or more developmental concerns at their 27-30 month review (Calendar year)	(2022) 19.96%	(2023) 21.6%	(2024) 20.8%	N/A
Babies who have always been exclusively breastfed (reported at 6/8 weeks) (Calendar year)	(2022) 20.1%	(2023) 20.3%	(2024) 25.6%	N/A
Children referred to Reporter for offences (aged 8-15) (rate per 1000)	5.23	N/A	N/A	N/A
Children referred to Reporter for care and protection (aged 0-15) (rate per 1000)	16.26	N/A	N/A	N/A
Immunisation uptake for 6-in-1 - children (aged 24 months) (3 year rolling average)	96.95%	96.7%	N/A	N/A
Immunisation uptake for MMR - children (aged 24 months) (3 year rolling average)	94.2%	93.1%	N/A	N/A
Number of Requests for Assistance received - referred to Specialist Services - for Speech and Language	61	26	46	12
Number of Requests for Assistance received – referred to HV support workers within UEY (Universal Early Years) team in the period for Speech and Communication	193	139	157	171
Percentage of Primary 1 Children free from dental decay	71.16%	73.32%	69%	N/A
Percentage of Primary 7 Children free from dental decay	N/A	77.34%	70.1%	N/A
Uptake of the HPV vaccine in S3 girls (3 year rolling average)	75.20%	78.23%	79.3%	N/A
Deaths from suicide (aged 11-25) (rate per 100,000) (5 year rolling average)	15.9	N/A	N/A	N/A
Alcohol-related hospital admissions (aged 11-25) (rate per 100,000) (3 year rolling average)	216.75	N/A	151.9	N/A
Drug-related hospital admissions (aged 11-25) (rate per 100,000) (3 year rolling average)	164.48	147.1	114.7	N/A
Smoking during pregnancy as reported at antenatal booking (3 year rolling average) (Calendar year)	21.46	15.6	N/A	N/A

### Priority 3: Making things fairer

Indicator	2021/22	2022/23	2023/24	2024/25
Proportion of Looked after Children with more than 1 placement in the last year	18.8%	17.4%	N/A	N/A
Children looked after by the local authority as at 31 <sup>st</sup> July (aged 0-17)	446	404	409	N/A
Children on the child protection register as at 31 <sup>st</sup> July (rate per 1,000 children)	4.2	3.5	4.1	N/A
School attendance rate for whole population	N/A	89.0%	89.1%	N/A
School attendance rate for looked after children	N/A	84.2%	N/A	N/A
Number of families receiving cash payments for Free School Meals during holiday periods (school year, snapshot of data)	3,120	2,706	2,626	2,690
Combined Numeracy achievement for P1, P4 & P7 (expected CFE level)	75.5%	75.9%	76.2%	N/A
Combined Literacy achievement for P1, P4 & P7 (expected CFE level)	67.3%	68.5%	68.6%	N/A
Percentage of pupils gaining 5+ awards at SCQF Level 5 (LGBF)	67%	63%	65%	N/A

Indicator	2021/22	2022/23	2023/24	2024/25
Percentage of pupils from 20% most deprived areas gaining 5+ awards at SCQF Level 5	53%	52%	53%	N/A
Annual participation measure for all 16-19 year olds (calendar year)	90.84%	92.0%	91.7%	N/A
School leavers entering an initial positive destination	96%	96.5%	95.6%	N/A
Percentage of Children living in poverty after housing costs	29.0%	29.2%	N/A	N/A

#### Priority 4: Promoting good mental health and wellbeing

Indicator	2021/22	2022/23	2023/24	2024/25
Number of referrals to CAMHS (ISD Child and Adolescent Mental Health Services in Scotland)	2,178	2,166	2,741	1,194
Percentage of referrals to CAMHS started treatment within 18 Weeks	99%	95%	99%	99.6%
Number of children and young people accessing Community Mental Health and Wellbeing Supports and Services	3,093	6,038	5,962	6,527
Total number of children accessing counsellors (school year)	549	666	379	477
Percentage of children who have reported an improved outcome following access to a counsellor	100%	100%	100%	99.4%

#### Priority 5: Inspiring children and young people to be active

Indicator	2021/22	2022/23	2023/24	2024/25
Child healthy weight in Primary 1 (5% to 95% centile)	72.1	N/A	N/A	N/A
Number of young people (Distinct participants) engaged with Active Schools during Extra Curricular (school year)	6,570	9,285	9,201	N/A
Number of Young people who are leaders in our key Active Schools programmes (school year)	556	1,171	1,327	N/A
Number of Active Schools experiential opportunities offered to Care experienced young people (school year)	9	31	31	N/A
Number of ASN (Additional Support Needs) pupils engaging with Active Schools extra-curricular and through experiential opportunities (school year)	55	140	213	N/A
KA Leisure memberships distributed either free or funded by partners	N/A	69	TBC	TBC
Active travel to school	51.70%	47.49%	48%	N/A

Please note – data that is not available yet is due to timescales of national data releases or variations in reporting schedules, for example, academic years. Data will be reviewed and updated when available.

## Whole Family Wellbeing Fund (WFWF) Annual Summary 2024/2025

<b>Overview</b>	<p>The Whole Family Wellbeing Fund (WFWF) continues to enable the development of strong foundations for transformational change to ensure preventative whole family support measures to help families overcome challenges before they reach crisis point.</p> <p>In its third year of implementation, the developments in North Ayrshire reflect a collective commitment from statutory services, the third sector and the independent sector to create sustainable, family-centred support systems.</p> <p>The Scottish Government has recently reaffirmed their commitment to the Whole Family Wellbeing Fund programme and confirmed a Ministerial decision to elongate the timeframe of the Programme beyond this Parliament.</p> <p>COSLA and the Scottish Government have agreed that from the 1<sup>st</sup> April 2025 the total funding for the WFWF will increase from £32m to £38.1m for both this current 2025/26 and 2026-27 financial years. Therefore, extending the programme from 4 years to 5 years.</p>
<b>Key achievements</b>	<p>During this reporting period, 14 new and existing projects and services have benefitted from WFWF funding, demonstrating a broad and positive impact across North Ayrshire. The developments in North Ayrshire reflect a collective commitment from statutory services, the third sector and the independent sector to create sustainable, family-centred support systems. These initiatives are crucial in addressing complex family needs and fostering a collaborative, integrated approach to service delivery.</p> <p>The third year of the WFWF has not only facilitated scaling up of essential services but has also supported the establishment of key roles and teams, including the WFWF Programme Lead and the Neurodevelopmental Empowerment and Strategy Team (NEST).</p> <p>The Dads Rock service's success highlighted the need for expansion, leading to funding and recruitment of an additional support worker to extend the service into Irvine. This growth reflects the increasing demand for dedicated support for fathers in the community.</p> <p>Implementation of the Building on Positive Relationships (BPR) parenting approach with the Family Centred Wellbeing Service has significantly improved family support by involving parents in group work and one-to-one interventions. During this reporting period, three BPR groups ran simultaneously, each involving 4-6 families, with all team members trained in BPR. With 172 active cases, the FCWS delivers extensive daily interventions, supported by Educational Psychology partners. The approach is also being extended to schools to train pastoral staff, aiming for consistent support across educational and family Services and for dedicated support for fathers in the community.</p> <p>In January, 79 practitioners attended the Whole Family Wellbeing Fund event at Saltcoats Town Hall. The idea was formed by the WFWF Forum, where the group felt it would be useful to showcase and connect the funded projects and services with practitioners at an interactive meeting and networking event. Attendees, which included those from the Third</p>

	and Independent Sectors, Education, HSCP, NHS and NAC, had the opportunity to hear from 11 of the funded services in addition to finding out further information at the market place stalls.												
Challenges	<p>In early December 2024, the Chair of Ayrshire Rape Crisis confirmed that re-recruitment for the WFWF funded family support worker had been on hold due to core funding uncertainty. Separately to this, the unexpected resignation of the Star Centre manager in February meant the funded role could not be recruited and managed withing the remaining timeframe. As a result, £34,000 of unspent funds were returned.</p> <p>Due to Saltcoats Link-up having to withdraw from the WFWF, a review of the third sector applications previously received was undertaken. An approach was made to Beith Trust to ascertain whether they would still be interested in utilising the funding for the scale-up of the Baby Bundles project into other areas of North Ayrshire. The fund has enabled Beith Trust to employ a project worker for an additional 25 hours per week to ensure the Baby Bundles project is accessible outwith the Garnock Valley and expand into the Three Towns locality.</p>												
Outcomes and Impact	<p>During 2024/25, a total of 550 children and young people across North Ayrshire accessed WFWF funded services or programmes. Furthermore, 688 families have been impacted by the WFWF proposals during the 12 month period.</p> <p>It is promising to note that most funded projects address three to four local priorities, reflecting a strategic alignment with broader community needs. These targeted efforts play a vital role in addressing specific challenges faced by families and ensuring they receive the tailored support required.</p> <p>In terms of the geographical spread of the WFWF proposals, the majority are operating in the Three Towns locality and on a North Ayrshire wide basis. Although Arran does not have any specific services delivered on the island, Arran is covered by the North Ayrshire wide services.</p> <p>Overall, the WFWF’s progress in North Ayrshire underscores the importance of a holistic, community driven approach to family wellbeing, demonstrating both immediate benefits and laying the groundwork for long term, sustainable change.</p>												
Financial position	<p>The current financial position as of March 2025, is described below. The table sets out the spend to date and projected spend based on confirmation that the annual SG allocation of funds for Year 4 of the Fund.</p> <table><tr><td></td><td>Year 3 24/25</td><td>Year 4 Projections 25/26</td></tr><tr><td>Brought Forward from previous year</td><td>£ 1,313,000.00</td><td>£ 933,999.96</td></tr><tr><td>SG Allocation</td><td>£ 954,000.00</td><td>£ 1,119,000.00</td></tr><tr><td>Total Funds Available In Year</td><td>£ 2,267,000.00</td><td>£ 2,052,999.96</td></tr></table>		Year 3 24/25	Year 4 Projections 25/26	Brought Forward from previous year	£ 1,313,000.00	£ 933,999.96	SG Allocation	£ 954,000.00	£ 1,119,000.00	Total Funds Available In Year	£ 2,267,000.00	£ 2,052,999.96
	Year 3 24/25	Year 4 Projections 25/26											
Brought Forward from previous year	£ 1,313,000.00	£ 933,999.96											
SG Allocation	£ 954,000.00	£ 1,119,000.00											
Total Funds Available In Year	£ 2,267,000.00	£ 2,052,999.96											

	Family Centred Wellbeing Service	£ 575,503.28	£ 600,000.00
	Expansion of EY Social Workers	£ 154,004.79	£ 55,000.00
	Dads Rock	£ 68,095.00	£ 70,138.00
	Neighbourhood Networks	£ 50,312.00	£ -
	Vicarious Trauma	£ 8,169.00	£ 8,000.00
	Notre Dame	£ 54,060.33	£ -
	Programme Lead	£ 53,536.81	£ 55,143.00
	Neuro allocation	£ 27,728.69	£ -
	Third sector allocation	£ 292,979.80	£ 233,012.00
	Educational Psychologist	£ 47,888.84	£ 75,160.00
	To be confirmed	£ 511.50	£ -
	<b>Total Spend</b>	<b>£ 1,332,790.04</b>	<b>£ 1,096,453.00</b>
	<b>Funds Remaining</b>	<b>£ 934,209.96</b>	<b>£ 956,546.96</b>
<p>Allocations for CSSPs for years 4 and 5 have now been confirmed following conclusion of the Scottish Parliament's consideration of the Scottish Budget.</p> <p>WFWF allocation for North Ayrshire has been increased from £954,000 to £1,119,000. This is an increase of £165,000 per annum for years 4 and 5.</p> <p>The financial position will continue to be monitored and reported back to the CSSP.</p>			
<b>Learning</b>	<p>To ensure accountability and measure progress, all funding recipients are required to complete an evaluation template every 6 months. This comprehensive template captures vital information about each project, including intended outcomes, progress made, areas for improvement and any challenges or barriers encountered.</p> <p>WFWF recipients have come together 3 times during this reporting period to network, share learning, discuss challenges and project sustainability. The Whole Family Wellbeing Fund Forum will continue to meet quarterly.</p> <p>The first edition of the WFWF newsletter was published in September. The newsletter provides details on all the projects and services supported by the Fund and relevant contact details. This was circulated electronically to WFWF partners, the third sector and in the HSCP news bulletin.</p> <p>The WFWF Programme Lead attends the Learning into Action (LiA) Network. The purpose of this group is to allow CSSP's and other relevant stakeholders to access information such as briefings, policy updates, upcoming events, case studies and other useful resources regarding the WFWF.</p>		

<b>Next steps</b>	<p>The annual report for 2024/25 is currently being drafted and will provide more detail to the high level summary provided in this report. This will be submitted to the Scottish Government in June and shared with the Children's Services' Strategic Partnership.</p> <p>The WFWF logic model, created by Scottish Government, is a visual representation of how the funding is intended to impact its beneficiaries (children, young people, and families and CSSP staff). It captures the sequence of events expected to lead to outcomes that together, if achieved, are expected to lead to the impacts. It summarises the rationale for providing the funding and shows some of the mechanisms by which change might come about. As we approach the fourth year of the programme, we aim to create a North Ayrshire specific WFWF logic model.</p> <p>Finally, we will continue to focus on sustainability and longevity of projects beyond the life of the WFWF.</p>
-------------------	--

Author: Fiona Pow, Whole Family Wellbeing Fund Programme Lead (Children and Families Health Team)

Senior Manager: Joanne Inglis, Senior Manager – Children and Families (Children and Families Health Team)

**3 June 2025****Cabinet**

---

<b>Title:</b>	<b>Review of Gypsy/Traveller Site Provision in North Ayrshire</b>
<b>Purpose:</b>	To provide Cabinet with a progress update regarding the review of Gypsy/Traveller site provision in North Ayrshire.
<b>Recommendation:</b>	That Cabinet (i) notes progress to date; and (ii) approves the consideration of the Redburn Grove site for inclusion in the forthcoming Strategic Housing Investment Plan 2026-2031 for prioritisation alongside existing schemes, subject to funding availability.

---

**1. Executive Summary**

- 1.1 The Council's General Fund currently owns and manages a 16 pitch Gypsy/Traveller site at Redburn Grove in Irvine. Each pitch has its own amenity building providing bathing and kitchen facilities (see photographs at Appendix 1).
- 1.2 The Scottish Government has prepared design guidance relating to the provision of accommodation for Gypsy/Travellers and the Council has consulted site tenants regarding their aspirations for the Redburn Grove site.
- 1.3 A draft proposal has been created for the redevelopment of the site which considered options for the site alongside the anticipated costs to the Council and tenants.
- 1.4 It is proposed that the site is transferred to the Housing Revenue Account (HRA). This can only be completed if there is no financial burden to existing Housing Revenue Account tenants for the works or ongoing costs.
- 1.5 There is currently an anticipated £3.521m funding deficit to deliver the estimated £4.320m scheme, which would be sought from a Scottish Government grant in the first instance. The Scottish Government has indicated that funding for the re-provision and redevelopment of Gypsy/Traveller sites will be available from 2026/27 through local authorities' Resource Planning Assumptions and allocated through Strategic Housing Investment Plans.
- 1.6 It is proposed that Cabinet approves the consideration of the Redburn Grove site for inclusion in the Strategic Housing Investment Plan 2026-2031 for prioritisation alongside existing schemes (subject to funding availability) when new funding guidance is published.



## 2. Background

- 2.1 The Scottish Government published [Improving Gypsy/Traveller Sites](#) in 2015 which determined that all sites should meet minimum standards and have tenancy agreements reflecting the core rights and responsibilities by June 2018. It set out landlord responsibilities in relation to:
- Essential fabric standards
  - Energy efficiency
  - Facilities and amenities
  - Safety and security
  - Maintenance and repairs
  - Fair treatment
  - Consultation
- 2.2 The Redburn Grove site has met the quality standards described in the Scottish Government's 'Improving Gypsy/Traveller Sites' since 2018. It is understood that this is a minimum standard, and the Council has continued to improve and upgrade the site in response to requests from site tenants. The Council obtained £0.074m from a £2.00m Scottish Government fund to install new kitchens and doors in amenity units and improve safety and security on each pitch by installing gates, fencing, and resurfacing, completing works in March 2022.
- 2.3 [Housing to 2040](#) was published in March 2021 and announced the Gypsy/Traveller Accommodation Fund which would provide up to £20m capital funding for local authorities from 2021 to 2026. In December 2024, the Scottish Government notified the Council that the fund had closed for applications. They advised that future funding for Gypsy/Traveller accommodation will be available alongside housing funding in the Affordable Housing Supply Programme from 2026/27 onwards.
- 2.4 In order to ensure that the minimum standards were not seen as the benchmark, an [Interim Site Design Guide for Gypsy/Traveller Sites in Scotland](#) was prepared in December 2021 to set the direction for newly built or refurbished accommodation.
- 2.5 In October 2022, a Registered Tenants Group was established at Redburn Grove along with Housing Services staff, Minority Ethnic Carers of Older People Project (MECOPP) Gypsy and Traveller Support staff and the tenants of Redburn Grove. This group gives tenants the opportunity to have their say on the current and future development needs of the site and ensure they have a voice within their community.
- 2.6 The Council's Local Housing Strategy 2023 – 2028 notes that North Ayrshire's Gypsy/Traveller population has expressed their preferred housing solution as being within the Council owned site at Redburn Grove, Irvine.
- 2.7 The government published [Improving the Lives of Scotland's Gypsy/Travellers 2: action plan 2024-2026](#) in September 2024 which sets out the actions which will be taken to further support Gypsy/Traveller communities.
- 2.8 The government has indicated that funding for the reprovion and redevelopment of Gypsy/Traveller sites will be available from 2026/27 through local authorities' Resource Planning Assumptions and allocated through Strategic Housing Investment Plans.

## Current Site Specification

- 2.9 The existing 16 pitch site is serviced by a septic tank, two metered electrical supplies and provides tenants with:
- Space for two caravans or one caravan and parking for one vehicle
  - An amenity block comprising:
    - Galley kitchen
    - Wet floor shower room
    - External utility room with space for a washing machine and tumble dryer
- 2.10 The site also includes a community space and a Council site office. The existing space is wheelchair accessible and provides free wi-fi, as set out within the interim site design guide.
- 2.11 The Council has reviewed the condition of the site, in consultation with residents, and has created a draft redevelopment proposal. It is also proposed that the site is transferred to the Housing Revenue Account, subject to a value for money assessment.
- 2.12 The redeveloped site would create 16 new larger pitches which provide tenants with:
- Space for two caravans
  - Parking provision for two vehicles
  - An external clothes drying area
  - Individual fenced garden / amenity space
  - An amenity block comprising:
    - Open plan kitchen / dining / living room
    - Double bedroom / second lounge with integrated storage space
    - Wet floor shower room
    - Utility room with space for a washing machine and tumble dryer
- 2.13 The costs for the revised scheme include the provision to connect the site into mains services and create individual electrical supplies for each pitch. Further site investigations including liaison with utility providers will be required to determine whether the existing water, sewerage and electrical utilities to the site can be upgraded.
- 2.14 To allow the scheme to progress, land acquisition is required to provide space for the additional facilities. The Housing Revenue Account would also have to acquire the existing site from the General Fund.
- 2.15 A £4.230m project cost estimate (£0.264m per unit) has been prepared for the draft redevelopment proposals, assuming an April 2026 site start with completion by spring 2028 (to allow for the required phasing of works due to space constraints on-site).
- 2.16 In order to fund the site through the Housing Revenue Account, it would have to be transferred from the General Fund with no financial burden to existing tenants for the works or ongoing costs. The proposed funding streams are noted in Table 1 below with prudential borrowing set at a level which would have a net neutral impact upon the Housing Revenue Account for works or ongoing costs. The contributions from the Affordable Housing Account and Council House Build Account align to Council projects delivered through the Strategic Housing Investment Plan. There is a £3.521m funding deficit to

deliver the proposed site based on current assumptions.

*Table 1: Project funding stream assumptions*

<b>Funding stream</b>	<b>Value (£m)</b>
Affordable Housing Account	£0.112
Council House Build Account	£0.072
Scottish Government Grant	TBC
Prudential Borrowing	£0.525
Funding Shortfall	£3.521
<b>Total</b>	<b>£4.230</b>

- 2.17 The costs above have been estimated assuming off site construction of the amenity units. A number of these suppliers have recently left the market/went into administration and failure to secure this type of developer for the site may result in increased costs and timescales (as it is proposed that tenants remain on site whilst works are undertaken on a phased basis).
- 2.18 Officers would seek to address the current funding gap of £3.521m from forthcoming Scottish Government grant provision for Gypsy/Traveller investment as part of the Affordable Housing Supply Programme. The funding gap would require a grant cost per unit significantly above current benchmark levels. Officers will engage with colleagues in Scottish Government to set out this funding challenge in the context of the forthcoming guidance.
- 2.19 When further clarification is available for the grant funding criteria and levels and following the conclusion of a review of the service delivery model, further engagement will be required with site tenants to discuss the impact of the scheme upon rental levels and other site costs.

### **3. Proposals**

- 3.1 That Cabinet (i) notes progress to date; and (ii) approves the consideration of the Redburn Grove site for inclusion in the forthcoming Strategic Housing Investment Plan 2026-2031 for prioritisation alongside existing schemes, subject to funding availability.

### **4. Implications/Socio-economic Duty**

#### **Financial**

- 4.1 There is an anticipated £3.521m funding deficit to deliver the £4.320m scheme based on the assumptions contained within Table 1. A review of the current service delivery model would be required for the site to consider the proportion of the cost split between the General Fund and Housing Revenue Account and whether any efficiencies can be made in relation to these. It should be noted that the cost associated with the unauthorised encampments portion of the post would have to remain with the General Fund with no income available to offset the cost.

#### **Human Resources**

- 4.2 As noted at 4.1 above, a review of the current service delivery model would be required.

## **Legal**

- 4.3 As noted at 2.14, land acquisition is required to provide space for the additional facilities. The Housing Revenue Account would also have to acquire the existing site from the General Fund. The Council is also required to conform with [Housing Revenue Account guidance](#) in relation to best value.

## **Equality/Socio-economic**

- 4.4 The provision of new housing will increase the facilities available for the resident Gypsy/Traveller community. The benefits of new build housing in relation to health, wellbeing and educational attainment, are well documented.

## **Climate Change and Carbon**

- 4.5 New homes should have a low environmental impact, with the aim of reducing fuel use and associated fuel costs. The project will be delivered in accordance with Building Standards regulations for energy efficiency. It will also be delivered to Section 7, Silver Level, of the 2019 Building Regulations in respect of Energy for Space Heating. New Council homes contribute significantly to the Council's Sustainability agenda. New housing is more energy efficient, better ventilated, and has higher levels of thermal comfort, which supports improved health and well-being.

## **Key Priorities**

- 4.6 The provision of new affordable housing supports the [Council Plan](#) strategic priorities: 'Wellbeing'; 'Climate Change'; 'A Sustainable Council'; and 'Communities and Local Democracy'. There is also evidence that children and young people can benefit from improved cognitive development and a reduction in behavioural issues through living in a more attractive, warmer, and better ventilated environment and the provision of new affordable housing also supports the Council Plan priority that children and young people experience the best start in life.

## **Community Wealth Building**

- 4.7 The development of the site supports the objectives and associated actions of the [Community Wealth Building Strategy](#). The delivery of the site will contribute to the Progressive Procurement pillar through the inclusion of appropriate community benefit clauses within the construction contract and by considering phasing and programming to support delivery by smaller scale and local contractors where appropriate.

## **5. Consultation**

- 5.1 Consultation has taken place with Redburn Grove site tenants to seek their aspirations for the site and inform the draft proposals. Recent consultation has highlighted tenants' collective opinion and views for increased investment in the site. Further consultation will be undertaken with the Redburn Grove Tenants Group, tenants and local residents as the project progresses.

DAVID W. HAMMOND  
Executive Director (Communities and Housing)

For further information please contact **Fiona Ellis, Senior Manager, Housing Strategy and Development**, on 01294 324031.

**Background Papers**

[Strategic Housing Investment Plan 2025-2030](#)



# Appendix 1: Existing Redburn Site, Irvine



Existing pitch with amenity block



Astro turf to front amenity space



Amenity block kitchen





**03 June 2025****Cabinet**

---

**Title:** **Scottish Government Consultation: Changes to waste management services and the Call for Evidence (CfE) on the potential extension of the upcoming ban on landfilling biodegradable municipal waste.**

**Purpose:** To advise Cabinet of the Scottish Government Consultation on possible changes to household recycling collection services and the Call for Evidence on the potential extension of the upcoming landfill ban, and to seek Cabinet approval for the submission of the proposed response.

**Recommendation:** That Cabinet:

- a) Notes the ongoing consultation and Call for Evidence;
- b) Grants authority to the Head of Service (Neighbourhood Services) to submit the Council's response (Appendix 1 and 2); and
- c) Notes that responses to the consultation and Call for Evidence are also being submitted by other local authorities and COSLA; and
- d) Notes that further updates will be brought to Cabinet in the event that the Scottish Government introduce a change to the household recycling collection services detailed within the consultation.

---

**1. Executive Summary**

- 1.1 On 25 March 2025 Scottish Government launched the Changes to Waste Management Services online public consultation along with a Call for Evidence (CfE) on the potential extension of the upcoming ban on landfilling biodegradable municipal waste.
- 1.2 The Changes to Waste Management Services public consultation seeks to collect views on:
  - The approach to textile recycling, including whether to make kerbside collection of textiles by local authorities a mandatory service.
  - The current approach to the rural food waste exemption and whether that should continue in its current form, be amended or be discontinued.

- 1.3 The Call for Evidence (CfE) on the potential extension of the upcoming ban on landfilling biodegradable municipal waste (household and commercial) seeks to support consideration of extending the landfill ban to include non-municipal biodegradable wastes.
- 1.4 This report seeks approval for submitting the draft response to the consultation included at Appendix 1 and the draft Call for Evidence response provided at Appendix 2.

## **2. Background**

- 2.1 The Scottish Government's Circular Economy & Waste Route Map was published in December 2024. The route map set out actions to develop a more circular economy in Scotland, supported by new powers set out in the Circular Economy (Scotland) Act 2024. The Route Map sets out the strategic direction for delivering a system-wide, comprehensive vision of Scotland's circular economy from now to 2030.
- 2.2 The measures in the Route Map are grouped under four strategic aims, which reflect the span of the waste hierarchy:
  - Reduce and reuse;
  - Modernise recycling;
  - Decarbonise disposal; and
  - Strengthen the circular economy.
- 2.3 The Scottish Government Route Map contains 11 priority actions, which are:
  - Publish a Product Stewardship Plan to set out how to tackle the environmental impact of priority products by 2025/26;
  - Develop an intervention plan to guide long-term work on household food waste reduction behaviour change by 2026/27;
  - Develop with stakeholders effective options to implement mandatory reporting for food waste and surplus by businesses from 2025/26;
  - Support the development of a model for regional Scottish hubs and networks for the reuse of construction materials and assets from 2025-2027;
  - Facilitate a co-design process for high quality, high performing household recycling and reuse services, 2024 – 2026;
  - Review of compliance with commercial recycling requirements by 2026;
  - Co-design measures to improve commercial waste service provisions, commencing by 2030;
  - Develop a Residual Waste Plan to 2045 by 2027;
  - Facilitate the development of a Sector-Led Plan to minimise the carbon impacts of the Energy from Waste Sector by 2027;
  - Develop a circular economy strategy every five years, first one in 2026; and
  - Set new circular economy targets by 2027.
- 2.4 By 2030, Scottish Government aims to have a high-performing recycling system that has modernised recycling services for households and businesses across Scotland, optimised the performance of collection services, and can recycle most waste types to maximise diversion of waste from disposal.

- 2.5 Increasing the number of materials recycled and the proportion of these recycled is expected to deliver carbon reductions, reduce the environmental impacts associated with extracting new raw materials, and create a range of important economic opportunities to reprocess and reuse materials.
- 2.6 The Circular Economy & Waste Route Map to 2030 prioritises the co-design of a new Code of Practice for household waste recycling under the strategic aim to Modernise Recycling. The co-design process to design the new Code of Practice will include key stakeholders from Scottish Government, COSLA, SOLACE and the Local Authority Waste Management Officers Network, as well as other relevant parties.
- 2.7 Under the Circular Economy (Scotland) Act 2024, adherence to the new statutory Code of Practice will become mandatory for local authorities, however, Scottish Government and COSLA have agreed that the new Code of Practice will be subject to the prior agreement of the COSLA Environment and Economy Board.
- 2.8 The main goal of the co-design process is to ensure the new mandatory Code of Practice sets out an approach to increase recycling that is practical, effective, and feasible for local authorities and other service providers, rather than enforcing a rigid, top-down model.
- 2.9 The co-design process aims to ensure the new Code of Practice is adaptable, considers differences in geography, demographics, housing, and existing infrastructure, while providing access to consistent recycling services, but recognising that different areas may require different approaches to service delivery.
- 2.10 This consultation is only one part of the engagement to establish an evidence base on which to co-design the new Code of Practice. The policy areas that are being consulted on are being explored in the context of the development of the new statutory Code of Practice and it may form part of the co-design process, depending on the findings of this consultation. Depending on future policy decisions, legislative change may also be required out with the new statutory Code of Practice.
- 2.11 The Changes to Waste Management Services consultation focuses on the approach to textile recycling, including whether to make kerbside collection of textiles by local authorities a mandatory service and the current approach to the rural food waste exemption and whether that should continue in its current form, be amended or be discontinued, and the approach.

#### Household Collection of Textiles

- 2.12 The Council in partnership with a third-party organisation currently collects a wide range of textiles (clothes, shoes, hats, towels, linen, curtains, belts etc.) via a network of 38 textile banks throughout the area and the organisation that collects them also works closely with charities who benefit from the textile banks. The service also promotes the use of over 20 charity shops throughout the area for textile reuse, which rely on donations from the public.

- 2.13 There is no cost to the Council for the current service for the provision and collection of textile banks across North Ayrshire. A small amount of income is also received from the textile bank provider.
- 2.14 A new requirement for local authorities to provide a mandatory kerbside collection of textiles is proposed within the consultation. This new requirement could potentially add significant unbudgeted capital and revenue costs to the Waste Service unless additional funding was provided to support the introduction of a new textile collection service.
- 2.15 Additional capital costs would be incurred for vehicles, containers and any infrastructure changes required at our waste sites to store textiles in a dry and clean manner, to maximise their ability for reuse. Additional revenue costs would be incurred for employees, fuel, vehicle maintenance costs, as the collection of textiles is not a waste stream that could be easily integrated within our current kerbside collection system.
- 2.16 Consideration would need to be given to the collection method utilised, as most councils already have a well-used network of textile banks and charity shops in place. Research and modelling would need to be carried out to establish if a kerbside textile collection service would be more efficient and effective than our current approach, and what the net cost and net carbon impact of introducing a new kerbside textile collection service would be, particularly in more remote areas.
- 2.17 The proposal could potentially have a significant impact on local charitable organisations and charity shops who rely on public donations of textiles for resale, which promotes their reuse. Mixed kerbside collections could reduce the textile material quality compared to donating to charity shops, impacting on textile reuse levels.
- 2.18 The draft responses to the consultation questions that relate to the proposed introduction of a new requirement for local authorities to provide a mandatory kerbside collection service of textiles is provided in Appendix 1, Questions 1 to 13 for the consideration of Cabinet.

#### Rural Food Waste Exemption

- 2.19 The Council currently provide a fortnightly comingled food and garden waste collection service (brown bin) to all households on the mainland and Cumbrae.
- 2.20 An exemption currently applies to remote rural areas and islands, which includes the Island of Arran, as it was not deemed environmentally and economically practical to provide a segregated food waste collection service to these areas across Scotland.
- 2.21 The Environmental Protection Act 1990, amended by the Waste (Scotland) Regulations 2012, require local authorities to provide segregated food waste collections to householders and separately requires all food businesses producing more than 5kg of food waste a week to ensure they separate their food waste for collection, unless the rural exemption applies.
- 2.22 The proposals within the consultation relate to the current rural food waste exemption and whether that should continue in its current form, be amended or be removed.

- 2.23 The proposed amendment to the exemption in the consultation relates to changing the basis for the areas and post codes covered from the Scottish Government's 6-fold Urban/Rural Classification of 2009-10 to the Scottish Government Urban Rural Classification 2022. The exemption operates by not requiring local authorities to provide a receptacle for separate collection of food waste if properties are located in areas designated as 'remote small towns', 'accessible rural areas' or 'remote rural areas'.
- 2.24 The 2022 classification includes fewer postcodes classified as rural due to demographic changes, such as population increase and areas of new building. Adopting the 2022 classification would result in fewer postcodes being eligible for the exemption.
- 2.25 On review of the proposed use of the 2022 classification, this would not require any changes to the current waste collection service provided by the Council.
- 2.26 A proposal to remove the food waste exemption would require a separate food waste collection service to be provided to all households on Arran. This would have significant capital and revenue budget implications as well as ferry capacity issues for the Council, which would need to be modelled and assessed for viability.
- 2.27 Additional capital funding would be required for new vehicles and containers. The site infrastructure that would be needed at the Arran Waste Transfer Station to facilitate the separate storage of food waste in accordance with animal by-product legislation would be challenging to create, due to space constraints within the site. A detailed feasibility study would be needed to determine the cost and viability of the existing site, should the proposal to remove the exemption be taken forward by Scottish Government.
- 2.28 The proposal would potentially increase recycling performance, however, additional revenue budget would be required for employees, fuel, vehicle maintenance costs and transport costs, albeit there would be a net reduction from existing waste processing costs. There is no current on-island solution for processing food waste, and this would need to be transported for processing to the Council's contractor in South Lanarkshire. Additional funding would be needed for the capital and revenue costs required for implementing the proposal if this service was required by Scottish Government, which would need to be based on detailed modelling to assess the net cost and net carbon impact of the proposed change.
- 2.29 The draft responses to the consultation questions that relate to the proposals to retain, amend or remove the current rural food waste exemption is provided in Appendix 1, Questions 14 to 17 for the consideration of Cabinet. The draft responses to the general consultation questions are provided in Appendix 1, Questions 18 to 23.

#### Call for Evidence on Extending the Landfill Ban

- 2.30 From 31 December 2025 a ban on landfilling biodegradable municipal waste comes into force. When landfilled, biodegradable waste breaks down to produce methane, a greenhouse gas that is around 28 times more potent than carbon dioxide.
- 2.31 Municipal biodegradable waste includes waste from households, such as paper and cardboard, food waste, wood etc, and waste that is similar in nature and composition to

waste from households, which includes the commercial waste that the Council collects from businesses.

- 2.32 The Council has been prepared for the ban on the landfill of the biodegradable municipal waste that it collects for many years and has not relied on landfill as a disposal solution since before 2020, as we moved towards a more environmentally sustainable solution through the Clyde Valley Residual Waste Partnership. The Council's own landfill site in Shewalton, Irvine closed for the acceptance of waste in March 2018.
- 2.33 The proposals within Scottish Government's Call for Evidence on the potential for extending the landfill ban to include non-municipal biodegradable wastes has limited direct impact on the Council, as we only collect or manage a small amount of waste that is defined as non-municipal biodegradable waste, which is more relevant to the private waste management industry. The proposals include adding sorting residues from the mechanical treatment of wastes to the ban, which the Council does not manage, however the contractors that process our waste manage this as a by-product from their processes.
- 2.34 The non-municipal biodegradable waste types that are discussed in the Call for Evidence that the Council collects or manages includes 'mixed construction and demolition wastes', that can arise from activities carried out by Building Services. Larger construction and demolition projects initiated by Property Management and Investment carried out by private contractors may be impacted by extension of the ban, however these types of contracts already include clauses and measures to maximise the reuse and recycling of construction and demolition waste to minimise any waste that goes to landfill.
- 2.35 The Call for Evidence seeks to gather evidence on other wastes (such as mattresses), including those that are non-biodegradable, that could be banned from landfill to move the management of these wastes further up the waste hierarchy and to reduce the environmental impact of their disposal.
- 2.36 The draft responses to the Call for Evidence questions that relate to the potential extension of the upcoming ban on landfilling biodegradable municipal waste is provided in Appendix 2, Questions 1 to 24 for the consideration of Cabinet.

### **3. Proposals**

- 3.1 That Cabinet:
- a) Notes the ongoing consultation and Call for Evidence;
  - b) Grants authority to the Head of Service (Neighbourhood Services) to submit the Council's response;
  - c) Notes that responses to the consultation and Call for Evidence are also being submitted by other local authorities and COSLA; and
  - d) Notes that further updates will be brought to Cabinet in the event that the Scottish Government introduces a change to the household recycling collection services detailed within the consultation.

## **4. Implications/Socio-economic Duty**

### **Financial**

- 4.1 There are no financial implications resulting directly from submission of the consultation response or Call for Evidence response, however, there may be financial implications for the Council if Scottish Government introduced a requirement for the mandatory kerbside collection of textiles or removed the current derogation for the collection of food waste in remote rural areas.

### **Human Resources**

- 4.2 None.

### **Legal**

- 4.3 There are no direct legal implications of the response itself, however, depending on future Scottish Government policy decisions, future legislative changes may be required out with the Household Recycling Code of Practice.

### **Equality/Socio-economic**

- 4.4 There are no equality/socio-economic implications resulting directly from submission of the consultation response. However, it is unclear if such implications could arise from the proposals in the consultation and Call for Evidence. The Scottish Government would be required to undertake the necessary impact assessments in relation to the introduction of any additional legislation.

### **Climate Change and Carbon**

- 4.5 There are no climate change and carbon implications resulting directly from submission of the consultation and Call for Evidence response. However, potential benefits for Climate Change and carbon reduction could potentially arise from the proposals in the consultation and Call for Evidence.

### **Key Priorities**

- 4.6 None.

### **Community Wealth Building**

- 4.7 None.

## **5. Consultation**

- 5.1 The proposed response has been informed through consultation with Officers of the Council and COSLA.

RUSSELL McCUTCHEON  
Executive Director (Place)

For further information please contact **Thomas Reaney, Head of Service (Neighbourhood Services)**

## **Background Papers**



## **Appendix 1**

### **Scottish Government Consultation**

### **Changes To Waste Management Services**

**Closing Date: 17<sup>th</sup> June 2025**

#### **Household Collection of Textiles - 13 questions**

1. Do you consider your current options for textile recycling to be efficient?

☒ Yes

☐ No

☐ Don't Know

2. Do you consider your current options for textile recycling to be accessible?

☒ Yes

☐ No

☐ Don't Know

3. If you do not consider your current options for textile recycling to be efficient and/or accessible, what improvements would you recommend?

Please provide your answer here.

Not applicable.

4. Do you believe household collection of textiles would provide benefits to householders?

☒ Yes

☐ No

☐ Don't Know

5. What potential benefits do you consider household collection of textiles would provide to householders?

Please provide your answer here.

Where householders are disposing of textile waste through residual/general waste, a separate household waste collection service for textiles would provide additional capacity and space for non-recyclable waste material within their residual/general waste containers, however this would potentially require householders receiving another wheeled bin container, where many householders do not want more wheeled bins, due to lack of storage space at their properties.

The other option is to have a separate bag collection using a 'milk-round' type collection approach, however this option is likely to be sporadically used and therefore most likely to be inefficient and not cost effective to operate, resulting in higher costs.

Research and modelling would need to be carried out to establish if a kerbside textile collection service would be more efficient and effective than our current approach, and what the net cost and net carbon impact of introducing a new kerbside textile collection service would be, particularly in more remote areas.

6. Do you believe household collection of textiles should be a service supplied by local authorities? Extra note: A mandatory service would be a statutory requirement for all local authorities in Scotland to collect textiles separately as part of their waste collection services at household kerbsides. This may require a separate household recycling bin. (Strongly Agree/Agree/Neither Agree nor Disagree/Disagree/Strongly Disagree)

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither Agree nor Disagree
- ☐ Disagree
- ☒ Strongly Disagree

Please provide your answer here.

Most councils already provide a wide network of textile banks throughout their area. Research and modelling would need to be carried out to establish if a kerbside textile collection service would be more efficient and effective than the current approach, and what the net cost and net carbon impact of introducing a new kerbside textile collection service would be, particularly in more remote areas of Scotland.

If this was a new requirement then it could potentially add significant unbudgeted capital and revenue costs to local authorities, unless additional funding was provided to support the introduction of a new textile collection service, potentially through the widening of Extended Producer Responsibility to include textiles.

The proposal could potentially have a significant impact on local charitable organisations and charity shops who rely on public donations of textiles for resale, which promotes their reuse. North Ayrshire has areas of high deprivation, and many people rely on charity shops for obtaining quality low-cost clothing.

7. If collections of textiles from households are not a service supplied by local authorities, do you think there should be a requirement for all local authorities to offer textile recycling through Household Waste Recycling Centres or other bring facilities?

☒ Yes

☐ No

☐ Don't Know

Please provide your answer here.

Yes, as most local authorities already provide the ability for residents to deposit textiles in their Household Waste Recycling Centres or at other bring facilities, however, this may be more difficult and challenging in remote rural areas and islands. The implications of this potential additional requirement on local authorities should be explored further through the co-design process for the Code of Practice on Household Recycling.

8. What is the estimated number of textile items you recycle/dispose of each year?

☐ I don't recycle my textiles

☐ 1 – 5

☐ 6 - 15

☐ 16 - 30

- ☐ 31 - 50
- ☐ Over 50
- ☐ Don't Know

This question is not relevant to a local authority.

9. What services are currently available in your local authority area to recycle or dispose of textiles?

- ☒ Local Textile Bank in supermarket / car park
- ☒ Charity Shops – In Store
- ☒ Charity Shops – Household Collection
- ☒ Household Waste Recycling Centre

10. What services do you currently use in your local authority area to recycle or dispose of textiles?

- ☐ Local Textile Bank in supermarket / car park
- ☐ Charity Shops – In Store
- ☐ Charity Shops – Household Collection
- ☐ Household Waste Recycling Centre
- ☒ Other

If other, please provide your answer here.

This question is not relevant to a local authority.

11. Do you foresee any barriers or unintended consequences to local authority collection of textiles at the kerbside becoming a statutory service?

- ☒ Yes
- ☐ No
- ☐ Don't Know

Please provide your answer here.

Yes. If this was a new requirement then it could potentially add significant unbudgeted capital and revenue costs to local authorities, unless additional funding was provided to support the introduction of a new textile collection service, potentially through the widening of Extender Producer Responsibility to include textiles.

Research and modelling would need to be carried out to establish if a kerbside textile collection service would be more efficient and effective than the current approach, and what the net cost and net carbon impact of introducing a new kerbside textile collection service would be, particularly in more remote areas of Scotland.

There over 20 charity shops in North Ayrshire which require a throughput of good quality clothes/textiles as well as other saleable goods. Any statutory service needs to ensure that these outlets which support the most vulnerable in society are not unduly impacted by any new collection service.

As noted within the summary of the European Clothing Action Plan (ECAP) report that is highlighted in the consultation document, there is a significant element of textiles which would be of low value. Further research is required to ensure that there are viable markets for any additional textile materials collected.

12. If your local authority offered household collection of textiles, how likely are you to utilise this service?

- ☐ Very likely
- ☐ Somewhat likely
- ☐ Somewhat unlikely
- ☐ Very unlikely
- ☐ Not sure

This question is not relevant to a local authority.

13. Do you have any additional views, regarding household collection of textiles or what you would expect a useful service to look like?

Please provide your answer here.

The Council would have concerns around the risk of collecting low value textile materials with limited markets, which would impact the sustainability and effectiveness of any service. Research and modelling would need to be carried out to establish if a kerbside textile collection service would be more efficient and effective than the current approach, and what the net cost and net carbon impact of introducing a new kerbside textile collection service would be, particularly in more remote areas of Scotland.

### **Rural Food Waste Exemption - 5 questions**

14a. Are you located in an area with a rural food waste exemption?

☒ Yes

☐ No

☐ Don't Know

14b. What is your preferred approach to the rural food waste exemption in the future?

☐ Keep it as it is

☐ Remove it

☒ Other

If other, please provide your answer here.

Our position with regards to the rural food waste exemption is that it should be discussed as part of the co-design work on the new Code of Practice with local authorities. There will be specific and potentially unique challenges of implementing food waste collection services and animal by-product compliant waste bulking and processing facilities in remote rural areas, such as islands.

There will be significant additional revenue and capital costs for local authorities by implementing food waste collections in remote rural areas and this would need to be modelled, as well as the net carbon impact of any proposed change.

Some remote rural areas may not have the necessary infrastructure to be able to support managing an additional waste stream (bulking facility space, available waste capacity and the ability to expand) and this would need to be explored further with each local authority.

15. If your local authority were to offer a kerbside food waste collection service, would you be likely to opt-in?

- ☐ Very likely
- ☐ Somewhat likely
- ☐ Somewhat unlikely
- ☐ Very unlikely
- ☐ Not sure

This question is not relevant to a local authority.

16. If you live or operate a business in an area in which the rural food waste exemption is used, what do you currently do with your food waste?

- ☐ At-home composting
- ☐ Take it to local recycling centre
- ☒ Other

If other, please provide your answer here.

This question is not relevant to local authorities. As a local authority we promote and provide a comingled food and garden waste collection service except in areas which have an exemption from food waste collections, which only relates to the Island of Arran.

In these exempt areas business will mainly dispose of their food through their residual/general waste collection services, although there may be some businesses who have implemented other adaptation or mitigating systems to reduce and manage their food waste, such as internal composting equipment for coffee grounds, plate waste from small-scale hotels, cafes and restaurants.

The Council has been working with 3<sup>rd</sup> sector organisations and local businesses on Arran to explore and support options for both food waste and organic waste treatment on the island, however the cost of implementing on-island facilities has been prohibitive.



17. Do you have any other views regarding the rural food waste exemption?

Please provide your answer here.

Adopting the Scottish Government Urban Rural Classification 2022 would result in more postcodes being eligible for service in rural areas, although on review of the map provided within the consultation, all islands would still be exempt.

If the rural classification was to be further altered, or the exemption was removed, additional animal by-product compliant waste treatment facilities would be required across rural and Island areas, whilst taking into consideration that the original exemptions were created to prevent the positive impact of food waste recycling being offset by negative impacts of collecting and transporting waste (including ferry transportation) from rural locations and islands.

There will be significant additional revenue and capital costs for local authorities by implementing food waste collections in remote rural areas and this would need to be modelled, as well as ferry capacity and the net carbon impact of the proposed change.

### **All Consultation Topics - 7 questions**

18. Equality: Are there any additional likely impacts the proposals contained in this consultation may have on particular groups of people, with reference to protected characteristics?

Please provide your answer here.

No additional impacts are evident.

19. Business and Regulation: Do you think that the proposals contained in this consultation are likely to increase or reduce the costs and burdens placed on any business or sector?

Please provide your answer here.

Charitable organisations and charity shops may be negatively affected by the proposed changes to introduce the mandatory collection of textiles at the kerbside, as they rely heavily on donations from the public. This would also affect users of charity shops who may rely on them for low-cost clothing. The proposal would pass on significant additional costs to local authorities to provide a kerbside collection service for textiles, which instead should be covered through the extension of existing Extended Producer Responsibility to implement the 'Polluter Pays Principle'.

Businesses within an area that is affected by altering the rural food classification and therefore removing the current exemption, are likely to have the opportunity to recycle more of their food waste, however access to services in remote rural areas may be challenging, and this requirement would pass on the additional costs of providing additional food waste collection services to local authorities. Whether this increases or reduces their costs may depend on their location, their existing suppliers and the distance to a licensed waste treatment facility.

There may be on Island solutions which deliver growth opportunities to Island businesses across food and textiles as well as other waste potentially being diverted from landfill. The Council are keen to work with and support businesses within our Islands, although the net carbon impacts of these opportunities along with the potential costs would require to be modelled.

20. Children's Rights and Wellbeing Impact Assessment: Do you think that the proposals contained in this consultation are likely to have an impact on children's rights and wellbeing?

Please provide your answer here.

No additional impacts are evident.

21. Islands Communities Impact Assessment: Do you think that the proposals contained in this consultation are likely to influence an island community significantly differently from its effect on other communities in Scotland?

Please provide your answer here.

A proposal to remove the existing rural exemption for separate food waste collections in remote rural areas and islands may encourage investment opportunities for treatment facilities, if capacities and tonnages are appropriate for investment. This could support the delivery of on-island treatment solutions, although additional capital and revenue investment would be required to deliver appropriate collection services.

22. Fairer Scotland Duty: Do you think that the proposals contained in this consultation are likely to have an impact in relation to the fairer Scotland duty?

Please provide your answer here.

No additional impacts are evident.

23. Environment: Do you think that the proposals contained in this consultation are likely to have an impact on the environment?

Please provide your answer here.

The wider environment potentially could be improved by recycling more food and textiles, however the net impact of this would need to be modelled, as well as the net carbon impact of the proposed change.

24. Conclusion: Do you have any other comments that you would like to make, relevant to the subjects of this consultation, that you have not covered in your answers to other questions?

Please provide your answer here.

No further comments.

## **Appendix 2 - Scottish Government**

### **Call for Evidence on Extending the Landfill Ban to non-municipal waste**

1. Which category in the following list best describes you?

☒ Local government

2. If you are replying on behalf of a business or representative organisation, please advise where your business is located, and an approximate size/number of staff (where applicable).

Not applicable.

3. Do you produce or handle/dispose of EWC (European Waste Catalogue) 19 12 12 wastes?

☐ Produce from non-municipal sources

☐ Produce from municipal sources

☐ Produce from mixed non-municipal and municipal sources

☐ Handle/dispose of EWC191212 waste produced elsewhere

☒ No, I do not produce or handle/dispose of EWC191212 wastes

No, the Council do not produce or handle or dispose of EWC 19 12 12 (sorting residues from the mechanical treatment of wastes), however our contractors will handle this waste type as a by-product of their mechanical treatment processes.

4. If you produce waste from mixed non-municipal and municipal sources, can you provide data on the proportion of EWC 19 12 12 wastes coming from non-municipal sources?

☐ Yes (please provide information in the box below)

☒ No

Not applicable.

5. Do you have any data on the composition or characteristics (e.g., biodegradability) of EWC 191212 wastes sent to landfill at any point over the past 10 years?

☐ Yes (please provide information in the box below)

☒ No

No.

6. Are there alternative treatment options available to you for sorting residues (EWC191212 wastes) that could reduce the environmental impact of managing or disposing of these wastes? Are there any barriers to adopting alternative treatment options?

☐ Yes (please provide information in the box below)

☒ No

Not applicable.

7. Do you have any evidence about the need to continue landfilling sorting residues from the treatment of non-municipal waste?

☐ Yes (please provide information in the box below)

☒ No

The Council has no evidence of such but is aware that some materials may still be required to be disposed of at landfill, due to their inability to be directly treated in an Energy from Waste (EfW) plant, such as items containing harmful, or hazardous material.

8. Do you agree with the list of non-municipal waste that are likely to be biodegradable and maybe biodegradable wastes, are there other wastes you consider biodegradable and do you have evidence on the biodegradability of any of these wastes that you can share?

☐ Yes (please provide evidence if possible in the box below)

☒ No (please provide details and evidence if possible in the box below)

The Council has no direct experience of managing the waste types noted in Table 6.2.1 of the Call for Evidence.

9. Are there biodegradable wastes, from Tables 6.2.1 (pg.11) and 6.2.2 (pg.12) or otherwise, that you think will need to be landfilled in the future?

The Council has no direct experience of managing the waste types noted in Table 6.2.1 and 6.2.2. of the Call for Evidence.

10. Our Circular Economy and Waste Route Map noted an intention to identify priority waste streams to mitigate environmental impacts. Which waste streams would you consider to be the priority waste streams to divert from landfill?

Mattresses, carpets and furniture, should all be considered as priority waste streams to be diverted from landfill, due the value they can create within a Circular Economy. These waste types should also be considered for inclusion in an extension to existing Extender Producer Responsibility (EPR) requirements to implement the 'Polluter Pays Principle'.

11. Are there treatment options available for biodegradable wastes, from Tables 6.2.1 (pg.11) and 6.2.2 (pg.12) or otherwise? Do you have evidence or thoughts on why these materials continue to be landfilled?

The Council has no direct experience of managing the waste types noted in Table 6.2.1 and 6.2.2. of the Call for Evidence.

12. What are the potential positive and negative impacts of not including soil in an extended landfill ban?

Continuing to encourage the reuse and recycling of soils is essential due to the associated carbon benefits as noted within the consultation, however, soil will still be required for engineering purposes on landfill sites and therefore the proposal not to include soil in the ban seems a reasonable approach.

13. Do you have any views and/or evidence on the suitability of TOC (Total Organic Carbon), AT4, Dynamic Respiration or loss on ignition tests to determine the biodegradability of non-municipal wastes?

The Council has no direct experience around data or evidence of the non-municipal waste types noted.

14. Do you currently carry out biodegradability testing of non-municipal wastes and if so, are you able to share any evidence or information on the testing that you carry out?

☐ Yes, carry out testing and can share evidence/examples

☒ No

15. Would a ban on landfilling mattresses support increased recycling of end-of-life mattresses?

☒ Yes (Please provide further information in the box below)

☐ No (Please provide further information in the box below)

Yes, this would allow this material stream to be diverted from landfill or Energy from Waste through mattress reuse, or through the recycling of the materials which make up mattresses, such as metals and textiles.

This approach should be led by the relevant sector which placed the items on the market, through potentially an Extended Producer Responsibility (EPR) system, to apply the 'Polluter Pays Principle'.

Consideration is required around the composition of future mattress waste, as the sector pivots from using existing materials, such as metals and textiles to foams, which will require suitable treatment facilities and end markets to enable them to be recycled.

16. Would a ban on landfilling mattresses lead to the diversion of mattresses to incineration?

☒ Yes (Please provide further information in the box below)

☐ No (Please provide further information in the box below)

There are several mattress reuse initiatives in Scotland, including a successful project in North Ayrshire operated by Cunninghame Furniture Recycling Company that successfully divert mattresses away from disposal and would continue to divert from incineration. There are also several third parties, though limited, who provide recycling solutions for mattresses.

However, given the vast numbers of waste mattresses produced in Scotland, it is likely that final disposal at Energy from Waste facilities would be required, as well as improved reuse and recycling solutions.

The sector which placed the items on the market, should be responsible for developing reuse, recycling and disposal solutions, through Extended Producer Responsibility to apply the 'Polluter Pays Principle'.

17. If mattresses could no longer be landfilled, what other barriers are there to increasing the recycling of mattresses?

Final disposal routes for mattresses would still need to be considered, as it is unlikely that all, or the majority of mattresses, could be reused or recycled by third parties, due to the low value of the materials when recycled. Limited capacity to treat the significant number of mattresses produced in Scotland would require various solutions to manage that waste stream. Support would be required to enhance the value and markets for the recyclable materials within mattresses, to enable the recycling supply chain to deliver a sustainable service and business model.



18. What other policies should be considered to encourage the continued diversion of waste, particularly biodegradable waste, away from landfill?

End markets require to be developed in Scotland to deal with the additional recyclates. This would support the reduction of emissions by treating locally, enhancing local investment opportunities and also improve employment opportunities in Scotland, contributing to a more circular economy.

19. Are there changes to the Scottish Landfill Tax, or other fiscal levers such as the forthcoming Scottish Aggregates Tax, that could incentivise the diversion of wastes away from landfill, particularly biodegradable wastes that will not fall under the landfill ban?

The Council has limited exposure to Scottish Landfill Tax (SLT), due to having previously secured a more environmentally sustainable Energy from Waste solution through the Clyde Valley Residual Waste Partnership, however, the continuation of the SLT scheme could further incentivise innovative solutions to divert more waste away from being landfilled.

20. What could the Scottish Government do to incentivise investment in alternative treatment infrastructure?

Research and pathfinder projects could be funded to secure an understanding of the benefits both financially and environmentally of new alternative treatment solutions. These solutions should be considered for utilisation in urban, rural and island settings.

21. If further waste streams were to be included in the landfill ban, what timescale for implementing the ban would allow for industry preparations?

The Council does not rely on landfill for the management of its waste. The wider Scottish waste industry that still relies on landfill would need to provide views on the timescales required for them to find alternative solutions to landfill.

22. Are you able to share information about the potential costs associated with diverting waste to alternative treatment options for the wastes detailed here (including for example costs of testing)? (Please provide details and impacts if possible)

The Council has no information available relating to the potential costs of diverting the waste types detailed in the consultation to alternative treatment options.

23. Do you have any evidence of other, unintended consequences of diverting waste, particularly biodegradable wastes, away from landfill (such as flytipping)? (Please provide details and impacts if possible)

The Council does not have any direct evidence of the unintended consequences of diverting other types of waste away from landfill. There could be a cost impact for producers of waste, as processing to remove recyclable material and then sending the non-recyclable elements of waste to Energy from Waste facilities tend to be more expensive than landfill, although this margin may be reducing through recent increases in landfill tax, which incentivises producers to find more cost effective and environmentally sustainable solutions. The availability of sufficient alternative treatment capacity in Scotland would need to be considered through capacity modelling.

24. Do you have any other comments or evidence that you would like to share on the potential expansion of the ban on landfilling biodegradable municipal waste?

Waste tourism should be considered if the landfill ban were to be extended, where the outcomes are that waste types that have limited markets, or they are of low value, are then diverted from landfill in Scotland to being landfilled in other parts of the United Kingdom.



**3<sup>rd</sup> June 2025****Cabinet**

---

**Title:** **Bulky Waste Collection Service – Requirement to separately collect and manage Waste Upholstered Domestic Seating.**

---

**Purpose:** To advise Cabinet of the requirement to separately collect and manage Waste Upholstered Domestic Seating items for disposal, the application of the Bulky Waste fee structure to Waste Upholstered Domestic Seating items and the proposed review of commercial waste charges at the Arran Waste Transfer Station.

---

**Recommendation:** That Cabinet:

- a) Notes the requirement to separately collect Waste Upholstered Domestic Seating items for disposal; and
- b) Notes the proposed introduction of a collection scheme for Waste Upholstered Domestic Seating items previously collected as part of the bulky waste scheme.
- c) Agrees that the existing fees for the bulky waste scheme will apply for Waste Upholstered Domestic Seating uplifts
- d) Notes the proposed future review of the charges for disposal of Waste Upholstered Domestic Seating and other commercial waste streams at Arran Waste Transfer Station to ensure that the current commercial charges are covering the full cost of bulking, haulage and recycling/disposal.

---

**1. Executive Summary**

- 1.1 This report updates Cabinet on the requirement to separately collect and manage Waste Upholstered Domestic Seating (WUDS) that contain Persistent Organic Pollutants (POPs) through the bulky waste collection service.
- 1.2 The UK Persistent Organic Pollutants Regulation 2007 and guidance issued by the Scottish Environment Protection Agency (SEPA) requires that Waste Upholstered Domestic Seating, which includes items like sofas, sofa beds, chairs, stools etc., must be collected and managed separately from other bulky waste items.
- 1.3 These items, unless reusable, can no longer be processed to extract the recyclable component parts and must be sent for incineration only, which has significantly increased the costs for managing this type of waste, as well as it will have a negative

impact on the Council's household waste recycling performance.

- 1.4 The requirement to collect and manage Waste Upholstered Domestic Seating separately requires that changes be made to the existing bulky waste collection service and the approach to the application of the current bulky waste collection uplift charges. This change also supports a future review of the commercial charges at Arran Waste Transfer Station.

## **2. Background**

- 2.1 The Stockholm Convention developed initiatives to address concerns of Persistent Organic Pollutants (POPs) to protect human health and the environment. The convention is noted within the UK Persistent Organic Pollutants Regulation 2007. The regulation places strict controls over the management of the POPs products and determines how they should be destroyed. POPs are contained within fire retardant foam materials included in many soft furnishings. POPs are also contained within some other products e.g., some building materials, non-stick cookware, tents etc. There is the possibility that in the future more items will be identified by the regulator to be treated in a similar manner to Waste Upholstered Domestic Seating (WUDS) containing POPs.
- 2.2 A study commissioned by the Environment Agency in England highlighted the presence of Persistent Organic Pollutants (POPs) in upholstered domestic seating. The study highlighted that the average concentration of Brominated Flame Retardants, and other POPs, found in items of upholstered domestic seating can be four times higher than the legal concentration limit. These chemicals were used as flame retardants in many covers and foams. This means that on becoming waste, these items of upholstered domestic seating are covered by existing legislative controls specific to wastes containing POPs and therefore must be managed accordingly.
- 2.3 Persistent Organic Pollutants remain intact in the environment for long periods, and if not disposed of properly become widely distributed geographically. They accumulate in the fatty tissue of humans and wildlife and can pose a risk to human health and the environment.
- 2.4 Typical WUDS items containing POPs include but are not limited to:
  - sofas, sofa beds, armchairs;
  - kitchen and dining chairs;
  - stools and footstools;
  - home office chairs, futons, beanbags;
  - floor and sofa cushions;
  - electrical recliner chairs; and
  - any part made of or containing, leather, synthetic leather, other fabric, or foam.
- 2.5 The specific requirements relating to the management of POPs waste which include:
  - Ban on the landfilling of POPs waste;
  - Requirement to incinerate POPs waste;
  - Preventing the mixing of POPs and non-POPs waste (unless not feasible);
  - Controls on the compaction of POPs waste;
  - Ban on recycling/recovery of POPs waste (excludes where the item has not been discarded as a waste, and where it can be safely reused).

- 2.6 The Scottish Environment Protection Agency has issued guidance regarding WUDS containing POPs, however, it does not require a regulatory lead in time to allow for the amendment of legislation, due to the UK Persistent Organic Pollutants Regulation 2007 already being in place. This means that as new POPs are identified through research that are above the legal concentration limit, as they are added to the list of POPs chemicals, when these items are discarded as waste, they automatically fall within the scope of the 2007 legislation.
- 2.7 As a result of the SEPA guidance, separate skips had to be purchased and put in place for the separate collection, storage, and disposal of Waste Upholstered Domestic Seating at our Household Waste Recycling Centres and at the waste transfer station in Brodick. The Council's website was also updated to include guidance for the public on how these items can be separately disposed of at our Household Waste Recycling Centres.
- 2.8 The Council's bulky waste collection service (excluding white goods) on the mainland is currently collected in standard compaction type Refuse Collection Vehicles (RCVs). Arran and Cumbrae bulky uplifts are currently collected in smaller non-compaction flat-backed vehicles. The current collection method for bulky waste uplifts on the mainland is not in alignment with current guidance and this must be changed to collect separately using non-compaction vehicles.
- 2.9 As a result of the change to the requirements for managing the disposal of Waste Upholstered Domestic Seating within bulky waste, the cost of processing bulky waste containing Persistent Organic Pollutants has significantly increased, as the waste can no longer be broken into the constituent parts for recycling and must only be sent for incineration. Due to limited suppliers and capacity in the Scottish marketplace for processing and incinerating this material, the prices to deal with this material are expected to significantly increase further in 2025. Additional collection costs will also be incurred for additional staff and vehicle requirements to collect these elements of bulky waste separately from other items.
- 2.10 COSLA has recognised the additional burden the changes place on Councils and discussions with Scottish Government are ongoing regarding the additional costs of complying with the legislation and SEPA guidance.
- 2.11 The inability to process Waste Upholstered Domestic Seating for recycling of the constituent materials means that the guidance will have a negative impact on the Council's household waste reuse and recycling performance, due to the requirement to incinerate Waste Upholstered Domestic Seating unless the item is suitable for reuse and has not been damaged.
- 2.12 A budget pressure of £179,805 was approved by Council on 26 February 2025 for implementing the changes required for managing Persistent Organic Pollutants with Waste Upholstered Domestic Seating. The pressure bid was an estimate and will be reviewed against tonnages, income and waste disposal costs once the new process is implemented.
- 2.13 The system for recording bulky waste uplifts that is used by the Customer Contact Centre is not currently able to accommodate the separate recording of bulky waste items that must be classified and collected as Waste Upholstered Domestic Seating containing Persistent Organic Pollutants. To support separate collection, amendments to the system are currently being actioned through IT.

- 2.14 The current bulky waste collection uplift charge was approved by Council on 26 February 2025, which is £29.17 for up to five items and an additional £5.83 per item for six or more items.
- 2.15 The requirement to separately collect Waste Upholstered Domestic seating items will see the introduction of a separate uplift scheme. This will follow the existing bulky waste uplift arrangements and will see the same charging structure. The new arrangements will commence in the summer 2025 and will be widely advertised. From commencement, any requests for the uplift of Waste Upholstered Domestic Seating items previously collected as part of the existing bulky waste scheme will be dealt with separately. The existing uplift charging scheme of £29.17 for up to five items and £5.83 per additional item will be applied separately to uplifts for Waste Upholstered Domestic Seating items. The approach to the application of the current bulky waste collection charges would also apply for the collection of Waste Upholstered Domestic Seating on Arran and Cumbrae.
- 2.16 Householders will still be able to deposit Waste Upholstered Domestic Seating free of charge at our Household Waste Recycling Centres, or if the items are in good condition and suitable for reuse, they can still be donated to our reuse partner Cunninghame Furniture Recycling Company (CFRC), who offer a free kerbside uplift service, which the Council promotes on our web site and through the Customer Contact Centre.
- 2.17 Prior to commencing the separate collection service for Waste Upholstered Domestic Seating, it will be necessary to effectively communicate the information to our residents. This will include information regarding the need to separately collect these items through placing a separate bulky waste uplift, as well as explaining what these items are and the reason for having to collect them separately from other waste types.
- 2.18 Waste Upholstered Domestic Seating containing Persistent Organic Pollutants may also be delivered by commercial customers to the Arran Waste Transfer Station, which are charged through the existing pre-paid permit system, however it is proposed that the charges for disposal of Waste Upholstered Domestic Seating and other commercial waste streams are reviewed in 2025/26 to ensure that the current commercial charges cover the full cost of bulking, haulage and processing/disposal of the waste.

### **3. Proposals**

#### **3.1 That Cabinet:**

- a) Notes the requirement to separately collect Waste Upholstered Domestic Seating items for disposal; and
- b) Notes the proposed introduction of a collection scheme for Waste Upholstered Domestic Seating items previously collected as part of the bulky waste scheme.
- c) Agrees that the existing fees for the bulky waste scheme will apply for Waste Upholstered Domestic Seating uplifts
- d) Notes the proposed future review of the charges for disposal of Waste Upholstered Domestic Seating and other commercial waste streams at Arran Waste Transfer Station to ensure that the current commercial charges are covering the full cost of bulking, haulage and recycling/disposal.



## **4. Implications/Socio-economic Duty**

### **Financial**

- 4.1 The requirement to separately collect Waste Upholstered Domestic Seating will incur additional costs for the separate collection, processing and disposal of the waste through incineration only. It is anticipated that the Council will receive additional funding through the Extended Producer Responsibility (EPR). A budget pressure of £179,805 was approved by Council on 26 February 2025 for implementing the changes required for managing Persistent Organic Pollutants with Waste Upholstered Domestic Seating taking cognisance of this anticipated additional funding.

Due to limited suppliers and capacity in the Scottish marketplace for processing and incinerating Waste Upholstered Domestic Seating, the prices to deal with this material are expected to significantly increase further in 2025.

### **Human Resources**

- 4.2 Additional employees will be required to facilitate the separate collection of Waste Upholstered Domestic Seating through the bulky waste collection service.

### **Legal**

- 4.3 The separate collection of Waste Upholstered Domestic Seating is required to align with SEPA guidance and the UK Persistent Organic Pollutants Regulation 2007.

### **Equality/Socio-economic**

- 4.4 The requirement to separately collect Waste Upholstered Domestic Seating may have a negative impact on households by increasing the cost of disposing of these items through requiring a separate uplift from the bulky waste collection service, however, items can still be deposited free of charge at Household Waste Recycling Centres, or if in reusable and in good condition, they can be uplifted free of charge by our reuse partner Cunninghame Furniture Recycling Company (CFRC).

### **Climate Change and Carbon**

- 4.5 The requirement to separately collect Waste Upholstered Domestic Seating will have a negative effect in this area, as additional collections are required to be made from households, increasing the vehicle journeys and the associated carbon impact.

The inability to process Waste Upholstered Domestic Seating for recycling of the constituent materials means that the guidance will have a negative impact on the Council's household waste reuse and recycling performance, due to the requirement to incinerate Waste Upholstered Domestic Seating unless the item is in good condition and suitable for reuse.

### **Key Priorities**

- 4.6 The proposal supports the Council Plan strategic priority to be a sustainable council, through supporting the effective governance and management of resources.

## **Community Wealth Building**

4.7 None.

### **5. Consultation**

5.1 The approach has been informed through consultation with Officers of the Council, SEPA and COSLA.

RUSSELL McCUTCHEON  
Executive Director (Place)

For further information please contact **Thomas Reaney, Head of Service (Neighbourhood Services)**

### **Background Papers**

0

**03 June 2025****Cabinet**

---

**Title:** **Implementation of the National 20mph Speed Limit Strategy**

**Purpose:** To advise Cabinet on the proposed implementation of the National 20mph Speed Limit Strategy within North Ayrshire.

**Recommendation:** Cabinet is asked to:

- (1) Note the Scottish Government's National Strategy for 20mph in Urban areas.
- (2) Agree the implementation of 20mph speed limits on appropriate roads as detailed in the implementation plans at Appendix 1.

---

**1. Executive Summary**

- 1.1 Scotland's National Strategy for 20mph speed limits advocates the vision: "Slower today for a safer tomorrow". The ambitions intended to be realised by lowering the speed limit from 30 mph to 20 mph on all appropriate roads are:
- A reduction in road collisions and should a collision occur, a reduction in the severity of that collision.
  - Reduce the perceptions of road danger and provide a more equitable balance between different road users.
  - Encourage a change in the way we travel for those shorter everyday journeys to reduce our carbon footprint and promote healthier lives.
  - Improve our communities, by lowering speeds in the places we live and grow.
- 1.2 The Scottish Government has committed to working with local authorities to reduce the speed limit in our towns, cities and villages to 20 mph, where appropriate, by the end of 2025. This will help make these roads safer for all road users. Evidence shows that if a vehicle collides with a pedestrian at 30 mph, they are seven times more likely to die than at 20 mph. It is hoped the change will also improve perceptions of road safety, by encouraging people to walk, wheel and cycle more, thereby improving health, road safety and promoting active travel, creating more pleasant areas in which to live.
- 1.3 In Wales the default limit for all 30mph roads was reduced to 20mph. Scotland's National 20mph Strategy is for each Local Authority to determine which 30mph roads within their boundary should be subject to a 20mph speed limit. This means the decisions on what roads are suitable can be taken at a local level and allows a degree of flexibility.

- 1.4 All road authorities were asked to undertake a road assessment to identify those 30mph roads on their road network which are appropriate for a speed limit of 20 mph. Using the Transport Scotland guidance, officers carried out a review in 2023/24 to identify the roads that would be suitable to change to 20mph within urban areas. This included the review of over 2000 roads and resulted in the creation of overview plans with proposals for each town, as shown in Appendix 1.
- 1.5 Transport Scotland intends for Local Authorities to promote and implement their own 20mph speed limits where appropriate and are providing funding for the implementation costs. The funding is for installing 20mph limit signs.
- 1.6 Transport Scotland is working with local authorities to ensure the trunk road network running through our communities is subject to the same consideration as the adjacent local roads. Draft 20mph proposals for the Trunk Roads within North Ayrshire (A78, A737, A738) are shown in Appendix 2. There are no proposals to reduce the speed limit on the Trunk Road in West Kilbride/ Seamill.
- 1.7 Transport Scotland have proposed implementing their new speed limits on the trunk roads around July / August 2025, subject to their operating company's programme. If agreed, North Ayrshire would look to work with Transport Scotland & Amey to coordinate our implementation in affected towns.
- 1.8 In order for local authorities to measure the impact of the introduction of 20 mph limits, pre implementation surveys have already been carried out, with further surveys to be completed post implementation. These surveys will allow a report to be provided on the outcome of the strategy and have been funded by Scottish Government
- 1.9 The 20mph National Strategy is separate to the recent Scottish Government consultation reviewing National Speed limits.

## **2. Background**

- 2.1 North Ayrshire Council is responsible for the maintenance of the adopted local road network. However, the Council has no responsibility for the management of the Trunk Road Network which falls to Transport Scotland and their operating contractor, Amey. The Trunk Road network includes the A78, the A737 from Kilwinning to the Renfrewshire Boundary and A738 from the Pennyburn Roundabout to the A737 Dalry Road Kilwinning.
- 2.2 North Ayrshire Council's roads are the Council's largest community asset and play a vital role in supporting the local and wider economy by facilitating the movement of people, goods and services and connecting people with economic and social opportunities.
- 2.3 The Scottish Government published a 'Scotland's Road Safety Framework to 2030' in February 2021. The Framework articulates a vision for Scotland to have the best road safety performance in the world by 2030 and an ambitious long-term goal where no one is seriously injured or killed on Scottish roads by 2050. To achieve this goal, the national strategy for 20 mph zones and limits in Scotland was produced. The Strategy aims to expand 20mph speed limits across Scotland, and to ensure all appropriate roads in built-up areas have a safer speed limit of 20mph by 2025.

- 2.4 The speed of a vehicle directly influences the risk of a collision as well as the severity of injuries sustained. Statistically, the average person, is seven times more likely to succumb to fatal injuries if they are in a collision with a vehicle at 30 mph than they are at 20 mph.
- 2.5 In 2022, serious road casualties mostly occurred on 30 mph and 60 mph roads. Just over half (51.1%) of road traffic fatalities in cities and towns were pedestrians or pedal cyclists. The majority (54.4%) of serious injuries were also pedestrians and pedal cyclists, whereas just over a third (34.6%) suffered slight injuries.
- 2.6 In 2022, 69% of all pedestrian casualties, 54% of all pedal cyclist casualties, 33% of all motorcyclist casualties and 30% of all car casualties occurred on roads with a speed limit of 30 mph in Scotland. In total there was 2201 casualties on roads with a speed limit of 30 mph. Of these there were 623 people seriously injured and 31 fatalities.
- 2.7 A Napier University Study assessed the effectiveness of Scottish Borders implementation, the first Scottish Authority to roll out widespread 20mph speed limits. The study highlighted that the rollout of 20mph speed limits across the Scottish Borders has reduced average speeds by 3mph. The trial, which took place across 97 villages and towns in the Borders since October 2020, showed that 85% of drivers dropped their speeds by 3mph with the largest speed reductions being observed in locations where higher speeds had been seen in the past – with those areas seeing an average reduction of 5.4mph. The report also concluded that the change in driver behaviour continued well after the beginning of the trial, with average speeds still well below previous levels eight months after the start of the trial.
- 2.8 Average speeds in our residential streets are generally under 25 mph, which means that traffic speeds are relatively low at present, however, the reduction in speed limit will assist in lowering overall vehicle speeds particularly those who currently drive at 30 mph or over within our residential estates.
- 2.9 Transport Scotland produced a guidance document recommending that the implementation of the reduced speed limit is undertaken using temporary traffic regulation orders (TTRO) in the first instance. This will allow for progress to be made with implementation and gives the community time to experience the change. It also allows for the lower speed limit to be monitored and evaluated for a period. During this period, decisions can then be made as to whether the 20mph speed limit can be refined or modified before the final TRO is made.
- 2.10 Following an evaluation period, Permanent Traffic Regulation Orders (TRO) will be promoted for roads that are appropriate. Stakeholder consultation will be required as part of this process.
- 2.11 Transport Scotland intends for Local Authorities to promote and implement their own 20mph speed limits where appropriate and are providing funding for the implementation costs. The funding is for installing 20mph limit signs. The level of anticipated funding still requires to be confirmed.
- 2.12 It was recognised that reduction in speed limits may adversely affect the length of some bus journeys and result in a requirement for altered timetables thus making

travelling by bus less appealing to the public. To ensure that there is no negative effect on bus services, bus companies were consulted on the initial plans and changes made to ensure that the main bus routes would continue to operate effectively.

- 2.13 Police Scotland will remain the enforcing body for speed limits once the Traffic Regulation Orders are made.
- 2.14 By reducing speed limits to 20mph in appropriate locations, it is also intended there will be a reduced perception of road danger, people will be encouraged to walk and cycle, thereby improving health, and promoting active travel. In addition, the strategy will create more pleasant streets and neighbourhoods by providing a more equitable balance between different road users, thereby promoting inclusivity. Furthermore, there will be a change in social and cultural attitudes towards vehicular speed and road safety as 20mph speed limit will be the norm in urban areas.
- 2.15 Cars currently account for almost 40% of transport emissions. By introducing the new limits, it is anticipated there will be greater encouragement for people to adopt active travel alternatives which will in turn support a reduction in the number of vehicles on our roads and the reliance of cars which will also help cut transport emissions.
- 2.16 Should Cabinet approve the proposal, a communication strategy will be implemented to inform the public about the introduction of the new speed limits. Transport Scotland have provided a media toolkit, which will be used as the basis for the communication campaign.

### **3. Proposals**

- 3.1 That Cabinet notes the Scottish Government's National Strategy for 20mph in Urban areas.
- 3.2 That Cabinet agrees to the implementation of 20mph speed limits on appropriate roads as detailed in the implementation plans at Appendix 1.

### **4. Implications/Socio-economic Duty**

#### **Financial**

- 4.1 Transport Scotland have previously provided funding for the assessment and design stages. Significant investment is required to implement the proposed speed limits. A further grant application will be submitted to Transport Scotland for the implementation costs. Maintenance costs relating to the signage will require to be accommodated in future revenue budgets.

#### **Human Resources**

- 4.2 Delivery of the programme will be met from existing staff resource.

## **Legal**

- 4.3 North Ayrshire Council has a statutory obligation to manage and maintain its public road network under the terms of the Roads (Scotland) Act 1984. Traffic Regulation Orders will require to be promoted under the Road Traffic Regulation Act 1984.

## **Equality/Socio-economic**

- 4.4 There are no equality implications. The implementation of 20mph speed limits within appropriate urban roads will contribute to the Council's socio-economic duty, as lower speed limits in residential environments reduce accident severity. Well-managed roads are essential for the social and economic prosperity of North Ayrshire.

## **Environmental and Sustainability**

- 4.5 Vehicle emissions, noise and outdoor air quality varies depending on a number of criteria, including speed and consistency of driving speed, traffic volume, and type of vehicles as well as the location of the road. The introduction of 20mph limits in appropriate locations will contribute to reduced carbon emissions. It is also anticipated more people will be encouraged to adopt active travel opportunities due to feeling safer to do so.

## **Key Priorities**

- 4.6 Effective management of these assets contributes to a number of Council plan objectives ensuring that North Ayrshire is well-connected with effective infrastructure and improved community safety.

## **Community Wealth Building**

- 4.7 There are no community wealth building implications arising from the recommendations within this report

## **5. Consultation**

- 5.1 Police Scotland, SPT and elected members were consulted on the proposed plans. A report was also presented to the Policy Advisory Panel on 13 May 2025.

RUSSELL McCUTCHEON  
Executive Director (Place)

For further information please contact **Susan Macfadyen, Senior Manager, Neighbourhood Services (Roads)**, on Tel: 01294 324844.



**Background Papers**

Scotland's National Strategy for 20mph Speed Limits:

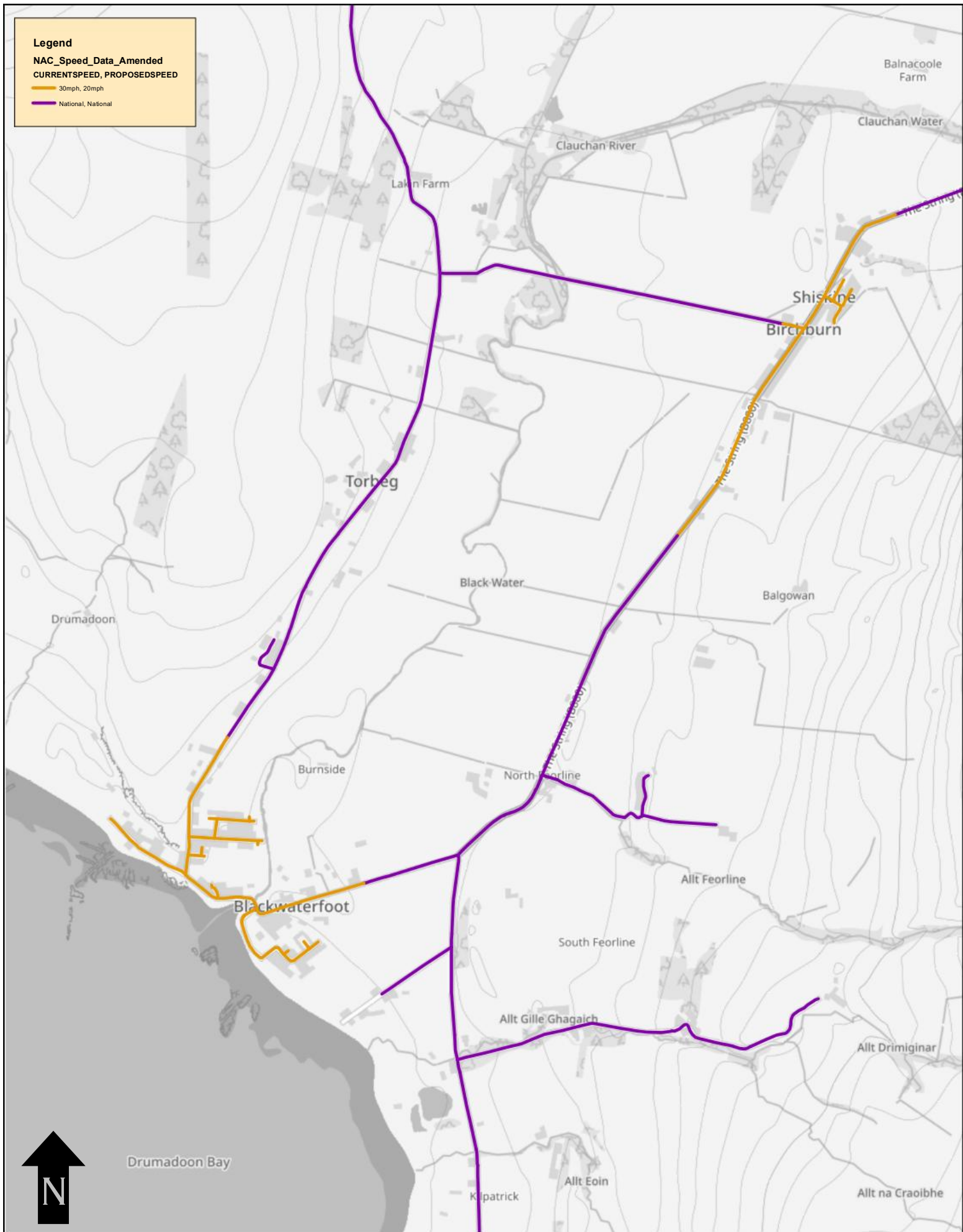
[Scotland's National Strategy for 20 mph Speed Limits - Scotlands Road Safety Framework](#)


Transport Scotlands 20mph Speed Limits in Scotland. Implementation Guide

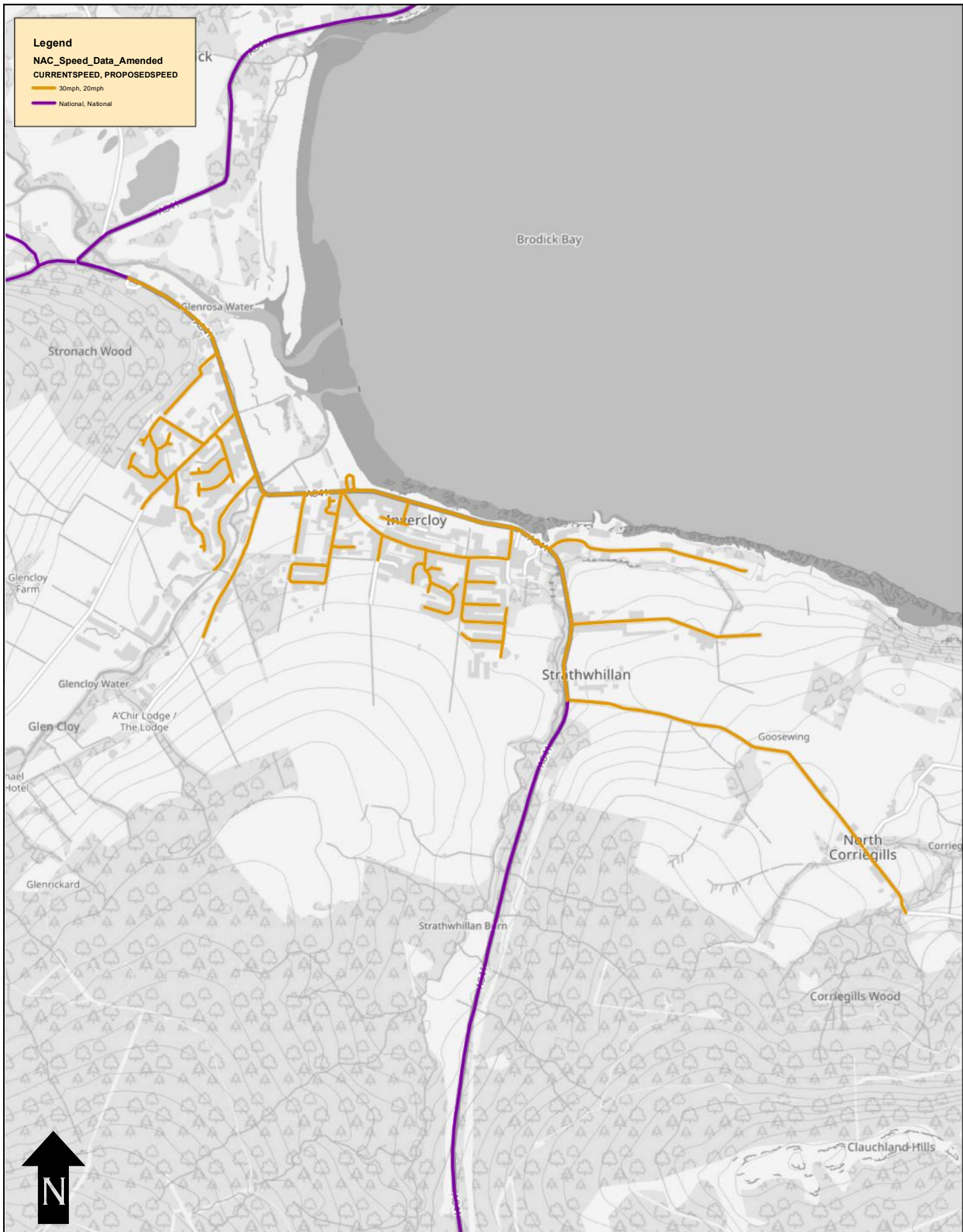
[20mph Speed Limits in Scotland.](#)


Napier University Study:

[First large-scale study shows success of 20mph speed limit across Scottish Borders](#)

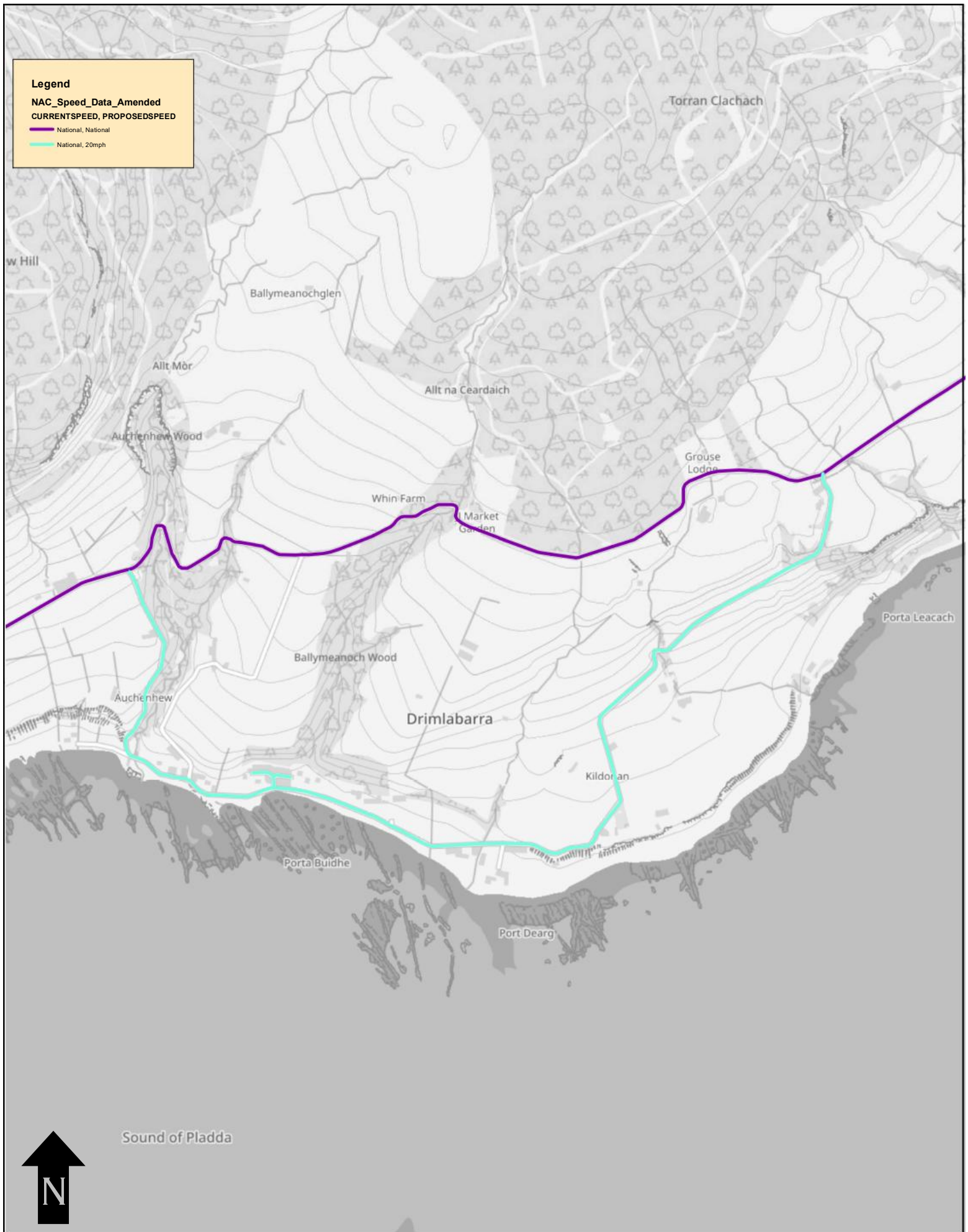



Title:  Blackwaterfoot North Ayrshire Council 20mph National Review	"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings. North Ayrshire Council SLA Licence Number: 100023393."	 <b>NORTH AYRSHIRE COUNCIL</b> Neighbourhood Services Roads	Section: Asset Management
			Date: 12 Jun 2024
			Scale: 1:14,000
			Drawing No: 345

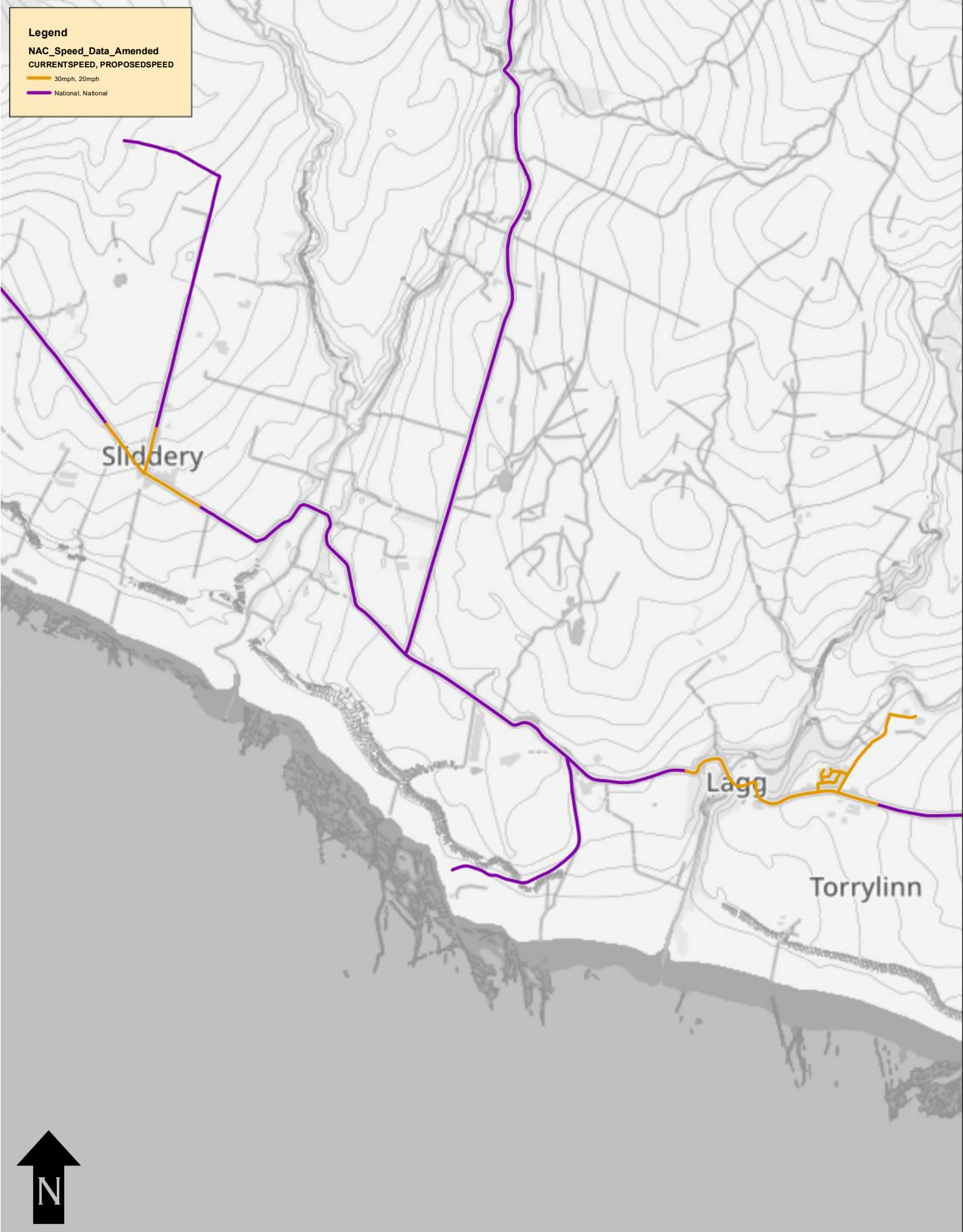


<p>Title:</p> <p><b>Brodick</b></p> <p><b>North Ayrshire Council</b></p> <p><b>20mph National Review</b></p>	<p>"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.</p> <p>North Ayrshire Council SLA Licence Number: 100023393."</p>	 <p><b>NORTH AYRSHIRE</b> COUNCIL</p> <p>Neighbourhood Services Roads</p>	<p>Section: Asset Management</p> <p>Date: 12 Jun 2024</p> <p>Scale: 1:16,000</p> <p>Drawing No:</p>
--	--	--	---





Title:		<div> <b>NORTH AYRSHIRE COUNCIL</b> Neighbourhood Services Roads</div>	Section: Asset Management
<div>Kildonan North Ayrshire Council 20mph National Review</div>			Date: 12 Jun 2024
			Scale: 1:15,000
			Drawing No: 347
			<div>"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings. North Ayrshire Council SLA Licence Number: 100023393."</div>



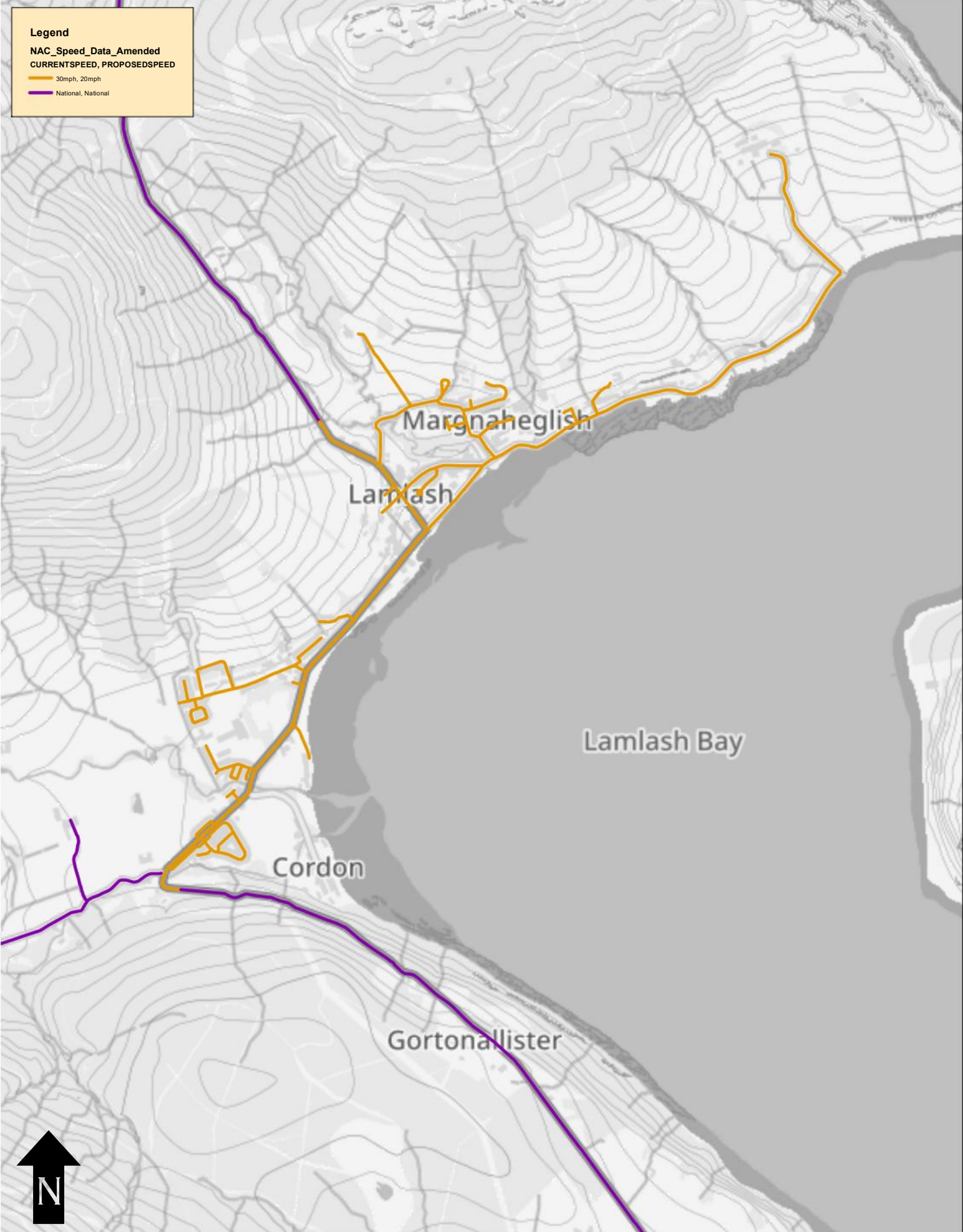
Title:  
**Kilmory, Sliddery  
North Ayrshire Council  
20mph National Review**


"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.  
North Ayrshire Council SLA Licence Number: 100023393."



Section:	Asset Management
Date:	12 Jun 2024
Scale:	1:20,000
Drawing No:	348



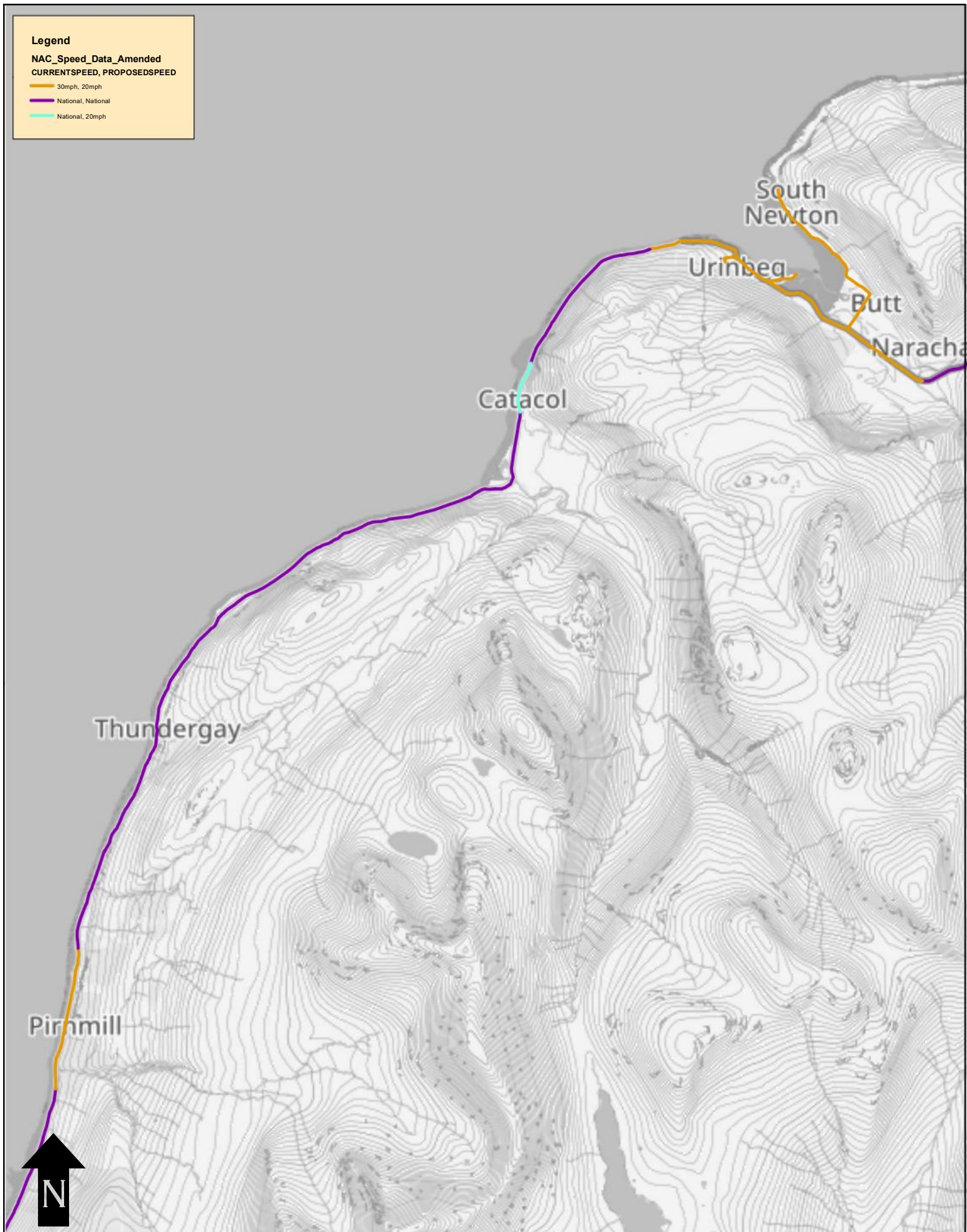


Title:		 <b>NORTH AYRSHIRE</b> COUNCIL Neighbourhood Services Roads	Section: Asset Management
Lamlash			Date: 12 Jun 2024
North Ayrshire Council			Scale: 1:20,000
20mph National Review			Drawing No: 349
		"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings. North Ayrshire Council SLA Licence Number: 100023393."	

# Legend

NAC\_Speed\_Data\_Amended  
CURRENTSPEED, PROPOSEDSPEED

30mph, 20mph  
National, National  
National, 20mph



Title:

Pirnmill, Newton  
North Ayrshire Council  
20mph National Review

"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.  
North Ayrshire Council SLA Licence Number: 100023393."



**NORTH AYRSHIRE**  
COUNCIL  
Neighbourhood Services  
Roads

Section: Asset Management

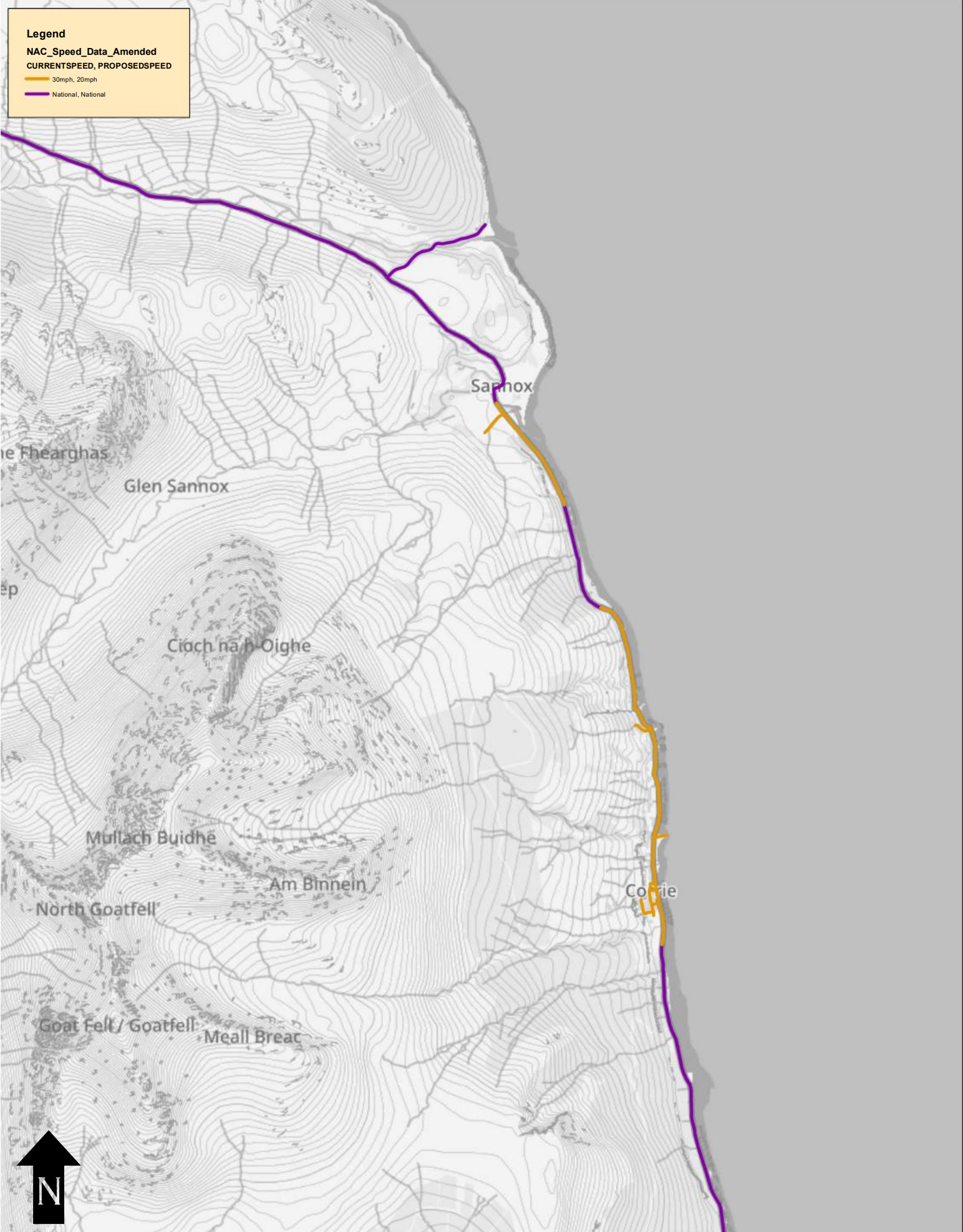
Date: 12 Jun 2024


Scale: 1:39,000

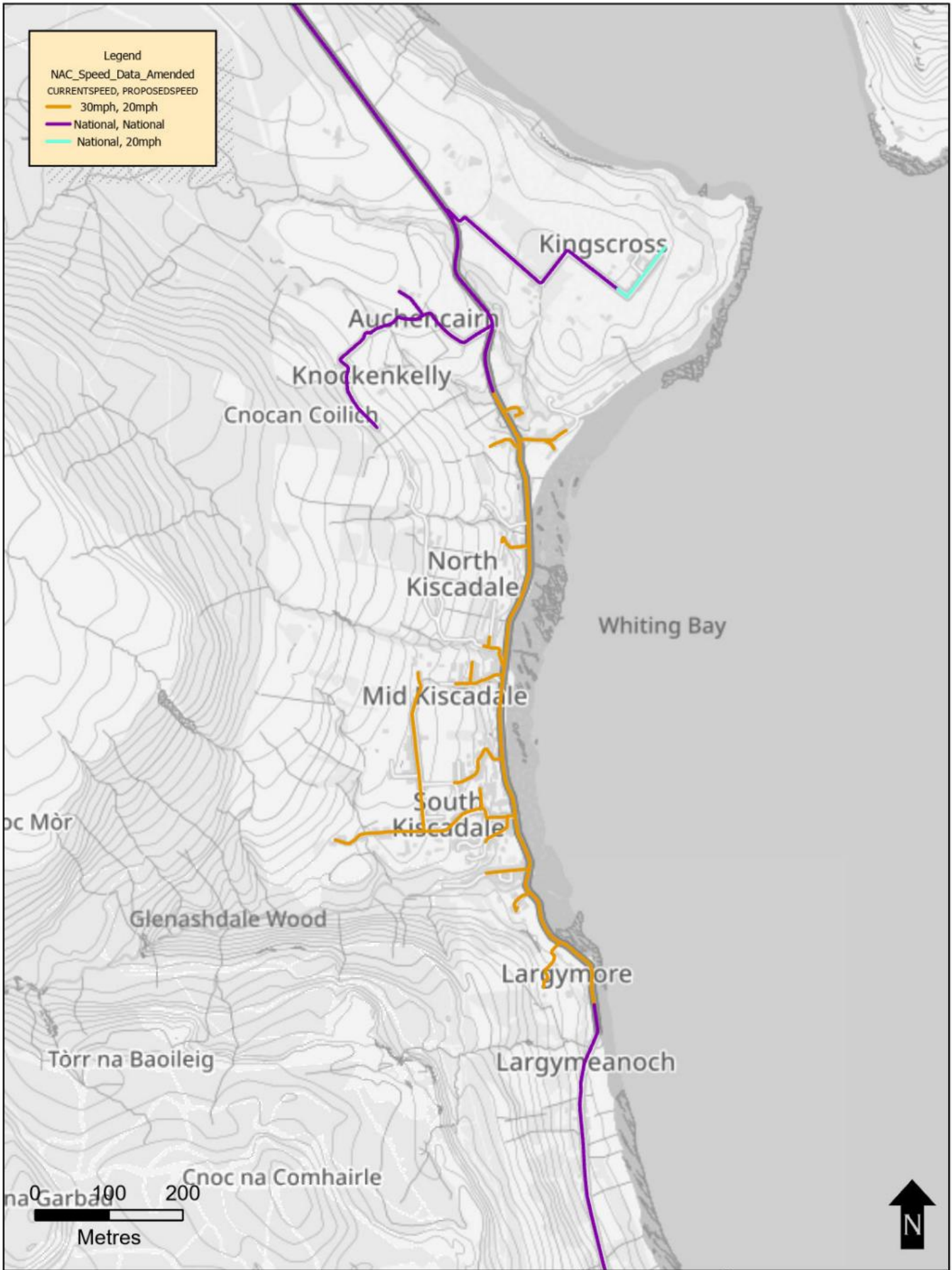
Drawing No:


350





Title:	"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings. North Ayrshire Council SLA Licence Number: 100023393."	 <b>NORTH AYRSHIRE</b> COUNCIL Neighbourhood Services Roads	<table><tr><td>Section:</td><td>Asset Management</td></tr><tr><td>Date:</td><td>12 Jun 2024</td></tr><tr><td>Scale:</td><td>1:30,000</td></tr><tr><td>Drawing No:</td><td>351</td></tr></table>	Section:	Asset Management	Date:	12 Jun 2024	Scale:	1:30,000	Drawing No:	351
Section:	Asset Management										
Date:	12 Jun 2024										
Scale:	1:30,000										
Drawing No:	351										

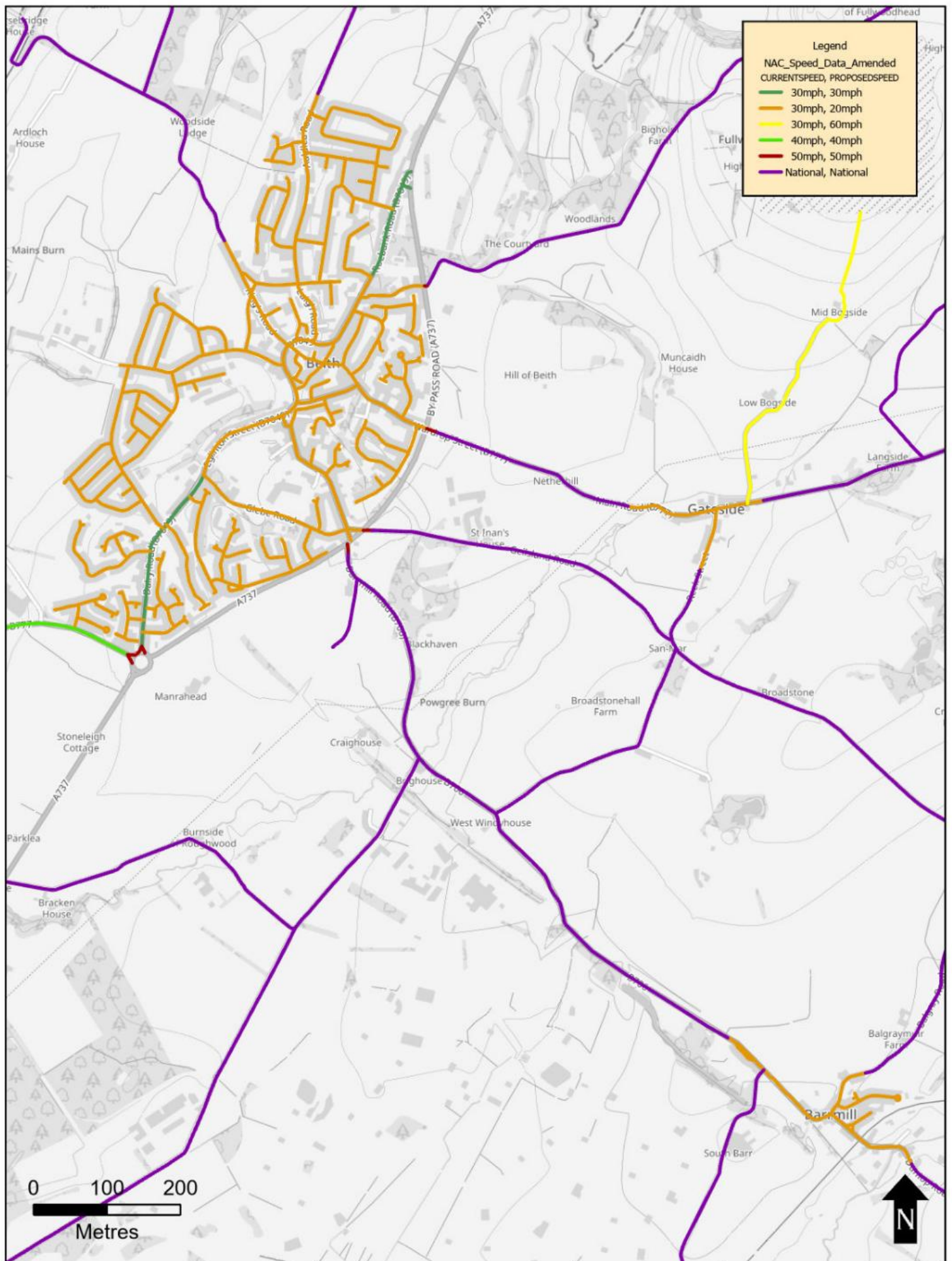



Title:  Whiting Bay North Ayrshire Council 20mph National Review	Copyright Statement:  © Crown copyright and database rights 2025. OS Licence Number AC0000825715.	 <b>NORTH AYRSHIRE</b> COUNCIL Neighbourhood Services Roads	Section:	Asset Management
			Date:	22/05/2025
			Scale:	23,000
			Drawing No:	252



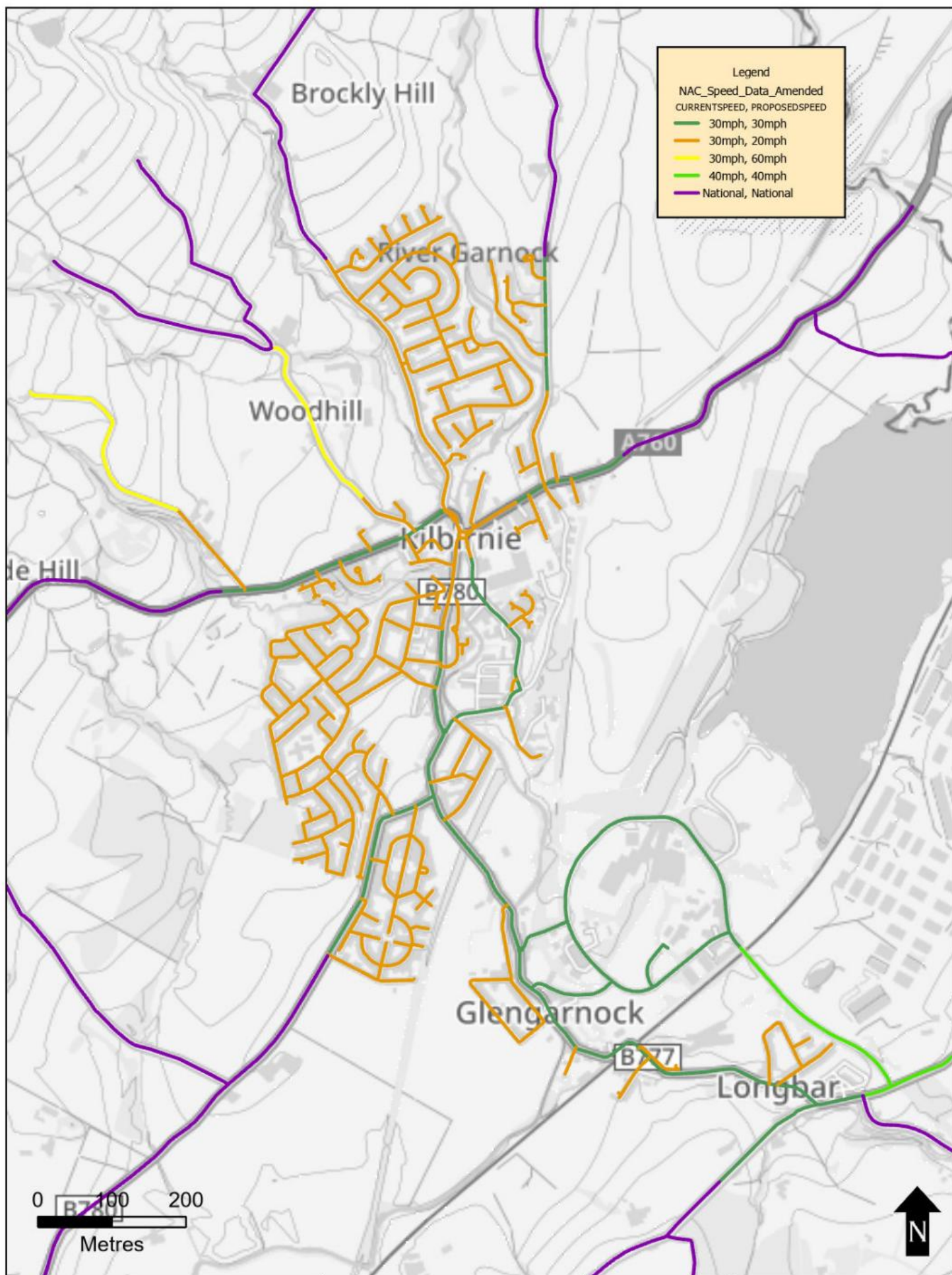







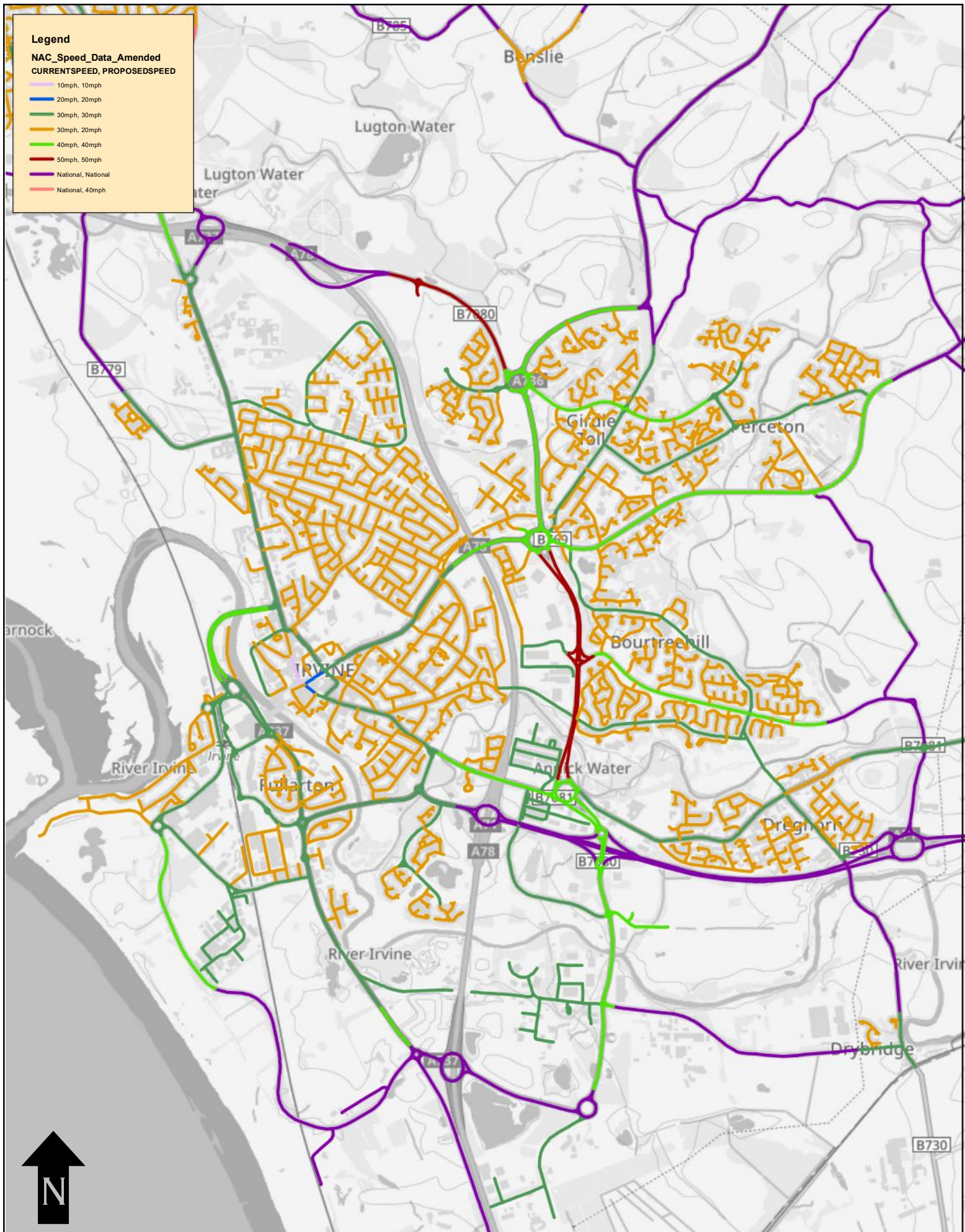
Title:  Beith, Barrmill, Gateside North Ayrshire Council 20mph National Review	Copyright Statement:  © Crown copyright and database rights 2025. OS Licence Number AC0000825715.	 <b>NORTH AYRSHIRE COUNCIL</b> Neighbourhood Services Roads	Section: Asset Management
			Date: 03/04/2025
			Scale: 18,000
			Drawing No: 054






<p>Title:</p> <p><b>Kilbirnie &amp; Glengarnock</b>  <b>North Ayrshire Council</b>  <b>20mph National Review</b></p>	<p>Copyright Statement:</p> <p>© Crown copyright and database rights 2025. OS Licence Number AC0000825715.</p>	<p>  <b>NORTH AYRSHIRE COUNCIL</b>          Neighbourhood Services Roads</p>	<p>Section: Asset Management</p> <p>Date: 02/04/2025</p> <p>Scale: 18,000</p> <p>Drawing No:</p>
--	--	---	--



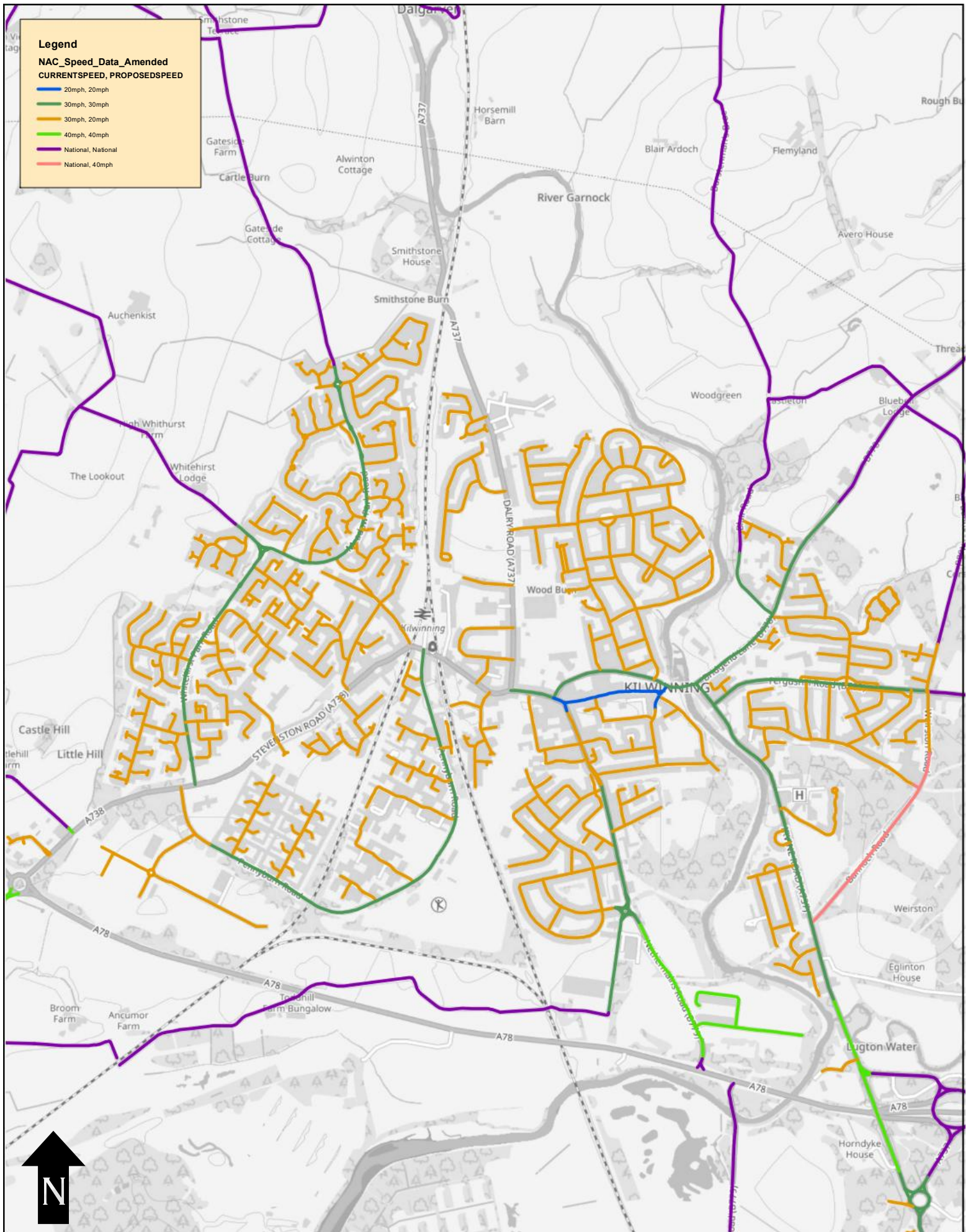



<p>Title:</p> <p>Irvine</p> <p>North Ayrshire Council</p> <p>20mph National Review</p>	<p>"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.</p> <p>North Ayrshire Council SLA Licence Number: 100023393."</p>	<p></p> <p><b>NORTH AYRSHIRE</b> COUNCIL</p> <p>Neighbourhood Services Roads</p>	<p>Section: Asset Management</p> <p>Date: 12 Jun 2024</p> <p>Scale: 1:30,000</p> <p>Drawing No: 356</p>
--	--	---	---









<p>Title:</p> <p><b>Kilwinning</b></p> <p><b>North Ayrshire Council</b></p> <p><b>20mph National Review</b></p>	<p>"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.</p> <p>North Ayrshire Council SLA Licence Number: 100023393."</p>	 <p><b>NORTH AYRSHIRE</b> COUNCIL</p> <p>Neighbourhood Services Roads</p>	<p>Section: Asset Management</p> <p>Date: 12 Jun 2024</p> <p>Scale: 1:17,000</p> <p>Drawing No:</p> <p><b>358</b></p>
---	--	--	---


# Legend

NAC\_Speed\_Data\_Amended

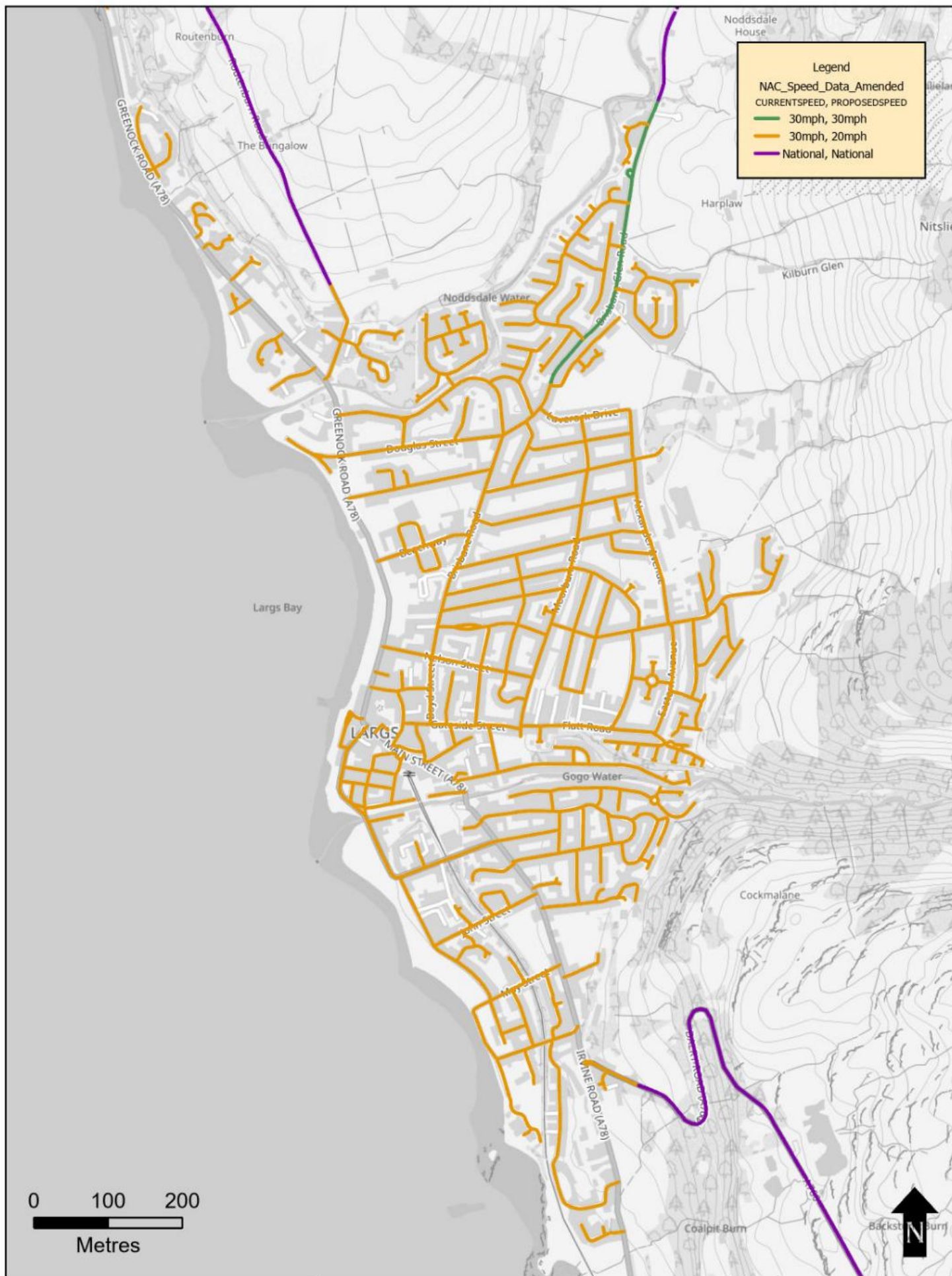
CURRENTSPEED, PROPOSEDSPEED


30mph, 20mph



<p>Title:</p> <p><b>Fairlie</b></p> <p><b>North Ayrshire Council</b></p> <p><b>20mph National Review</b></p>	<p>"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.</p> <p>North Ayrshire Council SLA Licence Number: 100023393."</p>	 <p><b>NORTH AYRSHIRE</b> COUNCIL</p> <p>Neighbourhood Services Roads</p>	<p>Section: Asset Management</p> <p>Date: 12 Jun 2024</p> <p>Scale: 1:12,000</p> <p>Drawing No: 359</p>
--	--	--	---

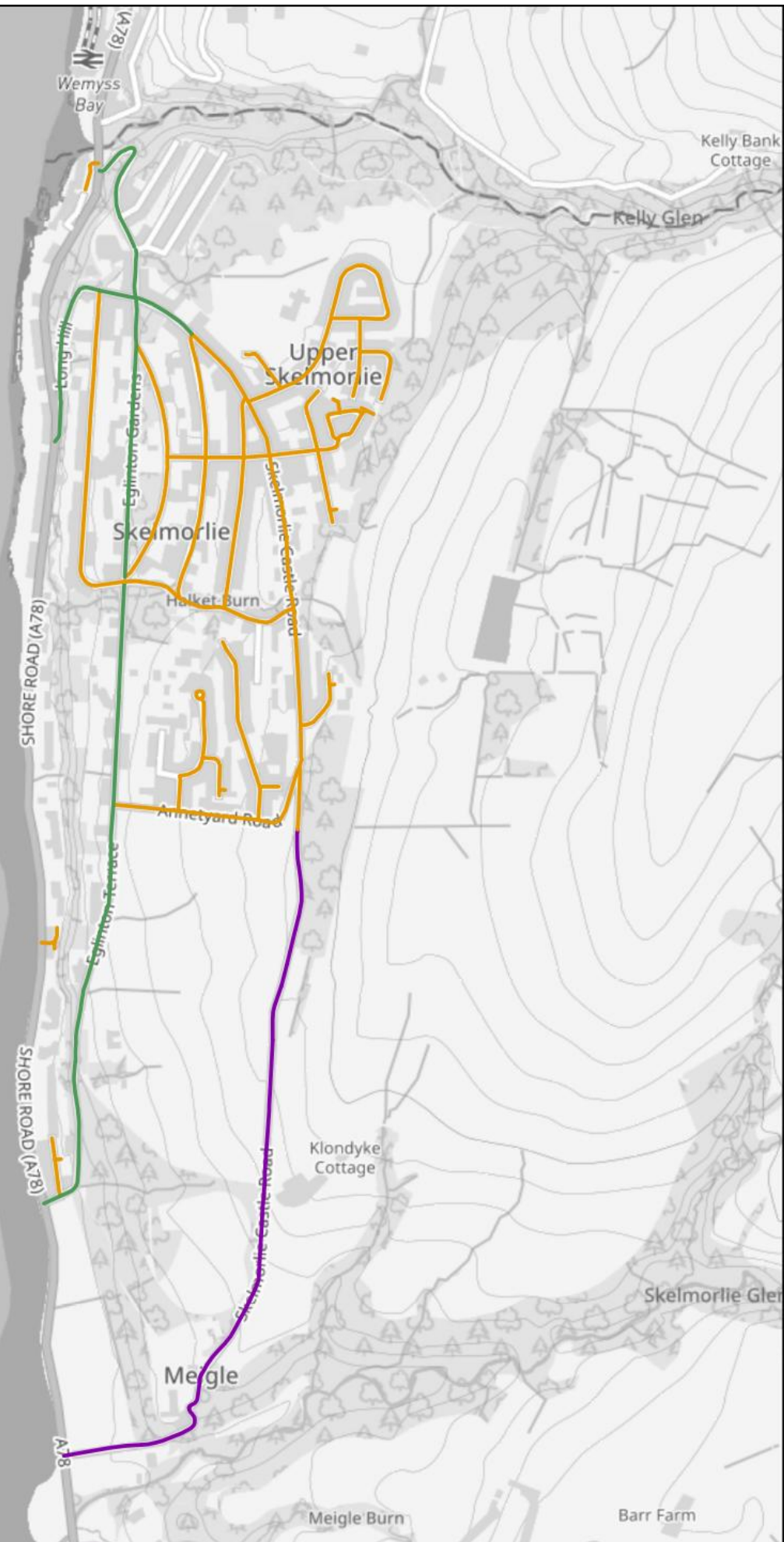




<p>Title:</p> <p><b>Largs</b> North Ayrshire Council 20mph National Review</p>	<p>Copyright Statement:</p> <p>© Crown copyright and database rights 2025. OS Licence Number AC0000825715.</p>	<p> <b>NORTH AYRSHIRE COUNCIL</b> Neighbourhood Services Roads</p>	<p>Section: Asset Management</p> <p>Date: 22/05/2025</p> <p>Scale: 23,000</p> <p>Drawing No:</p>
--	--	---	--

### Legend

NAC\_Speed\_Data\_Amended  
CURRENTSPEED, PROPOSEDSPEED  
30mph, 30mph  
30mph, 20mph  
National, National



Title:

## Skelmorlie North Ayrshire Council 20mph National Review

"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings.  
North Ayrshire Council SLA Licence Number: 100023393."



**NORTH AYRSHIRE**  
COUNCIL

Neighbourhood Services  
Roads

Section: Asset Management

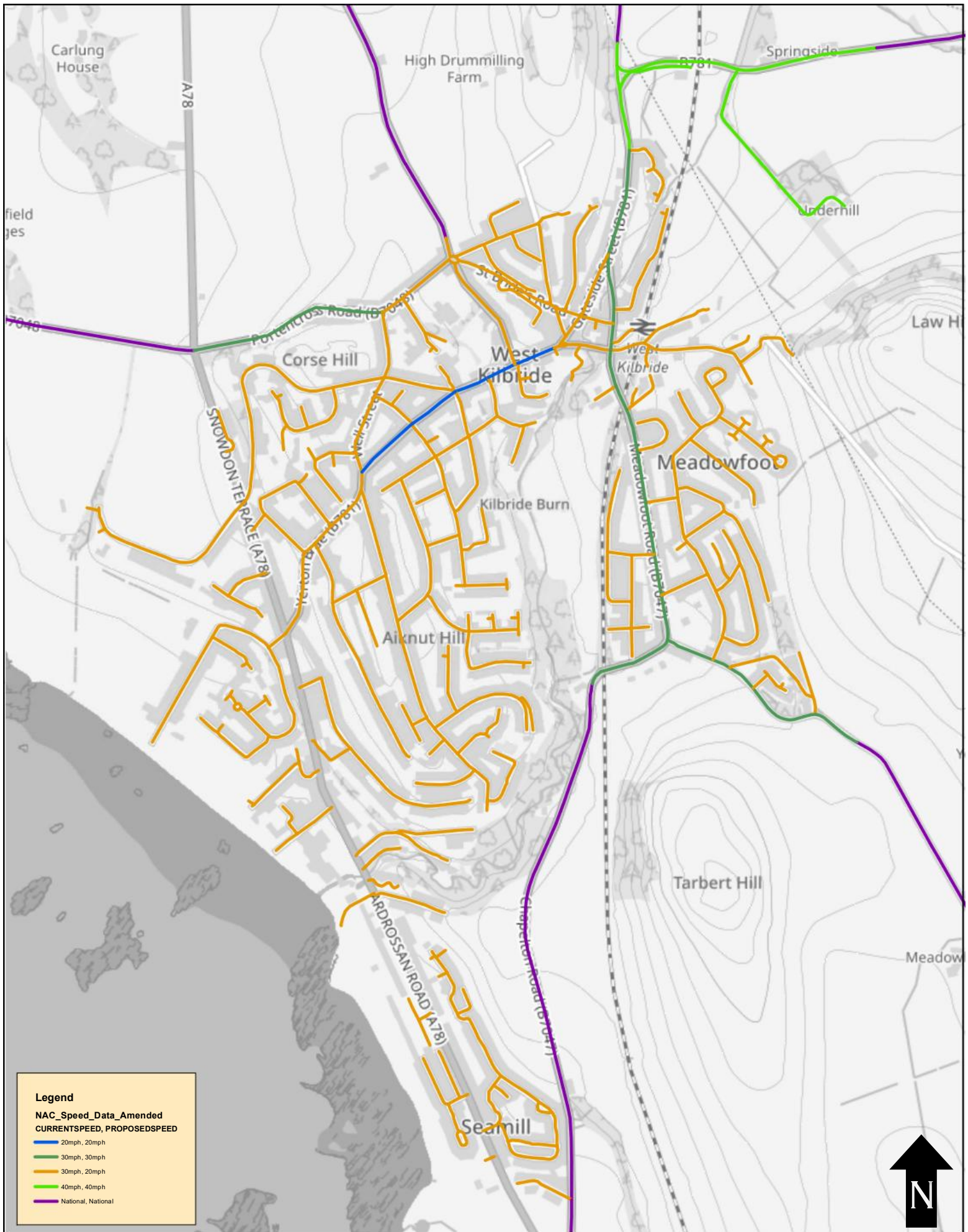
Date: 12 Jun 2024


Scale: 1:12,000

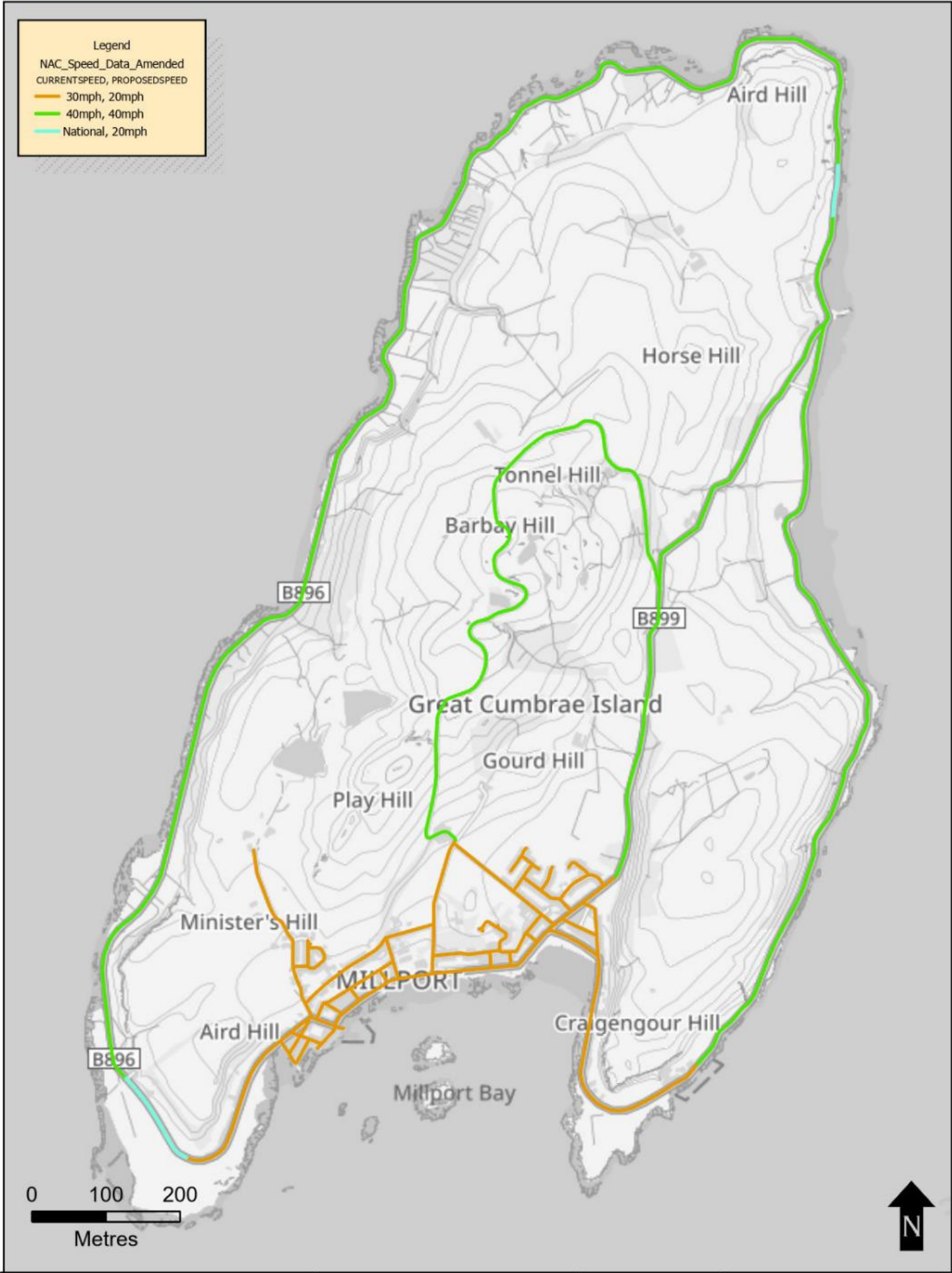
Drawing No:


361



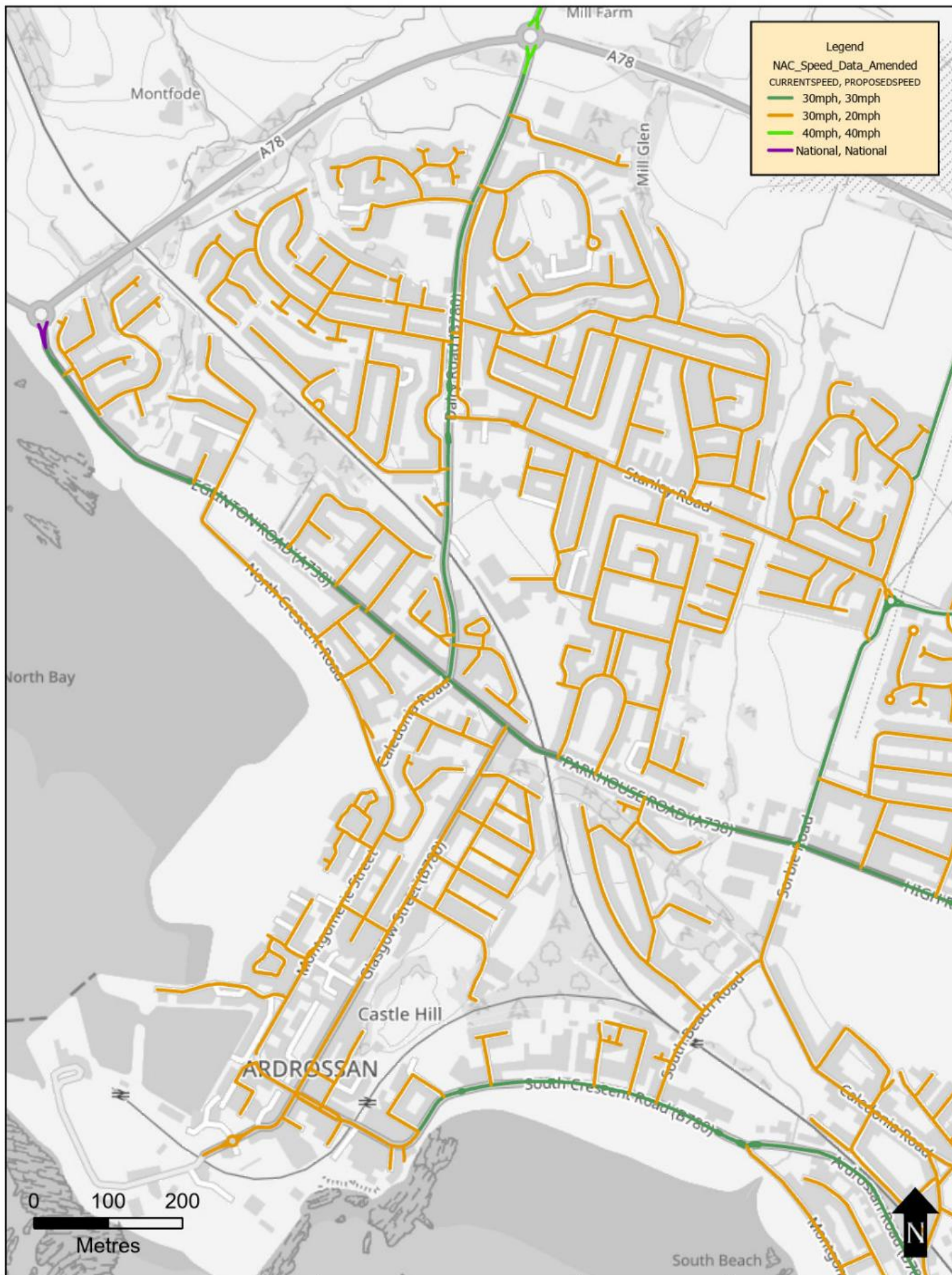



Title:  West Kilbride North Ayrshire Council 20mph National Review	"Reproduced from the Ordnance Survey Mapping with the permission of the Controller of Her Majesty's Stationery Office, © Crown Copyright. Unauthorised reproduction infringes Crown Copyright and may lead to prosecution or civil proceedings. North Ayrshire Council SLA Licence Number: 100023393."	 <b>NORTH AYRSHIRE</b> COUNCIL Neighbourhood Services Roads	Section: Asset Management
			Date: 05 Jul 2024
			Scale: 1:11,000
			Drawing No: 362



Title:  Millport North Ayrshire Council 20mph National Review	Copyright Statement:  © Crown copyright and database rights 2025. OS Licence Number AC0000825715.	 <b>NORTH AYRSHIRE COUNCIL</b> Neighbourhood Services Roads	Section:	Asset Management
			Date:	03/04/2025
			Scale:	23,000
			Drawing No:	262





<p>Title:</p> <p><b>Ardrossan          North Ayrshire Council          20mph National Review</b></p>	<p>Copyright Statement:</p> <p>© Crown copyright and database rights 2025. OS Licence Number AC0000825715.</p>	<p>  <b>NORTH AYRSHIRE COUNCIL</b>          Neighbourhood Services Roads</p>	<p>Section: Asset Management</p> <p>Date: 03/04/2025</p> <p>Scale: 18,000</p> <p>Drawing No:</p>
--	--	---	--























## NORTH AYRSHIRE COUNCIL

3 June 2025

### Cabinet

**Title:** **Regeneration Delivery Plan Action Programme and Funding Proposals Update 2025/26**

**Purpose:** To provide an update on progress on the action programme and seek approval for proposed funding allocations for the Regeneration Delivery Plan.

**Recommendation:** That Cabinet:

- (a) Notes the progress made on the implementation of the Regeneration Delivery Plan Action Programme at Appendix One;
- (b) Approves the Regeneration Delivery Plan funding proposals as detailed at Appendix Two;
- (c) Notes the update on previously secured or applied for funds provided at Appendix Three;
- (d) Provides delegated authority to the Executive Director (Place) to agree submissions to both the RCGF and Islands Programme 2025/26; and
- (e) Provides delegated authority to the Executive Director (Place) to agree changes to the funding allocations in Appendices Two and Three in consultation with the Portfolio Lead as required.

### 1. Executive Summary

- 1.1 The Regeneration Delivery Plan was approved by Cabinet in March 2021. This sets out our priorities for delivering on the regeneration ambitions of the Council Plan and Community Wealth Building strategy, working in partnership with communities.
- 1.2 The Plan focusses on the delivery of physical regeneration across North Ayrshire through an ambitious project based rolling action programme. It informs our priorities for securing and delivering against external funding sources including Scottish and UK Government funds. This report provides an update on progress to date and seeks approval for the funding proposals for 2025/26.
- 1.3 The actions of the Regeneration Delivery Plan have been reformatted to illustrate their alignment with the priorities and outcomes of the North Ayrshire Council Plan 2023 – 2028.

## 2. Background

- 2.1 The Council has placed the regeneration of communities at the heart of its agenda. This focus is reflected within the priorities of the Council Plan and Community Wealth Building Strategy. The Regeneration Delivery Plan sets out our priorities for delivering on these ambitions and was approved by Cabinet on 23 March 2021.
- 2.2 The Plan focuses on the delivery of physical regeneration in the period 2021 to 2026. Informed by stakeholder consultation, reviewing existing community priorities and the output of previous consultations, it aims to address local priorities, support changes within communities and deliver a well-being economy.
- 2.3 Actions in 2024/25 substantially focussed on maximising the impact and leverage of investment including securing sources of external funding to support and accelerate delivery. Appendix One outlines the progress and key successes achieved to date against the Regeneration Delivery Plan Action Programme. This includes:
- Approval of the local delivery plans for the £0.961m annual allocation for 2024/25 Scottish Government's Vacant and Derelict Land Fund (VDLF).
  - Provision of 12 further grants to sites through Stage 1 and 2 of the Repurposing Property Grant Fund (RPGF) with a total value of £171,415.
  - Identification of a preferred bidder for sites E-G at Montgomerie Park and conclusion of missives for the neighbourhood retail site, subject to conditions.
  - Approval of the delivery plan for the 2024/25 allocation from the PBIP to support the detailed design and delivery of access, green space, infrastructure and facility improvements and to support environmental improvements and activity by the Friends of Lochshore community group and Community Engagement Officer.
  - Working in partnership with Ardrossan Community Development Trust to complete the Ardrossan South Beach Hub.
  - Completion of the Phase 2 extension of the West Kilbride Shopfronts Scheme.
  - Design development for the next phase of industrial unit development at Kyle Road, Irvine and Annickbank Innovation Campus, Irvine.
  - Preparation and submission of the annual Vacant and Derelict Land Survey
  - Approval of the Communities and Place investment priority proposals under the UK Government's Shared Prosperity Fund
  - Working in partnership with Millport Town Hall Trust on Phases One and Two of the regeneration of Millport Town Hall including securing funding from the Scottish Government's Islands Programme.
  - Working in partnership with the Irvine Neighbourhood Board to develop the £20m, UK Government funded, Plan for Neighbourhoods programme.
  - Delivery of a £1.069m programme of active travel design and construction works under the Scottish Government's Active Travel and Infrastructure programmes.
  - Completion of the Fairlie Coastal Path through a £0.393m grant from Sustrans.
  - Delivery of the Travel Smart Behaviour Change programme in our communities and workplaces through a £0.228m grant from SPT People and Place Programme and the Scottish Government's Local Authority Direct Award.
  - Promoting and supporting the delivery of the Ayrshire Walking Festival.
  - Upgrade of Largs Seawall and Promenade
  - Partnership working with Sustrans to deliver a £0.227m programme of active travel design and construction works.

- 2.4 The Regeneration Delivery Plan is delivered through an ambitious rolling action focused programme. This approach seeks to ensure that the project list never exceeds a realistic assessment of capacity, with projects prioritised annually. It informs our priorities for securing and delivering against funding sources.
- 2.5 The action programme, approved at Cabinet in May 2023 for 2023/24 and 2024/2025 was prepared to align priorities with resource. This was informed by an assessment of progress to date, local priorities, project deliverability and funding. The implementation of action programme projects aligned to competitive funding sources will however be dependent on the success of the funding applications.
- 2.6 Significant levels of funding have been secured or are anticipated to support delivery in 2025/26. The details of these funds and the proposed approach to their expenditure are provided at Appendix Two. These include the:
- Scottish Government's Place Based Investment Programme (provisional)
  - Scottish Government's Vacant and Derelict Land Fund
  - Scottish Government's Active Travel Infrastructure Fund Tier 1
  - Scottish Government's People and Place Local Authority Direct Award
  - Strathclyde Partnership for Transport's (SPT) Capital Programme (provisional)
  - SPT's People and Place Programme

Updates on previously secured or applied for funds are provided at Appendix Three including the:

- UK Government's Smart Infrastructure Pilot Programme
  - UK Government's 5G Innovations Regions
  - UK Government's Shared Prosperity Fund (SPF)
  - Scottish Government's Island Programme
  - Scottish Government's Regeneration Capital Grant Fund (RCGF)
  - Scottish Government's Vacant and Derelict Land Investment Programme (VDLIP)
  - UK Government's Levelling Up Round 3 (LUF3)
  - UK Government's Plan for Neighbourhoods
  - Scottish Government's Active Travel Infrastructure Fund Tier 2
  - Strategic Timber Transport Fund (STTF)
- 2.7 The economic climate has resulted in uncertainty regarding external funds available to support the Regeneration Delivery Plan. Most funding received is single year funding. Combined with increased project costs, this will potentially result in smaller numbers of projects successfully securing funding in future. Appendix Two also includes provisional approach to allocations where the funding position is currently unconfirmed.
- 2.8 Further consultation and engagement will be undertaken with local communities, stakeholders and Elected Members through the development of individual projects.
- 2.9 The Regeneration Delivery Plan covers the period 2021-2026. An updated Plan will be developed by the Regeneration team during 2025/26 informed by Elected Member and stakeholder engagement. A further report will be brought to Cabinet in due course for consideration.

### **3. Proposals**

#### **3.1 That Cabinet:**

- (a) Notes the progress made on the implementation of the Regeneration Delivery Plan Action Programme at Appendix One;
- (b) Approves the Regeneration Delivery Plan funding proposals as detailed at Appendix Two;
- (c) Notes the updates on previously secured or applied for funds provided at Appendix Three;
- (d) Provides delegated authority to the Executive Director (Place) to agree submissions to both the RCGF and Islands Programme 2025/26; and.
- (e) Provides delegated authority to the Executive Director (Place) to agree changes to the funding allocations in Appendices Two and Three in consultation with the Portfolio Lead as required.

### **4. Implications/Socio-economic Duty**

#### **Financial**

- 4.1 The Regeneration Delivery Plan aims to build on and maximise the impact of the investment being made through a variety of sources including the Ayrshire Growth Deal, the Council's Capital Programme, and the Strategic Housing Investment Programme (SHIP). It also seeks to lever private funding and investment into North Ayrshire. It informs priorities for securing and delivering against external funding sources. The implementation of action programme projects aligned to competitive funding sources will be dependent on the success of the funding applications. Whilst resource costs can be capitalised to support delivery, future ongoing revenue implications need be fully considered on a project-by-project basis.

#### **Human Resources**

- 4.2 The Regeneration Delivery Plan projects will be delivered through the existing Regeneration Team resource. Opportunities to secure funding for additional staff resource to support delivery will be investigated on a project-by-project basis.

#### **Legal**

- 4.3 The legal implications of all Regeneration Delivery Plan projects will be considered through their development. Legal agreements will be developed on a project-by-project basis as required with support from Legal Services. Negotiation will be required in relation to land and building acquisitions with support from the Council's Legal Services and Property Management and Investment Service. Mechanisms such as Compulsory Purchase Orders will be considered on a case-by-case basis, where considered appropriate.

#### **Equality/Socio-economic**

- 4.4 The Regeneration Delivery Plan assists in meeting our socio-economic duty as set out in the Fairer Scotland Duty. It seeks to reverse economic, social and physical decline and reduce socio-economic disadvantage. It will tackle long-term vacant and derelict land and buildings thereby reducing their levels and impact on communities. It aims to

build community wealth and tackle local deprivation through the regeneration of our communities by maximising the potential of our land and assets and those of anchor institutions.

The Plan also contributes to the delivery of the Isle of Cumbrae and Isle of Arran Local Island Plans, their key themes and priorities. The funding proposals will directly contribute to several of the actions identified within the annual action programme. Any proposals for the Scottish Government's Islands Programme will be informed by the Islands Plans and identified from the Action Programmes.

An initial screening will be undertaken to establish if an Equality and Children's Rights Impact Assessment is required for projects on a case-by-case basis.

### **Climate Change and Carbon**

- 4.5 The Regeneration Delivery Plan aligns with the Sustainable North Ayrshire Strategy for 2024-2027. Furthermore, it aligns with the commitment to reduce carbon emissions through declaration of a Climate Emergency.

### **Key Priorities**

- 4.6 The Regeneration Delivery Plan has been informed by the priorities identified within the Local Outcomes Improvement Plan and Locality Partnership priorities. The implementation of the Plan will contribute to achieving the Council Plan priorities that focus on Wellbeing, Communities and Local Democracy, Climate Change, and A Sustainable Council.

### **Community Wealth Building**

- 4.7 The Regeneration Delivery Plan sets out our priorities for delivering on the ambitions within the 2024-2027 Community Wealth Building Strategy. Its delivery will have a significant positive impact on the Council's ambitions across the pillars of:
- Land and Assets: by supporting equitable land development and the development of underutilised assets for community and business use.
  - Procurement: by contributing to the development of the procurement wave plan; through the inclusion of appropriate community benefit of local supplier clauses within projects; and by considering phasing and programming of projects to create local supply chain opportunities and support delivery by smaller scale and local contractors where appropriate.
  - Fair Employment: by supporting the creation of employment opportunities particularly within the construction sector. Where North Ayrshire is procuring services, through our enhanced Community Benefits approach we will seek to ensure the creation of local training and work experience opportunities. Consideration will also be given to delivery through employability programmes where appropriate.
  - Financial Power: by investing in localities and leveraging external national investment into North Ayrshire.

## 5. Consultation

- 5.1 The Regeneration Delivery Plan was the subject of extensive consultation including workshops with Council Officers; workshops with Elected Members; reports to and feedback from North Ayrshire Ventures Trust and the Community Wealth Building Expert Panel; and public engagement via Consul. It was also informed by the Locality Partnerships' priorities and previous public consultation exercises including Charettes.
- 5.2 The funding proposals outlined at Appendix Two have been informed by this consultation, and subsequent Place Plans that were developed by communities in 2024/25. Further consultation and engagement will be undertaken with local communities, stakeholders and Elected Members through the detailed development of the identified projects.

Russell McCUTCHEON  
Executive Director (Place)

For further information please contact **Claire Fitzsimmons, Senior Manager, Regeneration**, on **01294 324766**.

### Background Papers

Cabinet Report – Regeneration Delivery Plan, 23 March 2021  
Cabinet Report – Levelling Up Fund, 15 June 2021  
Cabinet Report – Levelling Up Fund – Round 2, 2 November 2021  
Cabinet Report – Regeneration Delivery Plan Update, 22 February 2022  
Cabinet Report – Regeneration Delivery Plan Funding Proposals, 07 June 2022  
Cabinet Report – Regeneration Delivery Plan Action Programme and Funding Proposals, 30 May 2023  
Cabinet Report – Local Transport and Active Travel Strategy 2023-2028, 3 October 2023  
Cabinet Report – Vacant and Derelict Land Strategy 2023-2028, 3 October 2023  
Cabinet Report – Long-Term Plan for Towns, 5 December 2023  
Cabinet Report – Levelling Up Round 3, 23 January 2024  
Cabinet Report – Regeneration Delivery Plan Action Programme and Funding Proposals, 27 August 2024  
Cabinet Report – UK Government Shared Prosperity Fund, 18 February 2025  
Cabinet Report - Crown Estates Fund 2024/25, 18 March 2025  
Council Report - Irvine: Plan for Neighbourhoods, 14 May 2025



<b>Strengthening Communities</b>				
<b>Maximising Land and Assets</b>				
	<b>2023-2025 Action</b>	<b>2026 Outcome</b>	<b>2025 Update</b>	<b>Lead Service</b>
<b>Review of land and assets</b>	Public consultation, finalisation and adoption of Vacant and Derelict Land Strategy for 2023-28	Confirmation of vacant and derelict land priorities and actions and implementation of Years 1 and 2	Implementation is ongoing, subject to funding.	Economic Development, Growth & Regeneration (EDG&R)
<b>Review of land and assets</b>	Prepare annual local delivery plans for Scottish Government (SG) approval under the Vacant and Derelict Land Fund (VDLF), and projects for submission to the Regeneration Capital Grant Fund (RCGF)	Implementation of vacant and derelict land priorities on an annual basis under the Vacant and Derelict Land Fund and Vacant and Regeneration Capital Grant Fund (RCGF)	VDLF Delivery Plans are prepared and submitted to SG on annual basis, following consideration of proposals by Cabinet.  SG advised in April 2025 that Kyle Road Phase 2 was awarded £892,990 under the VDLIP. The 36 Bank Street proposal was unfortunately unsuccessful.	EDG&R
<b>Development potential of land and assets</b>	Review the development potential of Council landholdings to inform the Local Development Plan 3 (LDP3)	Clarity on the priority sites for intervention and/or investment	Work is ongoing to review the potential of land opportunities.	Housing and Public Protection (H&PP) / EDG&R
<b>Investment in land and assets</b>	Implement the Repurposing Property Grant Fund (RPGF) including development of further phases, subject to external funding	Landowners and communities are supported to bring vacant and derelict land and properties back into positive use	Stages 1 & 2 of RPGF are open for applications, with over £0.300m of funding committed across twenty-four sites to date. Stage 3 is being finalised for publication in Summer 2025 to support project delivery.	EDG&R
<b>Investment in land and assets</b>	Identify opportunities and priorities for future investment	A social housing and commercial portfolio that supports the needs of communities and the growth of local businesses and entrepreneurial activity	Work is ongoing to review the potential opportunities.	EDG&R / H&PP

<b>Levelling Up Fund</b>	Identify priorities for consideration of potential submission to Round 3 of the UK Government's Levelling Up Fund	Levelling Up funding is secured to support capital investment in identified priorities	The validation process has concluded and the Council has received a Memorandum of Understanding (MoU) to support the Levelling Up for Ayrshire – Commercial and Low Carbon Infrastructure project.	EDG&R
<b><i>Housing and Town Centre Living</i></b>				
<b>Strategic Housing Investment Programme (SHIP)</b>	Construct new social housing sites including Corsehillhead, Kilwinning; Bourtreehill, Irvine; Ayrshire Central, Irvine; Fullarton Street, Irvine; and West Byrehill, Kilwinning	Delivery of 1,900 unit SHIP programme to 2026	1,900 units relates to RSL & Council projects in the SHIP 2022-2027. As of 31 March 2025, 956 new Council homes delivered towards 1,643 target. From April 2013, RSL partners delivered 913 units.	H&PP
<b>SHIP</b>	Review of SHIP contribution to community regeneration	Identification of priority sites and process for selection of opportunities	Site selection and priorities are reviewed annually as part of SHIP review.	H&PP / EDG&R
<b>Housing Delivery</b>	Preparation of Supplementary Guidance for Development Frameworks	Approval by Planning Committee; Implementation of Guidance	National Guidance is set out in National Planning Framework 4 and PAN 83: Masterplanning. Supplementary Guidance has not been progressed following change in personnel and priorities within the Strategic Planning team.	H&PP
<b>Housing Delivery</b>	Preparation and approval of development frameworks for strategic sites	Approval by Planning Committee; Implementation of development frameworks; Completion of developments	Masterplans continue to be prepared for key strategic sites including the Great Harbour, Irvine.	EDG&R
<b>Housing Delivery</b>	Analysis of the most suitable delivery mechanism for housing on strategic sites	Delivery of appropriate development on NAC owned strategic sites in line with CWB strategy and LHS	Work is ongoing to review the potential of land opportunities.	EDG&R / H&PP
<b>Housing Delivery</b>	Next phase of Montgomerie Park delivery including marketing of further phase(s) and site start(s)	Completion of Sites A-B housing development; retail site sale and development; and marketing land,	The sale of Sites A & B has been concluded, Sites C & D have been transferred to Housing Services for development. Missives have been	EDG&R

		sale and site start for remaining phases	concluded on the Phase 1 Retail site, subject to conditions, and a preferred bidder identified for Sites E, F, & G. The remaining land is under consideration for Tree Planting.	
<b>Town Centre Living</b>	Review of potential sites for increased town centre living given decline in retail activity and complete town centre living pilot project.	New residential development in town centres	Work is ongoing to review the potential opportunities. Site selection and priorities are reviewed annually as part of SHIP review.	EDG&R / H&PP
<b>Town Centre Living</b>	Redevelopment of Kings Arms, Irvine to deliver amenity flats	Completion of development	Works commenced on site on 13 May 2024 and are anticipated to conclude by Autumn / Winter 2025.	H&PP
<b><i>Community Investment and Enterprise</i></b>				
<b>Community Project Development</b>	Support new community project development, physical regeneration projects, funding applications and asset transfer processes and delivery including Ardrossan Promenade	Identification and delivery of community development and community led regeneration projects	<p>External funding opportunities to support delivery in 2024/25 were limited due to the pause of several key funds.</p> <p>Support has been provided in the Garnock Valley to support the development of a local place plan.</p> <p>The Repurposing Property Grant Fund has been promoted to support the development of community led regeneration projects.</p> <p>Ardrossan South Beach Hub has achieved practical completion and is operational with a café tenant.</p>	Connected Communities (CC) / EDG&R
<b>Community Project Development</b>	Develop a grant funding CRM to manage Council grant processes including the creation of an expression of interest process to identify a pipeline of projects for	Identification and delivery of community development and community led regeneration projects	The CRM is being prepared to deliver the next round of the Communities and Place Fund.	EDG&R / CC

	submission to external funding sources			
<b>Shared Prosperity Fund</b>	Implement the approved Shared Prosperity Fund (SPF) Investment Plan including facilitating governance arrangements	Implement and administer the North Ayrshire award under the Shared Prosperity Fund	The programme is entering its third year with delivery on-track across the investment priorities. The latest UK Gov report was successfully submitted. North Ayrshire has been awarded £2.67m for 2025/26 to deliver the programme for a single year, across three investment priorities: Communities & Place, People and Skills and Supporting Local Business. The single year of funding will continue to follow the previously approved investment plan.	EDG&R / CC
<b>Shared Prosperity Fund</b>	Implement Council priority projects under the Communities and Place Investment Priority informed by Place Frameworks	Delivery of Council led projects under the Shared Prosperity Fund Communities and Place Investment Priority	Twenty-one projects have benefitted from the Council-led SPF support across the fund to date.	EDG&R / CC
<b>Shared Prosperity Fund</b>	Develop and implement a Shared Prosperity Fund Communities and Place Fund	Identification and delivery of community development projects under the Shared Prosperity Fund Communities and Place Investment Priority	Round 1 of the funding administered £160,330 of funding to nine projects across North Ayrshire. Round 2 of the funding received 52 applications with a value of £2.2m requested. The second round of funding supported 19 projects across North Ayrshire with a total investment of £0.6m.	EDG&R / CC
<b>Locality Partnerships</b>	Coordinate the identification and delivery of community development projects through the operation of Locality Partnerships	Identification and delivery of community development projects	The use of the Community Investment Fund continues to be a lever to support community led projects within localities. Work to establish stronger relationships with third sector organisations, including co-production work with the Chief Officers Group, is	CC

			helping to develop capacity across the sector. The recent review of Locality Planning and its implementation will create further opportunities for collaboration and the identification and development of projects to meet locality priorities and needs.	
<b>Participatory approaches</b>	Extend and mainstream a participatory approach to offer communities, including young people, more opportunities to lead in local decision-making	Increased community involvement decision- making	The 2024/25 round of Participatory Budgeting (PB) concluded in December 2024, with 15,882 votes cast across Locality and Youth PB funding rounds. Our hybrid approach to participation saw voting taking place online and in schools, libraries and community group settings across North Ayrshire, with local people aged 8 and over allocating £171,377 to 190 community-led projects. For the first time, Youth PB was hosted in full on the Shaping North Ayrshire site, giving young people parity of experience with adults and enabling them to also engage with locality projects in their area.	CC
<b>Community Asset Transfer</b>	Support Community Asset Transfer and Participation Requests	Increased community ownership of land and property and redevelopment of underutilised assets	The use of Community Asset Transfers continues to allow community groups to increase their capacity and improve local use and ownership of assets. Between May 2024 and May 2025 16 Expressions of Interest were submitted, 10 groups were working on a Full Application and 2 Full Applications were received. 2 CATs were concluded and one was amended from a lease to full ownership to better meet local needs.	CC

			Requests can be complex, with land and assets at times being held by the Housing Revenue Account, Common Good or Charitable Trusts. Support is provided to groups through a Single Point of Contact to make the process as accessible and straightforward as possible	
<b>Community Investment Fund</b>	Co-design, co-production and co-delivery of projects	Identification and delivery of community development projects	In the reporting period May 2024 - May 2025 12 Full Applications to the Community Investment Fund has been passed by the Locality Partnerships and 11 Full Applications have been approved by the Council's Cabinet, total amount awarded during this period is £678,348.	Locality Partnerships / CC



<b>Delivery Models</b>				
<b>Third Party Assets Review</b>	Review the identified sites including the case for the purchase of third-party land to address a recognised problem or facilitate positive development – including sites identified through the RDP	A property portfolio that supports communities, improved public amenity and the growth of local businesses and entrepreneurial activity	<p>The review remains ongoing. However, funding opportunities are limited to support acquisition and delivery currently.</p> <p>The Repurposing Property Grant Fund is being promoted to property owners and community groups to facilitate positive development. This is also in line with the Land &amp; Assets pillar of the 2024-2027 CWB Strategy.</p>	EDG&R
<b>Land Development Model</b>	Develop a model for the development and sale of vacant land/property and reinvestment in further programme	Confirmation and implementation of model	<p>A model was explored for Town Centre living however, development costs vs. market value are too far apart to make the approach viable.</p> <p>Furthermore, the conditions of external funding often include a clawback provision, unless agreed otherwise with ministers.</p>	EDG&R
<b>Commercial Estate</b>	Develop proposals for Commercial Estates, Infrastructure and Town Centre allocation under the Recovery and Renewal Investment Fund and external funding sources	Identification and implementation of priority projects	UK Government LUF3 funding has been secured to enable the delivery of the Levelling Up for Ayrshire – Commercial and Low Carbon Infrastructure projects. Informed by market feedback, the North Ayrshire proposal includes the delivery of new energy efficient commercial property and associated low carbon infrastructure at key employment including Kyle Road, Annickbank and i3.	EDG&R

<b>Placemaking</b>				
<b>Town and Local Centres</b>				
	<b>2023-25 Action</b>	<b>2026 Outcome</b>	<b>2025 Update</b>	<b>Lead Service</b>
<b>Place Framework Development</b>	Roll out of programme of Place Frameworks to direct future investment through the Investment Fund, Place Based Investment Programme and external funding	Use of Place Framework to facilitate community consultation and to direct and implement projects contributing to a wellbeing economy	<p>New planning legislation has introduced a right for communities to produce their own plans, known as Local Place Plans. These provide the opportunity for communities to feed into the planning system with their own ideas and proposals for the development and use of land.</p> <p>Informed by this, rather than the Council leading on further Place Frameworks, it is proposed that local priorities for physical change are identified and captured as part of the RDP refresh process.</p>	EDG&R / CC
<b>Place Framework Development</b>	Implementation phase of pilot place frameworks for Kilwinning, Saltcoats and Largs.	Use of Place Framework to facilitate community consultation and to direct and implement projects contributing to a wellbeing economy.	<p>Pilot Place Frameworks were presented to their respective Locality Planning Partnerships.</p> <p>Support is on-going towards the development of the Garnock Valley Place Framework.</p>	EDG&R / CC
<b>Place Plan Development</b>	Support local communities to develop Local Place Plans under the Planning Act	Community development of Local Place Plans	<p>A 'Handbook' is being prepared to support community bodies preparing or thinking about preparing a Local Place Plan</p> <p>Where required, groups will be supported to identify funding to provide or procure on behalf of the community body other technical support required to prepare the Local Place Plan.</p>	H&PP / CC / EDG&R

<b>Town Centre Improvements</b>	Completion of SG funded Town Centre Fund projects	Implementation of projects	Projects were completed March 2024. Funding supported over 40 projects ranging from shopfront improvement schemes, temporary events, new community projects and active travel improvements.	EDG&R
<b>Town Centre Improvements</b>	Investigate potential to upgrade grass pitch provision and implementation of any recommendations	Completion of Quarry Road project	Additional funding was secured from SFA, the contractor appointed and works are ongoing. The pitch is anticipated to be ready for play in September 2025.	EDG&R/ CC / KA Leisure
<b>Town Centre Improvements</b>	Identify and adopt a new approach to town centre footfall monitoring	Effective monitoring of town centre activity	A CCTV pilot proposal has been developed in collaboration with the Public Safety Team using AI software and analytics on camera data. However, this has been put on hold pending the agreement of the Council's AI policy.	EDG&R
<b>Town Centre Improvements</b>	Prepare an investment plan for Years 3 to 5 of the Place Based Investment Programme allocation working collaboratively with local communities, business, third and public sectors	Implementation of projects identified in Investment Plan	Proposals are prepared annually and presented to Cabinet for approval. Funding was substantially paused in 2024/25 by SG and limited to £75,000 investment at Lochshore.  2025/26 proposals have been directed by cross-service collaboration, changes in policy, and support to expand existing initiatives.	EDG&R
<b>Town Centre Improvements</b>	Develop and implement proposals for CWB - Town Centres and Communities	Identification and implementation of town centre priority projects	Proposals captured under the pilot frameworks, and going forward will be included with Place Plans prepared by communities.	EDG&R

	allocation under the Recovery and Renewal Investment Fund			
<b>Conservation Projects</b>	Completion of Millport Conservation Area Regeneration Scheme	Completion of project	Final project achieved practical completion in January 2024.	EDG&R
<b>Conservation Projects</b>	Identification of potential conservation projects through the development of Place Frameworks and Local Place Plans	Development and implementation of conservation projects	Works to Kilwinning Abbey were identified through the Kilwinning Place Framework. Additional funding has been secured to enable conservation repairs to be undertaken.  Additional heritage projects have been identified, with funding being sought.	EDG&R
<b>Strategic Sites</b>				
<b>Ardrossan Coastal Quarter</b>	Deliver the next phases of civil infrastructure to support the Ardrossan Campus including delivery of a programme to facilitate the delivery of the Campus	Supporting the completion of the Ardrossan Campus	The Remediation and Enabling Works Contractors remain on site with works substantially progressed including construction of the coastal defences and path. The phased completion of the works is now taking pace to facilitate the delivery of the Campus.	EDG&R
<b>Ardrossan Coastal Quarter</b>	Develop a major Branding exercise to reflect the national scale regeneration opportunity including North Shore, Harbour and town centre	Secure appropriate press coverage and community understanding of investment in town, changing perceptions at key points in the programme's delivery	Significant ongoing engagement with stakeholders including a regular newsletter outlining site progress and future works. Site signs detailing the work being carried out have been erected. Further branding will take place closer to completion.	Communications
<b>i3 Enterprise Area</b>	Operation of Phase 1 of the Digital Processing Manufacturing Centre (DPMC) digital hub. Delivery and occupation of Phase 1 of the flexible	Delivery of AGD investment and leverage of private investment	Phase 1 of the DPMC project is operational with the official launch taking place in February 2025 and several digital demonstrators in	EDG&R

	space programme and development of Phase 2 project		place. Phase 1 of the Flexible Space Programme is substantially complete and the building is being marketed. Phase 2 is currently at planning application stage.	
<b>Irvine Harbourside, 'Great Harbour'</b>	Development and implementation of the Great Harbour Masterplan informed by community and stakeholder consultation. Development and construction of phase 1 – Coastal Hub. FBC for the Coastal Hub. Tender for the Lead Designer for phase 2 – Maritime Mile.	Delivery of the Coastal Hub as first phase of the Great Harbour programme utilising £5m of AGD investment of £14m. Tender of works for phase 2 – Maritime Mile. FBC for Maritime Mile.	The Phase 1 - Coastal Hub project received Full Business Case approval. This enabled the award of the works contract, which is currently on site, with completion of the play facilities expected in Autumn 2025. The remaining works are expected to complete in April 2026. A tender for appoint the design team for Phase 2 is complete and the contract award planned is for May 2025.	EDG&R
<b>Lochshore</b>	Completion of £8m Phase One of the Lochshore Park Masterplan including: 5km circular loop; Play at the Hub; woodland creation and community play links	Completion of Phase One of the Lochshore Park Masterplan	The Phase One works comprised of a 5km circular loop, woodland creation, hub and active travel connections, play at the hub and community play links have been completed.	EDG&R
<b>Lochshore</b>	Identify funding opportunities, submit applications and secure funding for Phase Two delivery	Completion of Phase Two of the Lochshore Park Masterplan (subject to funding)	Funding review remains underway. Additional funding applied for to support delivery of the community garden and activity hub, to be managed by Employability Services.	EDG&R
<b>Lochshore</b>	Delivery of Play at the Hub	Completion of Phase One of the Lochshore Park Masterplan	Construction was completed in July 2024	EDG&R
<b>Hunterston</b>	Development of options for site with partners Peel Ports Group and SE	Hunterston is recognised as a strategically significant national asset contributing to local, regional	Hunterston is recognised as a strategically significant national asset contributing to local, regional	EDG&R

		and national blue and green economy aspirations.	and national blue and green economy aspirations. Partners completed site analysis with JLL and are now progressing with delivery options.	
<b>Growth Deal Plans</b>				
<b>Growth Deal Delivery</b>	Delivery of North Ayrshire's share of the £251m Growth Deal programme including: manufacturing space and a digital hub at i3 in Irvine, International Marine Science & Environmental Centre at Ardrossan; Centre for Research into Low Carbon Energy & Circular Economy at Hunterston; the development of island marina projects and the Great Harbour project in Irvine	Growth Deal investment and leverage of partnership and private sector funding	Delivery of the Growth Deal investment and leverage of partnership and private sector funding is ongoing. Project Business Cases are progressing through the HM Treasury Green Book Business Case processes in line with the requirements of the Deal.	EDG&R
<b>Leverage of AGD funding</b>	Securing additional leverage including private sector investment and external funding	Additional funding and profile to enhance the outcomes achieved through the AGD	Additional funding and profile to enhance the outcomes achieved through the AGD is continually reviewed. Leverage is reported over all AGD projects and project leads continue to apply and negotiate funding applications and partnership agreements.	EDG&R
<b>Destinations / Visitor Hubs</b>				
<b>Commercial/leisure investment in Ardrossan</b>	Review of market potential for commercial opportunities within Ardrossan	Delivery of new commercial uses alongside public investment	The potential for commercial investment continues to be reviewed as the Coastal Quarter project is being delivered.	EDG&R



<b>Inclusive and Green Economy</b>				
<b>Inward Investment</b>				
	<b>2023-25 Action</b>	<b>2026 Outcome</b>	<b>2025 Update</b>	<b>Lead Service</b>
<b>Supporting inward investment</b>	Engage with existing and new businesses to support inward investment including the co-ordination and review of enquiries and assessment of contribution to net zero, CWB and socio-economic impact	Inward investment is secured across North Ayrshire	There have been 20 new secured investments with c.300 new jobs predicted. These only relate to businesses that we have secured and are operational at this time. This will increase given larger developments including XLCC at Hunterston.  Current open inward investment enquiries are significantly related to the green sector and supply chain and continue to be progressed.	EDG&R
<b>Supporting inward investment</b>	Review NAC land and assets' potential to deliver on inward investment enquiries	Inward investment is secured across North Ayrshire	Review is ongoing to identify priority land assets linked to potential opportunities. Development of This Is North Ayrshire (TINA) website to enable Land and Assets to be captured and promoted through this portal as part of offer.	EDG&R
<b>Development of Commercial Estate</b>				
<b>Commercial estate improvements</b>	Review of commercial estate to identify opportunities to improve or redevelop council assets to encourage local business growth utilising Investment Fund	Improvement of commercial estate to allow business growth	Review remains underway. The UK Government LUF3 funding has been secured to enable the delivery of the Ayrshire Commercial and Low Carbon Infrastructure projects. Informed by market feedback. The North Ayrshire proposal includes the delivery of new energy efficient commercial property and associated low carbon infrastructure at key employment	EDG&R

			including Kyle Road, Annickbank and i3.	
<b>Commercial estate development</b>	Completion of technical design, funding secured and contractor appointed for additional office pavilion at Annickbank for construction in 23/24	Completion and long-term lease of space, securing local employment	350m <sup>2</sup> of new modern, energy-efficient business space achieved practical completion March 2024.	EDG&R
<b>Commercial estate development</b>	Identify opportunities and apply for funding to support the delivery of new commercial estate development	New commercial estate development to support business growth (subject to funding)	Employment land appraisal completed Feb 2024. The appraisal will support the Evidence Report for the next Local Development Plan (LDP3) and the Regeneration Delivery Plan by informing proposals to encourage local business growth through improvements or redevelopment of the Council's commercial estate.	EDG&R
<b>Commercial estate development</b>	Implement next phase of commercial estate development at Kyle Road, Irvine including: securing funding package and necessary permissions and consents	Completion and long-term lease of space, securing local employment	The UK Government LUF3 funding has been secured to enable the delivery of the next phase of development.	EDG&R
<b>Commercial estate development</b>	Review of third-party assets for acquisition to support commercial estate delivery	Improvement of commercial estate to support business growth	Review remains ongoing however funding opportunities are currently limited to support acquisition and delivery.	EDG&R
<b>Harbour Master's House, Irvine</b>	Improvement of derelict Council property and development of proposals for market opportunity	Delivery of new commercial uses alongside public investment at Great Harbour	Conservation works completed in the second half of 2024, utilising VDLF funds. Works included the roof replacement, structural repairs, external and internal demolitions to create open-plan space for future use, external clock restoration.	EDG&R
<b>Partnership Activity</b>				

<b>North Ayrshire ISLANDS Programme</b>	Implement ten year Island Plans for Arran and Cumbrae working in partnership with local island communities and stakeholders, Highlands and Islands Enterprise and the Scottish Government	Development of strategic Island Plan projects and leverage of external funding	<p>In early 2024 the pilot was mainstreamed and takes forward the next steps and ambitions of Arran and Cumbrae as the 'North Ayrshire ISLANDS Programme'.</p> <p>Support and promote the islands as wellbeing economies through the delivery of the strategic Local Island Plans, to thrive economically, socially and environmentally. Striving to create opportunities for a prosperous, fair, growing and greener Arran and Cumbrae, in line with their unique challenges and opportunities and aligned with the National Islands Plan, National Strategy for Economic Transformation (NSET), Community Wealth Building and the Ayrshire Regional Strategy (RES).</p>	EDG&R
<b>North Ayrshire ISLANDS Programme</b>	Develop and facilitate Island Plan Steering Groups	Long term strategic direction and community and stakeholder engagement in the implementation of Island Plans	The programme continues to develop and strengthen effective and valuable partnership working and opportunities for peer-to-peer exchange to improve our islands wellbeing, exchange ideas on issues affecting islands and ensure the voices and needs of our island communities are effectively communicated at all levels.	EDG&R
<b>Partnership Opportunities</b>	Identify partnership opportunities for regeneration delivery with private sector and third sector	Partnership opportunities for delivery and maximisation of funding and resources	<p>Work is ongoing to identify additional partnership opportunities.</p> <p>Multiple partnerships have been developed through the AGD.</p>	EDG&R

<b>Ardeer</b>	Continue to engage with NPL to identify any opportunities at Ardeer that complement the AGD Great Harbour masterplan investment at Irvine Harbour and Beach Park.	Delivery of AGD investment and leverage of private investment	The Council continues to scope out opportunities with NPL as landowner of Ardeer.	EDG&R
---------------	---	---	---	-------

<b>Enabling Infrastructure</b>				
<b>Transport Infrastructure</b>				
	<b>2023-25 Action</b>	<b>2026 Outcome</b>	<b>2025 Update</b>	<b>Lead Service</b>
<b>Ardrossan Harbour</b>	Finalise funding package and partner agreements; and Publication of tender package and award of contract for marine and landside works to enable construction	Completion of harbour regeneration programme with partners	NAC carried out significant work with Transport Scotland and Peel Ports Group to move forward with a revised business case. In February 2025, the Scottish Government announced its intention to enter negotiations directly with Peel Ports Group (PPG) through CMAL to purchase the port. NAC remains a key stakeholder and the outcome is awaited following the April 2025 Ardrossan Harbour Task Force meeting with the Cabinet Secretary for Transport.	EDG&R
<b>Transport Policy</b>	Public consultation, finalisation and adoption of Local Transport Strategy for 2023-28	Confirmation of local transport priorities and actions for implementation	Complete	EDG&R

<b>Transport Policy</b>	Promotion of North Ayrshire transport priorities for inclusion within national and regional transport policy including the Regional Transport Strategy (RTS) and Islands Connectivity Plan (ICP)	Funding and delivery of local and regional transport priorities	The Active Travel and Transport team have contributed to consultations on Strathclyde Partnership for Transport's (SPT) Regional Bus Strategy, SPT's Active Travel Strategy, SPT's Clyde Metro, Transport Scotland's Islands Connectivity Plan – Strategic Approach and the Long-Term Plan for Vessels and Ports consultation.	EDG&R
<b>Transport Policy</b>	Support the completion of the B714 Upgrade Full Business Case and design processes including submission to UK Government to facilitate construction	Completion of B714 Upgrade	The design has been completed, and the contractor works are out to tender. The Compulsory Purchase Order was approved and is being progressed. The draft FBC is under review by the Department for Transport (DfT). This will be finalised upon receipt of the tender costs. Works are anticipated to begin in September 2025.	EDG&R and Neighbourhood Services (NS)
<b>Active Travel</b>	Identify priorities for and implement new and improved active travel route infrastructure across North Ayrshire informed by the revised LTATS	Securing external funding and implementation of projects	Priorities have been identified, and funding has been sought from the Active Travel Infrastructure Fund (ATIF) and other funding sources. A proportion of the ATIF Tier 1 funding for 2025/26 has been allocated to projects contained within the LTATS.	EDG&R
<b>Active Travel</b>	Implement the recommendations of the Community Renewal Fund Islands Connectivity Study with partner organisations	Delivery of a network of infrastructure to support active and sustainable travel and a Mobility as a Service pilot project on Arran and Cumbrae.	Following discussions with the local communities and key stakeholders nine cycle racks were purchased and installed in Cumbrae 2024/25. A location for a solar electric bike charging station could not be	EDG&R

			progressed however a new location will be identified in 2025/26.	
<b>Active Travel</b>	Complete the Ardrossan Connections Street Design Project focused on Glasgow Street, Princes Street and Montgomerie Street with Sustrans	Implementation of improvements to encourage active travel, improve residential environment and link major development projects	Sustrans advised that they are no longer able to resource the Ardrossan Connections project. This is due to the current national budget position and a need to focus on projects which can be progressed more quickly within available resources.	EDG&R
<b>Public Transport</b>	Investment in public transport infrastructure improvements informed by the revised LTATS	Improvement of the public transport network for everyday journeys	No funding was available to improve public transport infrastructure in 2024/25. However, a small amount of residual funding from the Community Bus Fund was used to replace nine shelters at bus stops. Additionally, SPT replaced three damaged bus shelters through their own budgets.	EDG&R
<b>External Grant Support</b>				
<b>External Funding</b>	Work with partners to identify funding opportunities and submit funding applications to maximise the potential of regeneration resources and funding	Submission of successful funding applications on an annual basis to enable project implementation	<p>Funding was received in 2024/25 from the Scottish Government's Active Travel Infrastructure Fund Tier 1 and Tier 2; Cycling Scotland; SPTs People and Place Programme; Scottish Government's People and Place Local Authority Direct Award; and Sustrans to enable capital projects totalling £1.885m and revenue projects totalling £0.228m to be completed.</p> <p>Funding applications/requests were also submitted to SPT, Strategic Timber Transport Scheme (STTS), Active Travel Infrastructure Fund</p>	EDG&R



			<p>Tier 2 (ATIF2) for 2025/26. We are currently awaiting the outcomes of these bids.</p> <p>A successful bid was submitted to the SPT People and Places Programme 2025/26, which secured £157,000 revenue funding for our Travel Smart Programme and £200,000 capital for Real Time Passenger Information signs in Garnock Valley and North Coast.</p> <p>Funding has been secured from the Scottish Government's People and Place Local Authority Direct Award for 2025/26, which secured £82,673.10 revenue funding and £41,336.66 capital funding.</p>	
<b>Community Funding</b>	Support communities to identify funding opportunities and submit funding applications to implement community regeneration priorities	Submission of successful funding applications on an annual basis to enable project implementation	Support has been provided to workplaces and communities to obtain funding for cycle shelters. This included Abbey Croft Care Home in Kilwinning, which received funding from Cycling Scotland to install a cycle shelter.	CC / EDG&R
<b>Digital Infrastructure</b>				
<b>Broadband</b>	Support the roll out of R100 Broadband programme and raise awareness of the Scottish Broadband Voucher Scheme (SBVS) and the UK Gigabit Broadband Voucher Scheme	Improved broadband coverage across area and increased vouchers uptake	North Ayrshire continues to act as the lead liaison for the Scottish Government on the R100 programme, supporting its ongoing rollout and maintaining engagement with Project Gigabit. At present no active procurement lots currently cover North Ayrshire.	EDG&R

			<p>The Digital Connectivity webpage remains a key resource for residents and businesses, offering guidance on available schemes and helping inform regional telecoms discussions. A Digital Connectivity Layer that will map infrastructure coverage and overlay it with strategic investment zones is being developed with the GIS team.</p>	
<b>Connectivity</b>	<p>Develop the Digital Renewal route map and approach to support Digital Economic Transformation, focusing on four pillars: Connectivity (including infrastructure), Digital Skills, Innovation, and Digital Inclusion</p>	<p>Improved digital connectivity growing a strong and resilient digital economy delivering digital economic transformation</p>	<p>Focus has moved from planning to delivery through strategic pilot initiatives. The Smart Infrastructure Pilot Programme (SIPP), currently being delivered at Great Harbour, is trialling a public-sector-led model for digital infrastructure supporting CCTV, IoT sensor for weather, footfall and public and event Wi-Fi. The Transformation Team's newly established SMART Project Group is using the SIPP as a pathfinder for wider smart place development. This includes connecting with other Local Authorities to share learning and explore opportunities in areas such as housing, care, and health integration.</p> <p>A Digital Infrastructure &amp; Connectivity Plan (DICP) is being progressed in parallel to improve how we plan. This will also support pipeline development and maximise</p>	EDG&R

			the impact of internal and external investment.	
<b>Strategic Connectivity</b>	Review the digital investment through AGD to maximise the benefits to gain a competitive business advantage and support the development of a Digital Masterplan for Ayrshire	Delivery of digital investment to secure competitive advantage for North Ayrshire and support business growth and encouraging private sector investment	<p>At the regional level, the Ayrshire 5G Innovation Region (5GIR) continues to strengthen collaboration across the three Ayrshire councils and partners including UWS, NMIS, Ayrshire College, and the Scotland 5G Centre (S5GC). Through the new Ayrshire Digital Economy Ecosystem (ADEE) approach, the programme is aligning delivery across innovation, skills, infrastructure, and business adoption.</p> <p>To date, the 5GIR programme has delivered 19 active use cases, including the deployment of 5G Mobile Private Networks at three key sites creating wireless innovation hubs tailored to advanced manufacturing and immersive learning, and 12 advanced wireless business adoption projects, improving productivity, operational efficiency, and upskilling employees across sectors.</p> <p>The region is preparing for the next phase through the Digital Innovation Accelerator (DIA) which will develop stronger links to Scottish Enterprise's Capital Investment Fund under the national Productivity Mission. This will</p>	EDG&R

			<p>support scale-up activity, innovation diffusion, and regional investment readiness.</p> <p>This collaborative effort has also unlocked an additional £1.5 million in commercial investment from Vodafone. This investment will significantly upgrade mobile 5G infrastructure across strategic North Ayrshire sites, including the i3 Enterprise Area, enhancing mobile coverage for residents, businesses, and future digital services.</p>	
<b>Low Carbon Economy</b>				
<b>Review of land and assets for low carbon delivery</b>	Review of potential for land assets to support low carbon project delivery and contribute to net zero targets including: new tree planting; renewable energy; food growing; and electric vehicle projects	Maximisation of land and assets to deliver low carbon projects and Contribution to net zero ambitions	<p><i>The Council's Renewable Energy Strategy is being developed, with a draft report expected in late May. A series of stakeholder engagement sessions have been undertaken to support the strategy, which considers large scale renewable energy projects and the potential for community participation and ownership.</i></p> <p>£2.8m of funding has been secured from Transport Scotland to support the Electric Vehicle Infrastructure Fund (EVIF) project with Ayrshire Roads Alliance, supported by Scottish Futures Trust. A procurement activity is underway, led by East Ayrshire Council, to secure a private sector partner to install a further 307 EV charge</p>	EDG&R / NS / Sustainability, Corporate Property & Transport (SCP&T)

			points across Ayrshire, through a concession contract. The private sector partner would operate and maintain the existing and new public charge points. A series of land ownership checks are being undertaken and will be provided in the second phase of the procurement activity. It is intended that the partner will be appointed by November 2025.	
<b>Delivery of low carbon projects</b>	Identify opportunities for innovative delivery of low carbon projects including tree planting; renewable energy; food growing; and electric vehicle projects	Delivery of low carbon projects and contribution to net zero ambitions	<p>The Council's Sustainable North Ayrshire strategy was approved by Cabinet on 5 December 2023 and is the Council's route map to achieving net zero carbon emissions by 2030. The strategy contains nine strategic priorities and a range of actions under 5 workstreams, namely:</p> <ul style="list-style-type: none"> <li>• Energy</li> <li>• Nature</li> <li>• Transport</li> <li>• Waste</li> <li>• Adaptation</li> </ul> <p>A series of energy audits are being undertaken internally to identify decarbonisation measures with consultancy support sought for larger, more complex buildings. The Investment Fund is being utilised to support a pipeline of decarbonisation projects, and external funding is also being sought to support this work.</p>	Physical Environment / NS / EDG&R /

			Behaviour change also plays a vital role in our route to decarbonisation, with a cross-service decarbonisation working group being established to utilise league table data, project registers and promote positive energy efficient action across the Council. Carbon Literacy training is also being investigated for dissemination in Autumn 2025.	
<b>Flood Protection Schemes</b>	Implementation of the Millport Coastal Flood Protection Scheme and development of the River Irvine Scheme	Implementation of flood protection schemes	Millport Coastal FPS was completed in October 2024. NAC have requested funding from the Scottish Government / COSLA joint funding distribution group to develop a flood protection scheme for the Lower Irvine area, Fairlie and Brodick & Lamlash in Arran. This is still under review and no funding has been awarded. Development funding has also been requested for two smaller flood protection schemes in Largs and Saltcoats/Stevenson.	NS
<b>Active Travel Hub</b>	Deliver the Trinity Active Travel Hub and Travel Smart programme to support active and sustainable travel	Modal shift to active and sustainable travel / contribution to net zero ambitions	The Travel Smart programme has been successfully delivered during 2024/25 utilising SPT's People and Place Programme and the Scottish Government's People and Place Local Authority Direct Award. The Trinity Active Travel Hub has moved to a more mobile operation with Trinity on the Move, located within libraries throughout localities within North Ayrshire. The programme will continue to be delivered in 2025/26.	EDG&R



<b>Low Carbon Hub</b>	Complete the £1.96m ERDF Low Carbon Travel and Transport funded Ardrossan Low Carbon Hub including path works, e- bike and EV infrastructure implementation.	Delivery and implementation of the project	The North Crescent Coastal Path Phase 2 was delivered utilising funding from Sustrans and the Scottish Government's Active Travel Infrastructure Tier 2 fund. The project is now complete.	EDG&R
<b>Solar Photovoltaic Farm development</b>	Detailed development of Solar PV Farm at Nethermaines and Shewalton, Irvine including: procurement, planning, grid connections and design. Investigation of renewables opportunities at i3	Completion of Solar PV farms by end of 2024; regeneration of the former Nethermaines and Shewalton Landfill Sites; and contribution towards net zero ambitions	Ameresco are the appointed design, build, operate and maintenance contractor for both Nethermaines (7.48MW) and Shewalton (5MW) solar PV farms. Construction of both sites has been completed, with Scottish Power Energy Network's communication and commissioning works estimated to be completed by the end of June 2025. A Solar PV Farm Board continues to meet every 2months, with representation from Economic Policy, Finance, Legal, Procurement, PMI, Sustainability, Transformation, and Waste services.	SCP&T

## **Appendix Two – Regeneration Delivery Plan Funding Proposals**

The following provides a summary of each of the funds and the proposed approach for 2025/26. The proposals have been identified from the Regeneration Delivery Plan action programme and an assessment of the:

- Projects' stage of development;
- Fit with the fund objectives and priorities;
- Potential benefits;
- Budget available;
- Ability to secure match funding;
- Deliverability of the project(s) within funders' timescales; and
- Cross-Service collaboration.

This approach aims to implement a range of projects that deliver impactful improvements in line with the Regeneration Delivery Plan and the various funding streams' ambitions. Where there is an underspend within one of the allocations in 2025/26, it is proposed that the Executive Director (Place) will reallocate any underspend across the other identified actions following engagement with the Portfolio Lead.

### **Place Based Investment Programme**

The Scottish Government established the five year £325m Place Based Investment Programme (PBIP) in 2021/22. Underpinned by the Place Principle, this aims to support community-led regeneration, town centres and the 20-minute neighbourhood ambitions. The main objectives of the Programme are to:

- Link and align place based initiatives and establish a coherent local framework to implement the Place Principle;
- Support place policy ambitions such as town centre revitalisation, community led regeneration, 20-minute neighbourhoods and Community Wealth Building;
- Ensure that all place based investments are shaped by the needs and aspirations of local communities; and
- Accelerate the ambitions for tackling inequality and disadvantage, wellbeing and inclusive economic development, net zero, community involvement and ownership

Local Government is a key partner in delivering the Programme and will receive a share of the funding over the five years to support and advance local priorities. A £0.761m allocation is anticipated for the current financial year however this has still to been formally confirmed. No funding commitments can therefore formally be made at this stage. The allocation will require to be fully expended, or at a minimum financially committed, by 31 March 2026. Any unused grant will require to be repaid to the Scottish Government unless otherwise agreed by Scottish Ministers.

The table below outlines the proposal for the expenditure of the allocation, subject to formal confirmation of an award. The proposals aim to support the delivery of actions identified in the Regeneration Delivery Plan that align with the Place Based Investment Programme Outcomes.

<b>Project</b>	<b>Allocation</b>
<b>Dockhead Street, Saltcoats</b> Public realm improvements including full replacement of the block paving, replacement drainage full length, upgraded lighting installation, new street furniture. This includes providing new lighting provision to enable simple installation of Christmas Lights.	£0.250m
<b>Community Project Fund</b> Grant scheme to support community led place based project development and implementation across North Ayrshire. This provides 50% match funding to UK SPF allocation, recognising over subscription to previous schemes.	£0.250m
<b>Repurposing Property Grant Fund</b> To continue the implementation of the Repurposing Property Grant Fund which supports landowners and community groups to bring back vacant land and properties to positive use by funding feasibility studies, investigation work, detailed designs, statutory approvals and delivery.	£0.170m
<b>Public Space Camera</b> Re-deployable camera to support public safety and project delivery.	£0.050m
<b>Beith Kirk</b> Supporting sustainable repairs to the historic grade C listed building to preserve the asset and ensure it is available for future generations.	£0.041m
<b>Total</b>	<b>£0.761m</b>

## **Vacant and Derelict Land Fund**

The Scottish Government's Vacant and Derelict Land Fund (VDLF) aims to tackle the presence of long-term vacant, for 15 years or longer, and derelict land in Scotland. In doing so, it aims to stimulate economic growth, job creation, an improved environment and quality of life. From its inception in 2007, access to the Fund was restricted to five local authorities to focus the available financial resource and prioritise authorities most impacted by both the extent of vacant and derelict land and levels of deprivation.

A review in 2015, resulted in North Ayrshire Council benefitting from access to the Fund from the financial year 2016/17. The other four authorities which currently benefit are South Lanarkshire, North Lanarkshire, Fife and Glasgow City Councils. Funding is limited to sites that have been vacant for at least 15 years and are between 0.1ha and 99ha in size, with a preference of Council ownership or a landowner agreement in place.

In addition to the original funding objectives, the 2025/26 fund will consider a range of project types which meet the key place-based objectives and contribute to the wider social and economic regeneration outcomes of the fund. This could now include projects which involve affordable housing and public realm improvements, which can demonstrate that they contribute to a wider place plan which:

- supports place policy ambitions such as town centre revitalisation, community led regeneration, 20-minute neighbourhoods and Community Wealth Building and the project forms part of a wider place based development e.g. an affordable housing development alongside community provision;
- demonstrates that all place-based investments are shaped by the needs and aspirations of local communities;

- accelerates our shared ambitions for net zero, wellbeing and inclusive economic development, tackling inequality and disadvantage including child poverty, community involvement and ownership.

The fund is not intended be a primary source of funding for:

- Projects focussed on housing or non social/affordable housing which do not contribute to a wider place plan.
- Major infrastructure projects relating to transport.
- Purchase of moveable infrastructure, furniture and fittings.
- Projects relating solely to hotel or retail developments are unlikely to be supported if there are no clear regeneration outcomes.
- Projects that focus solely on public realm improvements, new roads / paths or upgrades are unlikely to be funded where these are not part of a wider regeneration project and will not contribute to regeneration outcomes.
- Flood protection/work/upgrades are not eligible.
- Staffing Costs

A Local Delivery Plan requires to be submitted to the Scottish Government to allow Ministerial approval of the expenditure of the funding in 2025/26. In developing the proposals for this, several factors have been considered, including the:

- Scottish Government funding criteria;
- Economic development focus of the funding;
- The priority sites identified of Irvine Enterprise Area, Ardrossan Campus Site, Lochshore and Irvine Harbourside and their stage of development;
- Alignment with the North Ayrshire Regeneration Delivery Plan (2021) and Vacant and Derelict Land Strategy (2023);
- Deliverability of projects within the funding timescales;
- Need to balance feasibility and site preparation work, with interventions that see physical space and employment created;
- Need to secure a spread of interventions in terms of type and geography; and
- Scottish Government's aspiration for circa 25% to be spent on greening projects.

An allocation of £1.561m has been confirmed for 2025/26. Aligned with the actions identified in the Regeneration Delivery Plan and Vacant and Derelict Land Strategy, the following projects are proposed for submission as local delivery plans. These will be formatted as delivery plans and submitted to the Scottish Government, subject to Cabinet approval:

Project	Allocation
<b>Levelling Up For Ayrshire: Commercial and Low Carbon Infrastructure</b> Funding to contribute to the North Ayrshire Commercial and Low Carbon Infrastructure LUF project. This project aims to address market failure in the delivery of new energy efficient commercial property alongside the provision of associated low carbon and active travel infrastructure at Kyle Road, Annickbank and i3 sites.	£0.432m
<b>Lochshore Garden, Activity Hub and Associated Works</b> To support works to conclude Phase 1 of the Lochshore Masterplan, including detailed design and delivery of access, green space, infrastructure, facilities and environmental improvements.	£0.350m

<b>99 Nelson Street, Largs – Town Centre Living*</b> Funding to contribute to the refurbishment of 99 Nelson Street which aims to regenerate a block of flats which have fallen into significant disrepair. The homes were acquired due to their poor condition and the Council proposes to convert the block into three homes for affordable Council rent. The costs include enhanced building fabric and the provision of Air Source Heat Pumps to provide net zero direct emissions heating systems.	£0.300m
<b>Repurposing Property Grant Fund</b> To continue the implementation of the Repurposing Property Grant Fund which support landowners and community groups to bring back vacant land and properties to positive use by funding feasibility studies, investigation work, detailed designs, statutory approvals and delivery.	£0.250m
<b>Ardrossan Coastal Quarter Residential Masterplan</b> Masterplan to re-establish the residential development capacity, market interest and associated value of land adjacent to the Ardrossan Campus.	£0.150m
<b>Maintenance Works to VDL Sites</b> Maintenance works associated with sites that are unlikely to be developed in the short/medium term.	£0.079m
<b>Total</b>	<b>£1.561m</b>

\*The Nelson Street proposal is subject to further engagement with Scottish Government. If Scottish Government do not support the delivery plan proposal, the funding allocation will be reallocated to the Lochshore Garden, Activity Hub and Associated Works to support additional works.

### Active Travel Infrastructure Fund (ATIF) Tier 1

The Scottish Government's Active Travel Infrastructure Fund, managed by Transport Scotland (TS) on behalf of the Scottish Government, supports the design, development, and delivery of active travel infrastructure measures across all 32 LAs in Scotland.

Funding of £962,000 has been secured through ATIF Tier 1. The table below sets out the 2025/26 proposals. This approach aims to support a range of eligible projects across North Ayrshire and secure additional funding to maximise and accelerate delivery.

ATIF Tier 2 funding has been applied for several of the projects listed below as noted in Appendix 3. Should the funding be successful then Tier 1 funding will be allocated to alternative projects under the same theme.

Project	Allocation
<b>Active Travel Route Construction:</b> To support delivery of the Local Transport and Active Travel Strategy Actions for improving Active Travel Routes on strategic corridors and local links.	£442,000
<b>Active Travel Facilities:</b> To support delivery of the Local Transport and Active Travel Strategy Actions to expand and improve facilities for Active Travel such as eBike charging infrastructure and cycle stands.	£32,000
<b>Future Years Feasibility Studies and Design Development:</b> To support the preparation of feasibility studies and preliminary designs for active travel projects; and finalise projects to construction ready status to enable bids to ATIF Tier 2.	£250,000

<b>LUF Match Funding:</b> To support the delivery of the LUF Active Travel Projects.	£125,000
<b>Route Monitoring:</b> To support the network of pedestrian and cycle counters across North Ayrshire including the installation of new infrastructure.	£12,000
<b>Staff costs and resourcing:</b> To support the existing externally funded posts within the Active Travel and Transport Team.	£101,000
<b>Total</b>	<b>£962,000</b>

### **Strathclyde Partnership for Transport Capital Programme**

Strathclyde Partnership for Transport's (SPT) Capital Plan sets out the funding programme for projects to be delivered by SPT and partners on an annual basis. Priorities for funding are informed by the National, Regional and Local Transport Strategies. The following projects for 25/26 were approved by SPT's Partnership Board meeting on the 14 March 2025.

An award for Cumbrae Ferry Bus Stop and Queuing facilities was also approved through this process. The works are now being delivered by CMAL as part of the overall Cumbrae Slip Improvements and the SPT approved funds are therefore not required.

<b>Project</b>	<b>Allocation</b>
Ardrossan Harbour Interchange*	£250,000
<b>Total</b>	<b>£250,000</b>

\*A grant offer letter has not currently been received therefore funding is not formally confirmed at this stage. Cabinet approval is therefore subject to its receipt and implementation of the project is subject to the outcome of the Scottish Government's investigations regarding the purchase of Ardrossan Harbour.

### **Strathclyde Partnership for Transport People and Place Programme**

The long-term success of Active Travel depends on a close relationship between infrastructure delivery and behaviour change activities. Behaviour change programmes remain central to the delivery of the visions set out in the Local Transport and Active Travel Strategy, the national Active Travel Framework, and the Cycling Framework for Active Travel.

The SPT People and Place Programme covers active travel behaviour change and access to bike initiatives. In 2024/25 this programme assisted in funding the Council's Travel Smart Behaviour Change Programme including undertaking workplace engagement across a range of businesses to support active travel, delivering active travel training, e-bike sessions, walking programmes and step count challenges, providing personalised travel planning and delivering the Beat the Street programme. The following projects for 2025/26 were approved by SPT's Partnership Board meeting on 14 March 2025.

<b>Project</b>	<b>Revenue Allocation</b>	<b>Capital Allocation</b>
Real Time Passenger Information signs (RTPI) - Garnock Valley and North Coast	N/A	£200,000
Travel Smart Programme – Communities and Workplaces	£157,000	N/A
<b>Total</b>	<b>£157,000</b>	<b>£200,000</b>



### People and Place Local Authority Direct Award

The Scottish Government's People and Place Local Authority Direct Award, managed by Transport Scotland (TS), supports sustainable and active travel behaviour change initiatives. The funding is provided directly to local authorities on a pro-rata basis. In 2024/25 this programme assisted in funding the Council's Travel Smart Behaviour Change Programme. For 2025/26, the Council has been awarded the following to continue the delivery of the Travel Smart programme:

Local Authority	TOTAL	Revenue	Capital
North Ayrshire	£124,009.66	£82,673.10	£41,336.55

## Appendix 3 – Project Updates

### 5G Innovation Regions (5GIR)

North Ayrshire is the lead authority for the Ayrshire 5GIR initiative on behalf of the regional Digital Economy workstream, the three Ayrshire councils and associated partners, including the University of the West of Scotland (UWS), Ayrshire College, the Scotland 5G Centre (S5GC) and the National Manufacturing Institute Scotland (NMIS). The project was successfully awarded £3,791,000 by the UK Government's Department of Science, Innovation and Technology (DSIT) in 2023. Ayrshire has been granted a 6-month extension to September 2025 with additional funding of £175,000. This additional funding will support a Digital Innovation Accelerator (DIA) working closely with Scottish Enterprise to ensure alignment with their Capital Investment funding for productivity mission.

The Ayrshire 5GIR vision is to become the "UK's premier manufacturing-focused 5G hub". This will be driven by five transformative principles: technological excellence, a thriving innovation ecosystem, sustainable economic growth, skills and talent development, and influential investment strategies. Investment will be centred around three strategic locations: the Digital Processing Manufacturing Centre (DPMC) in Irvine, the Aerospace Innovation Hub (AIH) in Prestwick, and the Ayrshire Innovation Park (AIP) in Moorfield, Kilmarnock. The overall project comprises the following six workstreams, three of which are led by NAC:

Workstream	Title	Lead Organisation	Value
1	Digital Process Manufacturing Centre (DPMC)	NAC	£1m
2	Aerospace Innovation Hub	SAC	£0.9m
3	Small to Medium Enterprises Internet of Things Adoption	EAC	£0.45m
4	Tourism Events	NAC	£0.5m
5	Digital Ambassador / Immersive Learning	SAC	£0.3m
6	Ecosystem Development	NAC	-

### Smart Infrastructure Pilot Programme

£242,000 was secured from the UK Government's Department of Science, Innovation and Technology (DSIT), to enhance the £14m Ayrshire Growth Deal Great Harbour project. The Great Harbour SIPP project is a transformative Digital Infrastructure initiative designed to integrate innovative technology with our rich maritime history, creating a sustainable, connected, and thriving waterfront destination.

Key components include the provision of Internet of Things (IoT) sensors, CCTV enhancements, and intelligent lighting systems. Future considerations also encompass integrating advanced wireless connectivity solutions 5G, advanced Wi-Fi, EV charging points and augmented reality experiences, further elevating the region's digital capabilities. The project aims to catalyse economic growth, enhance connectivity, attract investment and interest from Mobile Network Operators (MNOs). It will adopt a learning-by-doing approach which will inform a future SMART place strategy.

### Shared Prosperity Fund

The Communities and Place investment priority of the Shared Prosperity Fund aims to enable places to invest to restore their community spaces and relationships and create the foundations for economic development at the neighbourhood-level. Its objectives are to

strengthen the social fabric and foster a sense of local pride and belonging and build resilient, healthy and safe neighbourhoods.

The investment priority requires Councils to be mindful of how interventions under this priority align with the existing funding streams received from the Scottish Government including the Place Based Investment Programme. The alignment with Scotland's National Strategy for Economic Transformation (NSET) also requires to be considered to ensure that they contribute to a fairer and more equal society, new market opportunities and productive businesses and regions.

Thirteen interventions are identified under the investment priority. The approved North Ayrshire Investment Plan supports delivery of projects across the range of interventions. The approved Investment Plan outlined that the Communities and Place investment priority would be comprised of a: Participatory Budgeting programme; competitive grant scheme for communities; and funding allocation for Council projects.

In 2024/25 the Communities and Place theme supported 19 community projects through the competitive grant fund, with a total award of £600,000. 16 Council-led projects were also supported across 2024/25.

UK Government announced an additional year of the UK Shared Prosperity Fund for 2025/26 with the Communities and Place theme awarded a total budget of £674,348. The additional year will continue the work identified in the Investment Plan approved by Cabinet in 2022. Participatory Budgeting will be supported and delivered through Connected Communities, with a value of £26,974, representing 1% of the UKSPF Budget.

The competitive grant funding programme will be supported with £250,000, in recognition of the shorter timescales for delivery and the reduction in overall funding for 2025/26. The grant fund will be matched with an additional £250,000 from the Place Based Investment Programme. The overall budgetary position reflects the interest from communities over the previous two years of funding, both of which were significantly oversubscribed. The additional match funding will seek to streamline the grant programmes within regeneration and improve the user experience.

As with previous years, small scale council-led regeneration projects will also be supported within the SPF. The total budget for council projects is £397,374 (of which £376,535 is capital) and this will support the projects below which align with the priorities of the funding, the Regeneration Delivery Plan and support projects across all localities. Portfolio Holder approval will be sought for any variations to the initial suite of projects below, with a requirement to ensure delivery within the 2025/26 financial year.

Project	Allocation
<b>Dockhead Street, Saltcoats</b> Public realm improvements including full replacement of the block paving, replacement drainage full length, upgraded lighting installation, new street furniture.	£0.080m
<b>Seagate Castle</b> Additional funding to carry out essential stabilisation and conservation works at Seagate Castle and support common good contribution.	£0.070m
<b>Lochshore Garden, Activity Hub and Associated Works</b>	£0.125m

To support works to conclude Phase 1 of the Lochshore Masterplan, including detailed design and delivery of access, green space, infrastructure, facilities and environmental improvements.	
<b>Public Space Camera</b> Re-deployable camera to support public safety and project delivery.	£0.030m
<b>Kilwinning – Development Funding</b> To support Kilwinning Abbey Tower, which was previously identified within the Regeneration Delivery Plan, and the Kilwinning Main St public realm enhancements.	£0.072m
	<b>£0.377m</b>

### **Scottish Government's Regeneration Capital Grant Fund**

The Scottish Government's Regeneration Capital Grant Fund (RCGF) has been delivered annually in partnership with COSLA and local government. It supports locally developed place-based regeneration projects that involve local communities, help to tackle inequalities and deliver inclusive growth in deprived, disadvantaged and fragile remote communities across Scotland.

The 2025/26 programme was announced on 15 May 2025. This round of RCGF will streamline the funding previously delivered through the Vacant and Derelict Investment Programme (VDLIP) and RCGF through a single fund to support place based community-led regeneration in disadvantaged communities.

Expressions of interest are due by 27 June 2025. The Regeneration team will work cross-service to identify suitable priorities in liaison with the Portfolio Holder and Executive Director (Place).

### **Scottish Government's Islands Programme**

The Islands Programme represents a £30million capital investment over five years to support the delivery of the National Islands Plan. It aims to support projects which encourage population growth and stem population decline and deliver on net zero ambitions in a way that no-one is left behind.

The 2024/25 Programme opened for applications in late summer 2024. North Ayrshire Council submitted four applications. NAC were successful in receiving £414,425 for the delivery of the Millport Town Hall Regeneration project.

The 2025/26 programme was announced on 13 May 2025 with applications to be submitted by 22 July.

Project proposals require to use clear place based, Community Wealth Building principles to support inclusive island growth while working to achieve Scottish Government's Net Zero ambitions and to support recovery from the impacts of the pandemic. They should:

- meet the overall objectives of the Islands Programme;
- link directly to at least one of the National Islands Plan Strategic Objectives;
- ensure transformational impact against place-based priorities to accelerate local growth and resilience;
- align with local critical infrastructure priorities and have the potential to collaborate with other place-based investment opportunities to maximise benefits;
- demonstrate project readiness, collaborative and partnership models, project viability and long-term sustainability;

- demonstrate clear Community Wealth Building principles and community involvement and engagement; and
- support Scottish Government Net Zero Ambitions and a Just Transition.

Priorities for the 2025/26 round of the programme will be identified through engagement with the Island Plan Steering Groups and island communities in liaison with the Portfolio Holder and Executive Director (Place).

### **Scottish Government's Vacant and Derelict Land Investment Programme**

The Scottish Government announced a 5-year £50M competitive Vacant and Derelict Land Investment Programme (VDLIP) in 2021/22. This aims to tackle persistent vacant and derelict land and support place-based approaches to delivering regeneration and sustainable inclusive growth, as part of a 'just transition' to net-zero by 2045. The fund complements the Place Based Investment Programme and is open for all local authorities in Scotland to apply.

Potential projects were previously identified for the 2024/25 round based on the funding criteria, level of project development and delivery timescales with Council Services. The following applications were submitted in order of priority and invited to Stage 2 assessment:

- i. Kyle Road Phase 2 (£892,990)
- ii. 36 Bank Street Town Centre Living Pilot (£1.45M)

In 2024/25 Scottish Government revisited previously shortlisted submissions, for North Ayrshire, this included both project proposals. In April 2025, Scottish Government confirmed the Kyle Road Phase 2 proposal was successful and an award letter is anticipated in due course. This is the final round of VDLIP with the fund being streamlined through the 2025/26 RCGF process.

### **Scottish Forestry's Strategic Timber Transport Fund**

Since 2005, the Strategic Timber Transport Fund (STTF) has financed projects that facilitate the sustainable transport of timber in rural areas of Scotland and deliver benefits for local communities and the environment through innovative projects and partnerships. North Ayrshire Council has previously been successful in securing funding from this scheme for works in Arran.

An unsuccessful bid of £327,031, including NAC match funding of £102,656, to improve Machrie Moor Road and the String Road was submitted for 2025/26.

### **UK Government's Levelling Up Fund**

On 20 November 2023, the UK Government announced fifty-five projects had been provisionally selected to receive funding from the Levelling Up Fund Round 3. This included £122 million for projects in Scotland, including the £17.5m Levelling Up for Ayrshire: Commercial and Low Carbon Infrastructure proposal submitted by North Ayrshire Council.

Informed by market feedback, the North Ayrshire proposal aims to address market failure in the delivery of new energy efficient commercial property alongside the provision of associated low carbon infrastructure at key employment areas in Irvine. The Irvine investment concentrates on Kyle Road, Annickbank and i3 sites including

The validation and onboarding process is now completed, with a signed Memorandum of Understanding received in April 2025. This enables project delivery to commence in 2025/26 and conclude in 2026/2027. The proposed breakdown of the funding award and match funding is detailed below:

<b>LUF3 Project</b>	<b>Allocation</b>
<b>LUF Allocation</b>	
Commercial Estate: Annickbank Phase 4	£5,606,808
Commercial Estate: i3 Flex Space Phase 2	£4,706,259
Commercial Estate: Kyle Road Phase 2	£1,509,450
Active travel paths: Strategic Investment Route (River Irvine paths)	£2,386,826
Active travel paths: Riverside Way, Irvine & Long Drive	£1,698,799
Active travel paths: Heatherhouse Road, Irvine (including potential junction improvement costs)	£1,548,678
<b>Total LUF Allocation</b>	<b>£17,456,821</b>
<b>Confirmed Additional Funding</b>	
Vacant and Derelict Land Fund	£2,038,065
North Ayrshire Council Capital Programme	£2,000,000
Vacant and Derelict Land Investment Programme	£892,990
Place Based Investment Programme	£150,000
North Ayrshire Regeneration Services	£118,843
Active Travel Infrastructure Fund Tier 1	£125,000
<b>Total Confirmed Additional Funding</b>	<b>£5,324,898</b>
<b>Provisional Additional Funding</b>	
Ayrshire Growth Deal	£1,450,000
Vacant and Derelict Land Fund	£432,000
Active Travel Infrastructure Fund Tier 1	£125,000
<b>Total Provisional Additional Funding</b>	<b>£2,007,000</b>
<b>Total</b>	<b>£24,788,729</b>

## UK Government's Plan for Neighbourhoods

On 30 September 2023, the UK Government announced that fifty-five towns across the UK would benefit from up to £20 million of investment through endowment style funding over a 10-year period. Irvine was identified as one of the initial seven, now ten, towns in Scotland to benefit from this funding. The award was confirmed at £19.509m.

Following the 2024 General Election, the programme was reconfirmed within the UK Government's 2024 Autumn Statement. An updated prospectus and guidance documentation were published in March 2025. The new 'Plan for Neighbourhoods' programme seeks to drive growth over the long-term and includes updated strategic objectives and list of pre-approved interventions

The updated programme requires a partnership approach between the local authority, the Neighbourhood Board and the community. It is the responsibility of the Board, in partnership with their Local Authority, to develop and deliver a ten-year vision for the town. There is also a requirement for a more detailed four-year investment plan which will inform the delivery of the programme from 2026 onwards. The Plans must be approved by the UK



Government prior to implementation, these can be submitted any time from Spring to Winter 2025. Additional guidance is awaited regarding the Regeneration Plans.

The Irvine Neighbourhood Board was established in August 2024 and has met on five occasions. NAC Officers work in partnership with the Board to facilitate and deliver on the 4-year investment plan and ten-year Regeneration Plan for Irvine. A report was submitted to Council on 14 May 2025 which provided an update on the refreshed 'Plan for Neighbourhoods' programme and approved the submission an update to UK Government on the Irvine Neighbourhood Board. This included confirming the appointment of the Chair, Vice Chair and Elected Member representatives. Progress will be reported separately to Cabinet on the development of the Plans.

### **Active Travel Infrastructure Fund (ATIF) Tier 2**

The Scottish Government's Active Travel Infrastructure Tier 2 Fund supports design/pre-construction and construction ready Active Travel Infrastructure projects. With Sustrans winding down the Places for Everyone programme by December 2025 the majority of Active Travel infrastructure funding will be managed via ATIF Tier 2.

The following projects were submitted for ATIF Tier 2 funding. It is expected that the outcome of the bid assessments will be announced in May/June 2025. It is anticipated that not all the projects below will be successfully funded. Submitting these applications however sets out the Council's ambitions to Transport Scotland and provides an overview of the long-term active travel pipeline projects for future delivery.

<b>Project</b>	<b>Allocation</b>
Girdle Toll to Irvine AT Route; Feasibility Study	£50,000
Dalry to Saltcoats (B714) AT Route; Feasibility Study	£100,000
George Street/NCN Bridge, Stevenston; Detailed Design	£83,600
Castlepark Circle to Eglinton Park (Phase 3); Detailed Design	£65,326
Cumrae Slip to Ferry Road junction AT Route; Detailed Design	£60,000
B714 Active Travel Links; Construction	£730,904
Brodict to Glen Rosa AT Route; Construction	£326,790
Links to Eglinton Phase 2; Construction	£429,000
<b>Total</b>	<b>£1,845,620</b>

The following projects are being put forward for funding by Active Travel Infrastructure Fund Tier 2, as a continuation of projects previously funded by Sustrans. The outcome of the applications is not known at this stage. Cabinet approval is therefore subject to the confirmation of awards.

<b>Project</b>	<b>Allocation</b>
Old Caledonian Railway, Saltcoats AT Route Phase 2; Detailed Design	£86,628
B777 Wider Corridor, Beith; Detailed design	£188,908
B714 Sharpill to NCN, Saltcoats AT Route; Feasibility/Detailed design	£161,240
<b>Total</b>	<b>£436,776</b>



**3 June 2025****Cabinet**

---

**Title: Modern Apprentices and Workforce Planning Employability Programmes Update**

---

**Purpose:** To provide an update on the continuing Modern Apprentice and Workforce Planning Employability programmes and seek approval for the expansion of the Environmental Skills and Training Academy, providing paid work placements to support unemployed individuals' progression to future sustainable employment.

---

**Recommendation:** That Cabinet:

- a) Notes the existing delivery and the positive outcomes achieved and supports the continuation of these programmes; and
- b) Agrees the proposal for the expansion of the Environmental Skills & Training Academy as outlined at Appendix One.

---

**1. Executive Summary**

- 1.1 North Ayrshire Council, as a Community Wealth Building Council, Young Person's Guarantee Employer, a Disability Confident Leader and a corporate parent, is committed to delivering inclusive employment pathways which also contribute to the future workforce planning approach.
- 1.2 A broad range of successful programmes are delivered by the Employability & Skills team in partnership with a range of Services in support of this ambition. The Modern Apprenticeship programme supports local young people to secure employment with North Ayrshire Council. The Skills for Life initiative supports parents from priority groups to access paid work experience and progress into sustainable employment with the Council.
- 1.3 The Environmental Skills & Training Academy Intermediate Labour Market (ILM) programme also offers paid work experience for unemployed people to access employment with the Council. Graduate Apprenticeships, delivered in partnership with the University of the West of Scotland, provide Council staff with opportunities to earn degrees while working.
- 1.4 These programmes reflect the Council's commitment to tackling inequality, develop a skilled and diverse workforce, and embed the principles of inclusive growth and Community Wealth Building across all services. This report updates on progress and explores opportunities to create more opportunities to reduce unemployment and further contribute to workforce planning.

**2. Background**

- 2.1 North Ayrshire Council is a Young Person's Guarantee Employer, a corporate parent and a Disability Leader and a Community Wealth Building Council with a vision of a North Ayrshire that is fair for all. The Modern Apprenticeship programme provides a diverse range of opportunities, with ringfenced places for young people with a disability and or care experience, to join the workforce.
- 2.2 The Employability & Skills team, work in partnership across Services, to deliver a range of successful programmes designed to engage young people, parents, people with disabilities and long-term unemployed people to progress to a positive and sustained destination. These programmes provide residents with opportunities to join the workforce in North Ayrshire, an aspiration that often feels out of reach due to a lack of confidence and self-belief. By supporting those facing barriers to employment, these initiatives promote inclusive growth and create opportunities for disadvantaged individuals in the labour market.
- 2.3 The Council's current workforce consists of 7,608 employees (6,435 FTE) as of April 2025, with the following age profile:

Age	NAC Workforce Percentage
16 – 24 years old	4%
25 – 34 years old	19%
35 – 49 years old	37%
50 years old and over	40%

- 2.4 To ensure there is an equipped workforce for the future, the attraction and retention of young talented people is essential for continuity, innovation, and effective succession planning. This aligns with the recently refreshed Workforce Strategy 2024-2028. This considers workforce challenges including recruitment, retention, developing our young workforce, career development and wellbeing to ensure North Ayrshire Council remains an employer of choice.
- 2.5 The Council is celebrating 15 years of successful delivery of its Modern Apprenticeship (MA) programme across Council services. This initiative aligns with the Council's Apprenticeship Charter, demonstrating its ongoing commitment to creating opportunities for young people in North Ayrshire, while serving as a vital component of the Council's workforce planning strategy. The programme continues to operate as one of the largest Local Authority MA programmes in Scotland, delivering pathways to careers with North Ayrshire Council.
- 2.6 The MA Programme also aligns the Young Person's Guarantee (YPG) commitment to prepare young people for the world of work, help all young people to achieve their potential, invest in a skilled workforce, create jobs and training opportunities and create an inclusive and fair workplace. The investment in the programme and the commitment to tackle youth unemployment is central to reducing youth unemployment and aligns to the Council's strategic aims. It supports workforce planning within Services, whilst also creating future career pathways in specialist areas.

2.7 The following Frameworks are used by Services from the extensive list of 70 options available:

- Cookery
- Youthwork
- Horticulture
- Housing
- Payroll
- Health & Social Care
- Civil Engineering
- Customer Services
- Early Years
- Motor Vehicle Mechanics
- Building Standards
- Digital Applications
- Craft (Joinery/Electrical/Plumbing)
- Business Administration
- Regulatory Services

2.8 The Programme is delivered in partnership with a broad range of Services and teams. This includes the Health and Social Care Partnership, Education, Youth Services, Roads, Transport, Streetscene, Facilities Management, Human Resources, Housing, Protective Services, Communications, Building Services, Procurement, Property Management and Investment, Planning, Legal and Business Support. Through this, it has delivered several positive outcomes, including the following over last six years:

Year	MA Starts	SVQs Achieved	Jobs Secured	Further / Higher Education	Continuing MAs
2019/20	54	51	46 (40: NAC)	3	0
2020/21	45	42	38 (35: NAC)	3	0
2021/22	52	36	39 (26: NAC)	4	0
2022/23	36	25	23 (18: NAC)	6	4
2023/24	46	32	30 (26: NAC)	5	8
2024/25	37	Ongoing	5 (4: NAC)	0	36
<b>TOTAL</b>	<b>270</b>	<b>193</b>	<b>181 (149: NAC) (82% job outcome rate)</b>	<b>21</b>	<b>48</b>

2.9 The retention and progression outcomes are achieved through collaboration with Services, supervisors and the Employability & Skills Team supporting all aspects of delivery, achievements and progressions.

2.10 MA Recruitment has been aligned to school leaving dates however the age profile shows the main cohort are 16 to 19 years old when joining. To increase the availability of opportunities, and align with budgets, and also create employment pathways recruitment will take place twice annually in April and August from the current financial year. This will better support workforce planning, seasonal recruitment pathways and provide more opportunities throughout the year to join the Council's workforce. A revenue budget equating to £0.813m in 2025/26, is available, providing a significant investment to support the apprenticeship programme.

2.11 A partnership with the University of the West of Scotland (UWS) has been established to deliver a Graduate Apprenticeship programme. This provides existing Council employees with the opportunity to earn, learn, and develop the skills needed for career advancement, strengthening the workforce for the future. In 2023, seven employees began a Business Management Degree, followed by eleven new recruits in 2024: three studying Early Years and eight studying Business and Project Management. This initiative will continue to cultivate future managers and makes a valuable contribution to workforce development.

2.12 The Employability & Skills Team receives Child Poverty Funding from the Scottish Government to support parents from priority family groups to increase their household

income through employment. Income from employment is recognised as one of the three key drivers in eradicating poverty. The Skills for Life (SfL) programme helps parents develop the necessary skills for employment. Participants are matched to various roles within the Council, including facilities management, care at home, business administration, and classroom assistant positions. These roles offer flexible working hours, term-time opportunities, and vacancies that have been more challenging to fill. The Employability & Skills team provide intensive pre-employment and in work support to improve the retention and outcomes.

- 2.13 The Skills for Life programme has been delivered since 2018. Over the last two years the following outcomes have been achieved:

Year	SfL Starts	Jobs Secured
2023/24	74 (21: NAC)	45 (16: NAC)
2024/25	61 (31: NAC)	36 (11: NAC) ongoing
<b>TOTAL</b>	135 (NAC:52)	81 (27: NAC) (60% job outcomes to date*)

\* Eight parents still to complete the programme

- 2.14 The Environmental Skills & Training Academy Intermediate Labour Market (ILM) programme also offers paid work experience for unemployed people to access employment with the Council within the Streetscene team. Delivered over the last three years, it has achieved the following outcomes:

Year	ILM Starts	Jobs Secured
2022/23	30	14 (11: NAC)
2023/24	21	18 (13: NAC)
2024/25	20	16 (10: NAC) ongoing
<b>TOTAL</b>	71	48 (34: NAC) (68% job outcomes to date)

- 2.15 The Equal Programme supports people with disabilities to prepare and progress to employment by offering a wide range of opportunities to gain qualifications, experience and skills. Recently moving to Lochshore Park to establish a Disability Employment Hub this has created the opportunity to expand the garden and cycle maintenance initiatives. Trainees and volunteers work in the garden, growing produce which is distributed through food larders to communities and families while participants also gain horticulture qualifications.
- 2.16 The Equal Bike Maintenance project works with Waste Operations and refurbishes bikes which have been left at waste recycling centres as well as receiving donations. The bikes are refurbished and distributed to provide transport for people to get to work as well as leisure activities. Qualifications are also offered and a partnership with Active Travel and Cycle Scotland will see these bikes being available for use at Lochshore Park. These initiatives deliver significant positive environmental impacts while delivering employment outcomes for individuals.
- 2.17 A proposal has been developed in partnership with Neighbourhood Services to further develop the Environmental Skills & Training Academy Intermediate Labour Market programme. This would provide paid work experience opportunities for at least 60 unemployed individuals from across North Ayrshire in partnership with Streetscene, Waste Operations, the Equal Programme and Cunninghame Furniture Recycling Company (CFRC) as a Third Sector partner. The proposal is summarised at Appendix One.

### 3. Proposals



### 3.1 That Cabinet:

- a) Notes the existing delivery and the positive outcomes achieved and supports the continuation of these programmes; and
- b) Agrees the proposal for the expansion of the Environmental Skills & Training Academy as outlined at Appendix One.

## 4. Implications/Socio-economic Duty

### **Financial**

- 4.1 The cost of the proposal will be met by existing Council earmarked funds. This will support paid work experience and training costs, supporting participants costs and the creation of these additional paid placements. This will deliver programmes to support unemployed people to progress to employment.

### **Human Resources**

- 4.2 This will be delivered using existing Employability & Skills delivery staff. Recruitment for the paid work experience will be progressed utilising existing processes.

### **Legal**

- 4.3 None

### **Equality/Socio-economic**

- 4.4 The proposal will deliver a two year programme to support local unemployed individuals to progress to employment across areas with substantial socio-economic challenges.

### **Climate Change and Carbon**

- 4.5 The Sustainable North Ayrshire Strategy has a vision of a sustainable, climate ready North Ayrshire that drives area-wide reductions in carbon emissions in a way which tackles inequality, promotes fair work, supports Community Wealth Building and contributes to achieving a wellbeing economy. This proposal aligns with this vision by providing additional resources while tackling inequalities and enhancing opportunities for people with disabilities to prepare and progress to sustainable employment.

### **Key Priorities**

- 4.6 The approach will contribute to achieving a wide range of the Council Plan outcomes and the ambitions: of an inclusive, growing and enterprising economy; for children and young people to have the best start in life; residents and communities enjoy good life-long health and well-being; and for a sustainable, vibrant, welcoming and attractive environment. This initiative will directly contribute to reducing child poverty through the creation of paid work experience as well as initiatives to support low-income families.

## **Community Wealth Building**

- 4.7 The proposal aligns with and contributes to the Community Wealth Building Strategy by providing fair work opportunities for unemployed individuals through partnership working between the Council and CFRC as a Third Sector Partner. It aims to build capacity and increase outcomes, which improve the environment and deliver a range of green jobs, which will prepare unemployed individuals to compete effectively for the green jobs of the future.

## **5 Consultation**

- 5.1 The Employability & Skills programmes outlined in this report are delivered in partnership with a broad range of Council Services. The proposal outlined has been informed by engagement with key Services and partners and alongside feedback from service user evaluations from previous programmes has been used to design the key elements of this initiative.

RUSSELL McCUTCHEON  
Executive Director (Place)

For further information please contact **Laura Neill, Senior Manager Employability & Skills**, on **07795 528243**.

**Background Papers**

0

## Appendix One: Environmental Skills & Training Academy Expansion Proposal

In 2025/26, Modern Apprenticeship and Graduate Apprentice programmes will continue, providing opportunities for young people to join the council through Modern Apprenticeships. Graduate Apprenticeships will develop Leaders of the Future creating opportunities for career pathways and aligning these initiatives to workforce planning. The Skills for Life Initiative will continue with ambitions to recruit a further 80 parents to join this programme in 2025/2026, this will continue to support parents to progress into employment, increasing household incomes and continuing to address child poverty levels across North Ayrshire.

It is proposed that this offer be further enhanced through the expansion of the existing Environmental Skills & Training Academy to provide paid work experience opportunities for at least 60 unemployed individuals in partnership with Streetscene, Waste Operations, the Equal Programme and Cunninghame Furniture Recycling Company (CFRC) as a Third Sector partner. Waste Operations has an ageing workforce and creating training opportunities in this sector will help with workforce planning. Activities in Waste Operations include kerbside bin collections, new bin deliveries, special uplifts and site attendant duties at Household Waste Recycling Centres. CFRC has launched a mattress initiative, and they collect mattresses from Waste Services, clean and re-distribute them thereby preventing landfill and offering a service to low-income families.

The proposed Academy is based on a rolling programme of 26-week paid placements over the next 2 years. These placements will pay participants the Local Government Living Wage and offer a maximum of up to 35 hours per week. The hours will be informed by individuals' circumstances.

The main objectives of the proposal are to:

- Create high quality vocational placements that will support long term unemployed participants progress into sustainable employment
- Contribute to reducing levels of unemployment and child poverty
- Provide participants with access to accredited qualifications to increase skills and future employment prospects
- Deliver a range of environmental improvements and initiatives across North Ayrshire
- Develop a pathway of skilled individuals to support the Council's long-term workforce strategy
- Create additional opportunities for people with disabilities supported by the Equal Programme and develop the horticulture and cycle maintenance initiatives
- Support CFRC to divert waste and refurbish affordable furniture to be redistributed to low-income families
- Demonstrate our commitment as a Community Wealth Building Council by fostering a supportive culture that promotes an inclusive economy, skills growth, and talent development.

Through the additional investment of £0.8m in the Environmental Skills & Training Academy, a further 60 paid work experience opportunities will be created for unemployed individuals to gain skills, qualifications and experience to progress to employment within the Council or within the local labour market. A training fund will also support all participants to gain a qualification increasing their skills and prospects for sustainable employment.



3 June 2025

## Cabinet

<b>Title:</b>	<b>Strathclyde Partnership for Transport – Consultation on Draft Strathclyde Regional Bus Strategy</b>
<b>Purpose:</b>	To seek approval for the proposed North Ayrshire Council submission to Strathclyde Partnership for Transport's consultation on the Draft Strathclyde Regional Bus Strategy
<b>Recommendation:</b>	That Cabinet approves the formal submission of the proposed consultation response provided at Appendix One.

## 1. Executive Summary

- 1.1 The Regional Transport Partnership, Strathclyde Partnership for Transport (SPT), has launched a public consultation on the Draft Strathclyde Regional Bus Strategy (SRBS). The consultation is seeking views until 29 May 2025 on the policies and measures included for future delivery of the regional bus network within the draft SRBS.
- 1.2 This report provides an update on the SRBS following the report to Cabinet on 4 June 2024 and the subsequent development of a draft SRBS. The draft SRBS outlines recommended policies, measures and actions for the region, assessing potential benefits, financial implications, and alignment with Council policies.
- 1.3 The strategy also outlines plans to develop bus franchising arrangements for the region. This approach aims to create a more coordinated and accountable bus network, ensuring services are reliable, affordable, and better aligned with public needs. To meet SPT timescales, a draft response has been issued subject to Cabinet approval. This report seeks approval for the formal submission of the proposed consultation response provided at Appendix One.

## 2. Background

- 2.1 SPT is the largest of the seven Scottish Regional Transport Partnerships (RTPs). The SPT area comprises: East Dunbartonshire, East Ayrshire, East Renfrewshire, Glasgow City, Inverclyde, North Ayrshire, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, West Dunbartonshire and the Helensburgh and Lomond area of Argyll and Bute. SPT's role involves planning and delivering transport solutions for all modes of transport across the region, in conjunction with the member Councils and industry partners. SPT is central to the region's transport planning, funding and delivering socially necessary services, supporting capital investment and working in partnership to develop the transport system for now and the future.
- 2.2 Bus services are a lifeline that many people heavily rely on, with around 70% of all public transport journeys in the Strathclyde region being taken by bus. They connect people to school, work, shops, services, family and friends alongside playing a significant role in tackling climate change, inequality and social isolation. Good quality, accessible bus services can contribute to improved places, healthier environments,

town centre regeneration, inclusive economic growth, social inclusion and improved quality of life for communities.

- 2.3 SPT has an ambition to reverse the cycle of decline and grow the bus network. This would mean a bus network that attracts more people to buses and ensures access for communities who rely on bus for every day travel needs. This would also mean a bus network for everyone. To achieve this, SPT has been developing a Strathclyde Regional Bus Strategy that sets out what is needed from buses in the future and how this may be delivered.
- 2.4 The need for the SRBS was identified by SPT during the development of “A Call to Action: The Regional Transport Strategy for the west of Scotland 2023-2038” (RTS). The RTS development process identified the critical role of bus in the region and established a policy to enhance and integrate the bus network, provide reliable, attractive bus services and offer good value for money to passengers. The RTS also established that the powers in the Transport (Scotland) Act 2019 should be further investigated and implemented, where appropriate.
- 2.5 The SRBS process commenced in 2023 by establishing a Case for Change followed by an options appraisal. SPT held a public consultation on the recommendations from the options appraisal between April and May 2024. The Council’s response to this consultation exercise was approved by Cabinet in June 2024. The draft strategy was then developed by SPT in the latter half of 2024, guided by the consultation outcomes and the direction of the SPT Partnership Board.
- 2.6 The goals of the draft SRBS are for more people using buses and people using buses more often, and for more communities to have access to bus for everyday travel. To achieve these goals the following objectives were developed:
- Aim for a consistent and improved level of service across the region, ensuring communities are connected quickly and efficiently to key destinations and services.
  - Aim for bus travel to be affordable, safe and accessible for all.
  - Aim for an attractive, integrated and sustainable bus network.
- 2.7 To achieve the goals and objectives the draft SRBS developed the following seven themes with subsequent policies:
- **Buses where they are needed, when they are needed:** Improve periods of operation and geographic coverage of the bus network, where required; improve the frequency of bus services, where required; and improve the efficiency of the regional bus network.
  - **Reliable and quicker bus journeys:** Improve the reliability and punctuality of bus services; and improve the attractiveness of bus journey times compared to car journey times.
  - **Affordable and attractive fares and ticketing:** Improve the affordability of bus fares, especially for people living in poverty, disadvantaged communities and rural or remote communities; improve the attractiveness of bus fares compared to the cost of motoring; and ensure that bus fares are easy to understand and flexible.
  - **Accessible and safer bus journeys:** Improve the accessibility and safety of bus travel for all passengers.
  - **A trusted and recognisable bus network:** Develop a consistent network identity across the region; ensure passengers receive a consistent, high-quality standard of customer service across the region; develop and ensure a consistent approach to bus service changes across the region that minimises disruption to passengers; and develop and ensure high quality and consistent driver standards across the region.
  - **A seamless and integrated bus network:** Develop a smart and integrated



ticketing system for the bus network that makes it easy to use bus across the region and supports wider multi-modal integration and Mobility as a Service (MaaS); ensure bus stops and interchanges are high quality and located conveniently and efficiently across the region; and ensure bus travel information is provided consistently as high quality, accurate and integrated for all bus users across the region.

- **A more environmentally sustainable, resilient and adaptable bus network and fleet:** Transition the regional bus fleet to zero emission vehicles; ensure high-quality and well-maintained vehicles across the region; and ensure the regional bus fleet supports a resilient and operationally efficient bus network.

2.8 The strategy also sets out proposals to develop a Franchise Model, designed to improve service consistency, affordability, and accessibility across Strathclyde. A core element of the delivery plan is the development and implementation of a franchising model for the bus network, including the initial actions for a franchising route map. The route map identifies several key risks with franchising.

- **Complexity and Timescale:** The process of implementing franchising is lengthy and complex, requiring compliance with the Transport (Scotland) Act 2019.
- **Financial Risks:** Franchising may involve significant upfront costs for planning, consultation, and implementation.
- **Stakeholder Engagement:** The success of franchising depends on collaboration with bus operators, local authorities, and other stakeholders.
- **Interim Measures:** While franchising is being developed, there is a risk of service decline if interim measures are not effectively implemented.
- **Public Perception and Support:** Gaining public trust and support for franchising is crucial.

2.9 Implementing franchising is a complex and lengthy process under the Transport (Scotland) Act 2019. In the interim, SPT plans to work with partners and voluntary arrangements to improve bus infrastructure, traffic management, and service quality while building the case for franchising. Public consultation is a key part of this process, ensuring that the strategy reflects the needs of local communities.

2.10 The consultation period closed on 29 May 2025. A draft response was required before the consultation period ended and has been submitted, subject to Cabinet approval with the formal response following as appropriate thereafter. The proposed response is provided at Appendix One. Key points from the proposed response include:

- **Franchising:** Noting that all options were considered through the development of the SRBS, and franchising was deemed the most appropriate way forward to provide bus services.
- **Service Decline Risk:** While the franchise is being developed, there is a risk of service decline if interim measures are not effectively implemented. We recommend focusing on ensuring that voluntary partnerships and infrastructure improvements are prioritised to maintain service quality during the transition. A voluntary partnership between local authorities and bus operators can lead to a more efficient, reliable, and sustainable public transportation system that benefits both the community and the environment. Whilst entering a voluntary partnership would have limited financial impact on the Council there would be no legal requirements on either party, which could be problematic. While voluntary partnerships may not be a long-term solution, there is merit in developing partnerships within North Ayrshire while other proposals are phased in.
- **Financial Pressure:** The delivery plan sets out proposals for bus infrastructure improvements however there is no clear indication of how these measures will be

funded. North Ayrshire Council has faced challenges in securing funding for bus infrastructure improvements over the past two years. Given that Local Authorities are under severe financial pressure, funding needs to be made available to ensure that the delivery plan can be fully realised. Additional financial support from the Scottish Government is essential to achieve the proposed goals, including increased subsidies for bus services.

- **Community Transport:** The strategy notes that the bus network should also be planned to effectively integrate with Community Transport (CT), where this can provide a more efficient and locally tailored service. This is particularly effective where CT services can link remote areas to towns for onward travel on the local bus network however there are no specific actions relating to community transport. The response recommends that specific community transport policies/measures be included within the strategy. Following a Community Transport survey and the Garnock Valley Travel Needs Analysis work last year, officers remain engaged with an Ayrshire based provider, Coalfield Community Transport, to scope potential options for a local provision pilot.
- **Rural and Island Challenges:** Rural and island communities face different challenges compared to urban areas due to the constraints of delivering bus services in these areas, such as lower population densities, longer distances between destinations, and higher operational costs. These challenges are evidenced by the contraction of commercial bus services in our rural areas, particularly the Garnock Valley, and the full service on the Isle of Arran being subsidised by SPT. Limited transport options in these areas can result in dependence on cars, poor access to services, facilities, and employment opportunities, and social isolation. The response is therefore hopeful that the Strathclyde Regional Bus Strategy will help address this imbalance.

2.11 Following the conclusion of this consultation period, SPT will work with their consultants to analyse the consultation feedback and consider if any changes should be made to the SRBS prior to the SPT Partnership approving the strategy for delivery.

### 3. Proposals

3.1 That Cabinet approves the formal submission of the consultation response provided at Appendix One.

### 4. Implications/Socio-economic Duty

#### **Financial**

4.1 There are no direct impacts from this report.

## **Human Resources**

4.2 None at this stage.

## **Legal**

4.3 None at this stage.

## **Equality/Socio-economic**

4.4 The introduction of a Strathclyde Regional Bus Strategy (SRBS) will potentially provide a mechanism for introducing a fit for purpose and inclusive transport network for the area thereby reducing socio-economic disadvantage and transport poverty.

## **Climate Change and Carbon**

4.5 The SRBS aligns with the Council's Sustainable North Ayrshire Strategy workstreams of Energy and Transport by potentially reducing emissions and encouraging low carbon behaviours in relation to energy use and supporting low carbon methods of travel. Furthermore, it aligns with the Council's commitment to reduce carbon emissions through our declaration of a Climate Emergency.

## **Key Priorities**

4.6 This strategy will align with the Council's mission of working together to improve the lives of our people in North Ayrshire. It will contribute to several of the Council Plan priorities that focus on Wellbeing, Communities and Local Democracy, Climate Change, and a Sustainable Council.

## **Community Wealth Building**

4.7 The Inclusive Growth Diagnostic identified transport as a barrier to inclusive growth at a local level. The SRBS is vital to local communities and delivering inclusive growth and Community Wealth Building.

## **5. Consultation**

5.1 SPT has committed to engaging with stakeholders and the public to actively shape the draft SRBS for improving our future bus network. The consultation has been promoted by North Ayrshire Council and the Trinity Active Travel Hub via social media channels as requested by the Council motion on 13 December 2023.

RUSSELL McCUTCHEON  
Executive Director (Place)

For further information please contact **Claire Fitzsimmons, Interim Senior Manager – Regeneration** on **01294 315305**.

**Background Papers**

North Ayrshire Council Cabinet Paper (4 June 2024) - Strathclyde Partnership for Transport  
Strathclyde Regional Bus Strategy: Consultation on the Recommended Options for  
Improving our Future Bus Network

Strathclyde Partnership for Transport (SPT) A Call to Action: The Regional Transport  
Strategy for the west of Scotland 2023-38 (RTS)

Strathclyde Regional Bus Strategy – Case for Change

Strathclyde Regional Bus Strategy – Options Appraisal Report

Strathclyde Regional Bus Strategy – A Consultation on the Recommended Options for  
Improving our Future Bus Network.



## Strathclyde Regional Bus Strategy Consultation

### Purpose of this research

Bus services are vital to our communities, connecting towns, villages and city neighbourhoods across the west of Scotland. Despite the significant value of bus to society, economy and the environment, the bus network has been experiencing a decline.

Strathclyde Partnership for Transport (SPT) wants to reverse this cycle of decline and grow the bus network. This means a bus network that attracts more people to buses and ensures access for communities who rely on buses for every day travel needs. This also means a bus network for everyone.

To achieve this, SPT has been developing a **Strathclyde Regional Bus Strategy** that sets out what is needed from buses in the future and how this may be delivered. The draft Strathclyde Regional Bus Strategy can be accessed from SPT's website: <https://www.spt.co.uk/about-us/what-we-are-doing/regional-transport-strategy/bus-strategy/>

This survey will help SPT understand views on key elements of the draft strategy and consider if any changes are required prior to the SPT Partnership approving the strategy for delivery.

### This survey

Throughout this survey, we will refer to the **draft Strathclyde Regional Bus Strategy** as '**the bus strategy**'.

It is important that the bus strategy meets the needs of people, businesses and organisations of the west of Scotland. SPT is holding this consultation so they can hear your views on the bus strategy and supporting documents.

SPT has commissioned SYSTRA, an independent transport consultancy, to consult with stakeholders and the general public on the bus strategy. Your views are important and will be gratefully received. This survey should take approximately 10-15 minutes to complete, depending on the answers you give. All feedback received will be considered and will help to develop the final version of the bus strategy. You are able to provide a response to the survey from now until **Thursday 29<sup>th</sup> May 2025**.

If you require any support in completing this survey, please contact SPT at [RTS@spt.co.uk](mailto:RTS@spt.co.uk).

### Your data

All survey responses are confidential and results will be analysed and reported anonymously by SYSTRA. The research complies with the Market Research Society Professional Code of Conduct and General Data Protection Regulation (GDPR). You can withdraw from the research at any time.

The survey will ask you for some basic contact information for the purposes of ensuring the authenticity of responses, as well as asking for your feedback on the bus strategy. Those responding on behalf of an organisation will also be asked to provide some basic details about their organisation. Those responding as an individual will be asked about the area they live in and their current travel behaviour.

To develop a bus strategy that truly reflects the needs and preferences of the community, it is crucial that each participant provides honest and unique responses. Your feedback is invaluable in shaping a bus network that serves everyone effectively. We kindly ask that you complete the survey only once to ensure the integrity of the results.

You have rights in relation to how your personal data is handled and you can find full details by clicking <https://www.systra.com/uk/wp-content/uploads/sites/11/2025/02/spt-srbs-privacy-notice.pdf>.

**Are you happy to proceed with the survey?**

*Please select one*

- |                                     |     |
|-------------------------------------|-----|
| <input checked="" type="checkbox"/> | Yes |
| <input type="checkbox"/>            | No  |

## ABOUT YOU

These first few questions are to understand a little bit more about your organisation.

**1. What is the name of the organisation that you are responding on behalf of?**

*Please enter your organisation's name below*

North Ayrshire Council
------------------------

**2. Which of the following best describes your organisation?**

- |                                     |                    |
|-------------------------------------|--------------------|
| <input type="checkbox"/>            | Bus operator       |
| <input checked="" type="checkbox"/> | Local authority    |
| <input type="checkbox"/>            | Other organisation |

**3. In which local authority area does your organisation primarily operate?**

- |                                     |                         |
|-------------------------------------|-------------------------|
| <input type="checkbox"/>            | Argyll and Bute         |
| <input type="checkbox"/>            | East Ayrshire           |
| <input type="checkbox"/>            | East Dunbartonshire     |
| <input type="checkbox"/>            | East Renfrewshire       |
| <input type="checkbox"/>            | Glasgow City            |
| <input type="checkbox"/>            | Inverclyde              |
| <input checked="" type="checkbox"/> | North Ayrshire          |
| <input type="checkbox"/>            | North Lanarkshire       |
| <input type="checkbox"/>            | Renfrewshire            |
| <input type="checkbox"/>            | South Ayrshire          |
| <input type="checkbox"/>            | South Lanarkshire       |
| <input type="checkbox"/>            | West Dunbartonshire     |
| <input type="checkbox"/>            | Other – please specify: |



4. Please provide your name, job title, and email address below. Note, this information is being requested for the purposes of ensuring the authenticity of responses. A list of all organisations that respond to the consultation will also be included in reporting, but will not be linked to responses. Your details will not be used for any other purpose.

Name:
David Hilditch
Job title:
Interim Active Travel and Transport Manager
Email:
dhilditch@north-ayrshire.gov.uk

5. Have you read the bus strategy?

<input checked="" type="checkbox"/>	Yes, I have read it in full
<input type="checkbox"/>	Yes, I have read some of it
<input type="checkbox"/>	No, I have not read it
<input type="checkbox"/>	I was not aware of the bus strategy until now.

6. In 2024, SPT carried out a consultation regarding recommendations from the options appraisal. Did your organisation respond to this consultation?

<input checked="" type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Don't know


## YOUR VIEWS ON THE BUS NETWORK

7. Firstly, do you agree or disagree that the bus network meets the needs of the general public?


<input type="checkbox"/>	Strongly agree
<input type="checkbox"/>	Slightly agree
<input type="checkbox"/>	Neither agree nor disagree
<input type="checkbox"/>	Slightly disagree
<input checked="" type="checkbox"/>	Strongly disagree
<input type="checkbox"/>	Don't know
<input type="checkbox"/>	Not applicable

## THE BUS NETWORK WE NEED


The bus strategy sets out policies and measures. The **Policies** are the principles that should be applied by SPT and partners in decision-making processes affecting bus in the region, while the **Measures** describe the activities and outputs that are needed to support the Policies. In the bus strategy, these policies and measures are grouped under seven **themes**. The themes are set out below alongside brief explanatory text, with further details available in chapter 4 of the draft bus strategy.

- 1 


**Buses where they are needed, when they are needed**

  - A bus network that provides more **high frequency services on busier routes**.
  - More **consistent levels of service** across the region and at different times of day.
  - Better coverage during early morning hours, evenings, and Sundays.
- 2 


**Reliable and quicker bus journeys**

  - Buses **turning up** when scheduled, arriving at destinations **on time**.
  - Bus journey times that are **attractive compared to using a car**.
- 3 


**Affordable and attractive fares and ticketing**

  - Fares and ticketing that are **simple and easy to understand**
  - Affordable** bus travel, particularly for those who face cost-related travel barriers.
- 4 


**Accessible and safer bus journeys**

  - Convenient, accessible and safer** bus journeys for all.
- 5 

**A trusted and recognisable bus network**

  - A bus network that people trust to deliver a **consistent, high-quality service** no matter where one lives in the region or how often one travels by bus.
- 6 

**A seamless and integrated bus network**

  - A bus network that is **easy and convenient to use**
  - Better **integration** of timetables, services, interchange locations, ticketing and information.
- 7 

**More environmentally sustainable, resilient and adaptable bus network / fleet**

  - Zero emission buses and infrastructure** that is resilient to effects of climate change

**8. When thinking about the bus network and how it may be improved, how important or not is each theme to your organisation?**

*Please select one for each theme*

	Very important	Important	Neutral	Unimportant	Very unimportant	Don't know
Buses where they are needed, when they are needed	X					
Reliable and quicker bus journeys	X					
Affordable and attractive fares and ticketing	X					
Accessible and safer bus journeys	X					
A trusted and recognisable bus network	X					
A seamless and integrated bus network	X					
A more environmentally sustainable, resilient and adaptable bus network and fleet	X					

**9. To what extent do you agree or disagree that each theme should be included within the bus strategy?**

*Please select one for each theme*

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
Buses where they are needed, when they are needed	X					
Reliable and quicker bus journeys	X					
Affordable and attractive fares and ticketing	X					
Accessible and safer bus journeys	X					
A trusted and recognisable bus network	X					
A seamless and integrated bus network	X					
A more environmentally sustainable, resilient and adaptable bus network and fleet	X					

**The next few questions are optional.** If you do not wish to provide feedback on the policies and measures within the themes, please **skip to question 19**.

**10. To what extent do you agree or disagree that the following policies and measures are appropriate to deliver **Theme 1: Buses where they are needed, when they are needed?****

*Please select one for each policy and measure within this theme*

**Policies**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
P1: Improve periods of operation and geographic coverage of the bus network, where required	X					
P2: Improve the frequency of bus services, where required	X					
P3: Improve the efficiency of the regional bus network	X					

**Measures**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M1: A regional bus network based upon defined principles for frequency, capacity, periods of operation, coverage and connectivity		X				
M2: Minimum levels of service for all towns, key destinations (e.g. hospitals) and off-peak time periods to ensure basic accessibility, working towards more convenient service levels		X				

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M3: High frequency services (every 10 minutes minimum) on core routes, working towards a turn-up-and-go service level for some services at appropriate times		X				
M4: An integrated bus network with better coordination between services and modes, particularly for journeys where interchange is more common (e.g. rural to regional express or bus to rail)	X					



**11. To what extent do you agree or disagree that the following policies and measures are appropriate to deliver **Theme 2: Reliable and quicker bus journeys?****

*Please select one for each policy and measure within this theme*

**Policies**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
P4: Improve the reliability and punctuality of bus services	X					
P5: Improve the attractiveness of bus journey times compared to car journey times		X				

**Measures**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M5: Bus priority infrastructure on high frequency routes (every 10 minutes minimum) and routes that are prone to congestion, including motorways		X				
M6: Bus services that better meet performance (e.g. punctuality and patronage) standards and objectives, supported by more performance monitoring and the open sharing of performance data	X					
M7: Better coordination of rural services with region/express services and rail services	X					

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M8: Better co-ordination of appropriate fleets for appropriate routes and services, maximising fleet and boarding capacity	X					
M9: Support wider car demand management and centralised network disruption management policies, measures and operations		X				
M10: Traffic management and enforcement measures (e.g. bus lane cameras, parking enforcement)	X					
M11: More efficient network planning via a whole of region approach to provide faster and more reliable journeys	X					
M12: Network-wide communication and monitoring teams to manage and respond to disruption, including the development with partners of a regional control centre		X				
M13: Faster bus journey times on busier routes, supported by bus priority, faster boardings (through smart ticketing, bus stop rationalisation and faster vehicle access/egress) and express services	X					

**12. To what extent do you agree or disagree that the following policies and measures are appropriate to deliver **Theme 3: Affordable and attractive fares and ticketing?****

*Please select one for each policy and measure within this theme*

**Policies**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
P6: Improve the affordability of bus fares, especially for people living in poverty, disadvantaged communities and rural or remote communities	X					
P7: Improve the attractiveness of bus fares compared to the cost of motoring	X					
P8: Ensure that bus fares are easy to understand and flexible	X					

**Measures**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M14: Concessionary / discounted fares prioritised for groups most in need, progressing towards overall fare reductions for all	X					
M15: Automatic fare capping for single and multi-journey (ensuring best fare is applied for the actual journey made)	X					

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M16: Simplified fare structures providing customers with the best value for money ticket for all journeys	X					
M17: Accessible and easy to understand fares information	X					
M18: Consistent and well-communicated approaches to any fare increases	X					

**13. To what extent do you agree or disagree that the following policy and measures are appropriate to deliver **Theme 4: Accessible and safer bus journeys?****

*Please select one for each policy and measure within this theme*

**Policies**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
P9: Improve the accessibility and safety of bus travel for all passengers	X					

**Measures**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M19: Accessibility and equality training for bus drivers, bus station staff and bus planning teams	X					
M20: Inclusive and accessible travel information, including audio-visual information on buses	X					
M21: Passenger assistance services on buses, aiming for a single, network-wide approach		X				
M22: Accessible vehicles, bus stops and bus stations, and routes to bus stops and stations	X					
M23: CCTV on buses and at bus stations	X					
M24: High quality, well-lit and maintained bus stops	X					

**14. To what extent do you agree or disagree that the following policies and measures are appropriate to deliver **Theme 5: A trusted and recognisable bus network****

*Please select one for each policy and measure within this theme*

**Policies**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
P10: Develop a consistent network identity across the region	X					
P11: Ensure passengers receive a consistent, high quality standard of customer service across the region	X					
P12: Develop and ensure a consistent approach to bus service changes across the region that minimises disruption to passengers	X					
P13: Develop and ensure high quality and consistent driver standards across the region	X					

**Measures**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M25: A strong network-wide identity across key assets, services and information (e.g. vehicles, stops and stations, online and app services)	X					
M26: A network-wide Customer Charter	X					



M27: Network-wide passenger engagement and monitoring of passenger satisfaction	X					
M28: Restrict significant service changes to well-defined dates each year (like trains) with a clearly reported rationale for change	X					
M29: Consistent, high quality customer service provided by drivers and other customer-facing staff (e.g. travel centres, contact centres, customer services)	X					

**15. To what extent do you agree or disagree that the following policies and measures are appropriate to deliver **Theme 6: A seamless and integrated bus network?****

*Please select one for each policy and measure within this theme*

**Policies**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
P14: Develop a smart and integrated ticketing system for the bus network that makes it easy to use bus across the region and supports wider multi-modal integration and MaaS	X					
P15: Ensure bus stops and interchanges are high quality and located conveniently and efficiently across the region	X					
P16: Ensure bus travel information is provided consistently as high quality, accurate and integrated for all bus users across the region	X					

**Measures**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M30: Smart and cashless ticketing options and simplified product offer	X					

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M31: Bus integrated more closely with ferry, rail, Subway, cross-regional routes and the emerging Clyde Metro networks/services/hub, ticketing and information	X					
M32: High quality passenger waiting facilities (stops/hubs/stations) across the region	X					
M33: Integrate waiting facilities with active, accessibility and micro-mobility modes, and with wider mobility hub and place-making proposals in appropriate locations	X					
M34: Review, improve and rationalise waiting facility infrastructure and locations to provide a more seamless, welcoming and efficient network.	X					
M35: Accurate and reliable real time travel information across the region		X				
M36: Open and transparent performance monitoring of services to assess performance and target improvements.	X					

**16. To what extent do you agree or disagree that the following policies and measures are appropriate to deliver Theme 7: A more environmentally sustainable, resilient and adaptable bus network and fleet?**

*Please select one for each policy and measure within this theme*

**Policies**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
P17: Transition the regional bus fleet to zero emission vehicles	X					
P18: Ensure high quality and well-maintained vehicles across the region	X					
P19: Ensure the regional bus fleet supports a resilient and operationally efficient bus network	X					

**Measures**

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
M37: High quality bus fleet that is transitioning fully to 100% zero emission vehicles in line with Scottish Government targets	X					
M38: Efficient, resilient and well-maintained depot network	X					
M39: A road and bus infrastructure network that is resilient and adaptable to the effects of climate change		X				
M40: Resilient and skilled-up workforce	X					

M41: EV enabled bus depot facilities and supporting infrastructure that are future proofed to facilitate the conversion of the bus fleet to zero emissions	X					
--	---	--	--	--	--	--

**17. If you answered ‘slightly disagree’ or ‘strongly disagree’ to any of the choices in Questions 10 – 16, and would like to provide a reason for this, please leave this below noting the policy/measure number.**

- **Question 10, M2: Within this statement “M2: Minimum levels of service for all towns, key destinations (e.g. hospitals) and off-peak time periods to ensure basic accessibility, working towards more convenient service levels” the measure includes “all towns”.**

We would welcome this level of provision for our towns however we recommend that the measure be extended to cover villages as well, potentially through the introduction/support for Community Transport schemes.

**18. If you have any further comments on the chapter 'The Bus Network We Need' within the bus strategy, please leave these below.**

Although we strongly agree/agree with the majority of policies and measures, we would provide the following comments:

**Q15, Policy P15: Ensure bus stops and interchanges are high quality and located conveniently and efficiently across the region.**

We welcome this policy however it may not always be possible to locate bus stops in the most convenient location due to restrictions within the existing road network. Rather than “ensure” we would recommend that this is an aim.

**Q15, Measure M30: Smart and cashless ticketing options and simplified product offer.**

There is a large proportion of elderly using bus services that may not be comfortable with using a cashless ticketing system. Whilst we fully support this measure, we would strongly recommend that there always remains a cash payment option.

**Q15, Measure M35: Accurate and reliable real time travel information across the region.**

We are keen to progress with RTPI signs in our area. It should however be noted that the provision of RTPI has an ongoing revenue impact for Local Authorities. Without an appropriate revenue stream to provide RTPI this will likely have an impact on the Local Authorities.

**Q16, Policy P17: Transition the regional bus fleet to zero emission vehicles.**

We are supportive of this policy, however would note that in some remote, rural and island locations this may not always be easily achievable and require a significant level of investment.

**Q16, Measure M37: High quality bus fleet that is transitioning fully to 100% zero emission vehicles in line with Scottish Government targets.**

As above. We are supportive of this policy, however would note that in some remote, rural and island locations this may not always be easily achievable and require a significant level of investment.

**Q16, Measure M39: A road and bus infrastructure network that is resilient and adaptable to the effects of climate change.**

We fully agree with this measure, but would note that substantial central government investment in the existing road network will be required to make this possible.



## DELIVERY PLAN

To deliver the bus strategy, SPT is proposing to develop bus franchising for the region's bus network, following the requirements set out in the Transport (Scotland) Act 2019.

The bus strategy provides an overview of bus franchising, sets out the rationale for pursuing franchising, 'key issues' to be considered in the development of franchising and the processes required to take forward the development of franchising.

### 19. To what extent do you support or oppose SPT taking forward bus franchising through the processes required by the Transport (Scotland) Act 2019?

*Please select one*

<input checked="checked" type="checkbox"/>	Strongly support
<input type="checkbox"/>	Slightly support
<input type="checkbox"/>	Neither support nor oppose
<input type="checkbox"/>	Slightly oppose
<input type="checkbox"/>	Strongly oppose
<input type="checkbox"/>	Don't know

### 20. Would you like to provide a reason for your response? This may include presenting alternatives to SPT's proposals (which for the avoidance of doubt, may include making no changes to the way bus services are currently delivered).

*If there is any information that you wish to provide in support of your views, please include this in the text box below. If the space provided is not sufficient, or you would like to provide further supporting material, please email this to [rts@spt.co.uk](mailto:rts@spt.co.uk)*

North Ayrshire Council has consistently advocated for enhanced bus service provision. Following the enactment of the Transport (Scotland) Act 2019 and SPT's proposal to develop the Strathclyde Regional Bus Strategy (SRBS). We believe it was prudent to assess bus service delivery at a regional level via the SRBS rather than addressing it solely within North Ayrshire. It is noted that all options were considered through the development of the SRBS and that franchising was the most appropriate way forward to provide bus services in the future.

In our response to the SRBS consultation in April 2024, we strongly supported the franchising model for local bus services. Franchising was determined to be the most suitable option after careful consideration of all alternatives, as it offers the potential for greater control, efficiency, and service reliability. Nevertheless, we recognise that there is merit in evaluating other options, such as maintaining the current system without changes or introducing voluntary partnerships. While these alternatives may present lower financial burdens and greater flexibility, they lack the structured oversight and long-term benefits franchising provides.

It is acknowledged that franchising comes with significant financial implications. Local Authorities are already under considerable financial pressure, making robust financial planning and sufficient additional funding critical to its success. Additional financial support from the Scottish Government will be essential to implement these proposals effectively and achieve the desired outcomes.

**21. The bus strategy lists a number of key issues for the development of bus franchising. To what extent do you agree or disagree that each of the following is a 'key issue' to be considered?**

*Please select one for each issue*

	Strongly agree	Slightly agree	Neither agree nor disagree	Slightly disagree	Strongly disagree	Don't know
Scale and pace of change across the region	X					
Fares and ticketing	X					
Information and customer service	X					
Funding environment	X					
Fleets and Depots	X					
Staffing, support services and stakeholders	X					
Bus priority and 'bus friendly environment'	X					

**22. Do you have any other comments on these 'key issues' or think there are any other 'key issues' that should be considered by SPT in the development of bus franchising? If yes, please state these below:**

The proposal for franchising is welcomed. This will enable those who are closest to communities and best placed to understand their needs are provided with the tools to address them through the provision of required services. To ensure best value and value for money, it is important that services can be packaged to balance surplus and subsidy across the bus network within the area. To provide a sustainable and planned approach to the shift in provision to meet the needs of communities will require additional funding to establish services to support new and increased patronage. We would like to emphasise that this should be regionally focussed and not just focussed on the denser urban areas.

The bus strategy lists a number of key risks for the ‘franchising route map’ when developing and implementing franchising. This includes:

- Political and partnership support and leadership
- Requirement for a strong governance framework
- Funding
- Resourcing
- Market uncertainty
- Untested legislation

**23. Do you have any other comments on these ‘key risks’ or think there are any other ‘key risks’ that should be considered by SPT in the development of franchising? If yes, please state these below:**

Franchising may involve significant upfront costs for planning, consultation, and implementation. Given that Local Authorities are under severe financial pressure the proposals will require robust financial planning and securing funding to mitigate this risk. Additional financial support from the Scottish Government is essential to achieve the proposed goals.

The success of franchising depends on collaboration with bus operators, Local Authorities, and other stakeholders. We would highlight the importance of transparent and inclusive engagement processes could help address potential resistance and build consensus.

While the franchise is being developed, there is a risk of service decline if interim measures are not effectively implemented. We would recommend focussing on ensuring that voluntary partnerships and infrastructure improvements are prioritised to maintain service quality during the transition.

--

A draft Action Plan is included in the Delivery Plan, with actions arranged under 4 topics:

- **Franchising Route Map** - initial actions to progress the development of franchising;
- **Pre-franchising period** - actions to support the management of the transition period ahead of the implementation of any franchising scheme;
- **Bus infrastructure and traffic management** - actions to support delivery of bus infrastructure (including bus priority) and traffic management measures.
- **Bus friendly environment** – actions related to wider transport policies, interventions or programmes complementary to the bus strategy

**The next few questions are optional.** The next series of questions give you the option to provide feedback on the action plan. If you do not wish to provide comments, **please skip to question 25.**

**24. If you would like to provide feedback on the Action Plan, please leave this below. Please also specify if your comments relate to the Action Plan as a whole or for particular topics.**

The proposed Action Plan outlines various measures to enhance bus services, which we largely support. While franchising was strongly supported in the North Ayrshire Council's response to the Strathclyde Regional Bus Strategy (SRBS) in April 2024, we also advocated for keeping the option of voluntary partnerships open.

We appreciate the SRBS's approach of collaborating with the existing voluntary Glasgow Bus Partnership, Local Authorities, and Transport Scotland to manage the transition to franchising. However, this framework should extend to North Ayrshire as well. A voluntary partnership with Local Authorities and bus operators could enhance efficiency, reliability, and sustainability in the public transportation system. While voluntary partnerships may not be a long-term solution, they remain valuable during this transitional phase, given their limited financial impact on councils. The lack of binding legal obligations between parties remains a concern.

The Action Plan proposes bus infrastructure improvements but lacks a clear strategy for funding these measures. North Ayrshire Council has faced challenges in securing funding for bus infrastructure improvements over the past two years. Additional financial support from the Scottish Government is essential to achieve the proposed goals, including increased subsidies for bus services.

**25. Are there any other actions that SPT should consider?**

<input type="checkbox"/>	No
<input checked="" type="checkbox"/>	Yes – please state:

The strategy notes that the bus network should also be planned to effectively integrate with Community Transport (CT) where CT can provide a more efficient and locally tailored

service. This is particularly effective where CT services can link remote areas to towns for onward travel on the local bus network however there are no specific actions relating to community transport. We would therefore recommend that specific community transport policies/measures are included within the strategy, for example:

1. Assisting and funding existing community transport operators within North Ayrshire.
2. Developing and managing community transport schemes within North Ayrshire to provide transport services where existing services are limited.

**26. If you have any further feedback on Delivery Plan, please leave this below:**

We would re-iterate that given that Local Authorities are under severe financial pressure the proposals will require robust financial planning and securing funding to mitigate this risk. Funding requires to be made available to ensure that the delivery plan can be fully realised. Additional financial support from the Scottish Government is essential to achieve the proposed goals, including increased subsidies for bus services.

## **ACCOMPANYING DOCUMENTS**

The bus strategy has been assessed through Strategic Environment Assessment, Equality Impact Assessment, Fairer Scotland Duty Impact Assessment, Island Communities Impact Assessment and Child Rights and Wellbeing Impact Assessment. The relevant documents are available at: <https://www.spt.co.uk/about-us/what-we-are-doing/regional-transport-strategy/bus-strategy/>

**27. If you would like to provide feedback on any of these documents, please leave this below:**

We note that the option appraisal process has been informed by the assessments listed above. We welcome the assessments carried out to inform this process and are satisfied that the needs of our urban, rural and island communities will be taken into account during this process.

## **FINAL COMMENTS**

**28. Finally, if you have any further comments related to the bus strategy, please enter them here.**

North Ayrshire Council's Council Plan prioritises transitioning to a wellbeing economy, fostering active, inclusive, and resilient communities, and achieving net-zero emissions by 2030. The Strathclyde Regional Bus Strategy can play a significant role in supporting these objectives by enhancing regional connectivity and reducing reliance on cars. Promoting

sustainable transport options while improving access to essential services and opportunities aligns well with the Councils goals.

Rural and island communities face unique challenges compared to urban areas due to lower population densities, longer distances between destinations, and higher operational costs. This has been demonstrated by the reduction of commercial bus services in rural areas such as the Garnock Valley and the complete subsidisation of bus services on the Isle of Arran by SPT. Limited transport options in these areas often result in dependence on cars, restricted access to services and employment opportunities, and social isolation. We hope the Strathclyde Regional Bus Strategy will actively address these disparities.

The Council's Local Transport and Active Travel Strategy emphasises the strategic priority of building an Inclusive Economy. By improving the bus network and regional connectivity within North Ayrshire and beyond, the strategy has the potential to create a more attractive environment for businesses and communities to flourish. While the ambition shown in the Strathclyde Regional Bus Strategy is promising, we believe more consideration should be given to the challenges of delivering bus services in island and rural communities across the region.

Enhanced connectivity between rural areas and major towns is vital. This would ensure better links between residential areas and employment hubs, schools, healthcare facilities, and leisure spaces, addressing current gaps in service provision. Reliable, frequent services during evenings and weekends are also essential to accommodate shift workers and promote bus use for social and recreational purposes.

Theme 1 suggests integrating the bus network with Community Transport (CT) services to provide more tailored options for remote areas. However, details on achieving this integration are not included in the strategy. Developing a clear approach to linking CT services with the wider bus network could significantly address service gaps for isolated communities. To ensure the network evolves to meet local needs effectively, SPT should prioritise ongoing consultation with residents and stakeholders, and include proposals for Community Transport within the SRBS.

Making bus travel more affordable through ticketing options such as daily or weekly passes could encourage greater use of public transport. Enhanced accessibility measures, including features like low-floor buses and clear audio-visual announcements, would support inclusivity for individuals with disabilities, parents with prams, and elderly residents.

Finally, we would seek assurance that the implementation of the Strathclyde Regional Bus Strategy does not disproportionately prioritise larger urban areas within the region. Rural and island areas should receive equitable, if not prioritised, consideration.

Thank you so much for your time.

Please return the completed questionnaire to [rts@spt.co.uk](mailto:rts@spt.co.uk) or SPT 131 St. Vincent St, Glasgow.